

WORKFORCE TRENDS AFFECTING ORGANIZATIONS TODAY

SUMMARY RESULTS



SEPTEMBER 2022

WHO DID WE SURVEY?



Between May and September 2022, Gatepoint Research invited selected executives to participate in a survey themed *Workforce Trends Affecting Organizations Today*.

Candidates from several industries were invited via email and 100 executives have participated to date.

Management levels represented are all senior decision-makers: 13% hold the title CxO or are VPs, 67% are directors, and 20% are senior or department managers.

100% of responders participated voluntarily; none were engaged using telemarketing.

EXECUTIVE SUMMARY

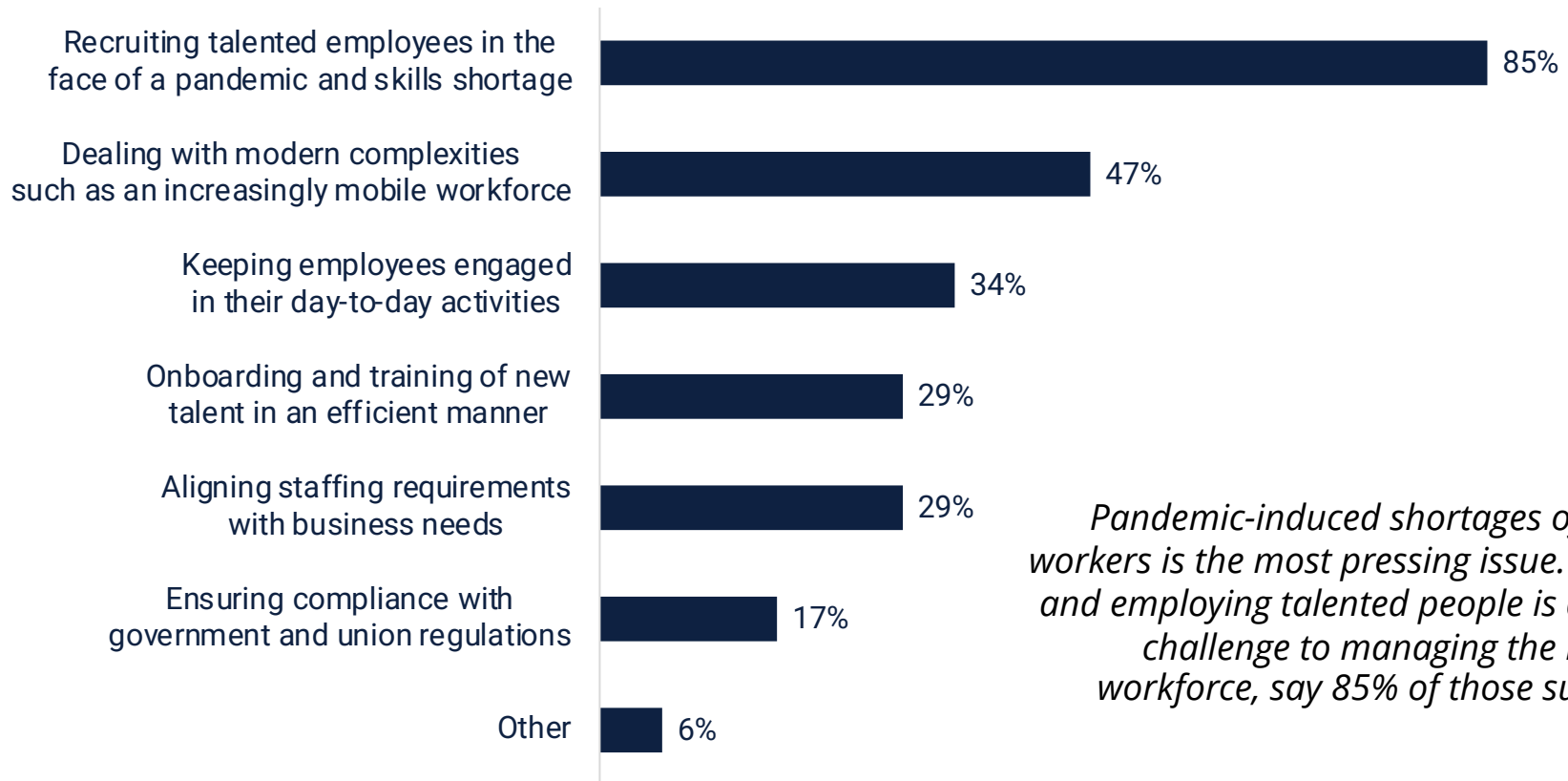


Companies across the board are dealing with a disappearing workforce and the need to adapt to remote and hybrid workers. How are companies coping in the face of the pandemic? Is current HCM technology doing enough to support this new type of workforce?

