

## Namrata Singh, TNN: Significant Changes Anticipated in HR Departments

### Description

About a third of Asia Pacific-based national and multi-national companies anticipate significant changes in their human resources departments in the next couple of years, as they seek greater efficiencies and to improve the processes within the function, according to an annual survey by global professional services company Towers Watson.

According to the survey, companies are considering new HR technologies, will continue to invest in HR technology such as mobile applications, and plan to review their HR processes. At the same time, 49% of Asia Pacific companies currently lack a formal written HR strategy to lay out the role of the function within the business.

The 2013 HR service delivery and technology survey, a global survey of 1,025 companies, including 578 based in Asia Pacific, found that a third of respondents (33%) will make a change to their HR structure before the end of next year. Among companies changing their HR structure, nearly three-quarters (73%) are doing so to realize further operational efficiencies, while just over half (52%) are doing so to improve quality. Another 38% are pursuing a change in business strategy or seeking to achieve cost savings (24%).

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