

# The State of TALENT:

## COVID-19 Impact

### KEY TAKEAWAYS



We recently conducted a COVID-19 impact survey to gauge the effect this pandemic has had on the working lives of those across North America and Europe. We also asked respondents about the preparations their organizations are making beyond COVID-19.

We've highlighted some of the key takeaways below.

# 86%

of respondents agreed that due to the changes to remote working policies, their companies would be more likely to adopt flexible and agile working practices even after COVID-19 is under control.

# 69%

of those surveyed said the reputation of their HR function was enhanced by the work it's done with regard to COVID-19. Those in HR functions reported enhancement at a higher rate than those in non-HR functions.

# 51%

of the respondents rated their leadership's effectiveness with respect to dealing with COVID-19 as "excellent." Fewer non-managerial staff rated leadership's effectiveness as "excellent" than managerial staff.

# TOP 3

concerns reported by respondents were: employee mental health and well-being (27%), preventing job losses (20%) and business continuity and preparedness planning for the future (19%).

# 55%

of respondents believe their company's employment brand will improve based on their leadership's response. Alternatively, 28% of non-managerial staff feel it will be negatively impacted.

# 71%

of respondents expect hiring to increase within six months of lockdowns being lifted, and HR and TA professionals who responded noted their teams are actively preparing to start hiring again.

81% of those surveyed were based in North America, 13% were based in Europe | 68% of respondents were manager to board director level | 77% surveyed hold TA and HR roles | 57% work for a company of 1,000 or more

[More insights](#)

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