This survey asks respondents to report:

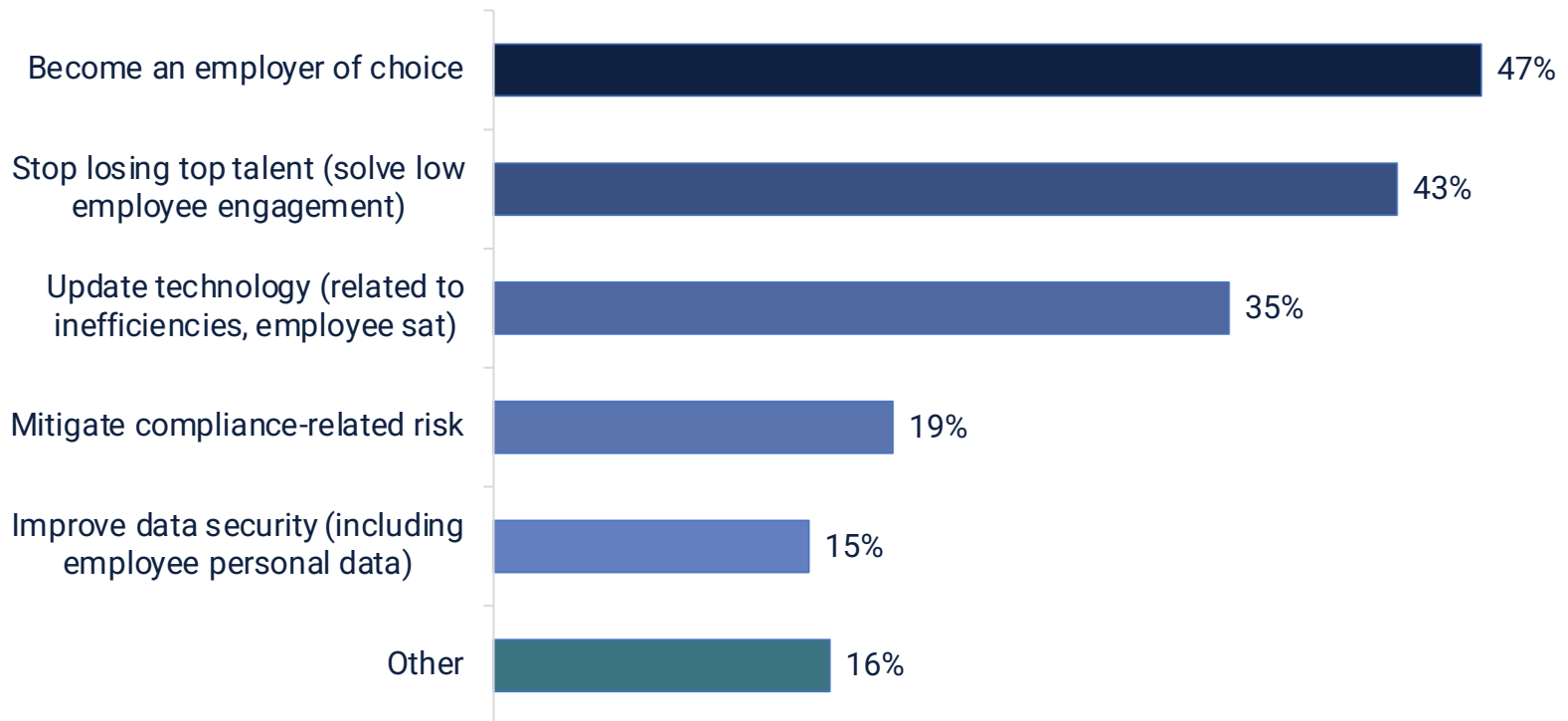
- What are some of your most pressing workforce management challenges?
- Which functionality gaps do you need to fill in your current HCM /workforce management system to meet your strategic initiatives?
- What's important to consider when evaluating new technology solutions?

