

1) Sex

Female____

Male_____

2) Age _____

3) Total number of **years** of working experience (include HR and non-HR experiences): ____

4) Total number of **years** of HR experience: ____

5) In what area of HR do you work?

- Benefits
- Compensation
- Employee Relations
- Generalist
- HRIS
- Organizational Change/Leadership Development
- Recruiting
- Training
- No experience in HR
- Other, please specify

6) What level does your position fall?

- Intern
- Entry Level/ HR Associate
- HR Specialist/Analyst
- Manager – have employees who report to you
- Project Manager
- Director
- Vice President
- Other, please specify

7) How would you classify your company?

- Art, Entertainment, or Recreation
- Construction
- Education
- Government or Military
- Healthcare
- Law
- Manufacturing
- Pharmaceutical
- Professional Services or Consulting
- Retail
- Technology
- Other, please specify

	Trend	HR Implication	HR Dept Impacted	Competencies Associated	How important is competency	Level of proficiency		
					1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient	1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient		
T1	Economics	Increase cost in healthcare	Benefits	A) Judging the qualities of things	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				B) Negotiations	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				C) Problem solving	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				D) Communications	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
Which competency listed above is most important for someone working with this issue?					A	B	C	D
T2	Economics	Increase cost in pension	Benefits	A) Developing objectives and strategies	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				B) Negotiations	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				C) Problem solving	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				D) Communications	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
Which competency listed above is most important for someone working with this issue?					A	B	C	D
T3	Science/Technology	Increase in elearning	Training	A) Learning strategies	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				B) Technological competence	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				C) Developing strategies	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				D) Communicating	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
Which competency listed above is most important for someone working with this issue?					A	B	C	D
T4	Science/Technology	Use of tech to communicate info to employees	Benefits, Generalist	A) Technological competence	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				B) Oral written expression	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				C) Documenting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
				D) Designing and organizing work	1 2 3 4 5 6 7	1 2 3 4 5 6 7		
Which competency listed above is most important for someone working with this issue?					A	B	C	D

	Trend	HR Implication	HR Dept Impacted	Competencies Associated	How important is competency	Level of proficiency
					1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient	1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient
T5	Science/ Technology	Use of tech to perform HR transactions	Benefits/ Generalists	A) Technological competence	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				B) Oral written expression	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				C) Documenting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				D) Designing and organizing work	1 2 3 4 5 6 7	1 2 3 4 5 6 7
Which competency listed above is most important for someone working with this issue?					A	B
					C	D
T6	Political	Global economy	Managing multi-national HR policies and procedures	A) Knowledge of management principals	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				B) Interpreting the meaning of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				C) Writing skills	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				D) Understanding cultures	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				E) Evaluating information for compliance with standards	1 2 3 4 5 6 7	1 2 3 4 5 6 7
Which competency listed above is most important for someone working with this issue?					A	B
					C	D
					E	F
T7	Political	Security/Safety (workplace, identity theft,	Recruiting, employee relations	A) Judgment/decision making	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				C) Judging the qualities of things	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				D) Getting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				E) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7
				F) Documentation of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7
Which competency listed above is most important for someone working with this issue?					A	B
					C	D
					E	F

	Trend	HR Implication	HR Dept Impacted	Competencies Associated	How important is competency	Level of proficiency					
					1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient	1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient					
T8	Political	Outsourcing blue and white collar jobs	Recruiting, retention	A) Judgment/decision making	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				C) Judging the qualities of people	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				D) Communications	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				E) Getting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				F) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				G) Documentation of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	F	G
T9	Political	Environmental issues	Legal/ER	A) Evaluating information with compliance with standards	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				B) Interpreting the meaning of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				C) Communications with persons outside the company	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				D) Resolving conflicts and negotiating	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
Which competency listed above is most important for someone working with this issue?					A	B	C	D			
T10	Political	Ethics (SOA)	ER	A) Evaluating information with compliance with standards	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				B) Analyzing information	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				C) Communications with persons outside the company	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
				D) Resolving conflicts and negotiating	1 2 3 4 5 6 7	1 2 3 4 5 6 7					
Which competency listed above is most important for someone working with this issue?					A	B	C	D			

	Trend	HR Implication	HR Dept Impacted	Competencies Associated	How important is competency	Level of proficiency				
					1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient	1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient				
T11	Demographic	Aging population/Labor shortage	Recruiting, Benefits	A) Judgment/decision making	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				C) Judging the qualities of people	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				D) Getting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				E) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	
T12	Demographic	Poor educational performance of US students	Recruiting, retention	A) Judgment/Decision Making	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				C) Judging the qualities of people	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				D) Getting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				E) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				F) Documentation of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	F
T13	Demographic	More diversity	Recruiting, retention	A) Judgment/decision making	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				C) Judging the qualities of people	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				D) Communications	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				E) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				F) Documentation of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	F

	Trend	HR Implication	HR Dept Impacted	Competencies Associated	How important is competency	Level of proficiency				
					1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient	1 2 3 4 5 6 7 1= Not Proficient 4= Neutral 7= Very Proficient				
T14	Demographic	Changing definition of family	Management	A) Active listening	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				B) Analyzing and applying to company policies	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				C) Controlling resources	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				D) Oral written expression	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				E) Providing consultation	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	
T15	Demographic	Higher rates of education for women compared to men	Recruiting, retention	A) Judgment/Decision Making	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				B) Social perceptiveness	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				C) Judging the qualities of people	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				D) Getting information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				E) Detecting changes	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
				F) Documentation of information	1 2 3 4 5 6 7	1 2 3 4 5 6 7				
Which competency listed above is most important for someone working with this issue?					A	B	C	D	E	F

8) Do you feel that we missed any major HR trend and/or associated competency? If yes, please explain.

9) What competency do you personally need to sharpen or develop due to current HR trends?

10) Based on your response to question 9, what educational vehicle do you think would be the best way to increase that competency? Check as many as necessary.

Individual Research

Job Shadowing

Mentoring

On-site training course

Reading a book/manual

Related project assignment

Seminar (SHRM or related)

Taking a class at a university

Other

Not applicable