
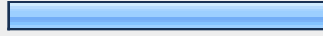
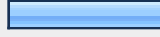
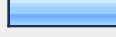



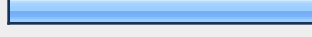
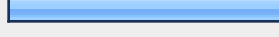

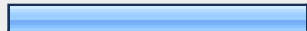
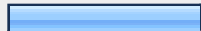
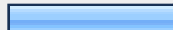








## 2010 Learning & Professional Development Interest Survey

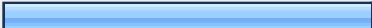
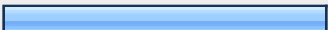
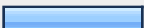



1. My career level is:			
		Response Percent	Response Count
Student		0.0%	0
Entry Level		4.9%	7
<b>Mid-Level or Management</b>		<b>48.6%</b>	<b>70</b>
Senior or Director		23.6%	34
Executive or VP		16.7%	24
Non-HR Professional		6.3%	9
		<i>answered question</i>	<b>144</b>
		<i>skipped question</i>	<b>0</b>

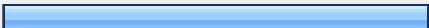
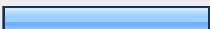
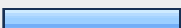
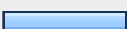
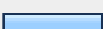
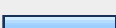
2. My Education Level is:			
		Response Percent	Response Count
High School		0.0%	0
Some College		6.3%	9
Associate		4.2%	6
<b>Baccalaureate</b>		<b>46.5%</b>	<b>67</b>
Masters		41.7%	60
PhD		1.4%	2
		<i>answered question</i>	<b>144</b>
		<i>skipped question</i>	<b>0</b>

3. My Certification Level is:			Response Percent	Response Count
No Certification			45.8%	66
PHR			29.2%	42
SPHR			25.0%	36
GPHR			0.0%	0
			<i>answered question</i>	<b>144</b>
			<i>skipped question</i>	<b>0</b>

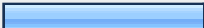
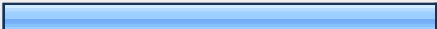
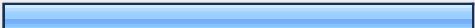
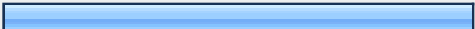
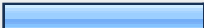

4. My company size is:			Response Percent	Response Count
Small 1-100			28.9%	41
Medium 100-500			31.0%	44
Large 500+			40.1%	57
			<i>answered question</i>	<b>142</b>
			<i>skipped question</i>	<b>2</b>

5. I prefer the following program length: *Remember that each hour is worth 1 CE credit when applicable.			Response Percent	Response Count
1-3 hours			83.0%	117
3-5 hours			17.0%	24
6 hours or more			7.1%	10
			<i>answered question</i>	<b>141</b>
			<i>skipped question</i>	<b>3</b>

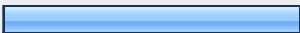



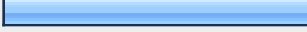
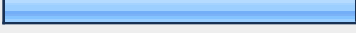
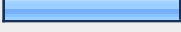
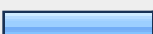

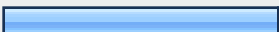

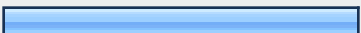
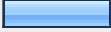

6. I would prefer to have the programs held at the following location:			
		Response Percent	Response Count
<b>PHRA office</b>		56.7%	80
Downtown Pittsburgh		49.6%	70
South of Pittsburgh		21.3%	30
North of Pittsburgh		30.5%	43
East of Pittsburgh		13.5%	19
West of Pittsburgh		14.9%	21
		<b>answered question</b>	<b>141</b>
		<b>skipped question</b>	<b>3</b>

7. I would prefer for the programs to be held at this time of day:			
		Response Percent	Response Count
<b>Early morning</b>		65.2%	92
Mid morning		31.2%	44
Lunchtime		27.0%	38
Early afternoon		18.4%	26
Mid afternoon		14.9%	21
Evening		17.0%	24
		<b>answered question</b>	<b>141</b>
		<b>skipped question</b>	<b>3</b>





