



NFP Retention and HR Governance



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Employee expectations have fundamentally changed



The 'War for Talent' is back in full swing



HR's role continues to evolve – and the ride isn't over yet



Create and support a new employee experience (EX)



Work smarter, not harder: The key is technology



Strengthen HR's position with deeper knowledge and use of key people metrics

What are your priorities when searching for a new employer? (Top 3 responses)

	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q3 to Q4 Movement
Remuneration and bonus payments / incentives	2 nd	1 st	1 st	1 st	→
Flexible / Remote working	1 st	3 rd	3 rd	2 nd	↑
Stability of an organisation	3 rd	2 nd	2 nd	3 rd	↓

Source: ELMO's Australian Employee Sentiment Index Report: 2021 in Review

\$23,860

the average cost to fill a vacant position
(up from \$10,500 in the 2020 survey)

38 days – the average length of time to fill a vacant role
in Australia (up from 33.4 days in the 2020 survey)

Source: 2022 ELMO HR Industry Benchmark Report

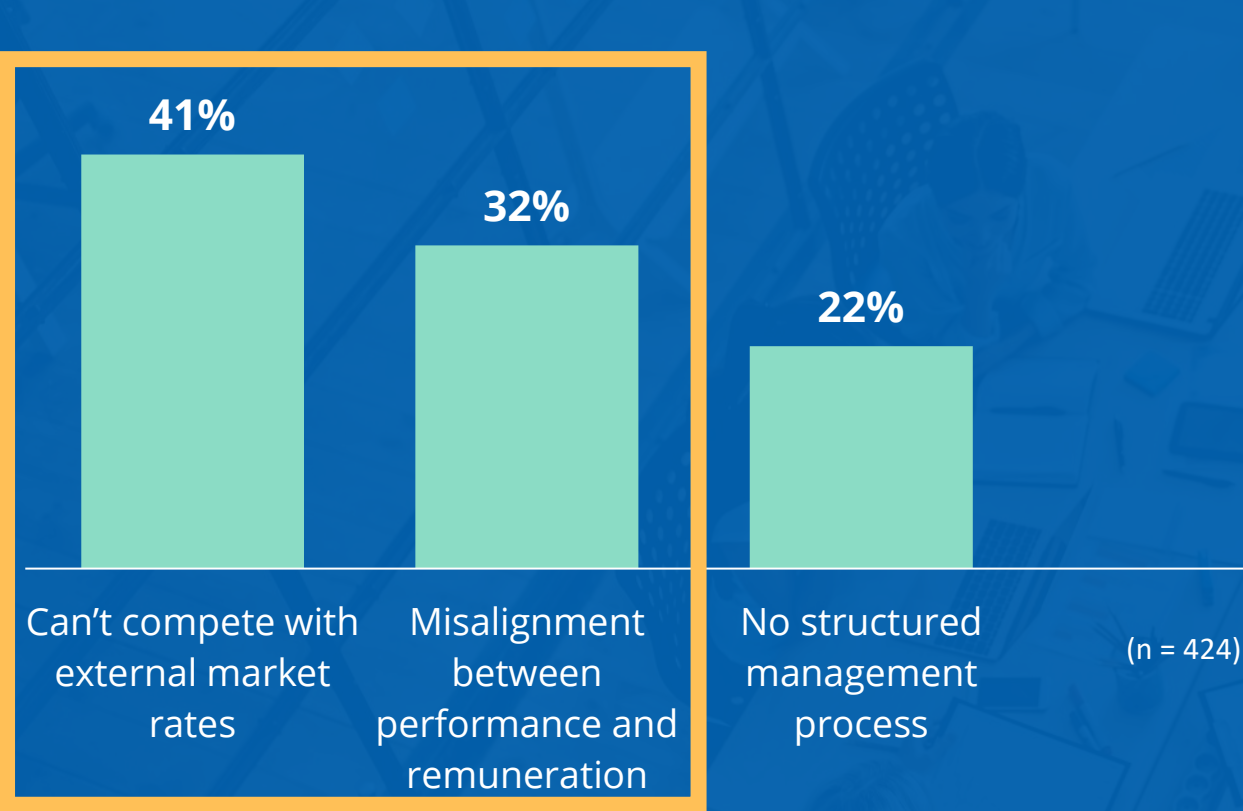
Productivity

Knowledge

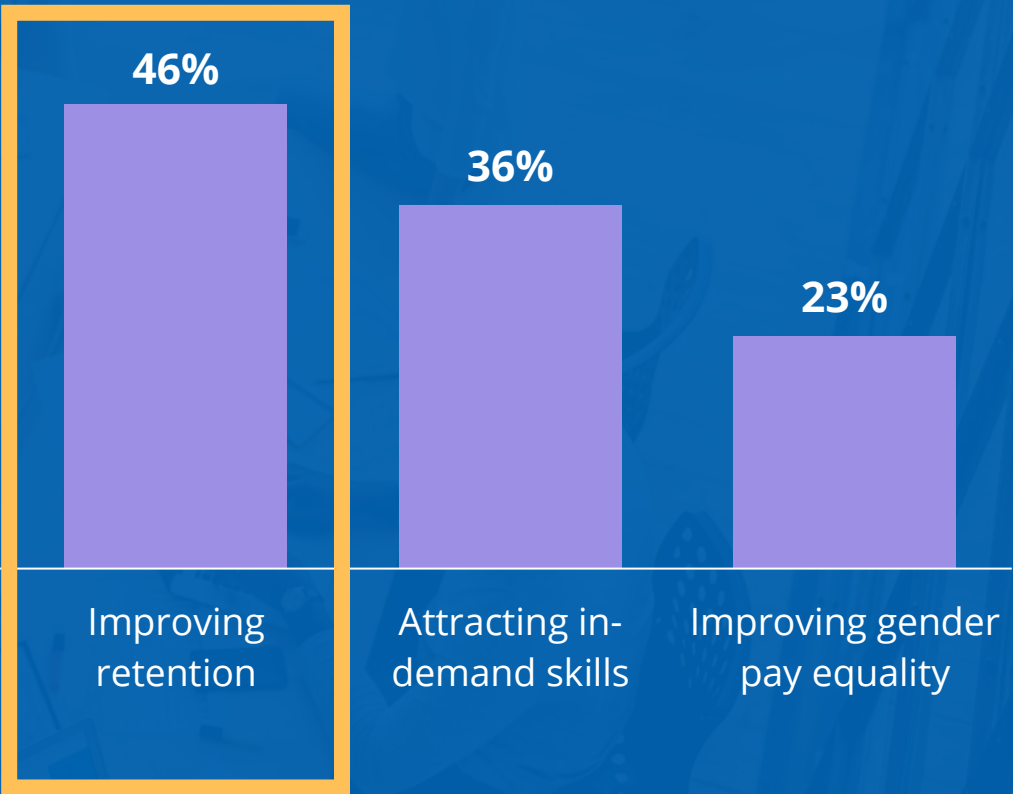
Impact on morale

Time to productivity of replacement employee

Top 3 challenges



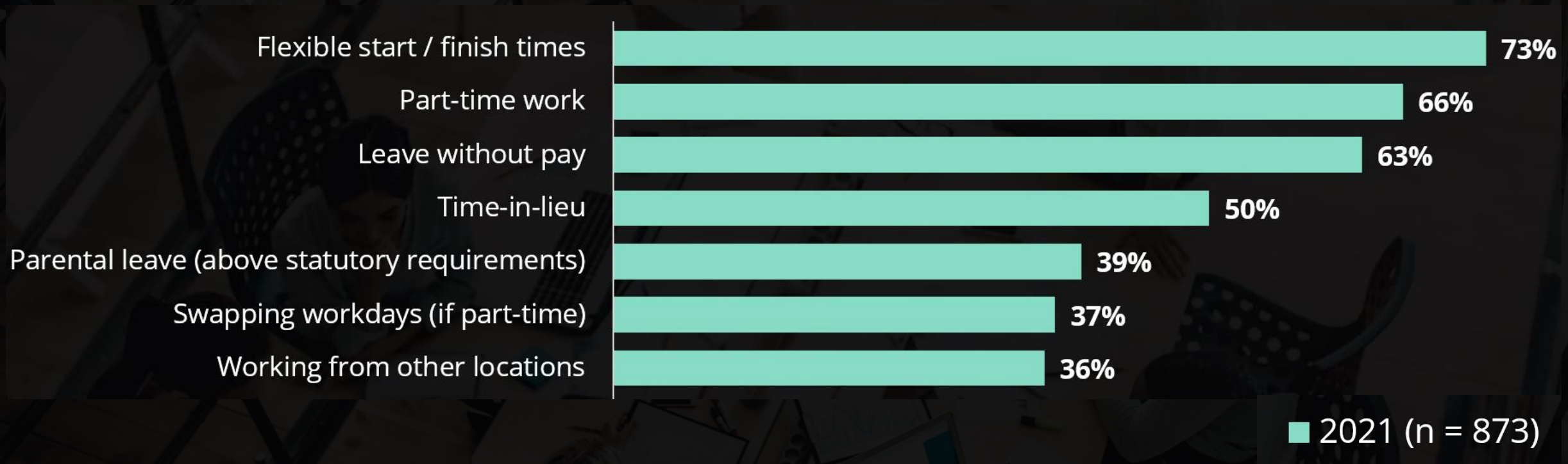
Top 3 focus areas



Source: 2022 ELMO HR Industry Benchmark Report

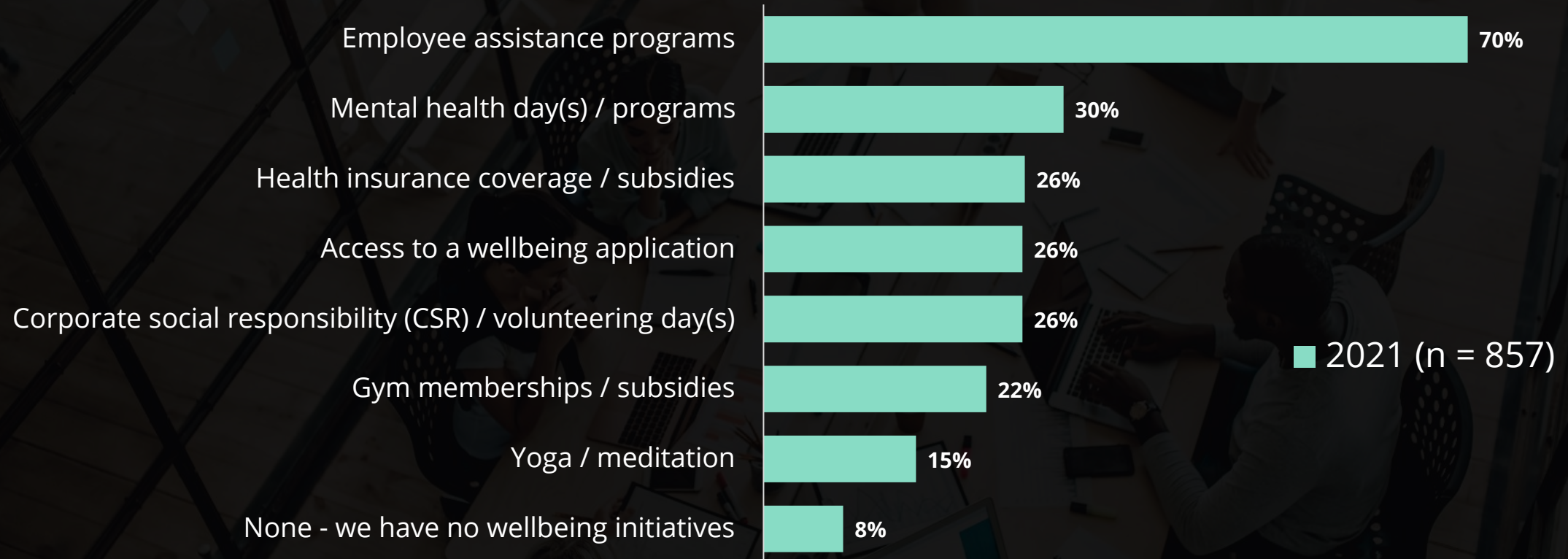
The case for retention is clear:
so what to do?

