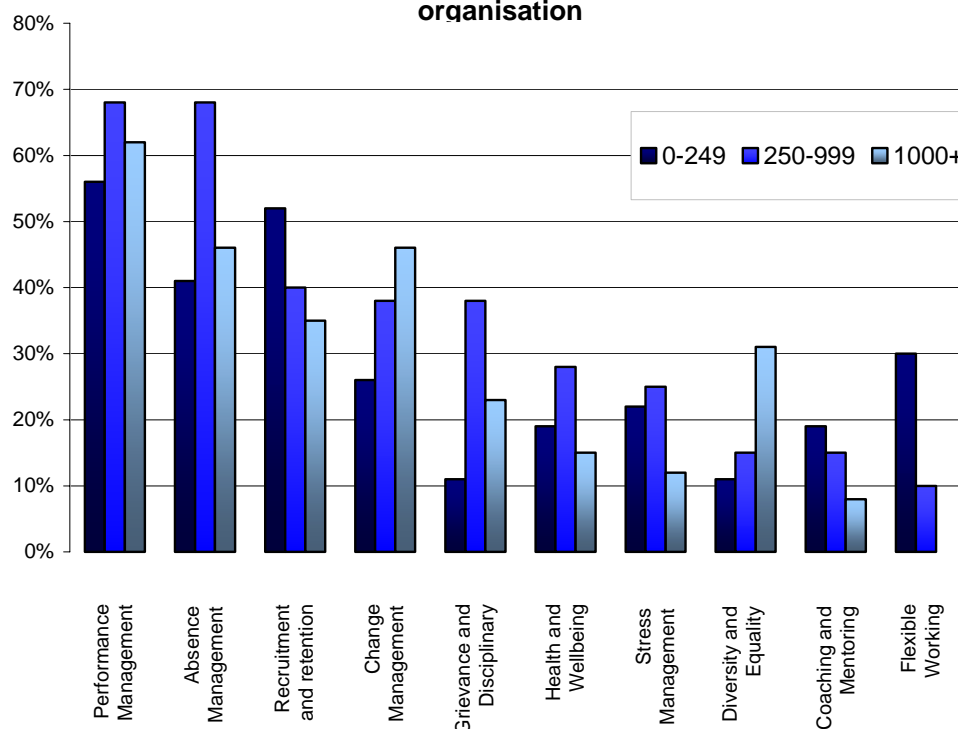


## ICAS Survey Identifies the Top People Issues Facing UK Business

We are consistently told of the burden to the UK economy of people issues such as absence, retention, and organisational change, but with limited resources where do HR departments need to focus their efforts?

The results of July's ICAS survey has identified what UK businesses consider to be the main challenges currently facing HR. Performance Management was the most frequently cited issue by respondents to the poll with nearly two thirds saying this is currently one of the top three challenges they face.

The graph below shows how the main issues varied according to the size of the organisation



**Performance management was much less important to organisations with fewer than 100 employees**

- The greatest challenge was recruitment and retention.
- Just over one third claimed this was one of their top three issues.

**Diversity and equality was a more prominent issue for large businesses**

- One in three cited diversity and equality as a top issue.
- Recruitment and retention was much lower on the agenda. Only 25% of those employing more than 5,000 workers identified this as one of their top issues.

**Supporting employees through change was found to be a bigger issue for companies with more than 1,000 workers.**

- Approximately 50% of businesses of this size claimed that supporting employees was a top HR issue.
- Flexible working was identified as a top issue for nearly a third of respondents who employ fewer than 250 workers but no company with more than 1,000 employees saw this as a top HR issue.