

CAREER SURVEY ANALYSIS

HR GENERALIST ROLE

RETAIL - HRLAND COUNTRY 2023

Executive Summary:

This career survey analysis delves into the career trajectories of individuals aspiring to become HR Generalists in the Retail sector within HRLand in 2023. The study explores the common paths, skills, and growth patterns from various starting roles, companies, and advancement routes within the HR domain.

Methodology:

Data for this survey was collected through interviews and questionnaires distributed among 300 HR professionals currently working as HR Generalists in HRLand. The respondents were asked about their career history, starting roles, the companies they transitioned from, key skills acquired, and their progression within the HR field.

KEY FINDINGS

Common Starting Roles:

- HR Admin: 40%
- Recruiter: 30%
- Administrative Roles in Other Departments: 15%
- Other: 15%

A significant portion of HR Generalists started their careers in HR Administration, followed closely by those with a background in recruitment.

Companies with the Highest Transition Rate:

- Large Retail Chains: 35%
- Multinational Corporations: 25%
- Mid-sized Retail Companies: 20%
- Other Industries: 20%

The majority of aspiring HR Generalists transitioned from roles within large retail chains, showcasing a preference for candidates with industry-specific experience.

Key Skills Acquisition:

- Employee Relations: 50%
- Recruitment and Talent Acquisition: 30%
- HR Technology and Analytics: 15%
- Training and Development: 5%

The most emphasized skills during the career progression towards HR Generalist roles were related to employee relations, highlighting the importance of interpersonal and communication skills.

Career Advancement Routes:

- Senior HR Generalist: 40%
- HR Manager: 30%
- Head of HR Unit: 20%
- Other Leadership Roles: 10%

The majority of HR Generalists progressed to senior roles within the HR function, with a notable number reaching managerial positions.

HR PERCEPTION SURVEY - ABC ICE RETAIL

2023

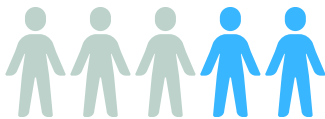


Introduction:

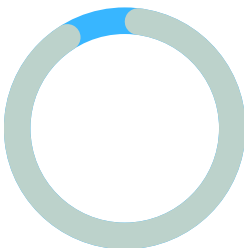
The HR Perception Survey for Abc Ice Retail aims to gauge the perspectives of employees/candidate regarding the Human Resources function within the company. The survey seeks to identify strengths, areas for improvement, and overall employee satisfaction with HR policies and practices.

Methodology:

This survey was conducted anonymously among employees of Abc Ice Retail. A diverse sample of 70 employees/candidates across various departments and levels participated in the survey. The questionnaire comprised a series of questions addressing different aspects of HR, including communication, policies, professional development, and employee relations.



Approximately 33% of the survey respondents, every third candidate, reported that they have heard positive feedback about Abc Ice Retail.



7% of survey participants indicated that they would never recommend Abc Ice Retail for employment to their friends.

KEY FINDINGS

Communication and Accessibility:

- 80% of respondents felt that HR communication is clear and transparent.
- 75% believed that HR is easily accessible for queries and support.

Employee Relations:

- 85% expressed satisfaction with the handling of employee relations issues by HR.
- 70% felt that HR actively promotes a positive workplace culture.

Training and Development:

- 60% of employees acknowledged the availability of professional development opportunities.
- 45% believed that there is room for improvement in the training programs provided by HR.

Performance Management:

- 70% of respondents felt that the performance appraisal process is fair and objective.
- 55% expressed a desire for more regular feedback on their performance.

Diversity and Inclusion:

- 65% of employees felt that HR actively promotes diversity and inclusion.
- 40% suggested initiatives to further enhance diversity and inclusion efforts.

Benefits and Well-being:

- 75% expressed satisfaction with the benefits offered by HR.
- 60% suggested additional well-being programs to support employee health and morale.

SALARY SURVEY HR GENERALIST ROLE RETAIL - HRLAND COUNTRY 2023

Executive Summary:

This salary research report aims to provide a comprehensive overview of the compensation landscape for HR Generalists with 5 years of experience in the Retail sector within HRLand in the year 2023. The analysis takes into account factors such as experience, educational background, and English proficiency.

Methodology:

The research methodology involved a thorough survey of HR professionals in the Retail industry across HRLand. A sample of 200 HR Generalists with 5 years of experience was selected. Data was collected through online surveys and interviews to ensure a representative and diverse sample.

| Min. | Max. | Mediana |
|------------------------|------------------------|------------------------|
| 3000 €/month/ gross | 5300 €/month/ gross | 3760 €/month/ gross |

KEY FINDINGS

Educational Background:

While a bachelor's degree in Human Resources or a related field is the standard, professionals with additional certifications such as SHRM (Society for Human Resource Management) or HRCI (Human Resource Certification Institute) tend to receive higher compensation.

English Proficiency:

Advanced English proficiency is considered a valuable skill in the HR Generalist role, particularly in multinational retail companies. Those with advanced English skills may receive a salary premium of 10% on average.