

Mineral™

Top HR Challenges Facing Your Clients

Small businesses are unique. But when we group them by employee size, certain themes emerge. Knowing these themes lets us know how to best support clients in 2021.



0-50 Employees

As human resources today become more complex...



- 59% had one or no employee with HR responsibilities
- 59% spent 0-5 hours on HR and compliance issues per week
- 56% said tracking state compliance requirements was the most challenging aspect of managing an employee handbook

For more insights into what human resources functions at small business care about, download our 2021 State of HR Report.



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...small businesses need fundamental compliance support



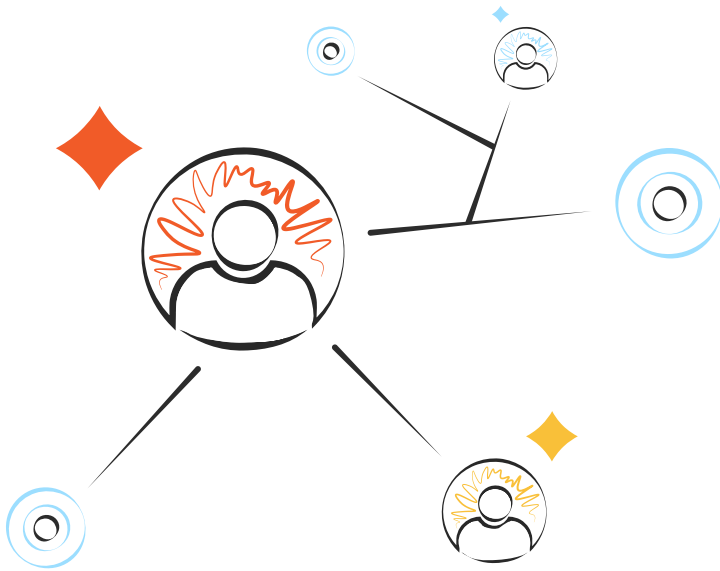
- Ensuring compliance with laws would drive 73% to invest in HR technology

51-200 Employees

Small businesses are under-resourced and over-stretched...



- 77% have two or less people with HR responsibilities
- 79% plan to train employees in sexual harassment prevention in 2021
- 58% say the most challenging part of handbooks is ongoing review and updates



...yet still have a lot of HR responsibilities to get done



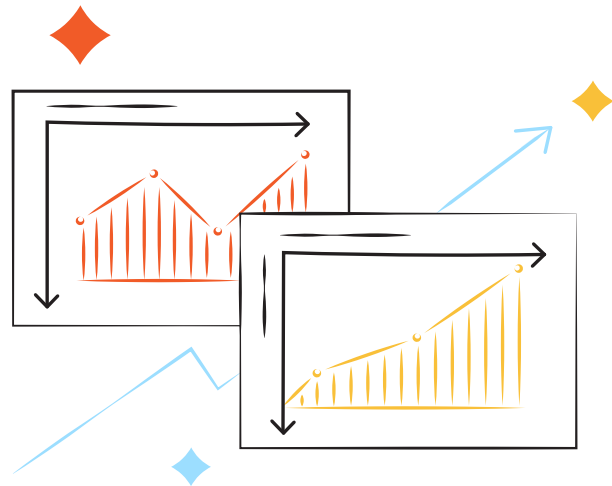
- Reducing administrative burdens would drive 76% to invest in HR technology

201-500 Employees

They are laser-focused on the employee experience...



- 59% plan to offer leadership and development training in 2021
- Almost half materially addressed mental health and diversity, equity, and inclusion (46% and 47%) in 2020
- 53% have 3-5 people with HR responsibilities



...so they need to be more efficient with **other tasks**

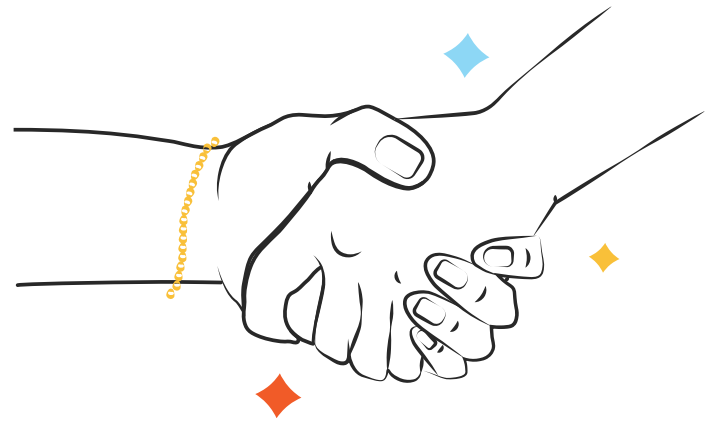


- Reducing administrative burdens would drive 80% to invest in HR technology

Common Themes

A couple of themes emerge regardless of employee size

Across the board, small businesses' biggest priority during the pandemic is to support employees. However, understanding and complying with federal, state, and local laws is their number one challenge - weakening human resources' ability to do what they do best.



When clients turn to you with their HR and compliance challenges, look to Mineral.

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About

Mineral is the HR and compliance leader for growing businesses. Through a combination of data, technology and human expertise, our proactive solutions take the guesswork out of HR and compliance, giving your clients peace of mind. To learn more, visit **trustmineral.com**.