

# Mineral<sup>®</sup>

## Top HR Challenges for Small & Mid-Sized Employers

Every small business is unique. A small business with 5 employees is vastly different than one with 150. This is key in knowing how to best support employer's needs.



# 0-50 Employees

As human resources today become more complex...



- 59% had one or no employee with HR responsibilities
- 41% spent more than five 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 resource functions small businesses 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% planned to train employees in sexual harassment prevention in 2021
- 58% say the most challenging part of handbooks is conducting reviews and updates



**“... yet still have a lot of the same HR responsibilities of much larger companies.”**



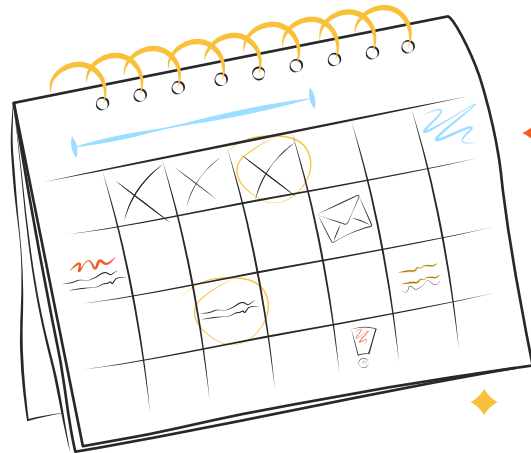
**Reducing administrative burdens would drive 76% to invest in HR technology**

# 201-500 Employees

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



- 59% planned 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**

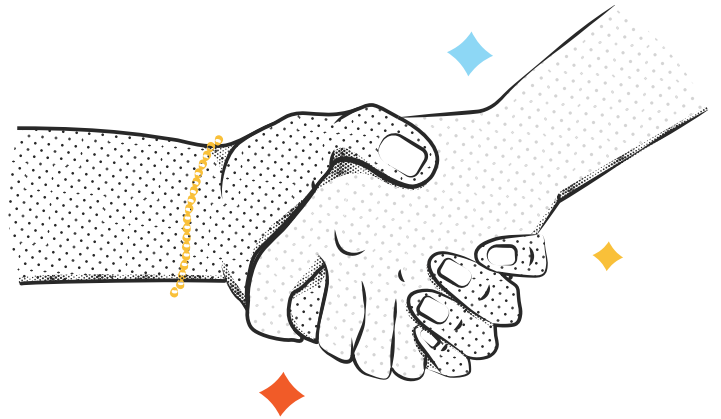


Reducing administrative burdens would drive 80% to invest in HR technology

# Common Themes

## A couple of themes emerge regardless of employee size

Across the board, small businesses' biggest priority 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.



Small businesses need help far beyond employee benefits. They require an easy way to address a full range of business needs to keep their organization healthy. Health insurers are in a unique position to bring enormous value to their clients by addressing that broad spectrum of needs.

When HR and compliance solutions are built into employer-sponsored health plans, payers can help their employer clients dramatically improve the efficiency of their business – all while the insurer grows their membership, achieves client engagement, and increases retention.

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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](https://trustmineral.com)**.