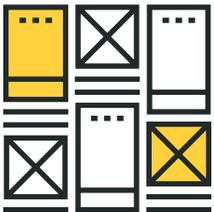


SHRM RESEARCH INNOVATIVE INSIGHTS

NOT YOUR COLLEGE PROFESSOR'S RESEARCH REPORTS

Gone are the days of the 70-page report that's heavy on the academics and short on the **“what does this mean for me and my organization?”** SHRM's research department has a brand-new function and feel—and you are going to like it. You can look forward to information that is brief, meaningful and engaging. “Snackable,” if you will.

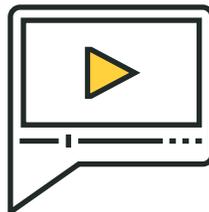
We're talking:



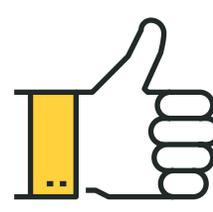
Infographics



Interactive
Online Tools



Videos



Social Posts



Executive
Summaries
*(you know, the
short ones)*

And there is SO much more. The surveys, the research, the data.

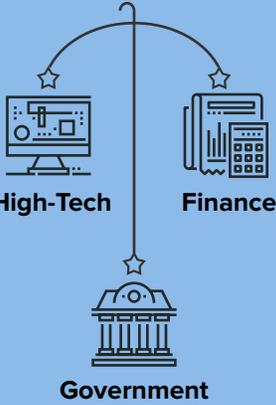
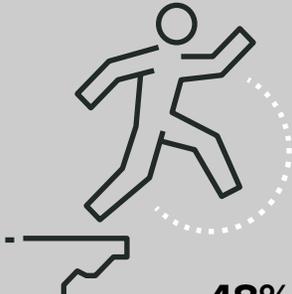
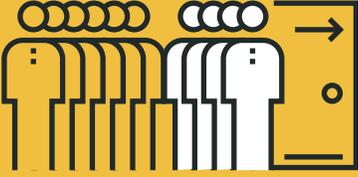
It's all a part of why SHRM is THE leading resource for human resources.

Connect with SHRM Research and build strong business cases, rooted in data.

We'll help advance your organization and your career.

And it's for ALL levels of HR professionals.

Don't believe us? Here are the types of questions we provide answers to:

<p>What are the top three reasons employees leave their company?</p> <p>For better ...</p>  <p>Compensation</p>  <p>Benefits</p>  <p>Job Security</p>	<p>What three industries offer the best benefits to new parents?</p>  <p>High-Tech Finance</p> <p>Government</p>	<p>Are organizations using big data for internal decision-making processes?</p> <p>53% of HR depts with over 500 employees said yes</p> 
<p>72% of females and 57% of males cite THIS as the top factor contributing to their job satisfaction.</p> <p><i>Cue the Aretha. R-E-S-P-E-C-T</i></p> 	<p>How does your turnover rate compare to others?</p> <p>19% voluntary 8% involuntary</p> 	<p>Do companies pay a premium to employees who work holidays when the office is usually closed?</p> <p>Yes. 57% of companies do.</p> 
<p>What percent of organizations use E-verify for new hires?</p> <p>66%</p> 	<p>How did you enter the HR profession?</p> <p>48% "fell" into the profession (See? You're not alone).</p> 	<p>Job satisfaction is high. That means people are less likely to leave the organization, right?</p> <p>Not necessarily. 40% of employees are likely to look for another job this year.</p> 
<p>Do organizations have policies or procedures specific to big data?</p> <p>30% Yes 45% No 25% ????</p> 	<p>What are the top sources of big data used by organizations?</p> <p>76% HRIS databases 73% Employee surveys 59% Employee application data 59% Performance management systems</p> 	<p>We're thinking about developing a succession plan. How many organizations have one?</p> <p>44% And your organization should too.</p> 
<p>What is the main reason organizations are not using big data?</p> <p>Lack of expertise needed to compile, analyze and interpret data</p> 	<p>Plus, check out our Science to Practice series. Translation: research findings in a condensed format for busy HR pros, providing practical guidance based on solid research. <i>Um, yes, please!</i></p>  <p>We have Science to Practice reports on: Benefits & Compensation, Business Leadership & Strategy, Diversity, Employee Relations, Organizational & Employee Development, Talent Management, Technology and more!</p>	