CIPD

People Profession survey report 2021 (UK)

in association with

workday®

The main homeworking challenges for people professionals during COVID-19 have been:

55% Supporting employees' mental health and wellbeing

48% Building organisational culture and values

46% Managing performance
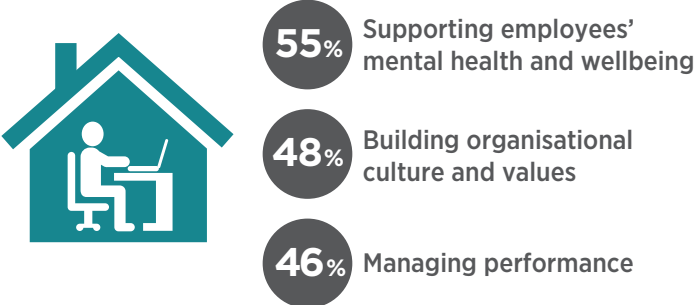
What are the top drivers of organisational change?

65% Digital transformation

41% Demands for flexible working

27% Economic change
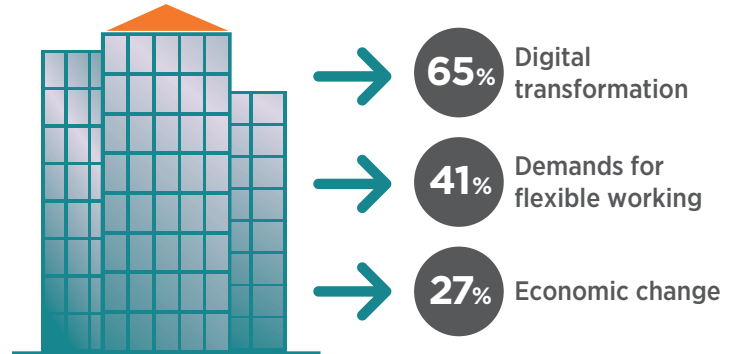
How have people professionals' skills changed in response to COVID-19?

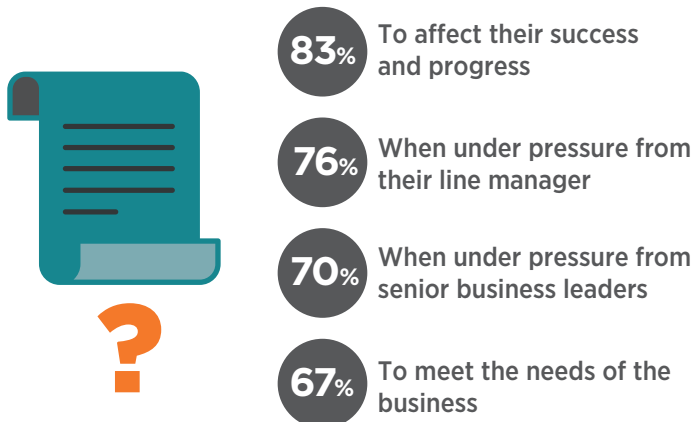**61%** Have had to upskill or reskill

39% No change in skills

Upskilling has occurred across all HR roles and in organisations of all sizes.

Are people functions focusing more on organisational outcomes?

52% Yes, with links between our practices and business outcomes

58% Yes, HR has a clear understanding of organisational success

51% Yes, with clear, agreed measures of success

53% Yes, HR changes its practices when we're not achieving organisational outcomes

People professionals will *not* compromise their principles:

83% To affect their success and progress

76% When under pressure from their line manager

70% When under pressure from senior business leaders

67% To meet the needs of the business

Has the standing of people professionals in your organisation increased due to COVID-19?

43% Agree

40% Neutral

17% Disagree

46% of female people professionals compared with 37% of males believe that their organisational standing has increased.

Total number of UK respondents = 1,504

The People Profession survey report is the annual snapshot of the profession.
Visit **peopleprofession.cipd.org/insights** to explore what these insights really
mean for people professionals, along with resources to help you shape your future today.

CIPD

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