What type of flexible working options does your organisation offer?
(top 7 responses)



Source: 2022 ELMO HR Industry Benchmark Report

What wellbeing initiatives does your organisation offer?

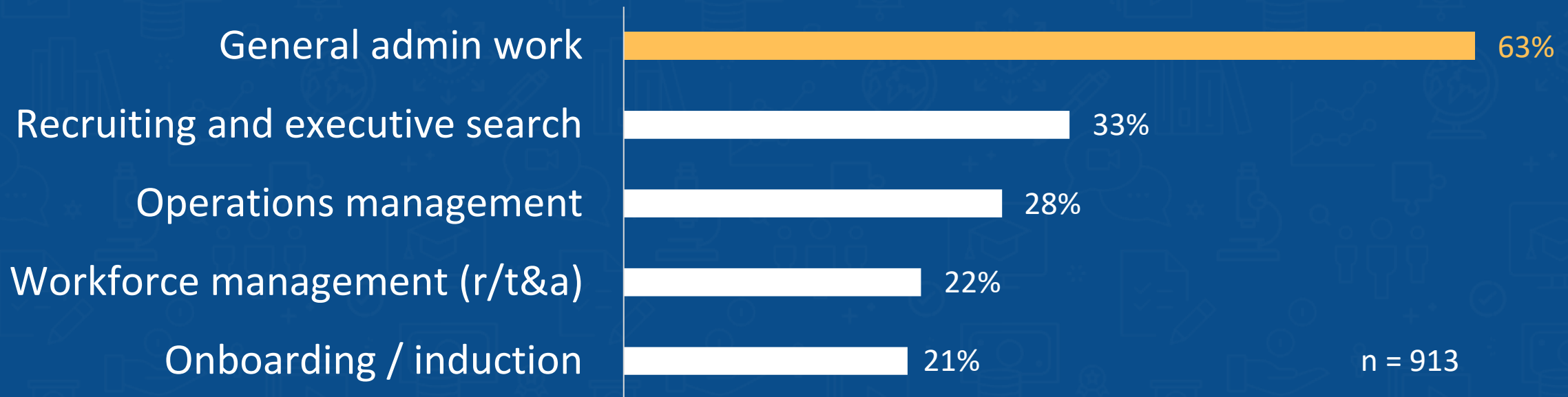


Source: 2022 ELMO HR Industry Benchmark Report

Identify your best performers
+
Pay and reward your best performers
=
Keep your best performers