What are some of your most pressing workforce management challenges?



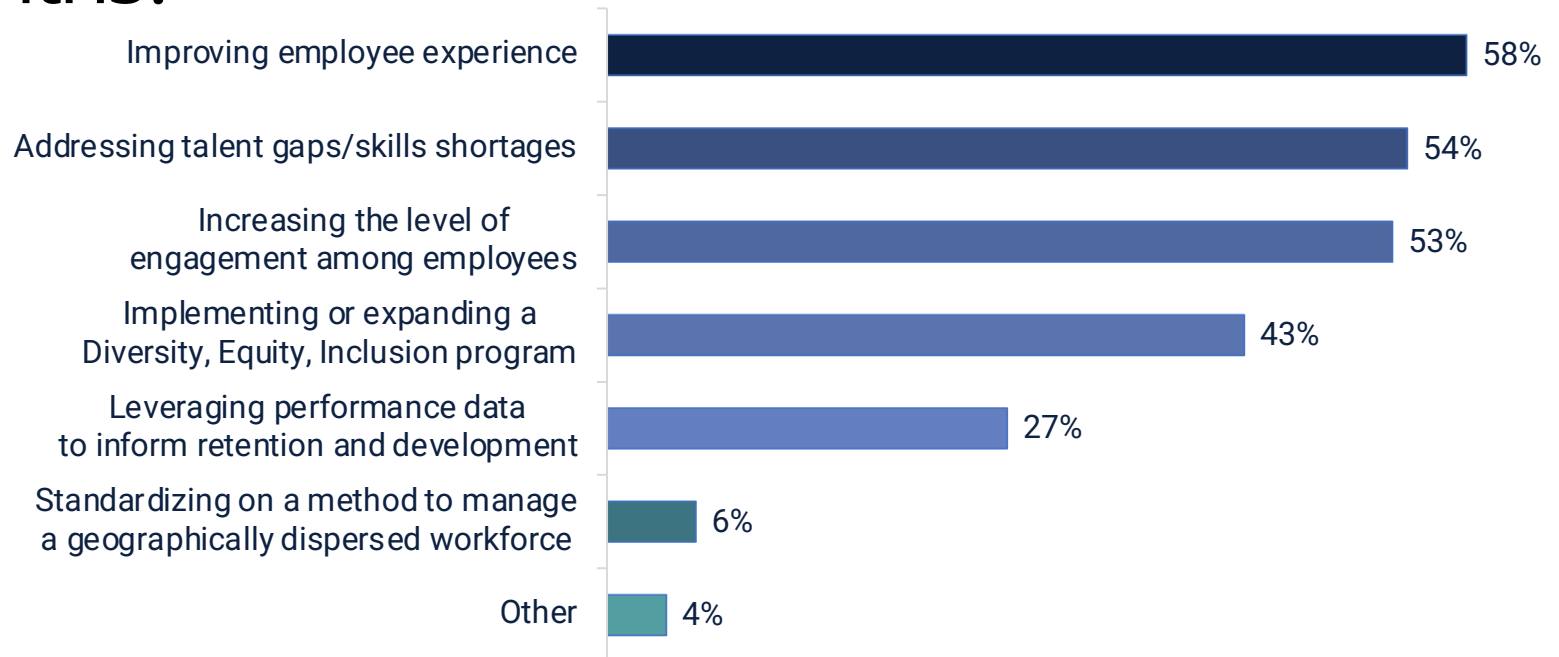
Pandemic-induced shortages of skilled workers is the most pressing issue. Finding and employing talented people is a major challenge to managing the modern workforce, say 85% of those surveyed.

What are your top priorities in your current job role?



