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As businesses increasingly shift to digital business models, human resources business partners must be equipped to support new and emerging needs. Human resources business partners (HRBPs) accounted for 28% of HR head count and 19% of HR expenses in 2018 – the most of any HR subfunction. Not surprisingly, then, there is pressure on this group to keep pace with ever-evolving business needs and develop new skills that will help them better understand and contribute to business strategy and ...

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HRBP: HR Business Partner

HR Business Partners: Emerging Service Delivery for the HR. (1st ed.). Gower Publishing. (Adapted by the authors) Figure 3 HR department structure based on HR Business Partner Model Source: Hunter, I. Saunders, J. Boroughs, A. (2006). HR Business Partners: Emerging Service Delivery for the HR. (1st ed.).

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HR Function need to reposition itself as a strategic partner within the business. In fact, the trend toward smaller, more strategy-focused HR departments was predicted 11 years ago in SHRM's 2002 report, *The Future of the HR Profession*.

The HR Department of 2020: 6 Bold Predictions

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