

# Alberta HR Trends Report

Fall 2019

# CPHR

Alberta

Fall 2019 Survey of HR Professionals

## WORKFORCE MANAGEMENT

### Have Compensation Framework to Maintain Competitiveness

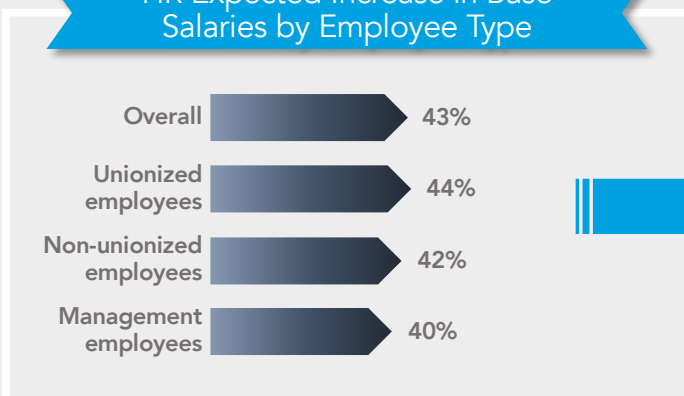


### Less Than 3 Months to Fill Vacancies by Job Category



## SALARY EXPECTATIONS

### HR Expected Increase in Base Salaries by Employee Type

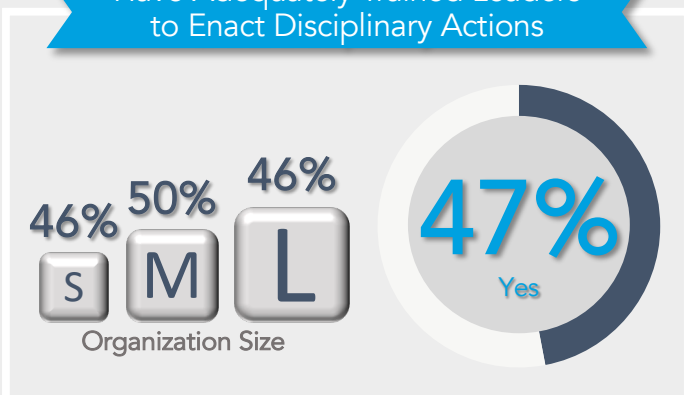


### Size of Expected Increase to Base Salaries

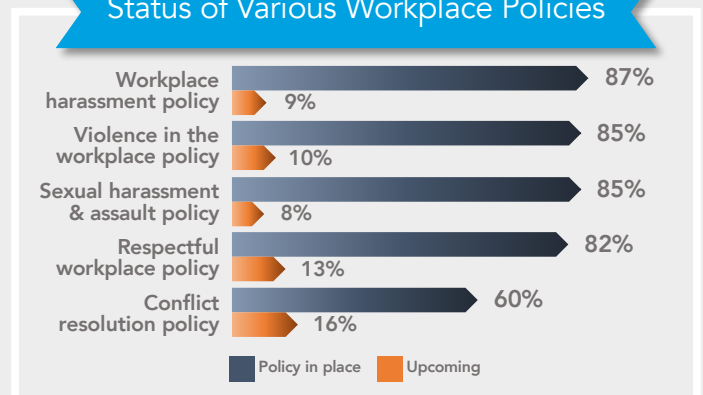


## WORKPLACE POLICIES

### Have Adequately Trained Leaders to Enact Disciplinary Actions



### Status of Various Workplace Policies



The Fall 2019 wave of this study was conducted by Insights West on behalf of CPHR British Columbia & Yukon, CPHR Alberta, CPHR Saskatchewan, and CPHR Manitoba. The survey was conducted online from June 10th to July 15th, 2019. A total of 437 human resources professionals in Alberta participated in the survey, for an overall response rate of 9.3%. Survey responses to individual questions were optional. The margin of error of this survey varies depending on the number of completions each question received. The margin of error for a sample size of 437 (all survey respondents participating) is +/- 4.69% nineteen times out of twenty.

Read the full report online at [cphrab.ca/research/alberta-hr-trends](http://cphrab.ca/research/alberta-hr-trends)

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