

Southern Nevada Human Resources Association

2009 Membership Survey Summary



Kim Kaplan and Jeff Peterson, Membership Chairs
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In 2009 the Southern Nevada Human Resources Association (SNHRA) Membership Committee conducted a survey of the membership. The survey was developed to help identify the needs of the membership and to develop plans and actions accordingly. The survey was conducted from October 9th, 2009 through November 6th, 2009 as both online and paper, with 93% of member respondents utilizing the online version to respond.

The members were given an incentive for participating in the survey. They had a chance to win one of three prizes for participation. The prizes were (1) year paid Individual membership, or (1) 6 month paid Individual membership, or (1) paid breakfast or lunch meeting.

The key areas covered by the survey are: Demographics, Membership, Website, and Monthly Meetings. At the time of the survey SNHRA had 400 active members of which 181 members started the survey representing 45% of the membership. Of the 181 members who started the survey 157 actually completed the survey in its entirety (86.7%).

Demographics

The four most common position titles for our participating members are Human Resources Generalists, Managers, Directors, and Vice Presidents. The majority of the respondents self-identified as performing the majority of their work and their work decisions at the operational level of their organizations. (n=118, 66.3%) and 73 members self-identified their years of SNHRA membership between 1-3 years.

(1) What is your position title? 180 members submitted their positions titles.

8 – HR Coordinator/Representative/Assistant	12 - HR VPs
3 – HR Administrator/Specialist	1 - Legal
11 – HR Generalist	5 – Business Owners
30 – HR Managers	71 – Other
35 -- HR Directors	4 - Unemployed

(2) At what level in the organization do you perform the majority of your work and make the majority of your decisions? Options were either Strategic or Operational: Strategic 60 members or 33.7%/Operational 118 members or 66.3%

(3) How long have you been a SNHRA member? 175 members submitted their years of membership

11 - Don't Know	26 – 7 to 10 years
21 - Less than 1 yr	10 – 11 to 15 years
73 – 1 to 3 years	0 – 16 to 20 years
31 – 4 to 6 years	3 - 20+ years

Membership:

(4) Does your employer pay for your SNHRA dues? 162 members responded to this question, with Yes being 112 (69.1%) and No being 50 (30.9%).

(5) To what extent does dues cost impact your decision to renew your SNHRA membership? 152 membership responded to this question, and although the question responses were open, responses were categorized as minimal, somewhat or has impact. Responses that were minimal impact were 79 (52%), somewhat impact were 30 (20%) and has impact were 43 (28%). Those who said it has impact in their responses mainly address either 1) current economic condition 2) Whether the company would pay for the membership or 3) a combination of both.

(6) My top two concerns when considering renewing or joining the chapter are (please list at least one): 153 members responded to this question and although the question responses were open, responses were categorized into four areas: Perceived Cost/Value, Learning, Networking, and Other. Responses that were perceived cost/value (n=57) Learning (n=46), Networking (n=13), other (n=37)

(7) Are you a SHRM national member? When asked if they were SHRM members 162 members responded to this question, of which 124 (76.5%) said yes and 38 (23.5%) said no. When asked why “no,” 33 of the 38 answered and the majority of those responses were either cost or no value.

(8) As a member what do you expect from SNHRA? 149 members responded to this question. The majority of responses reveal expectations tied into the top two concerns on renewing or joining the chapter, specifically Value, Learning, and networking.

(9) Are your expectations being met? Why or why not. 142 members responded to this question, with (n=105) responding clearly yes their needs were being met. Of the clearly no or somewhat respondents, the issues listed such as not receiving emails for the upcoming minimum wage change, too many vendors at meetings, no senior/executive level topics.

(10) What can SNHRA do to better meet your needs? 119 members responded to this question and the majority of responses focused on learning/educational opportunities for members. A recurring theme that appears is more senior level topics, HRCI credit meetings, targeting more HR professionals and less vendors:

Website:

(11) Do you visit the SNHRA site regularly? 158 members responded to this question, of which 74 (46.8%) stated yes and 84(53.2%) stated no. The reasons ranged from: using SHRM or other site for info, password issues, material is out of date or not useful, not enough time

(12) Is our website helpful to you? 143 members responded to this question and 97(67.8%) stated yes and 46 (32.2%) stated no.

Monthly Meetings:

The majority of member respondents reported they attended 1-5 meetings in the past 12 months (n=86, 54.38%). They also reported they prefer the breakfast meeting time instead of the lunch or dinner meeting options. (n=95, 60.5%) The members were asked to give a reason(s) if they have not been attending the meetings regular. Overwhelmingly, the majority of the respondents said they have work related scheduling conflicts and/or they do not find the meeting topic interesting and valuable enough to attend.

The members were asked their meeting type preference. The majority of the members (n=94, 59.9%) prefer seminars/training type meetings and in second place they preferred (n=73, 46.5%) speaker type meetings. The members rated the programs they had attended as mostly good but only somewhat useful to them and their work.

(13) How often did you attend SNHRA monthly meetings in the past 12 months? 86 or 54.8 % of the members attend 1-5 meetings a year. 37 or 23.5 % of the members attend 6-12 meetings a year. 34 or 21.7% of the members never attend

(14) What do you think of the programs you have attended this year? 102 or 65% of the members rated the programs as mostly good.

(15) How useful have you found this year's programs to you and your work? 98 or 62.4% of the members rated the programs as somewhat useful.

(16) I prefer these types of meetings (rank numerically 1-5, 1 being most preferred and 5 being least preferred). 94 or 59.9% of the members prefer seminars/training type meetings. 73 or 46.5% of the members prefer speaker type meetings. 53 or 33.8% of the members prefer open discussion meetings. 46 or 29.3% of the members prefer roundtable meetings. 39 or 24.8% of the members prefer networking socials

(17) I prefer the one of the following meeting time options. (Select One)

95 or 60.5% of the members prefer to meet for breakfast.

44 or 28 % of the members prefer to meet for lunch.

18 or 11.5% of the members prefer to meet for dinner

18) If you have NOT been coming to the meetings on a regular basis, please share with us your reason (s) for not attending.

89 members shared their reasons for not attending the monthly meetings on a regular basis. 92 members skipped the question. 55 or 61.8% of the members have a scheduling issue due to staff coverage, not enough time, meeting conflicts with work schedule or another work meeting. 21 or 23.6% of the members have not been attending because of the meeting topic. They are either not interested in the topic, not able to use the topic at work, the topic was not relevant to work, the topic was not in depth enough or cutting edge. The remaining members do not attend for the following various reasons: cost of the meeting, out of town/traveling for work, meeting location, and they send other staff.

(19) What topics would you like to see?

157 members responded to this question. 24 skipped the question. 23 members submitted additional meeting topics. The members were asked to indicate their level of interest in 12 topics for future meetings. The topics are listed below in priority order of interest. 23 members submitted additional topics and Employee Benefit topics such as ADA, FMLA, COBRA, HIPAA, compliance, liability and fiduciary responsibilities were frequently mentioned along with employee engagement, employment, organizational development, meeting management/facilitation skills and performance management.

1. State Compliance
2. Employee Relations
3. Federal Compliance
4. Strategic HR/Metrics
5. Training/Development
6. ROI on HR Functions
7. Labor Relations
8. Influence/Negotiations
9. Retention Techniques
10. Conflict Management
11. Performance Appraisal Systems
12. Health/Safety