

AEB HR COMMITTEE

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The Association of European Businesses

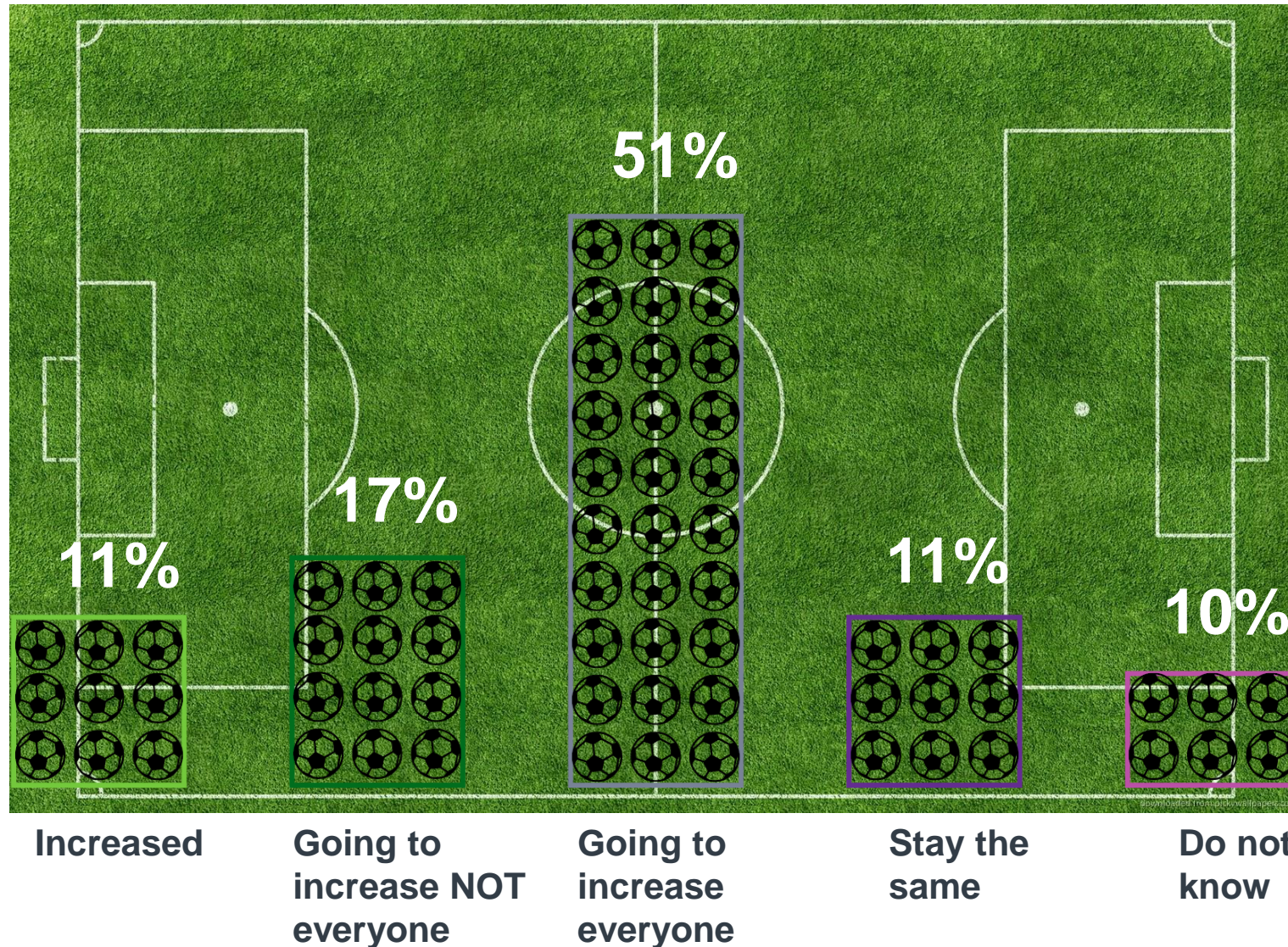
February 13, 2018

Team spirit 2018

Michael Germershausen,
Chairman of the AEB HR
Committee, Managing Director,
Antal



