

How learning agile is HR? First results from the South African study

Issued by [HFMtalentindex](#)

25 Feb 2019

Are HR professionals ready to meet the increased demands of change? These are some of the questions being asked by the Learning Agility in HR study.



Below we present some of the initial findings from the research. If you want to find out how to test your own agility, see below - time is running out!

Background to the study

The Learning Agility in HR study is being hosted by a number of eminent South African partners - HRWorks, HR Pulse, the Institute for People Management, the HR Network, the Singularity Company and HFMtalentindex. Why? Because we want to find out more about the agility of HR and share those insights with companies.

The study closes at the end of February 2019, so if you have not yet participated please take the time to do so. The more data we have, the more powerful insights we can share with the HR community, so we are hoping to get as many responses as possible! By taking part and spending 30 minutes of your time, you can immediately download your own Learning Agility report and start using your results for personal and career development. [Click here](#) to participate.



And download your own
Learning Agility report

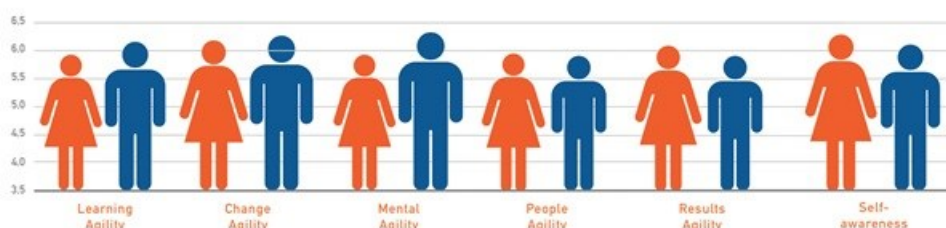
Some interesting findings so far

Gender and Learning Agility in the HR context

An analysis of the data reveals very interesting differences between men and women on Learning Agility. Overall, men within HR score higher on Learning Agility, and also demonstrate more of a focus on analysis (Mental Agility) as well as on experimentation and risk taking (Change Agility).

Women in HR, on the other hand, are likely to be better at self-reflection (Self-awareness). In the current sample, women also score higher than men on Results Agility, which means that they are likely to come across as goal driven, persist in the face of obstacles and remain calm under pressure.

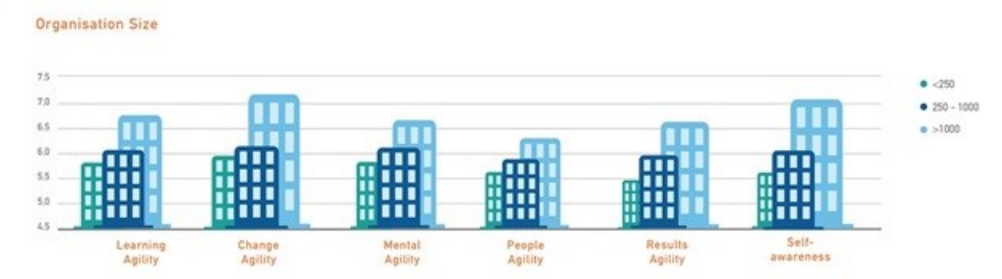
Men vs. Women



[click to enlarge](#)

Organisation size - does it relate to Learning Agility?

One interesting question that was asked in the current study is: does size matter? Turns out - it does! There is a clear trend across all five areas - the larger the organisation, the higher the Learning Agility. While these are not the final results yet, this insight is similar to the findings of the European Learning Agility in HR study. One reason for this trend could be that the competitive nature of large organisations generally leads to people being more focused on self-awareness, more adept to change and more willingness to develop.



[click to enlarge](#)

More results from the Learning Agility in HR study

This is just a snapshot of the results so far. Stay tuned for our detailed research magazine and showcase articles, where we will provide insight into the Learning Agility results for HR, how South Africa compares to its international counterparts and more!

If you would like to find out more about the Learning Agility in HR study, including FAQs, how to interpret your results and more, [click here](#).

For more, visit: <https://www.bizcommunity.com>