

Western Canada HR Trends Report

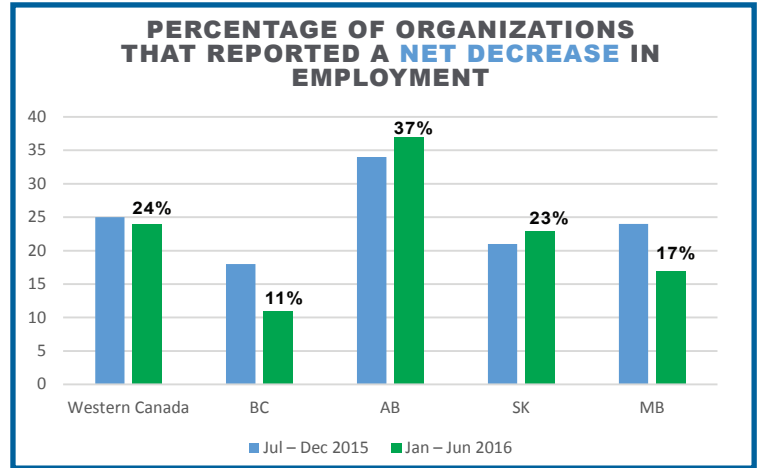
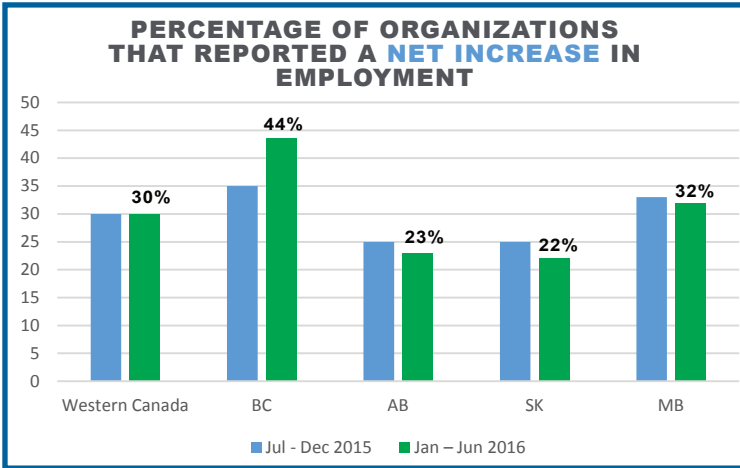
Fall 2016



Saskatchewan Association of Human Resource Professionals



HRMAM
CHRP

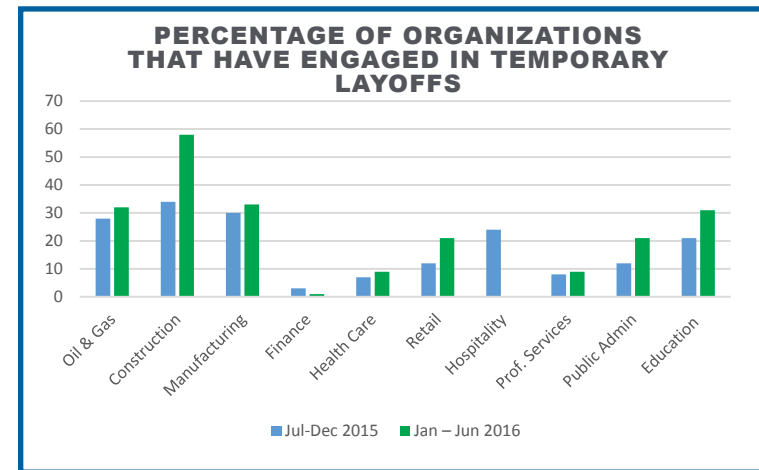
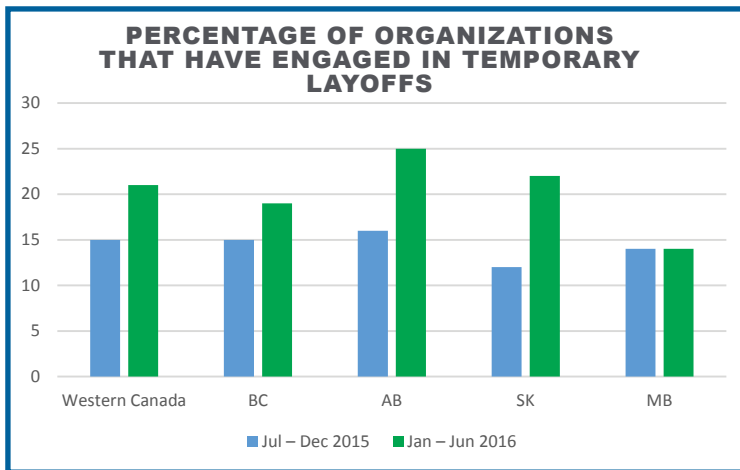


MOST COMMON REASONS FOR LEAVING:

- Western Canada:** Termination without cause
- British Columbia:** Resignation for a better opportunity
- Alberta:** Termination without cause
- Saskatchewan:** Termination without cause
- Manitoba:** Resignation for personal reasons