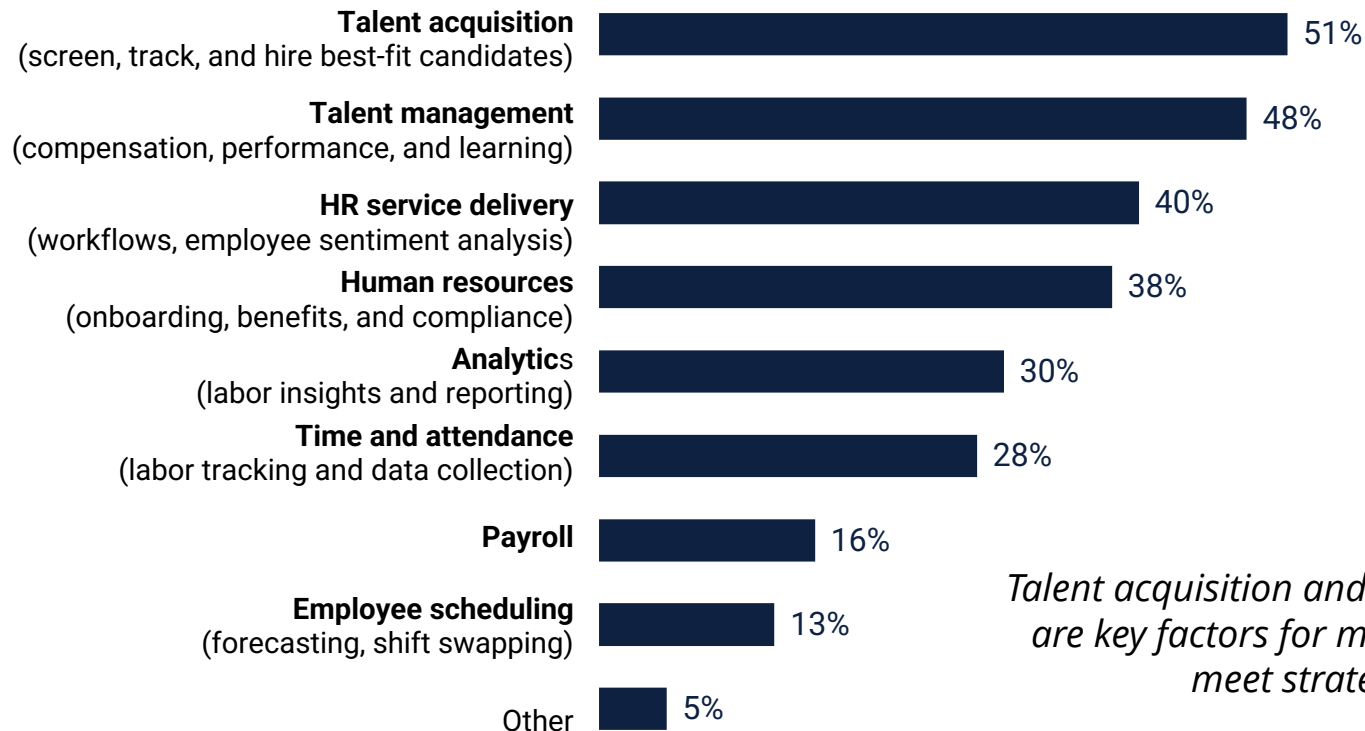
47% of respondents are focused on becoming an employer of choice, which, for 43%, will be more likely if they can solve their low employee engagement rate, and for 35% when they update their technology.

Which of the following are strategic initiatives for your organization in the next 12 to 18 months?



