

A man and a woman are sitting at a desk in an office, looking at a document together. The man is on the left, wearing a light blue shirt, and the woman is on the right, wearing a mustard yellow sweater. They are both smiling and looking at the document. The background shows office furniture and windows.

NEOED

2023 REPORT

HR TRENDS IN EDUCATION: **OPERATIONAL EFFICIENCY**

OPERATIONAL EFFICIENCY

Welcome

The Operational Efficiency Report expands upon the 2023 Trends Report, providing further analysis into operational efficiency and how to improve it at your institution.

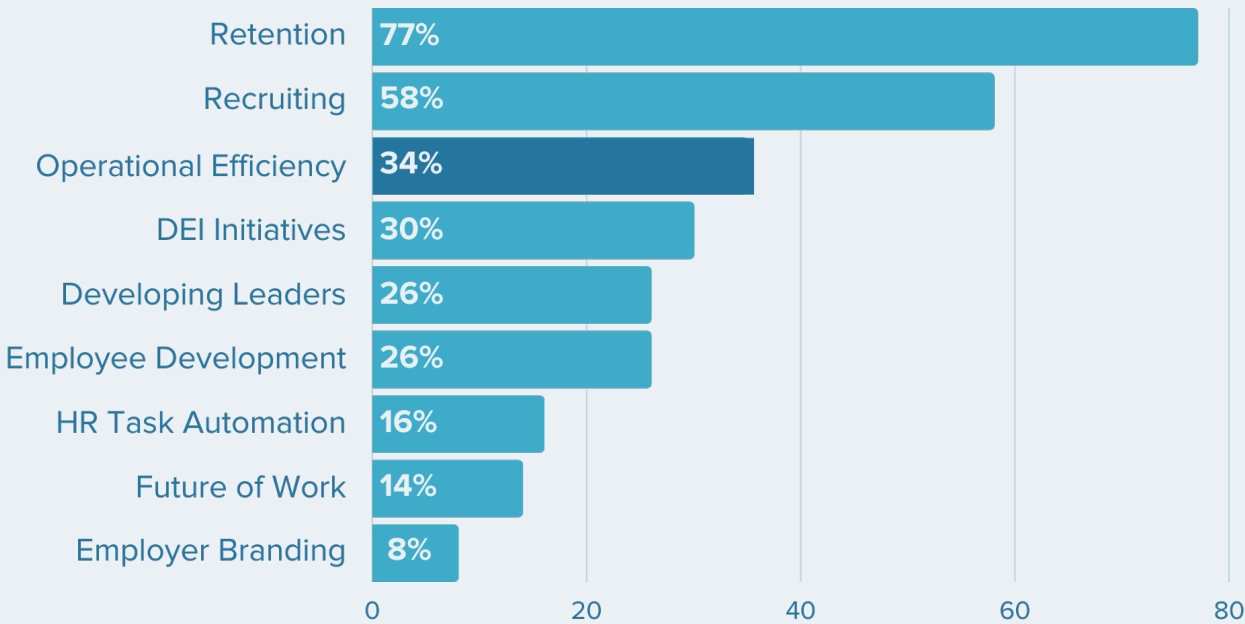
Like the 2023 Trends Report, **we used survey data from 300+ HR professionals in education**. Our respondents included HR generalists, directors, managers, administrators, etc. from a variety of institutions: four year colleges (35%), two year colleges (29%), K-12 (29%), and more (7%). The survey was conducted in December of 2022.

Overview

Key Takeaway: Money and people are the scarcest resources in education HR, creating a need to do more with less. The right software can help.

Considering the scarce resources in education HR, it makes sense that 34% of respondents cited operational efficiency as one of their top three priorities in 2023 (Figure 1). Let’s examine **why** it’s a top priority and **how** to improve it.

Figure 1
Top Priorities in 2023



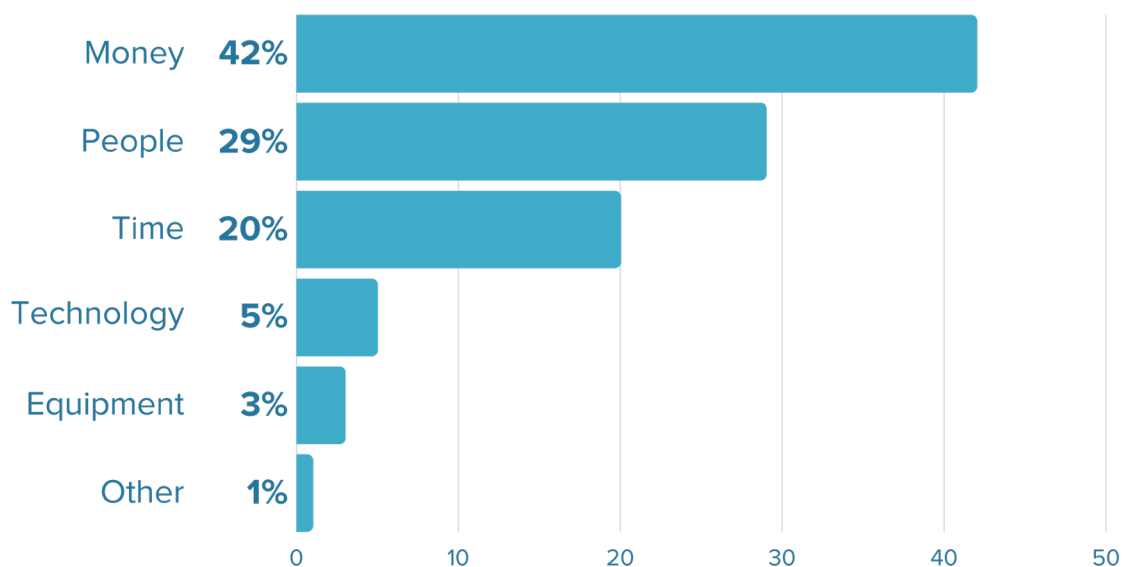


Why Operational Efficiency

Educational institutions with efficient operations can deliver high quality services at scale with as few resources as possible – a good thing to have in the midst of a labor shortage. 42% of HR pros reported money as the scarcest resource, followed by people at 29% (Figure 2).

