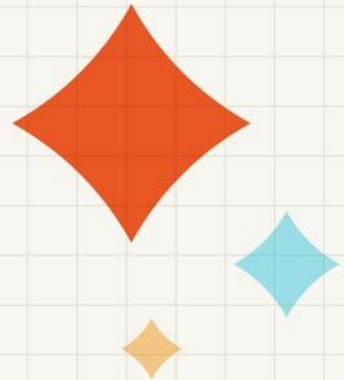# Mineral®

HR and compliance made simple.

Back to the Future
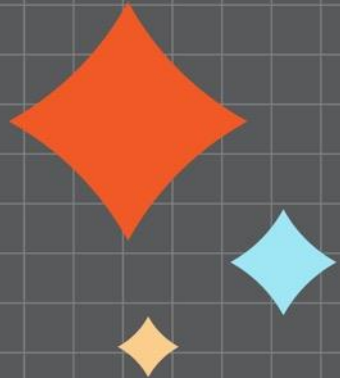
Current HR strategies to future-proof small businesses

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Join the conversation

Engage with us live via the chat function

Connect with us any time on
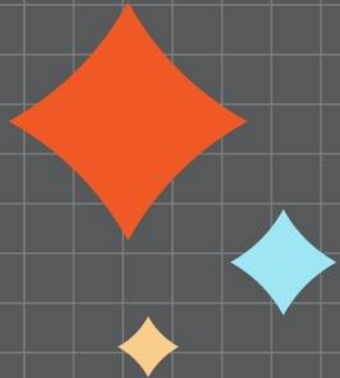LinkedIn and Instagram @trustmineral

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2023 State of HR Report

Our third-annual report analyzes survey responses from more than 700 decision-makers representing a diverse cross-section of US small and midsized businesses with one to 3,000 employees.

Find full data, analysis, insights, and resources at **trustmineral.com/state-of-hr**.

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Kerry Lear, JD
Senior Director, Mineral

———

Kerry oversees a team of attorneys, content specialists, and thought leaders that are responsible for tracking more than 3,000 pieces of legislation each year, then using that information to create accurate, easy-to-understand content for Mineral's clients, partners, and Mineral Experts team.

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Laurie McCabe
Cofounder & Partner, SMB Group

Laurie has more than 20 years of IT experience, as well as widespread recognition for her capabilities and insights in the SMB market. She is a five-time Small Business Influencer, and has been named by Analytics Week as one of the Top 200 Thought Leaders in Big Data & Analytics.

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To win the marketplace, you first must win the workplace.