Salary changes in 2018

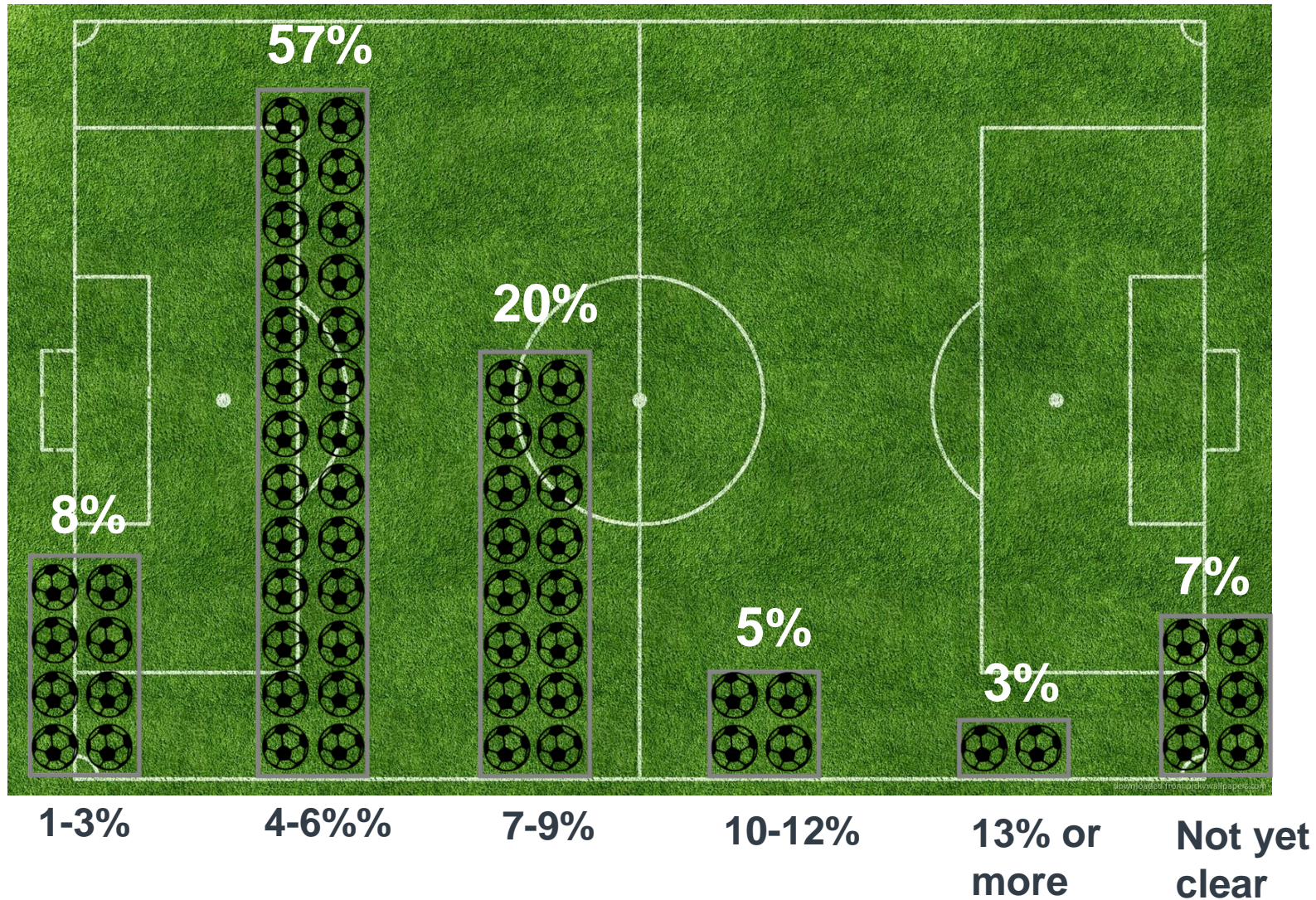


*This survey was carried out in February 2018 by Antal Russia

Percentage of salary increase in 2018