Streamlining operations helps you do more with less people, so consider maintaining a smaller staff to free up money for pay raises, bonuses, etc. In this way, operational efficiency can positively impact retention.

Figure 2
Resource Scarcity

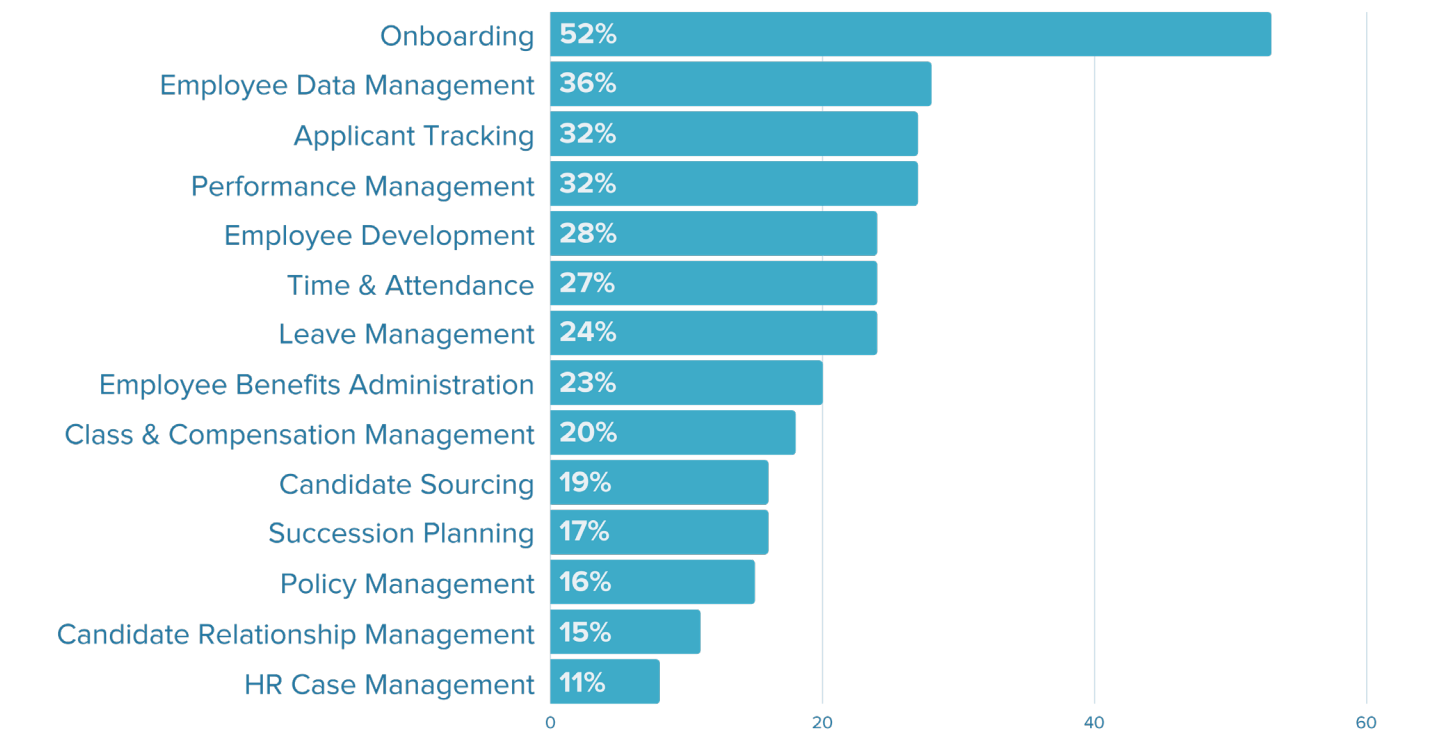


How to Improve

The purpose of HR technology is to improve operational efficiency. From talent management systems to HCMs, there are many solutions to help automate time-consuming HR tasks. Some, like NEOED, are even catered to the unique needs and challenges of education. Despite the price tag, the right software can deliver an ROI that far exceeds the investment.

Education HR professionals hope to improve a variety of processes and routine tasks in 2023, but onboarding tops the list at 52% (Figure 3). Respondents selected all options that applied.

Figure 3
HR Processes to Automate in 2023



NEXT STEPS

Thanks for reading the
Operational Efficiency Report by NEOED.

We hope these peer insights, data analyses, and resources have been helpful.

NEOED, powered by NEOGOV, serves education HR with a comprehensive suite of solutions for recruitment, onboarding, performance management, staff development, managing employee information, and more. To learn how NEOED's HR software can help your organization, [sign up for a free consultation today.](#)



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