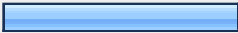
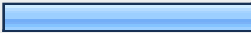
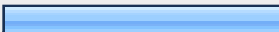
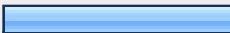
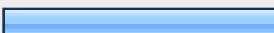
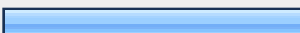
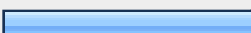
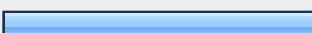

**8. I would prefer programs to be held on these days:**

		<b>Response Percent</b>	<b>Response Count</b>
Monday		30.5%	40
Tuesday		66.4%	87
<b>Wednesday</b>		<b>72.5%</b>	<b>95</b>
<b>Thursday</b>		<b>72.5%</b>	<b>95</b>
Friday		30.5%	40
Saturday		8.4%	11
		<b><i>answered question</i></b>	<b>131</b>
		<b><i>skipped question</i></b>	<b>13</b>

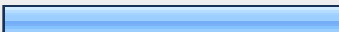


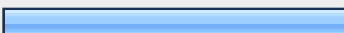
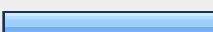
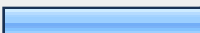
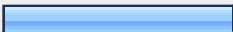
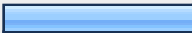

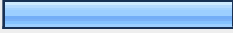
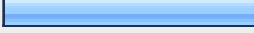

**9. Please select Legislation topics that you would be interested in seeing in a Learning & Professional Development Program.**

		Response Percent	Response Count
Americans with Disabilities Act		45.3%	62
COBRA		36.5%	50
Fair Credit Reporting Act		17.5%	24
Fair Labor Standards Act		46.7%	64
Family Medical Leave Act		46.7%	64
Federal and PA Regulations		54.0%	74
HIPAA Regulations		27.0%	37
Immigration Reform and Control Act		22.6%	31
Occupational Safety and Health Act		21.2%	29
Pennsylvania Worker's Compensation Act		42.3%	58
Sarbane Oxley (SOX)		13.9%	19
<b>Social Networking (e.g. Facebook) and the Legal Complications</b>		<b>54.7%</b>	<b>75</b>
USERRA		16.1%	22
Not Interested in Legislation Topics		4.4%	6
Please elaborate on the types of programs/training you would be most interested in based on the above topics you selected.			26
		<b>answered question</b>	<b>137</b>
		<b>skipped question</b>	<b>7</b>

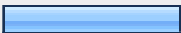



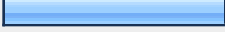
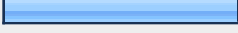
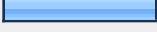
**10. Please Select Employee Relations Topics that you would be interested in seeing in a Learning & Professional Development Program.**

		Response Percent	Response Count
Collective Bargaining/Labor Relations		32.4%	45
Decision Making Skills		34.5%	48
Diversity		24.5%	34
Effective Use of Social Networking (e.g. LinkedIn)		45.3%	63
Emotional Intelligence		36.0%	50
Employee Handbooks		38.1%	53
Employee Communications		42.4%	59
Generations at Work		35.3%	49
Job Descriptions		41.7%	58
Managing Conflict and Mediation		46.0%	64
Negotiation Skills		38.1%	53
<b>Performance Reviews</b>		<b>47.5%</b>	<b>66</b>
Not Interested in Employee Relations Topics		3.6%	5
Please elaborate on the types of programs/training you would be most interested in based on the above topics you selected.			11
<b>answered question</b>			<b>139</b>
<b>skipped question</b>			<b>5</b>

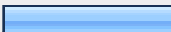


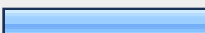
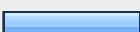
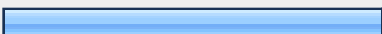
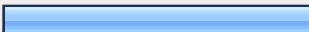
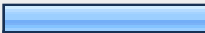


**11. Please select Ethics Investigation & Discipline topics that you would be interested in seeing in a Learning & Professional Development Program.**

