



press room

Surveys



FOR IMMEDIATE RELEASE

COMPENSATION AND BENEFITS CONTINUES TO BE BIGGEST CHALLENGE IN 2004 FOR HUMAN RESOURCE PROFESSIONALS

Respondents to a recent survey see top challenges same as last year.

Norwalk, CT. --- (December 7, 2004) --- Twenty-six percent of HR professionals responding to a November 2004 survey conducted by ERC Dataplus, a leading HR technology company, and *Human Resource Executive* magazine reported their biggest challenge in 2004 was, again, compensation and benefits. This compares to thirty-three percent reporting this as their biggest HR challenge in a similar survey conducted in 2003. That was closely followed by staffing/recruitment as reported by twenty-one percent of the respondents in 2004 compared to fourteen percent in 2003.

For the 2004 survey, more respondents, fifty-eight percent, identified needing help in handling their biggest challenge, split forty-eight percent "in need of some help" and ten percent "in need of much help." This is in contrast to 2003, where forty-three percent of the respondents reported "in need of much help" and eleven percent "in need of some help."

This year, only fourteen percent of the respondents reported that the challenge had been resolved "completely and successfully." As in 2003, most respondents, fifty-seven percent, categorized the status for resolving their biggest HR challenge as "ongoing."

The results of the entire survey may be seen by going to www.erccdataplus.com/hrexecutive/results.htm.

ERC Dataplus and *Human Resource Executive* poll HR and affiliated professionals on a different topic each month. To participate, go to www.erccdataplus.com/hrexecutive/. The results of November's survey will be posted on the website in December and reported in the magazine in January.

About ERC Dataplus

ERC helps employers qualify, track and hire better performing hourly employees faster and at a lower cost. ERC's Selectech[®] 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[®] 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 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 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.

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