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HR leaders divided on urgency to transform

By Christopher Bacey

A new report from KPMG reveals that today's human resources leaders are divided on the need to redefine the HR function for success for the 21st century.

The future of HR 2019: In the Know or in the No

(<https://home.kpmg.com/xx/en/home/insights/2018/11/the-future-of-human-resources.html>)? analyzes the findings of a global survey of 1,200 HR executives and explores their views, use and adoption of artificial intelligence and disruptive technologies, employee experience, predictive analytics, workplace culture and capabilities.



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Mike DiClaudio

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Key findings include:

- Approximately two-thirds of HR executives say they agree that the function has undergone or is undergoing a digital transformation.
- The majority of respondents (70 percent) recognize the need to transform their workforces, but only 40 percent have a plan in place to do so.

Mike DiClaudio biography



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(https://www.kpmg.com/US/issues/themes/HR/2018/future-of-hr-survey.aspx) Slightly more than a third (37%) of respondents said they are “very confident” in their ability to do so were also leading in digital strategy, including higher adoption of AI and analytics.



- To achieve digital transformation, respondents agree workplace culture is key ingredient, but many find this to be a top barrier (41 percent).

“HR professionals who actively leverage IA and advanced analytics are better able to connect the organization’s people strategy with the larger business performance,” says [Michael DiClaudio](https://www.linkedin.com/in/mike-diclaudio-0a94a07/), (https://www.linkedin.com/in/mike-diclaudio-0a94a07/) a principal in KPMG’s U.S. Advisory People & Change practice. “This provides strategic value to the organization and positions HR teams as trusted advisors to the business. Organizations that don’t keep up will find themselves perilously behind before they realize what happened.”

The report includes commentary from HR leaders from some of the world’s most successful global organizations, including The Dow Chemical Company, Club Med, Tesco PLC, Schneider Electric and KPMG.

For more information or to speak with a KPMG leader, please contact [Christopher Bacey](mailto:cbacey@kpmg.com) (mailto:cbacey@kpmg.com)..

➤ **To download the complete KPMG “Future of HR 2019” report, click here** (https://assets.kpmg.com/content/dam/kpmg/xx/pdf/2018/11/future-of-hr-survey.pdf).

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