On June 25, 2019, KPMG LLP held a webcast titled HR organization of the future: Delivering the future of work.

This webcast features a discussion with KPMG Advisory Principal, Evan Metter on key considerations in building the HR Organization of the Future. Throughout the webcast, approximately 215 HR Leaders were polled on their views. These are the results of the polling questions.

- We do not have the right tools or technology in place
- There isn’t a burning platform – this isn’t a priority for the organization
- We don’t have the organizational culture to allow for a different HR model
- We don’t have the skills in our HR team to deliver the capabilities

What’s the biggest hurdle that is preventing you from potentially achieving an HR Organization of the Future?

- Change management skills: 31%
- Employee experience design skills: 22%
- Advanced analytics skills: 24%
- Strategic HR consultative skills: 23%
- Workforce planning skills: 19%
- Intelligent automation skills: 12%

Respondents: 212

What capabilities do you need most urgently in your organization?

- An evolution – not dramatic change in the foreseeable future: 36%
- A revolution – we are looking to make major changes in the next iteration of our model: 26%
- An evolution – not dramatic change in the foreseeable future: 38%
- A revolution – we are looking to make major changes in the next iteration of our model: 34%
- A revolution – we are looking to make major changes in the next iteration of our model: 36%
- An evolution – not dramatic change in the foreseeable future: 38%

Respondents: 198

Do you have analytics function within HR or rely on a broader team to provide the analytics to HR?

- The workforce analytics function is resident in the HR function: 36%
- Workforce analytics is performed in a broader analytics groups and HR is a consumer: 26%
- My organization doesn’t have an analytics function: 24%

Respondents: 208
About the Future of HR Webcast Series
The KPMG Future of HR Webcast series steps outside of the disruption and complexity of today to visualize the art of the possible for Human Resources. Explore the series where we delve into the evolution of HR and those areas most critical to its future success.

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