



359 Pretoria Road/ 1st Floor Fern Isle Building /Randburg / Johannesburg/ 2157/ Tel: +27 86 100 0476 / Fax: +27 11 789 1385 /
www.ipm.co.za

NATIONAL SURVEY – THE FUTURE OF HR IN SOUTH AFRICA

The IPM, the African Federation of Human Resource Management Associations (AFHRMA) and The Boston Consulting Group will conduct a study on the future of HR in South Africa in due course. The aims of the study are to identify the most important HR topics for South Africa. Also, this study will be integrated into a world wide study.

The highly recognized predecessor of the study, conducted in Europe, has already revealed the most pressing topics for European HR managers and some of the answers European companies have chosen. Out of a List of 17 HR topics, five emerged as the ones with the highest future importance and the lowest current capabilities for European companies.

- **Managing Talent** – The critical shortage of talent put European companies on the spot. The study revealed that companies have not yet built the capabilities to handle this issue. Executives must take appropriate steps now if they hope to address shortages - in their home markets and abroad – and avert disaster.
- **Managing Demographics** – European companies face a graying workforce and, hence, they must mitigate two different risks:
 1. the loss of capacity and knowledge
 2. the loss of productivity

Managers must take actions to tailor their organizations towards an aging workforce.

- **Becoming a Learning Organisation** – The global economy forces Europe to be ahead on the skill side of their workers. As some national education systems are failing to arm newly qualified employees with the skills that they require to keep the pace, companies must accept the challenge and improve corporate learning systems.
- **Managing Work-Life Balance** – Growing flexibility needs blur the boundaries between private and work life. As a result employees are selecting or rejecting jobs based on how well they can help them to achieve work-life balance or advance personal goals and values.
- **Managing Change and Cultural Transformation** – The increasing speed with that companies enter new markets puts organizations to the test. Are they flexible enough to handle rapid change? Companies have to develop tools and methodologies that aid line managers in communicating to employees the need for change – and empower them to bring about such change.

Do we in South Africa foresee similar challenges or are ours unique? What are the answers South African companies have found or are going to employ in the future to answer our challenges? Participation in the South African online-survey on the future of HR will shed light on this matter. So watch the space and participate in the survey as soon as it becomes live.

Elijah Litheko Chief Executive Officer
Institute of People Management
Tel: 086 100 0476
Fax: 011 789 1385
Cell: 082 554 4047
elitheko@ipm.co.za