



**2017 Hospital Executive Level Priorities – Human Resources**

The Hospital Executive Level Priorities survey takes the pulse of Human Resource leaders across the country to understand what is important to them. Based upon 375 respondents, the top three Human Resource priorities are Retaining Talent or Employee Turnover, Registered Nurse/Professional Recruitment and Leadership Development.

The H.E.L.P. survey covers fifteen (15) broad industry leading topics. The following table scores each priority on a scale of 1 through 100, with one hundred being the most important. The “Change” column reflects the difference from 2016.

<b>HUMAN RESOURCES HELP</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>CHANGE</b>
Retaining Talent or Employee Turnover	67.6	69.4	86.2	+16.8
Registered Nurse/Professional Recruitment	65.8	74.6	78.1	+3.5
Leadership Development	63.7	62.9	71.4	+8.5
Decreasing/Controlling Labor Costs	69.9	65.4	69.4	+4.0
Performance Metrics	52.4	53.2	64.1	+10.9
Succession Planning	N/A	N/A	61.0	N/A
Maintaining Market Competitive Compensation	67.6	65.4	59.5	-5.9
Maintaining Competitive & Cost Effective Benefits	65.8	68.0	58.1	-9.9
HR Strategic Planning	57.5	59.2	55.6	-3.6
Regulatory Mandates	N/A	N/A	53.2	N/A
Protecting Aging Workforce	46.9	43.3	47.2	+3.9
Workplace Violence	N/A	N/A	46.3	N/A
Workforce Diversity	N/A	N/A	45.5	N/A
Union Avoidance/Labor Relations	57.5	48.5	39.7	-8.8
Mergers & Acquisitions	N/A	N/A	38.5	N/A