

## **HRPI Research Worksheet Key Takeaways**

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### **Data Collection Method**

On Thursday of the May 2024 meeting, we distributed surveys to collect attendee input on the design and content of the new HRPI research initiative. A total of 34 surveys were returned, summarized here. In addition, members worked in table groups to develop their collective recommendations, which were captured on easel paper. Groups presented their recommendations in a Shark Tank-type format.

### **General Feedback Themes**

- There is generally a desire for us to create approachable and applicable insights for practitioners as opposed to case studies or academic papers.
- Members want something that innovates on existing work and is willing to take risks.
- There is a desire for research that blends specific examples with generalizable conceptual ideas.

### **Top 3 Research Topics and Questions**

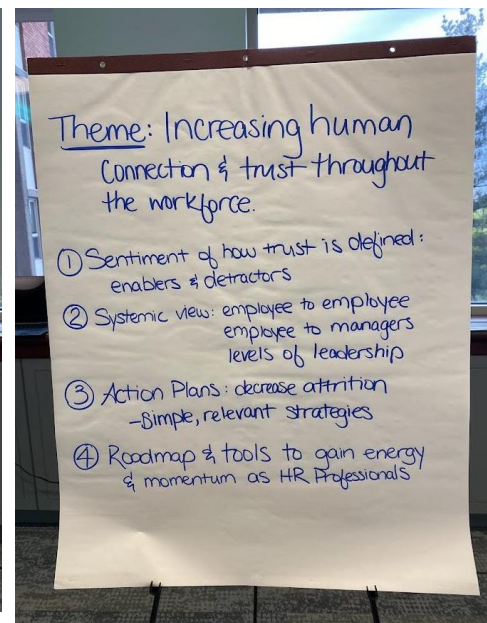
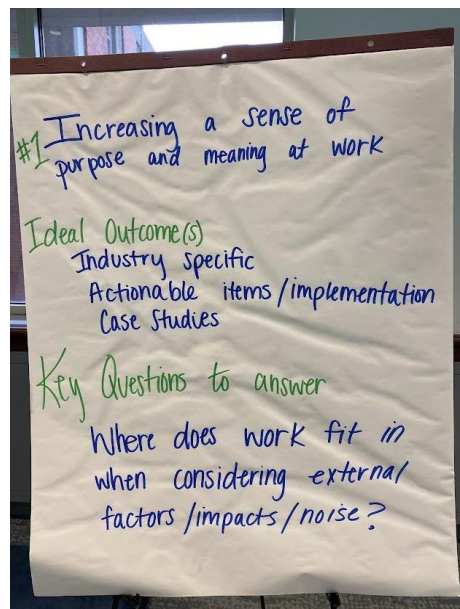
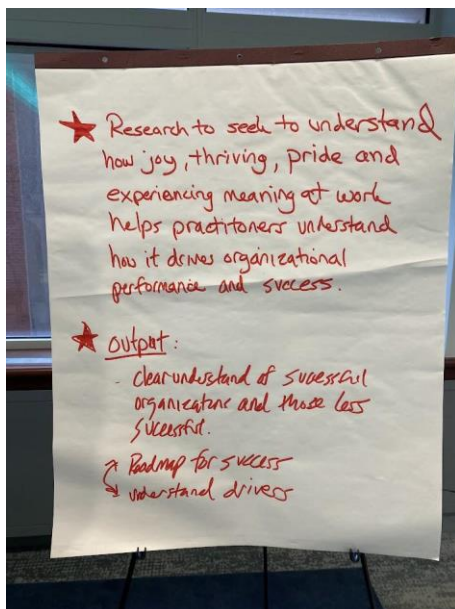
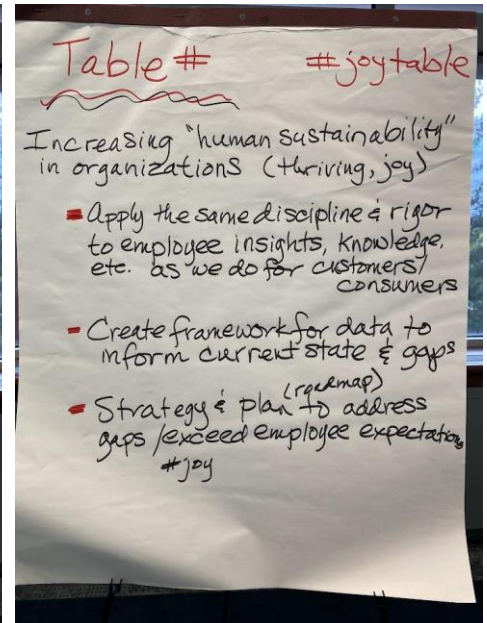
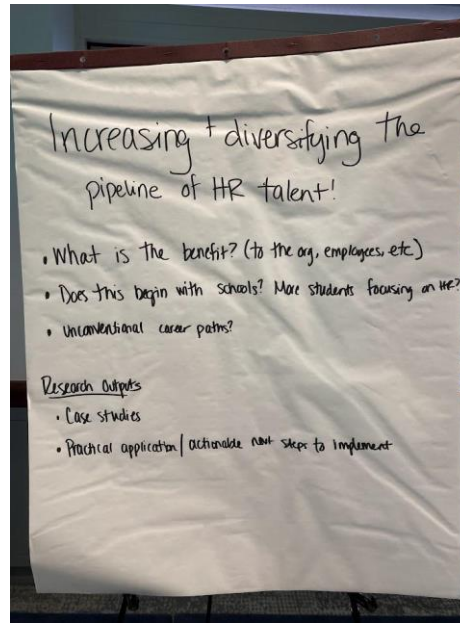
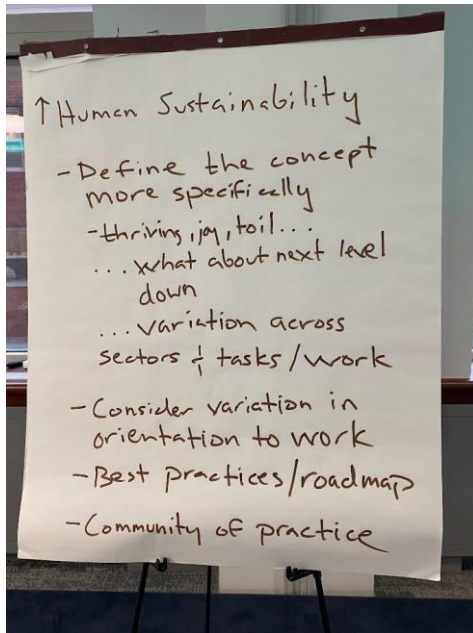
- ***Increasing human sustainability in organizations*** (thriving, joy) - 24 votes (70%)
  - What are the best practices for setting employee sustainability and workplace culture goals? How should goals be defined based on industries, workforce characteristics, and work location types?
  - What strategies can organizations use to effectively promote human sustainability that complement existing business goals such as productivity or financial results?
- ***Transforming and elevating jobs (and work) through generative AI*** - 16 votes (47%)
  - How can organizations ensure AI tools empower teams and preserve meaning in work?
  - What are some high value use cases for generative AI in the HR function and what considerations are needed to use these tools effectively and ethically with people data?
- ***Increasing human connection and trust in the workforce*** - 15 votes (44%)
  - How can organizations effectively build a culture of trust and connection? How do these strategies differ across industry, unionization status, leadership role, and tenure?