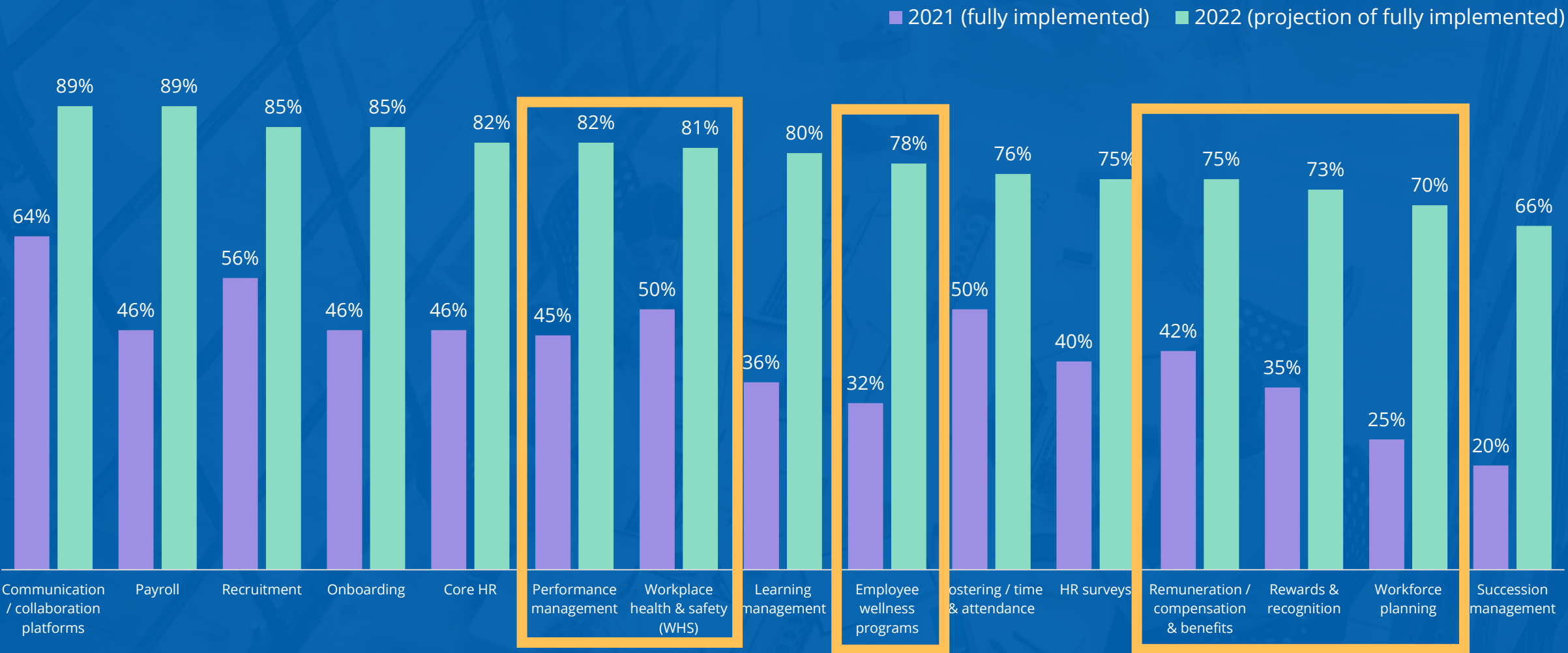
The case for retention is clear: the role of tech

Areas that you believe to be taking up too much of HR's time in your organisation, relative to the value they deliver:
(top 5 answers)