Douglas Conant
Former CEO of Campbell Soup
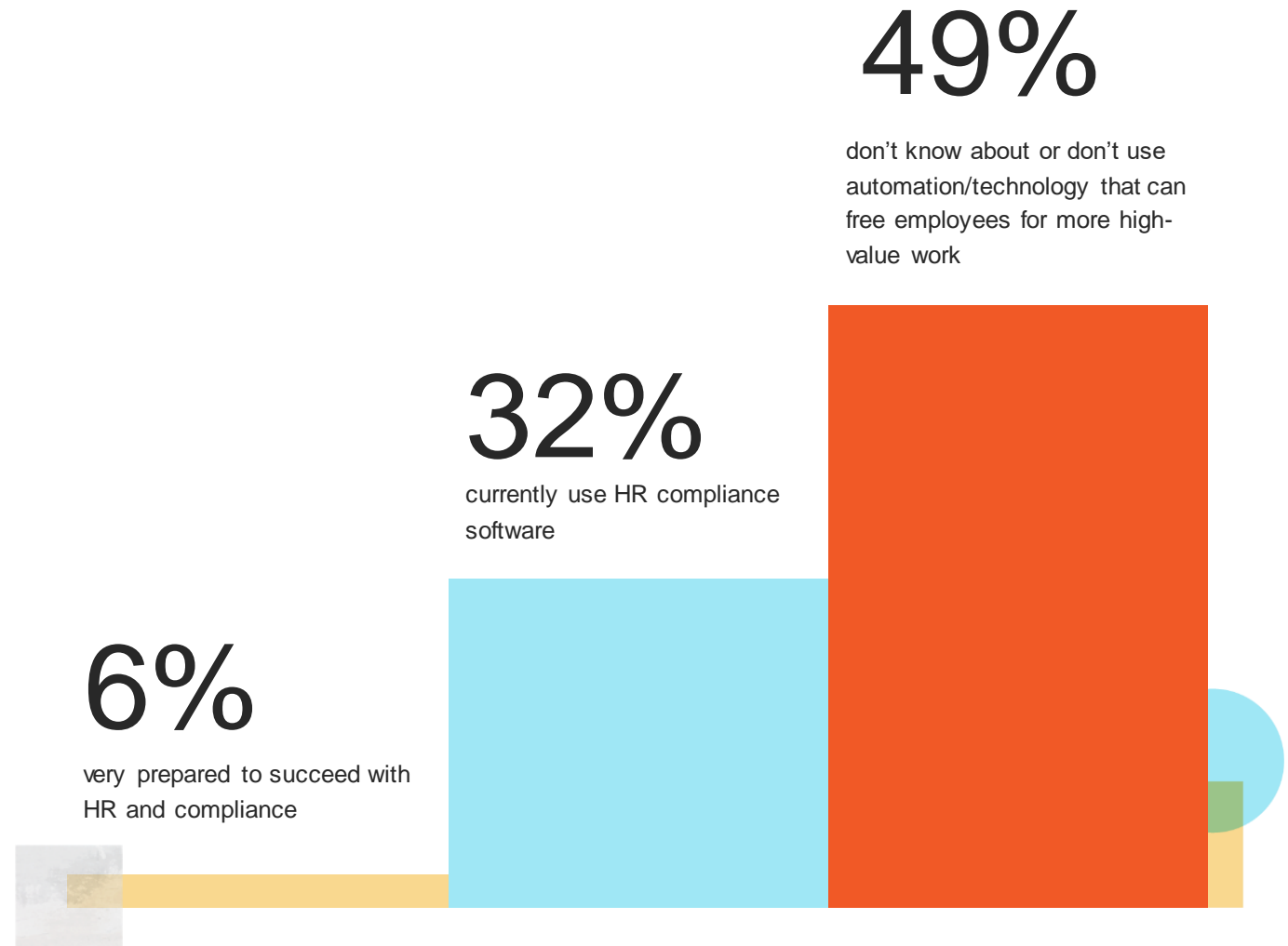and New York Times bestseller

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Leverage technology to improve HR effectiveness.

Leverage technology to improve HR effectiveness.

2023 State of HR Report

Respondents highlight opportunities to use technology to achieve greater HR and compliance success.

49%

don't know about or don't use automation/technology that can free employees for more high-value work

32%

currently use HR compliance software

6%

very prepared to succeed with HR and compliance

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Leverage technology to improve HR effectiveness.