40% OF RETAIL COMPANIES REPORTED A NET INCREASE IN EMPLOYMENT

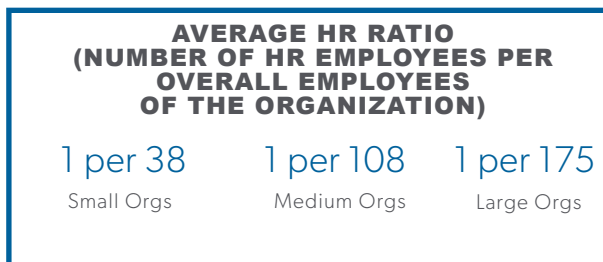
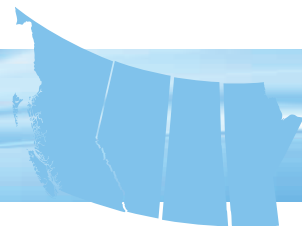
69% OF OIL AND GAS FIRMS REPORTED A NET DECREASE IN EMPLOYMENT



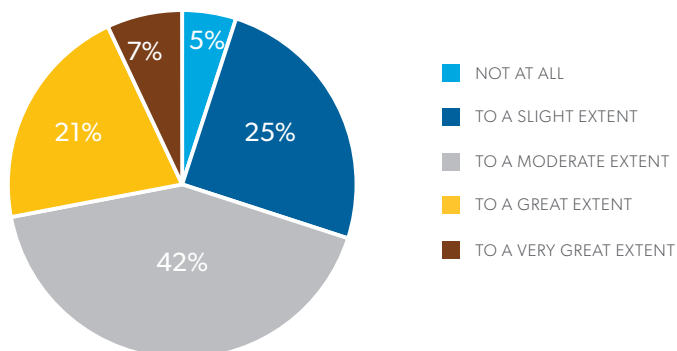
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PERCEIVED EMPLOYEES' UNDERSTANDING OF HOW THEIR COMPENSATION IS DETERMINED



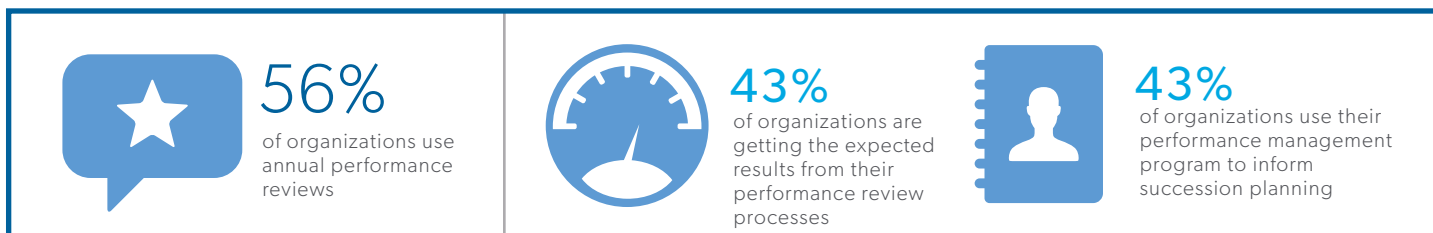
59% OF ORGANIZATIONS HAVE A COMPENSATION PHILOSOPHY

ORGANIZATIONS SPEND 14% OF SALARIES ON BENEFITS

71% of organizations reviewed their benefit packages in the past year

51% of organizations made changes to their benefit packages in the past year

18% of organizations changed their benefits provider in the past year



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ORGANIZATIONS WITH HARASSMENT POLICIES IN PLACE



88%
have sexual harassment policies

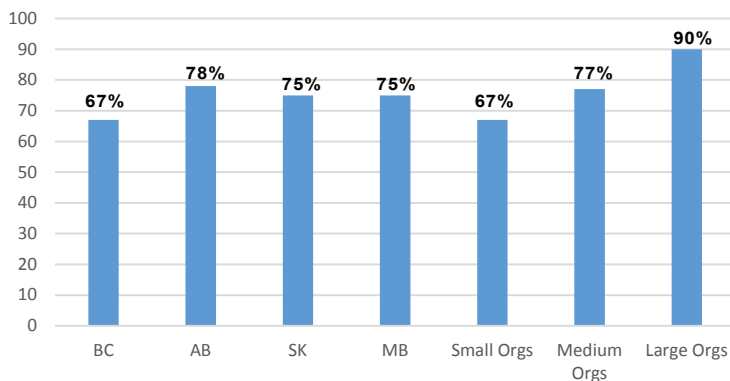
90%
have general workplace harassment policies

73%
have psychological harassment policies

86%

have harassment policies based on the protected grounds in provincial human rights legislation

74% OF ORGANIZATIONS HAVE AN UP-TO-DATE EMERGENCY PREPAREDNESS AND RESPONSE PLAN



SURVEY METHODOLOGY

This survey was conducted online, by the research firm Torch, between June 1 and 23, 2016. 13,413 members of the HRMA, HRIA, SAHRP and HRMAM were invited to participate via email communication. Of these, 1,900 completed sufficiently enough of the survey for their responses to be useable, a response rate of 14.2%. 1,153 respondents completed every question, representing a completion rate of 8.6%. The margin of error of this survey varies depending on the number of completions each question received. The margin of error varies between +/- 2.1% nineteen times out of twenty and +/- 2.8% nineteen times out of twenty. The data for the previous report was collected in November and December 2015.

SMALL ORGANIZATIONS = LESS THAN 100 EMPLOYEES | MEDIUM ORGANIZATIONS = 100 TO 999 EMPLOYEES | LARGE ORGANIZATIONS = 1000 OR MORE EMPLOYEES

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