



press room

Surveys



**FOR IMMEDIATE RELEASE**

## **HUMAN RESOURCE PROFESSIONALS SEE A POSITIVE ECONOMIC OUTLOOK FOR 2005**

**Respondents to a recent survey were evenly divided on opinions regarding likelihood of budget cuts and compensation changes.**

**Norwalk, CT. --- (November 16, 2004) ---** In a survey of HR professionals, sixty percent responded that the economic outlook for their industry was "stronger" or "much stronger", compared to fifteen percent reporting that it would be "weaker" or "much weaker." The survey was conducted by ERC Dataplus, a leading HR technology company, and *Human Resource Executive* magazine.

Respondents were asked to report on budget changes for 2005 in specific HR areas. On the budget increase side, forty-seven percent identified compensation, forty-two percent said staffing, recruiting was identified by thirty-four percent of the respondents, and twenty-one percent identified benefits. Budget areas that would experience a decrease included, in descending order, conference attendance, perks, travel, outsourcing, recruiting and benefits.

Respondents were then asked for their opinions on the changes in the labor market in terms of quantity and quality. Most respondents did not anticipate a qualitative change in the labor pool and were evenly divided, twenty-nine percent to thirty-two percent respectively, between expecting a slight increase or decrease in applicant availability. Only eight percent anticipated a "substantial" increase in applicant availability.

The results of the entire survey may be seen by going to [www.erccdataplus.com/hrexecutive/results.htm](http://www.erccdataplus.com/hrexecutive/results.htm).

ERC Dataplus and *Human Resource Executive* poll HR and affiliated professionals on a different topic each month. November's survey addresses questions affecting the 'Your Biggest HR Challenge of 2004'. To participate, go to [www.erccdataplus.com/hrexecutive/](http://www.erccdataplus.com/hrexecutive/). The results of October's survey will be posted on the website in November and reported in the magazine in December.

### **About ERC Dataplus**

ERC helps employers qualify, track and hire better performing hourly employees faster and at a lower cost. ERC's Selectech<sup>®</sup> Candidate Management System is the only modular system that integrates Internet and proprietary IVR (telephone), which allows employers to elect the functions they need to accomplish their tactical and strategic goals. Selectech CMS pre-qualifies applicants based on custom questions developed by our recruiting experts, provides an online eApplication for easy upload to HRIS systems (such as the PeopleSoft<sup>®</sup> Enterprise Candidate Gateway), and integrates background screening and WOTC administration to eliminate burdensome and costly paperwork. Additional modules include validated, legally defensible predictive pre-hire assessments, automated interview scheduling and confirmation, fax/email job postings, and automated candidate status line.

To learn more about ERC and how its experts can help you with a more effective, affordable staffing solution visit [www.erccdataplus.com](http://www.erccdataplus.com) or call 1-888-ERC-CORP (372-2677).

## **About ARGOS Assessment Company**

ARGOS Assessment Company, a division of ERC Dataplus is the multirater scoring company for organizations with active employee development programs. ARGOS® Multirater Assessments is the most functional, cost-effective data collection, scoring and delivery system available. It offers medium and large organizations the accuracy, ability to configure, and delivery speed to meet their tactical and strategic multirater assessment needs. AAC is the only company that offers integrated, proprietary Internet and/or IVR (telephone) data collection to insure that all employees, including those without Internet access, can participate in feedback programs.

To learn more about AAC and how its technology experts can help you with a more effective, affordable multirater feedback program visit [www.argos360.com](http://www.argos360.com) or call 1-888-ARGOS360(274-6736).

## **About *Human Resource Executive*®**

*Human Resource Executive*® was established in 1987 and continues today as the premier publication focused on strategic issues in HR. Written primarily for vice presidents and directors of human resources, the magazine provides these key decision-makers with news, profiles of HR visionaries and success stories of human resource innovators.

Additional information about *Human Resource Executive*® is available at [www.workindex.com/hrexecutive](http://www.workindex.com/hrexecutive).

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