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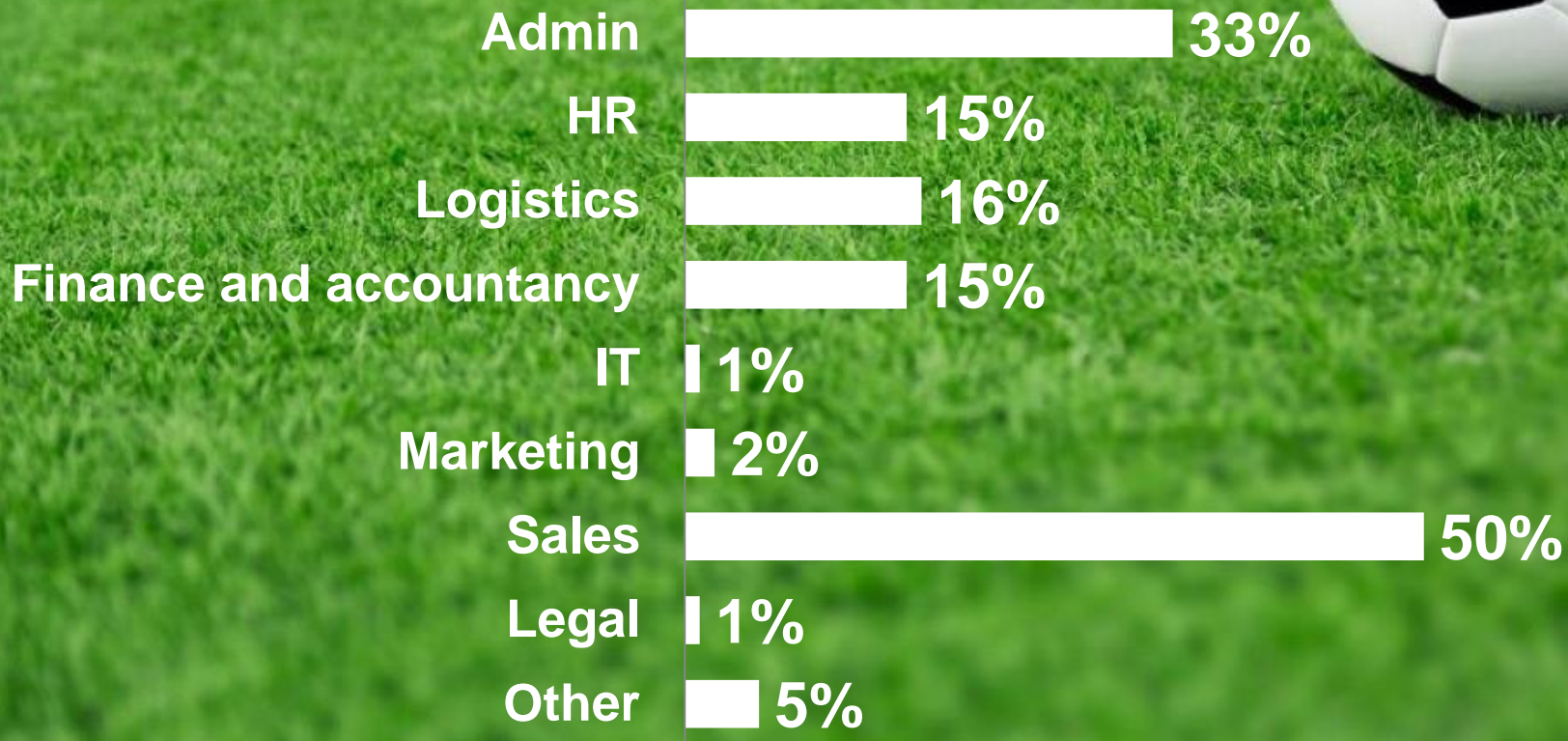
*This survey was carried out in February 2018 by Antal Russia

