**HR Questionnaire\_outcome (38 respondents)**

23 February

1. **Do you currently participate in AmCham HR Committee?**
   1. 59% yes
   2. 41% no
2. **In scale 1-10 stars, what is the importance of Talent management within your organization?**
   1. 8,45
3. **How important is the role of HR in your organization?**
   1. Part of the management. 73%
   2. Operational - not involved in strategic decisions. 10%
   3. No dedicated HR department / person at the moment. 17%
4. **What is the HR strategy in your organization for 2017?**
   1. Hiring new employees. 48%
   2. Retaining top talents. 80%
   3. Reduce number of employees. 12%
   4. Other responses:
      1. Effective processes not only in HR
      2. Developing new capabilities for the future bank - both managers and bankers.
      3. Diversity and Inclusion
      4. Build capability
      5. In cooperation with the business development dept. invent flexible product range that can be sourced by available employees.
      6. Retaining all (not only talent).
5. **What HR related topics could be important for you this year?**
   1. Motivation & Benefits. 64%
   2. Employee attraction. 82%
   3. Redundancy. 14%
   4. Labour Code – 2017 update. 39%
   5. Other responses:
      1. Retention.
      2. Performance management, Industry 4.0 - what will that mean for employees.
      3. Shared labour force.
      4. Balancing the product portfolio and revenues with the sustainable HR resources and labour and HR related costs.
      5. Employer Branding.
      6. Global D&L approach.
6. **In scale 1-10 stars, how important is for you to share Best practices in the area of HR?**
   1. 9
7. **What´s your position within the organization?**
   1. CEO/Managing Director/ Owner. 24%
   2. HR company representative. 66%
   3. Other. 10%