

# COVID-19 IMPACTS POLL RESULTS



In early April **shilo.** sent out a Survey to its network to understand how people feel they are currently managing COVID-19 impacts and what form of HR assistance they need over the coming months. The Australian HR Institute (**AHRI**) also recently conducted a Survey with over 1700 Australian HR practitioners and business leaders on their experiences during the COVID-19 pandemic. It was reassuring to see our results aligned to those findings produced by AHRI. Here is a snapshot of some key results from our poll where we have drawn on the parallels to the AHRI Survey.

## HOW EQUIPPED DO YOU CURRENTLY FEEL TO MANAGE THE IMPACTS OF COVID-19 ON YOUR BUSINESS AND ITS COSTS?



It is reassuring to see that **57% of respondents feel that they have a reasonable handle on the situation and their role in supporting the business.** 27% feel that they are completely on top of this pandemic and its overall impact. 16% feel they have a good handle on the situation. In the AHRI Survey, 58% of respondents feel somewhat prepared, 19.5% feel prepared and 24.8% feel not prepared. Activities that leaders were undertaking in response to the crisis include: remote working (94.1%), redeploying employees (46.9%), retraining employees (24.5%) and downsizing organisation (21.7%)

## WHAT ARE THE TOP THREE HR AREAS YOU NEED THE MOST HELP WITH, IN ORDER TO PLAN AND WORK THROUGH THE NEXT FEW MONTHS?

The HR areas businesses need the most help with over the coming months are **health, safety & wellbeing (54%)** and **change & transformation (50%)**. The following two practice areas are talent management & development (34%) and reward, recognition and other ways to motivate and engage employees (34%).

The AHRI survey identified the top 5 HR stress points for leaders due to the impact of COVID-19 as: (1) the wellbeing of the workforce, (2) understanding shifting business priorities, (3) government and legislative arrangements, (4) managing effective employee engagement and (5) remote working.

## WHAT ARE THE TOP THREE HR AREAS YOU NEED THE MOST HELP WITH, IN ORDER TO PLAN AND WORK THROUGH THE NEXT FEW MONTHS?

The type of assistance that would be most helpful right now would be **Toolkits and Guidelines (31%)** that HR Professionals and Business Leaders can access to help their businesses through this pandemic.

23% would like access to Adhoc Advice and Support as issues come up.

## HOW **SHILO.** CAN HELP | ASK US ANYTHING

At **shilo.** we have a team of available, experienced HR Professionals of all levels and expertise ready to assist you on a short-term, ad hoc basis as you and your business work through the impacts of this pandemic.

You can also reach out to speak to Ilona or Sharna for a free consultation through our **ASK US ANYTHING** page on our website.

For all other enquires (for both clients and candidates), say hello to the team at **hello@shilopeople.com**