

# 9 HR Trends in 2009

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Trends	Response
<b>Percentage of Workforce Being Downsized</b> No Layoffs 1-5% 6-10% 11-20% 21-30%	32.1% 35.7% 10.7% 14.3% 7.1%
<b>Strategies to Deal With Increased Healthcare Costs.</b> Health Promotion Wellness Program Consumer Directed Health Plan Designs Defined Contribution Health Plan Risk Factor Identification Broader Absence Measurement Manager	92.6% 33.3% 29.6% 14.8% 11.1%
<b>Solutions Used To Support Retention Strategies.</b> Training and Development Programs Compensation and Benefits Recognition and Reward Program	65.4% 53.8% 50.0%
<b>Preparation for the "Brain Drain"</b> Plan on dealing with the issue in 2009 Do not plan on dealing with the issue Active Program in place to identify and train future leaders On-Going Recruitment Program Solid Succession Plan	48.3% 13.9% 13.9% 10.3% 10.3%

<b>Multiple Generations in Workforce</b> Baby Boomers (ages 44-62) Generation X (ages 28-43) Generation Y (ages 24-below) Traditionalist (ages 63-82)	42.22% 40.19% 15.22% 6.38%
<b>Transportation Support and Flexible Scheduling</b> None Telecommuting Four-Day Work Week Organized Carpools Public Transportation Discount Gas Card Reward System Job Sharing	41.4% 37.9% 31.0% 17.2% 10.3% 6.9% 6.9%
<b>Environmental Responsibility Policy ( Go Green)</b> Informal Policy Implemented No Policy with Plans to Have One in 2009 No policy with No Plan to Create One Formal Policy Implemented	32.1% 25.0% 25.0% 17.9%
<b>Uses of Online Communities Used in the Workforce.</b> Communicate with Customers Recruit Potential Employees Between Employees Network With Business Prospects	60.0% 53.3% 53.3% 40.0%
<b>Tasks That Will be Outsourced in 2009</b> Employee Assistance Background Checks Payroll Compensation Administration Outplacement Training Benefits Administration	78.9% 63.2% 47.4% 21.1% 15.8% 15.8% 5.3%