### **Preferred Types of Research Output**

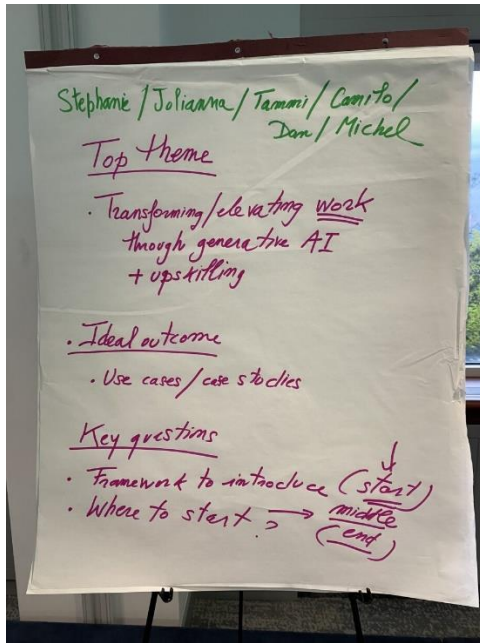
- Best practices with actionable strategies for HR practitioners
- Specific examples of successes and failures across industries and employer types
- A more detailed report or white paper for an HR audience along with a slide deck aimed at CEOs.
- Distill existing academic research in an accessible way and combine it with practitioner insights and examples.
- Frameworks for HR leaders to bring back to their teams.

*[continued]*

## Group Presentations of Preferred Combinations



[continued]



### Number and Percent of Members Who Volunteered for Each Type of Contribution

Participation Method	Votes	% of Respondents
Being interviewed by a research team member	23	67.6%
Conducting interviews on your own or with a research team member (e.g., with external experts)	7	20.6%
Facilitating implementation of a brief survey at your organization	10	29.4%
Providing information for a case study to be written about an initiative at your organization	3	8.8%
Providing access to organizational data for a secondary analysis (e.g., engagement survey)	6	17.6%
Reaching out to members of your network to participate in the HRPI research initiative	9	26.5%
Serving as an advisory board member for the research	16	47.1%