2023 State of HR Report

Respondents cite their top HR and compliance struggles.
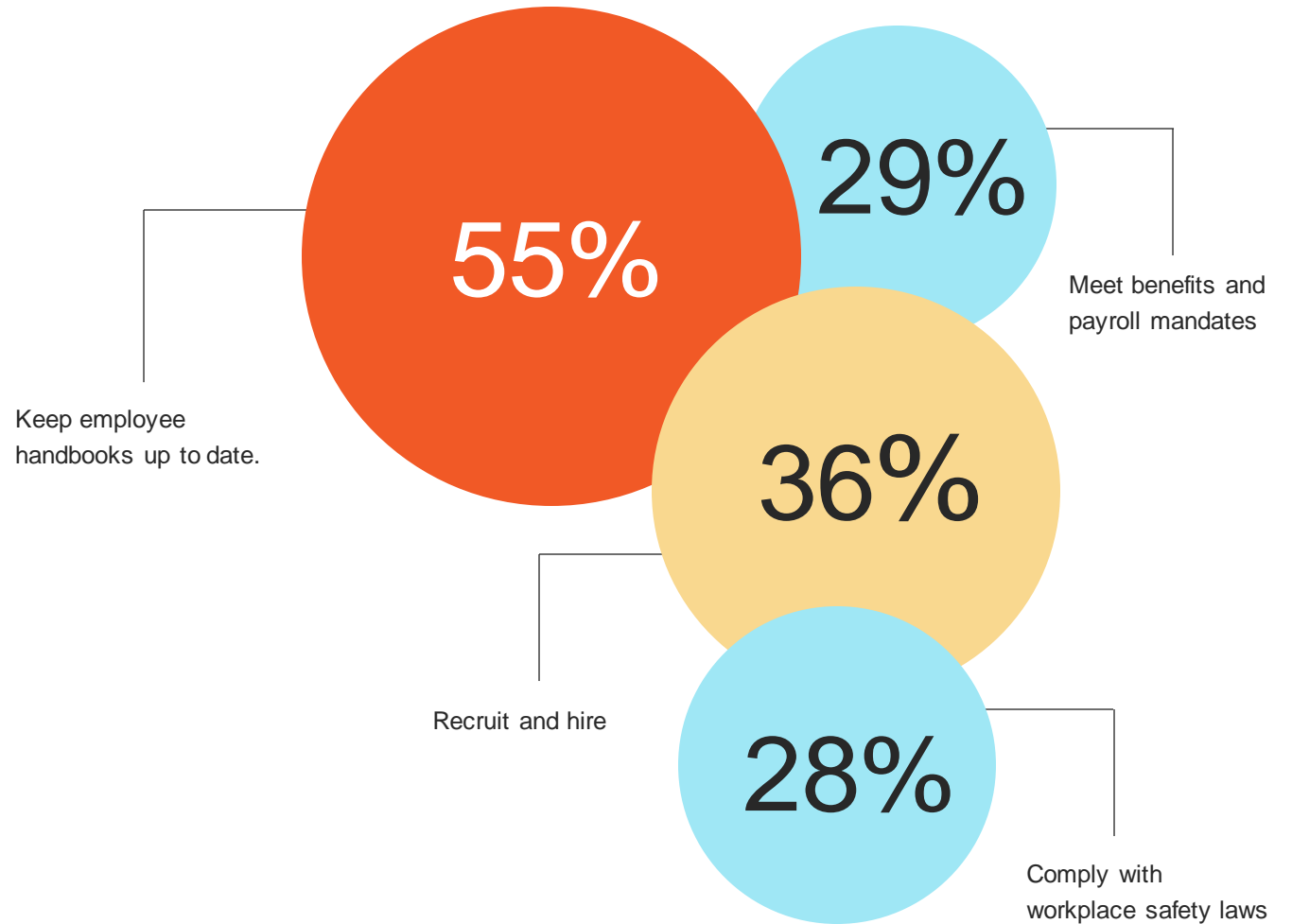
55%

Keep employee handbooks up to date.

29%

Meet benefits and payroll mandates

36%

Recruit and hire

28%

Comply with workplace safety laws

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Leverage technology to improve HR effectiveness.

2023 State of HR Report

Respondents cite obstacles to adopting new HR and compliance technology.

51%
integrating new applications with existing ones

48%
lack of budget

39%
difficult to decide which solutions will work

33%
resistance to adopting new technology

25%
lack of IT staff and skills

18%
securing company and employee data

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QUICK POLL

Is closing the technology gap largely an education challenge or an economic challenge?

Ask the experts

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In most cases being a good boss means hiring talented people and then getting out of their way.

Tina Fey
Nine-time Emmy award-winning actress and writer

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Formalize employee training.

Formalize
employee training.

2023 State of HR Report

Respondents rate employee recruiting, retention, and training as priorities for the year ahead, yet lack formal employee training programs.

87%
retaining existing employees

55%
attracting new employees

52%
upskilling/reskilling employees

55%
lack a formal employee training program

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QUICK POLL

How does your organization primarily approach employee training and development?

Ask the experts

Mineral

"Productivity is the deliberate, strategic investment of your time, talent, intelligence, energy, resources, and opportunities in a manner calculated to move you measurably closer to meaningful goals.

Dan S. Kennedy
Strategic advisor, consultant, business coach, and author, influencing more than 1 million business owners annually

Maintain optimism yet modernize operations.

Maintain optimism yet modernize operations.

2023 State of HR Report

Respondents largely rely on outdated tools to manage operations.

76%
optimistic business outlook

62%
somewhat prepared to achieve HR and compliance success

73%
rely on spreadsheets and email to manage operations

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QUICK POLL

When managing/tracking HR operations, what does your organization primarily rely on: spreadsheets/email or more advanced software?

Ask the experts

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Questions?

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More resources from Mineral: trustmineral.com

Blog
Practical advice and expert insights on all things HR and compliance

Upcoming events
Check out our calendar to see where to connect with us—virtually and in-person

Webinar archive
Stream any of our previous sessions on-demand

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More resources from SMB Group: smb-gr.com

Laurie's blog

Regular updates, insights, and analysis on all things related to SMBs

SMBG research

Current and archived research reports covering a wide range of critical topics for SMB leaders

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Thank you!