



## ***08. Emerging Trends in Human Resources***



## Emerging Trends in Human Resources and Contracting

NCMA – Boston Chapter

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# Agenda:



- What is Human Resources?
- What is Contracting?
- Where do our professions converge?
- Seven emerging trends in contracting and human resources
  1. Changing expectations of the workforce
  2. Where will work be conducted?
  3. Changing worker types
  4. Globalization and Localization
  5. Ethics and compliance issues
  6. Two trends about You...!

# What is Human Resources?



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# The Functional Areas of HR



- Recruiting
- Compensation
- Benefits
- Employee Relations
- Professional Development
- Culture
- Human Resources Information Systems

# What is Contracting?



?

# How the two converge...



- People
- Process
- Product

# Who is our workforce?



Dr. John Anderson describes the various generations as:

- Depression Era, born 1912 to 1921, came of age 1930 to 1939
- The Builders
- Post-War Cohort
- Baby Boomers
- Generation X
- Generation Y, Echo Boomers or Millennials
- Generation Z



# How do we retain Generation Z while Boomers exit



- Flexibility in work schedules
- Telecommuting policies
- More manager feedback
- Investment in new technology

# Where will we work?



- Less brick and mortar; more virtual
- Increased Telecommuting
- Technology
- Still need human connection

# Changing worker types



- Increase in 1099 workers
  - More consulting agreements
- More veterans entering the workforce
- Boomers working longer

# Globalization and Localization



- Expansion into new markets
- Increased hiring of Local Country National (LCN) talent
- Shorter expatriate assignments
- Opportunities to innovate