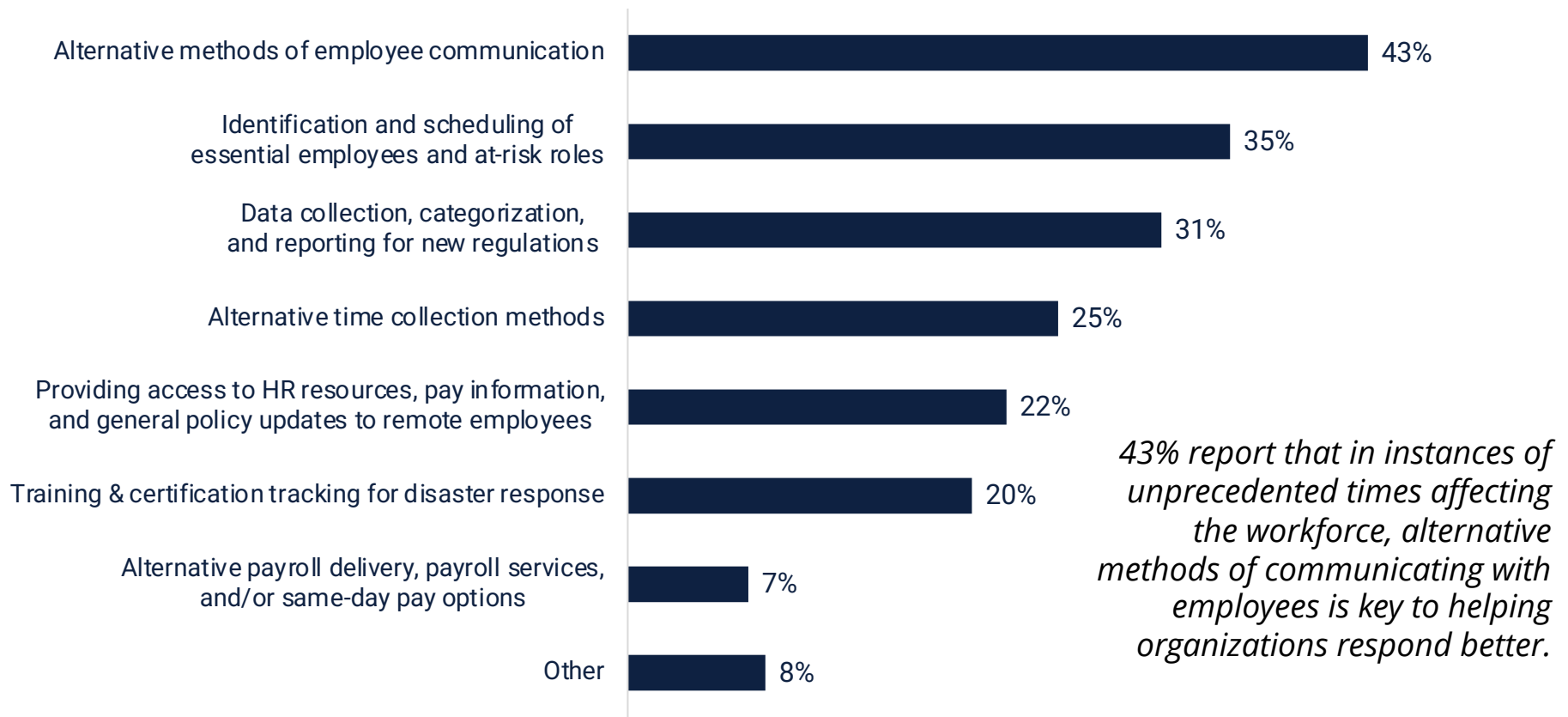
Over half of all those surveyed say their organizations are focused on making improvements to the current employee experience, dealing with gaps in talent and skills shortages, and bolstering employee engagement.

Which functionality gaps do you need to fill in your current HCM /workforce management system to meet your strategic initiatives?



Talent acquisition and management are key factors for many hoping to meet strategic initiatives.

Of the following, which capabilities would help your organization better respond to a situation like today's pandemic in the future?