Plans concerning the staff number in the nearest 3-6 months



*This survey was carried out in February 2018 by Antal Russia

Which department will be affected by staff reduction



Trends of 2018 HR market



I. BUILDING A WINNING TEAM

II. TRENDS AND AUTOMATION PATHS

III. TALENT ATTRACTION AND MANAGEMENT

IV. MOTIVATION OF AN EFFECTIVE TEAM

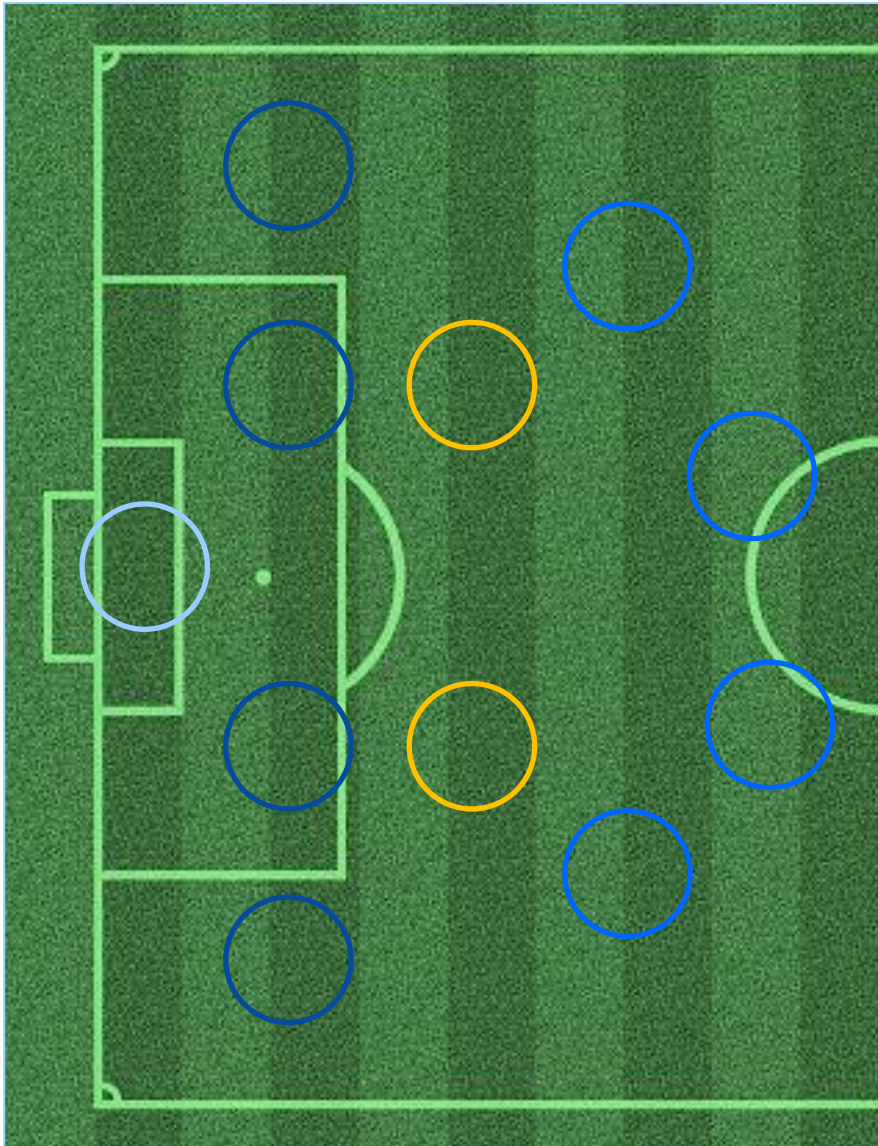
V. DIGITAL C&B

VI. RULES OF THE GAME / DISRUPTION

Football team = your team



