

Summary of Drake Webinar—Online Client Survey Results

April 2006 Survey

The Business Approach to HR: Creating a Strategic Profit Partner

Questions					
1. How many employees do you have in your organization?	1 - 50	51 - 250	251 - 1000	1001 - 5000	Over 5000
% of respondents	34%	29%	18%	8%	11%
2. How much of your time is spent on people-management issues?	Less than 10%	Between 10 - 25%	Between 26 - 50%	Greater than 50%	
% of respondents	14%	31%	31%	23%	
3. Do you acknowledge Human Resources as a critical business function?	Yes	No			
% of respondents	95%	5%			
4. Is your Human Resources leader a partner at the leadership table?	Yes	No			
% of respondents	78%	22%			
5. To whom does your Human Resources leader report?	President	CFO	Other		
% of respondents	56%	8%	36%		
6. Do you believe that your Human Resources department provides value to the organization?	Yes	No			
% of respondents	93%	7%			
7. Does your Human Resources department measure the economic value of employee performance?	Yes	No			
% of respondents	49%	51%			
8. Is the relationship between Human Resources excellence and customer service known?	Yes	No			
% of respondents	53%	47%			

9. Are any of your Human Resources activities outsourced?	Yes	No			
% of respondents	43%	57%			
11. Do you have a Human Resources strategy?	Yes	No			
% of respondents	55%	45%			
12. Are you satisfied that your Human Resources strategy supports your business strategy?	Yes	No			
% of respondents	56%	44%			
13. Would you be interested in learning more about how Human Resources strategies can help your organization perform better?	Yes	No			
% of respondents	78%	22%			
14. How would you rate your need for improved Human Resources effectiveness?	Immediate	In 3 - 6 months	In 6 - 12 months		
% of respondents	27%	25%	49%		