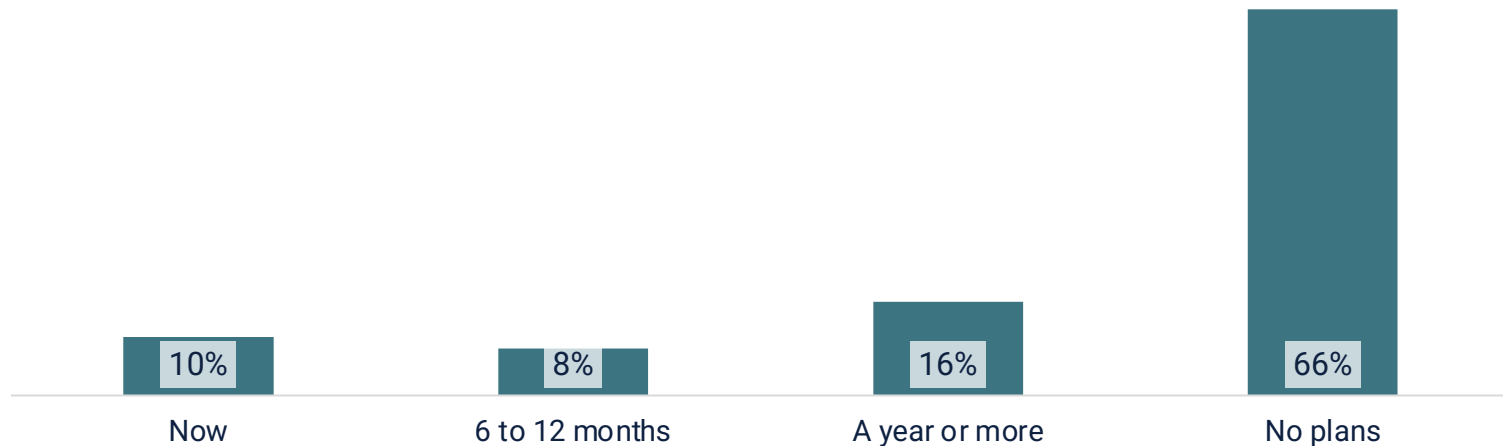


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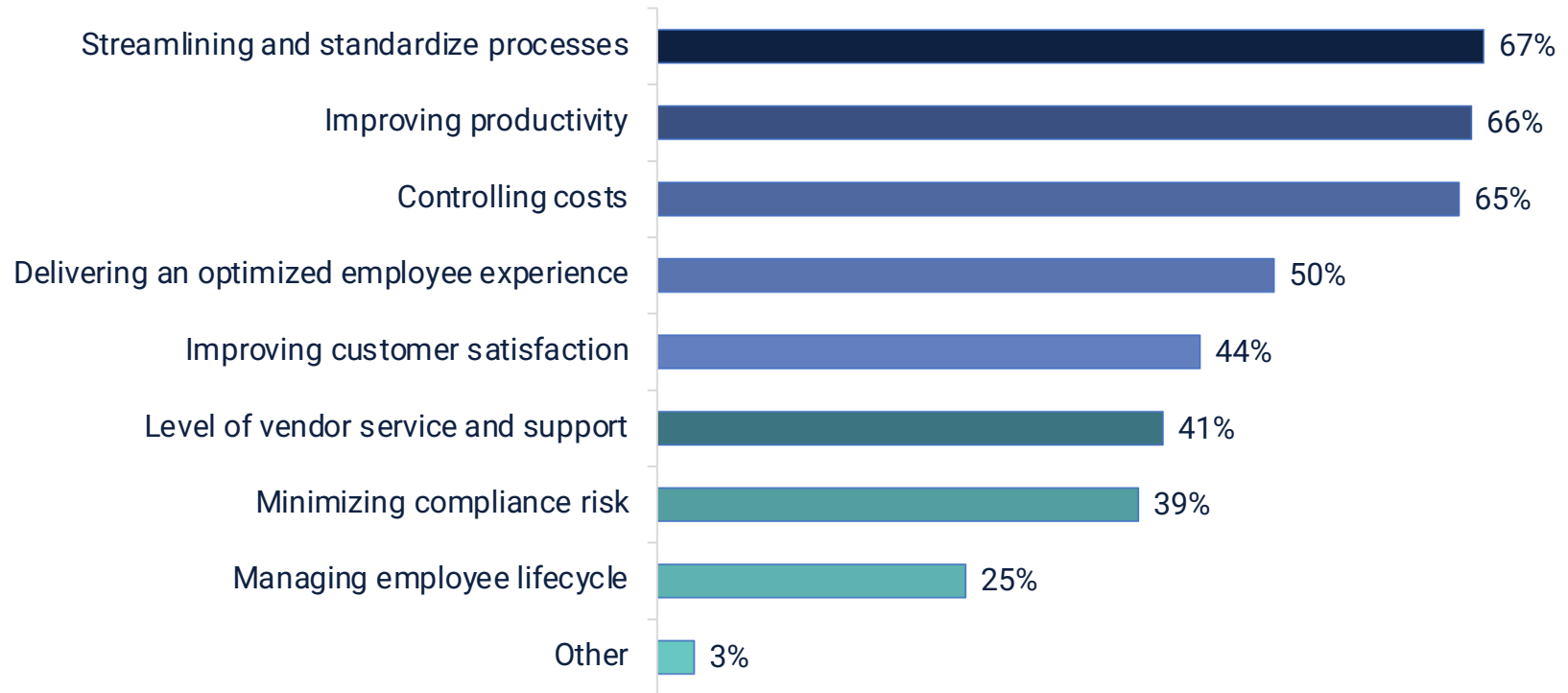
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Does your company plan to upgrade or replace its current HR, payroll, and/or workforce management system? If so, when?



