

### COVID-19 HR Response Survey Results Part 1

In order to better understand how companies are managing their workforce in the wake of the worldwide pandemic, *HRO Today* is conducting a series of pulse surveys. These surveys will address a broad range of topics, from recruiting, to workforce planning and operations.

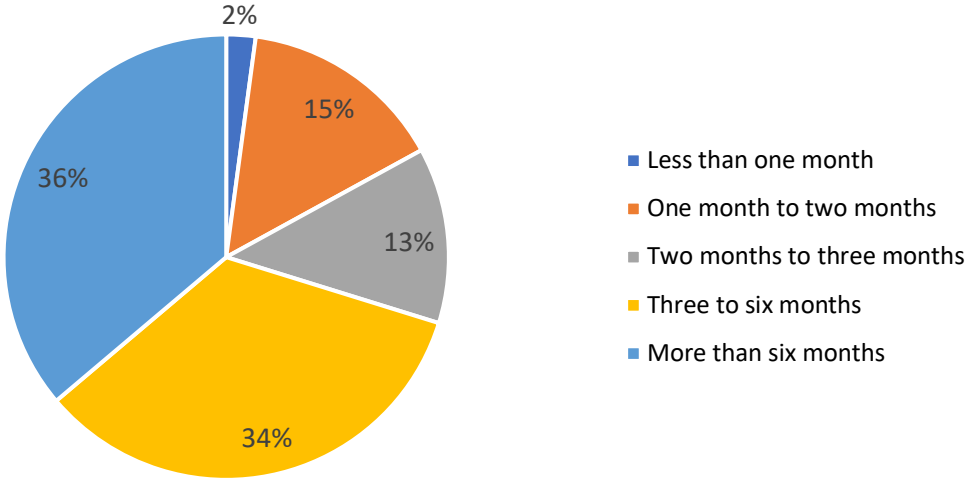
During the week of April 6-10, 2020, a survey link was emailed to a sample of the *HRO Today* network and links were posted on the *HRO Today* website. Further, social networking was used via a link sent on Twitter. A total of 50 surveys were completed.

### Anticipated Time of Greatest Impact of COVID-19 on Organizations

*How long do you anticipate the greatest impact of COVID-19 will be on your organization?*

Just under one-third (30%) of respondents felt their organization would feel the greatest impact from the pandemic for up to 3 months. Responses varied greatly, suggesting no clear consensus, and were likely a result of the various types of industries impacted. One-third (34%) of study participants indicated three to six months, while the largest percentage (36%) felt the greatest impact would be for more than six months.

On average, organizations expect to endure the greatest impact of COVID-19 for 20 weeks.



**Changes to Paid Time Off (PTO) policies as a result of COVID-19?**

*What changes has your organization made to Paid Time Off (PTO) policies as a result of COVID-19?*

Study respondents were asked what changes their organization made to PTO policies in response to the COVID-19 crisis. Nearly one-half (49%) have offered more flexible work schedules. About one-quarter (26%) have not changed the actual number of PTO days, while 16% have increased the amount the number of days by at least a small amount.

Just over one-quarter (28%) have made no changes to PTO policy as a result of COVID-19.

