Head of HR

At a Swedish company with 50 to 249 employees

Weighs employee benefit against effort, and whether the proposal can win support in management.

78 source-backed observations

52 sources

Research, public authorities, industry barometers and vendor surveys. All traceable to source, population, year and method.

✦ THE PROFILE'S PRIORITIES

1. From employee voice to something managers act on
2. Retaining skills and bringing the organisation along
3. A simplification that does not become extra work somewhere else
4. More time for development, with a demonstrated path there

✦ ASK THE PROFILE

"What do we need to show for you to be able to take this to management?"

✦ THE SOURCE MATERIAL, AREA BY AREA

Number of observations and one example from the material

Budget and cost	45	The cost of the HR function is given as 0.76 per cent of revenue on average. Gartner · benchmark survey · 2023
Objections and obstacles	12	Almost three out of four named follow-up as the biggest challenge with employee feedback. HR Barometer · 690 participants · 2025
Buying criteria	11	Transferring employees' personal data to a third country requires specific grounds, and a data processing agreement is required when a processor is used. IMY · employers
Mandate and decision path	10	In half of the organisations with at most 500 employees, HR was involved in strategy work from the start. University of Gothenburg, Cranet · Swedish organisations · 2023

✦ SOURCES

University of Gothenburg · Personio · HR Barometer · Gartner · IMY · Swedish Work Environment Authority · Swedish Social Insurance Agency