

HR professionals will shape the future of business



Video provides a **32%** greater reduction in cost per hire.

Source: Aberdeen Group research report 2014, 'Bridging Distance in the Talent Lifecycle'



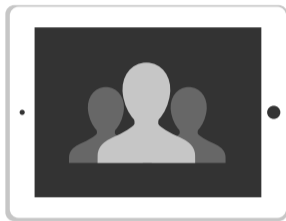
Video yields a **35%** greater year-over-year improvement in time to hire.

Source: Aberdeen Group research report 2014, 'Bridging Distance in the Talent Lifecycle'



HR leaders may find themselves responsible for cultivating a new organisational culture that supports technology-enabled collaboration.

Source: Aberdeen Group research report 2014, 'Bridging Distance in the Talent Lifecycle'



Employees increasingly expect more integrated digital interactions with HR.

Source: Society for Human Resource Management, 'Future Insights'



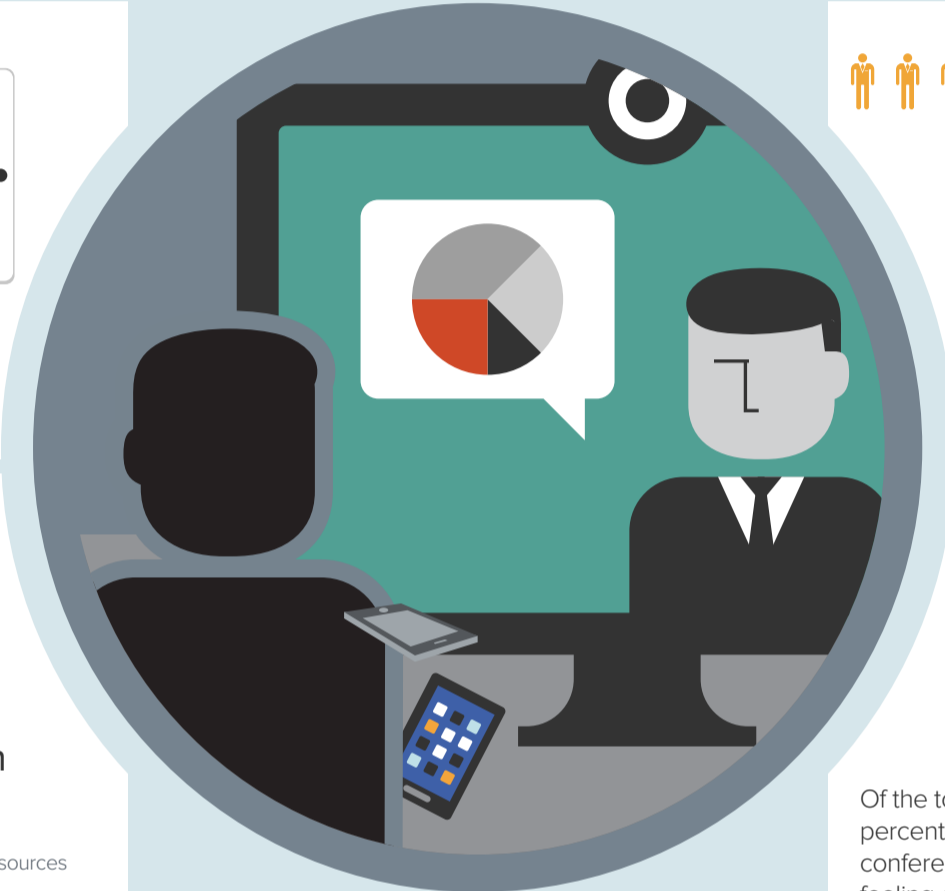
1.3 billion people will work remotely using mobile technology by 2015. That's 37.2% of the entire workforce.

Source: International Data Corporation (IDC), 2012



As the economy continues to improve, companies will push harder for more innovation.

Source: Susan R. Meisinger, 'Innovation by HR', Human Resources Executive Online



Video helps remote workers feel more connected to their colleagues.

Source: 2012 Wainhouse Research on behalf of Polycom.

Of the total respondents who work from home, 87 percent strongly agree or agree that the use of video conferencing allows them to work from home without feeling disconnected.



Job roles will likely change, more employees may work remotely, more employees may be contractors and this picture will be continuously evolving.

Source: Deloitte, 'HR Cloud: Enabling a path for growth in the technology industry', 2012

HR professionals say videoconferencing will be their preferred method of communication in 2016

Source: 2013 Redshift Research on behalf of Polycom.

Of HR professionals who currently used videoconferencing at work, 56 percent said they think video will be one of their preferred methods of communication in three years' time, compared to only 49 percent who said email.

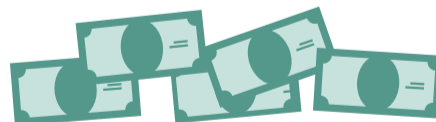
Mobile will soon encompass the whole spectrum of HR simply because it's becoming the most common way people access technology.



Source: Lisa Rowan, IDC – quoted by Andrew R. McIlvaine, 'The Future of HR Technology', Human Resources Executive Online

By **2025**, Gen Y employees, now in their 20s, will grow to represent 75 percent of the workforce. For this emerging generation, work-life fit is valued more than compensation growth or skill development.

Source: Deloitte, 'Workplaces of the Future: Creating an Elastic Workplace', 2013



Consider how a rise in living costs could affect employees; will rising gas prices encourage employees to live closer to work or to ask for telecommuting options?

Source: SHRM® Workplace Forecast, May 2013



Collaboration across virtual spaces will need to be actively and skilfully managed – and this may require a new set of management practices and training.

Source: Kelly Services 'HR & the workplace of the future', 2013

Find out more about how video collaboration is transforming the way Human Resources professionals do business at polycom.co.uk/hr