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Forward – **sales**

Midfielder -
marketing

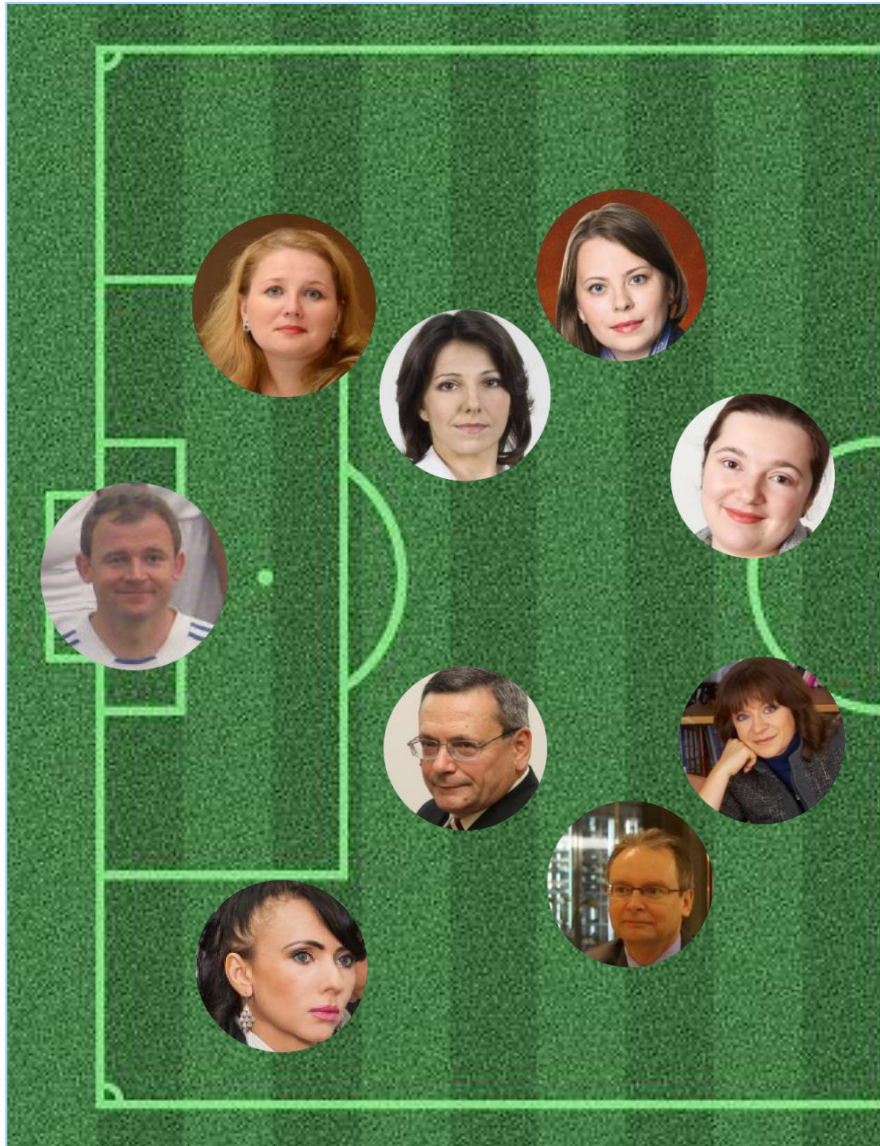
Defender –
finance/HR

Goalkeeper – **legal**

Football team = **our team**



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Coach

Forward – **sales**

Midfielder -
marketing

Defender –
finance/HR

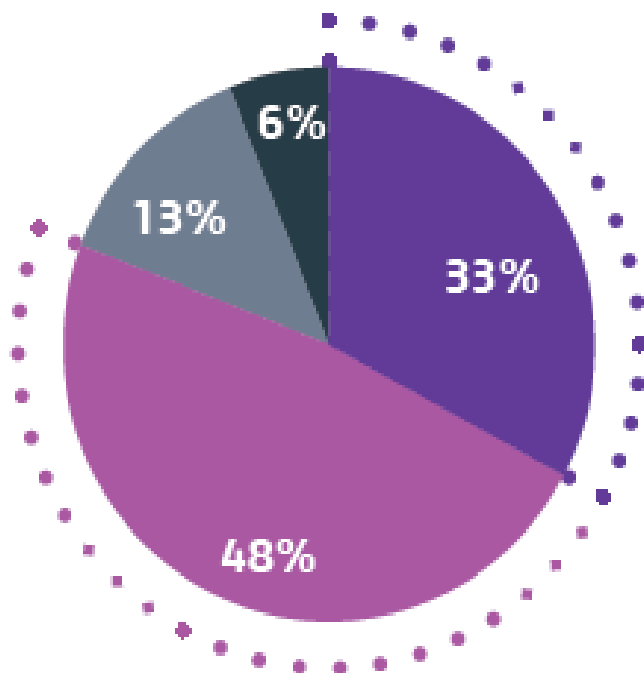
Goalkeeper – **legal /**
chairman

Trends in Automation



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Use of HR automation in the company