18% are looking for new solutions in the next year, with an additional 16% looking to upgrade shortly after.

What's important to consider when evaluating new technology solutions?

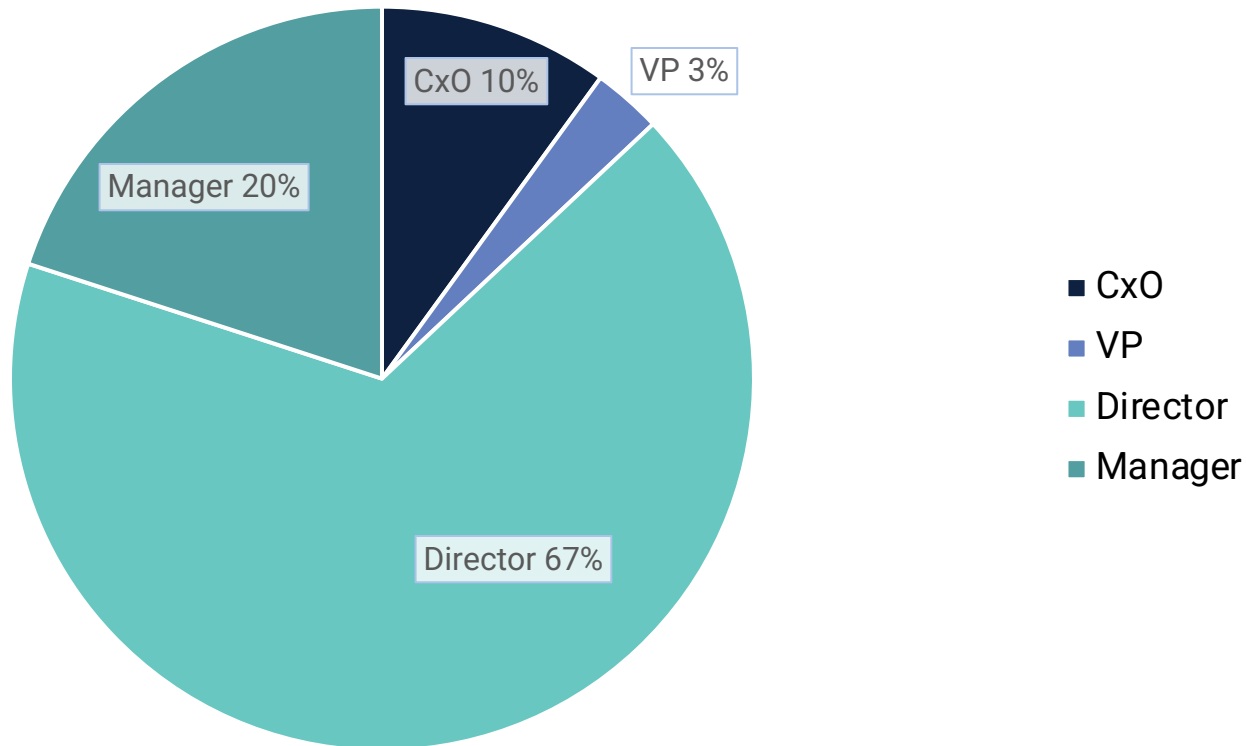


When evaluating new solutions, roughly two thirds of respondents are focused on streamlining and standardizing processes, improving productivity, and controlling costs.

JOB LEVEL



80% of respondents to this survey hold executive or director-level positions in their organization.





About the Company

UKG (Ultimate Kronos Group) offers HCM, payroll, HR service delivery, and workforce management solutions that drive better business outcomes, improve HR effectiveness, streamline the payroll process, and help make work a better, more connected experience for everyone.

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