

Best Practices in Human Resources

HARRT at UCLA
Associate Round Table
March 12, 2018
Rand Corporation

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Workforce Changes

Multiple generations in the workplace

- Boomers
- Gen X
- Gen y
- Gen Z



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Workforce Changes

- Average boomer will change jobs 11.7 times in their career
- Millennials will change jobs every two years in their careers
- 40% of US workers are contingent i.e. UBER, TaskRabbit, Noisebridge, Upwork, oDesk
- 43% of employees work from home - at least sometimes

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- Technology

Work automation is growing at unprecedented rates

- Robotics
- Artificial Intelligence
- Machine Learning
- Virtual and Augmented Reality

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The overwhelmed employee

The “average” US worker now spends **25%** of their day reading or answering emails

The average mobile phone user checks their device **150 times a day**.

More than **80%** of all companies rate their business “highly complex” or “complex” for employees.

40% of the US population believes it is impossible to succeed at work and have a balanced family life.

Fewer than **16%** of companies have a program to “simplify work” or help employees deal with stress.

The “average” US worker works **47 hours** and 49% work 50 hours or more per week, with 20% at 60+ hours per week



Sources: Deloitte Human Capital Trends 2014 and 2015

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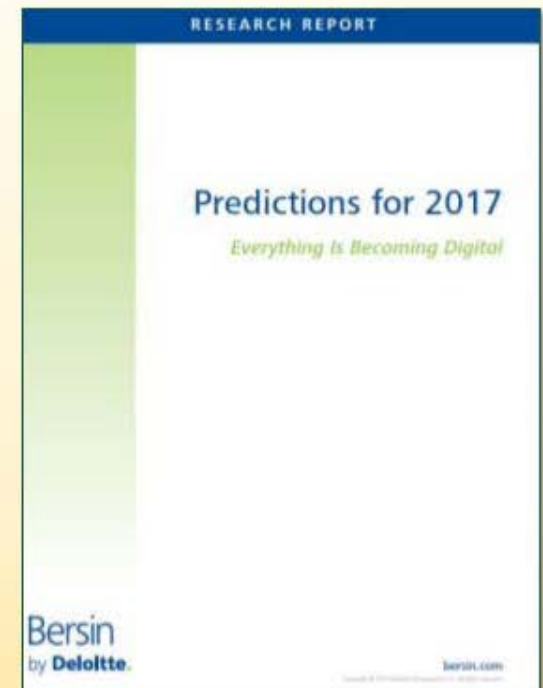
HR 2017—Bersin by Deloitte predictions for the year ahead

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Talent and HR Predictions for 2017

1. Organization design will be challenged everywhere
2. Culture and engagement remain top priorities
3. Real time feedback and analytics explode in maturity
4. New generation of performance management tools
5. Wellbeing and human performance emerges as critical
6. Employee experience becomes central focus for HR
7. Digital HR, learning, and recruiting displaces cloud
8. Leadership market reinvents itself again
9. Inclusion, unconscious bias, diversity goes mainstream
10. L&D will struggle to reinvent itself
11. Future of work will push HR into a strategic role



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