- Yes, the HR processes are automated
- Yes, the HR processes are partly automated
- No, but we are planning to start the automation
- No, and we aren't planning to automate anything



TALENT ATTRACTION AND MANAGEMENT



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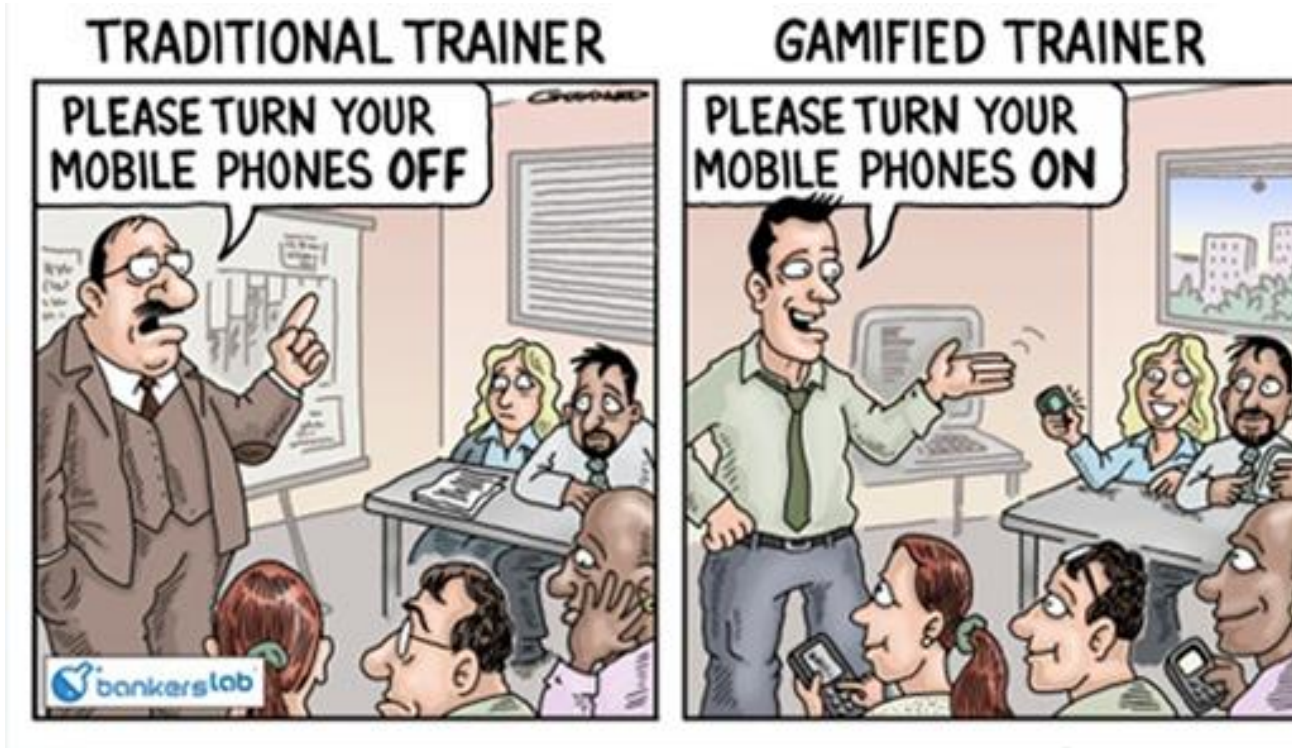
MOTIVATION OF AN EFFECTIVE TEAM



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Digitalisation in HR



Rent a high professional player for important “games”



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or Find a good coach & support team or mentor



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