Source: 2022 ELMO HR Industry Benchmark Report

What is HR working on? Smarter use of technology



Source: 2022 ELMO HR Industry Benchmark Report

What is HR doing for itself? Smarter use of technology



Pay



Engage



Hire



Retain



Develop



Predict



Payroll



Self-Service



Rostering /
Time &
Attendance



Expenses



HR Core



Survey



Connect



Experiences



COVIDsecure



Hybrid Work



Wellbeing



Onboarding



Recruitment



Performance
Management



Rewards &
Recognition



Remuneration



Succession
Management



Learning
Management



Course
Builder



Course
Library



Video Library



Predictive
People
Analytics

What is HR doing for itself? Smarter use of technology



Connecting Up
POWERED BY INFOXCHANGE

HOW TO PRODUCTS TRAINING SERVICES CONFERENCE OUR IMPACT ABOUT US

Search products

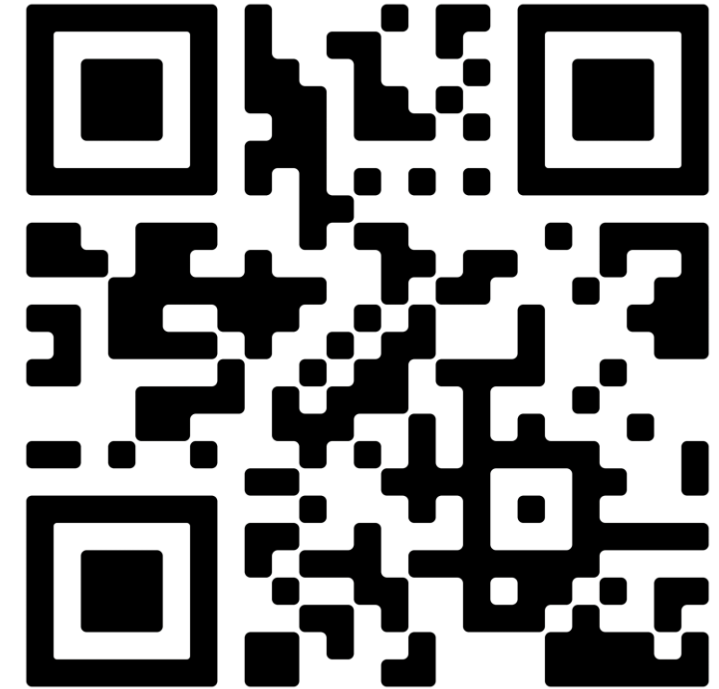
Description

ELMO Software offers a comprehensive suite of cloud HR, payroll and rostering / time and attendance software solutions that can be configured however your organisation requires, and these are available within a single dashboard and single user interface.

ELMO Software can help your organisation streamline your HR and payroll processes to increase productivity, efficiency and reduce costs.

ELMO's solutions include:

- Payroll**
Seamless cloud-based payroll and HR solution
- Rostering / Time & Attendance**
Optimise staff coverage for each shift, control costs and minimise compliance risk
- Expenses**
Simplify your expense tracking and reporting
- HR Core**
Centralise and automate your people management
- Survey**
Collect, manage, analyse and compare data
- Connect**
Streamline employee communications and boost engagement
- Onboarding**
Start your new employee's journey with a personalised onboarding experience
- Recruitment**
Attract, engage and select the world's best talent
- Performance Management**
Performance Management system that maximises employee performance and potential



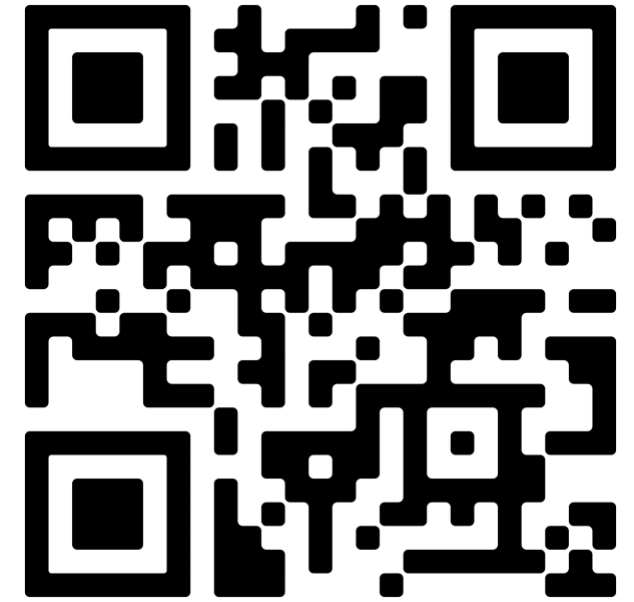
www.connectingup.org/product/elmo-software



"I put out a mandatory training program a week and a half ago and it was due within a month, and within a week I'd had 30% complete – that's unheard of!"

elmosoftware.com.au/customer-stories

ELMO's Ultimate Guide to HR Software for Not-for-Profits



Please stay in touch!



www.connectingup.org/product/elmo-software



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