# Ethics and Compliance Issues

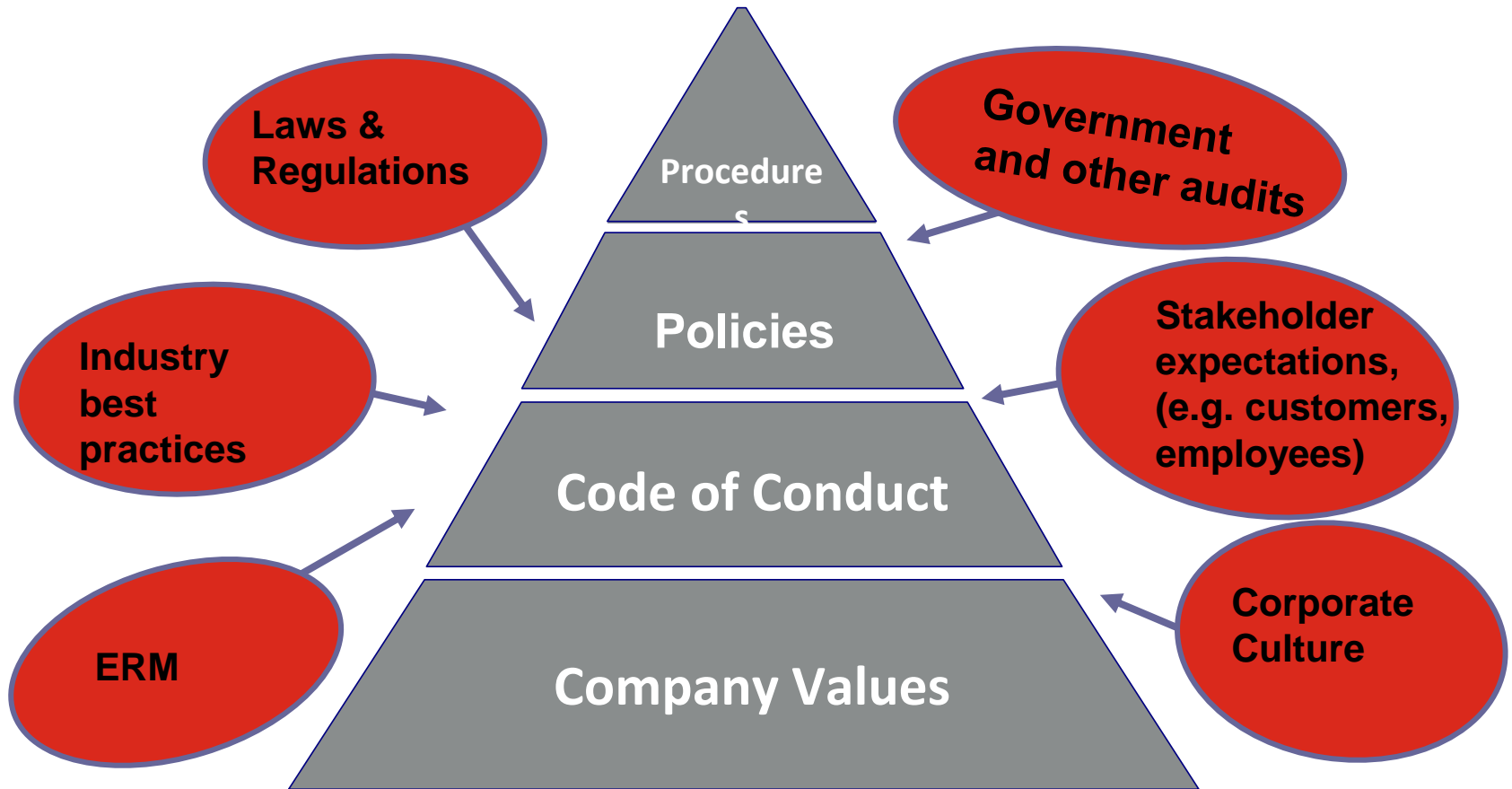


- Creating an ethical workplace
- Audit readiness
  - Service Contract Act
  - FAR 31.205-6 (compensation for personal services)
  - FAR 31.205-35 (relocation costs)
- Tighter background investigations
  - Insider threats
  - Cyber security
- Continuing ethics and compliance education

# Ethics and Compliance Framework



Drivers and guidance for appropriate behavior:



# Anti-Retaliation Protections are Everywhere

- Age Discrimination in Employment Act (ADEA)
- Affordable Care Act
- Americans with Disabilities Act (ADA)
- Civil Rights Act of 1964 (“Title VII”)
- Clayton Act (antitrust)
- Clean Air Act
- Dodd-Frank Act
- Employee Retirement Income Security Act (ERISA)
- Energy Reorganization Act
- Equal Pay Act (FLSA)
- False Claims Act
- Family and Medical Leave Act (FMLA)
- Immigration Reform and Control Act (IRCA)
- National Labor Relations Act (NLRA)
- Occupational Safety and Health Act (OSHA)
- The Rehabilitation Act
- Safe Drinking Water Act
- Sarbanes Oxley Act (SOX)
- Solid Waste Disposal Act
- Toxic Substances Control Act (TSCA)
- Uniformed Services Employment and Reemployment Rights Act (USERRA)

# “Ten Universal Ethical Guideposts” Bowie & Schnieder



1. Respect All People
2. Don't Lie
3. Avoid Bribes
4. Don't Make a Mess
5. If You Make a Mess, Clean it Up
6. Take Responsibility for Your Actions
7. Play By The Rules
8. Work Hard
9. Be Humble In Success
10. Be Generous



# How we personally converge?



- Certification
- Happiness

# Certification



## **Sample NCMA Certifications:**

- Certified Professional Contracts Manager (CPCM)
- Certified Federal Contracts Manager (CFCM)
- Certified Commercial Contracts Manager (CCCM)

## **Sample HR Certification Institute Certifications:**

- Global Professional in Human Resources (GPHR)
- Senior Professional in Human Resources (SPHR)
- PHR (Professional in Human Resources (PHR))

# Happiness



- A happier workforce produces better products and services
  - Metastudy conducted by Ed Diner and Akumal Eighteen; extensive literature review (300 studies representing over 250,000 people)
  - In 2005 published “The benefits of positive affect: Does happiness lead to success?”
  - Study reported evidence that happier people are more likely to have better work performance and more professional success
- It all starts with and ends with people...
- A short story for you



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