



KPMG TaxWatch

Looking into the Future of HR and Global Mobility – Polling Results

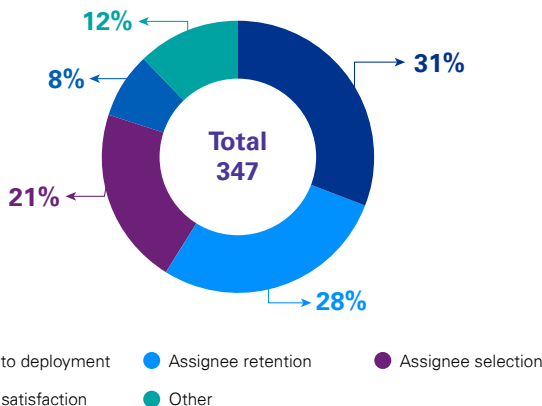
Global Mobility Services

Professionals from KPMG LLP’s (KPMG) Global Mobility Services and People and Change Services practices recently conducted a poll during a webcast focusing on the future of HR and global mobility.

The following results summarize the responses of over 325 cross-industry professionals from nearly 300 companies. Their views regarding changes in the future of work and how global mobility and human resources professionals are exploring new ways to manage their global workforce. The results show:

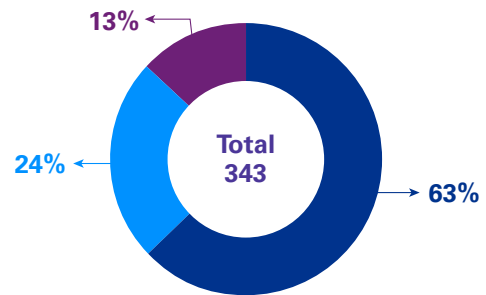
- Sixty three percent of respondents listed purpose and culture, workforce insights and analytics, workforce shaping, and employee experience as key areas to help manage disruption in the labor market.
- Nearly 50 percent of respondents are now beginning to assess the need or already have a strategic vision for automation and robotics for their global mobility function.
- The top value drivers for global mobility analytics included speed to deployment of assignees and assignee retention.

With respect to assignee experience, what is the specific area you believe that mobility analytics can provide the most value?



Does not equal 100% due to rounding

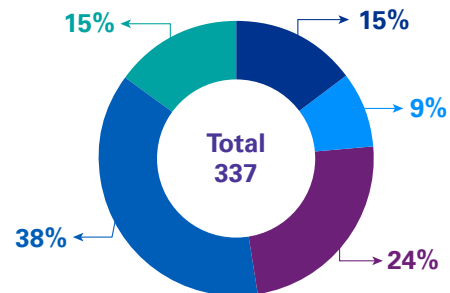
What four key capabilities should HR build to address the disruption happening in the labor market, their workforce, and the disruption in the overall economy?



- Purpose and culture, workforce insights and analytics, workforce shaping, and employee experience
- Purpose and culture, workforce planning, employee engagement, and total rewards
- Workforce shaping, employee engagement, total rewards

Does not equal 100% due to rounding

Does the global mobility function in your organization have a strategic automation and robotics vision?



- Yes, we have a strategic vision and action is currently being taken
- Yes, we have a strategic vision, but no action has been taken yet
- We are beginning to assess the need for an automation and robotics vision
- No, we do not have a strategic vision for automation and robotics
- Not applicable to my organization

Does not equal 100% due to rounding

[Click here to access the webcast replay.](#)

Looking toward the future

There is a massive shift towards intelligent automation and machine learning in the workforce. Organizations need to make deliberate decisions on what to automate and what not to automate, taking a 'decidedly human' approach.

With contingent and gig workers, and intelligent automation, there is more than one right answer to the shape and size of the workforce. The need to look across the organization to also see contingent/gig workers and appropriately manage the whole workforce is going to need to be a focus for HR leaders as the number of contingent/gig workers is only growing.

Data and analytics require that HR transcend its role as just the "People – People" and instead drive performance and value through delivering impactful workforce insights at the point of need which is also critical to supporting speed to deployment of cross-border workers, talent development and retention. This is not just focused on "why" something happened, but rather focusing on predicting what will happen.

Contact us

If you would like to further discuss this topic, contact your local KPMG adviser or any of the professionals listed below:

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