		Response Percent	Response Count
Complaint Investigations		51.8%	72
Discriminatory Practices		36.0%	50
Effective Discipline		50.4%	70
<b>Employee Misconduct- Preventing and Investigating</b>		<b>52.5%</b>	<b>73</b>
Employee Monitoring- Balancing Monitoring and Rights to Privacy		32.4%	45
Privacy in the Workplace		30.2%	42
Professional Ethics		35.3%	49
Proper/improper Use of Testing		28.8%	40
Sexual Harassment		27.3%	38
Violence in the Workplace		35.3%	49
Wrongful Termination		38.8%	54
Not Interested in Ethics Investigation & Discipline Topics		10.1%	14
Please elaborate on the types of programs/training you would be most interested in based on the above topics you selected.			5
		<b>answered question</b>	<b>139</b>
		<b>skipped question</b>	<b>5</b>

**12. Please select Benefits topics that you would be interested in seeing in a Learning & Professional Development Program.**


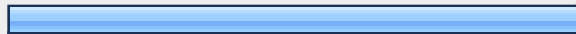
		<b>Response Percent</b>	<b>Response Count</b>
Creating Benefit Programs		26.9%	35
Flexible Benefit Plans		33.8%	44
<b>Healthcare Issues</b>		<b>42.3%</b>	<b>55</b>
Summary Plan Descriptions		30.8%	40
Unemployment Compensation		33.8%	44
Wellness and Disease Management		36.2%	47
Not Interested in Benefits Topics		23.1%	30
Please elaborate on the types of programs/training you would be most interested in based on the above topics you selected.			6
		<b><i>answered question</i></b>	<b>130</b>
		<b><i>skipped question</i></b>	<b>14</b>


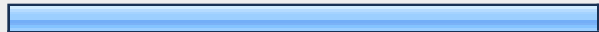
**13. Please select Planning & Strategy topics that you would be interested in seeing in a Learning & Professional Development Program.**


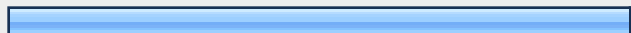
		Response Percent	Response Count
Handling Downsizing		25.7%	35
Human Capital Management		46.3%	63
Planning and Organizational Skills		44.1%	60
Preparing a Human Resources Disaster Plan		30.9%	42
Starting Your Own HR Consulting Practice		20.6%	28
<b>Strategic Planning</b>		<b>58.1%</b>	<b>79</b>
Talent Management		47.1%	64
Evidence/Research-Based HR		30.9%	42
Worker Shortage Solutions		19.1%	26
Not Interested in Planning & Strategy Topics		5.1%	7
Please elaborate on the types of programs/training you would be most interested in based on the above topics you selected.			6
<b>answered question</b>			<b>136</b>
<b>skipped question</b>			<b>8</b>

**14. What Topics would you like to see for a Learning & Professional Development Program in 2010?**

		Response Count
		12
<b>answered question</b>		<b>12</b>
<b>skipped question</b>		<b>132</b>

15. Are you interested in joining a committee to help define programming and solicit speakers?			
		Response Percent	Response Count
Yes		12.6%	16
No		87.4%	111
If yes, please provide name and contact information or email your information to memberserv@pittsburghhra.org			19
<b>answered question</b>			<b>127</b>
<b>skipped question</b>			<b>17</b>

16. I am interested in volunteering my services and expertise to deliver a presentation for the Pittsburgh Human Resources Association.			
		Response Percent	Response Count
Yes		9.0%	11
No		91.0%	111
If yes, please provide name, contact information, and presentation topic, or email this information to memberserv@pittsburghhra.org			11
<b>answered question</b>			<b>122</b>
<b>skipped question</b>			<b>22</b>

17. My company would be interested in sponsoring an event or program for the PHRA.			
		Response Percent	Response Count
Yes		4.1%	5
No		95.9%	116
If yes please provide name and contact information below or email llamping@pittsburghhra.org			5
<b>answered question</b>			<b>121</b>
<b>skipped question</b>			<b>23</b>

18. Additional comments or suggestions:		
		Response Count
		6
	<i>answered question</i>	6
	<i>skipped question</i>	138