

## Compliance Today – March 2023



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### Find the right candidate with human capital research

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by Kelly M. Willenberg, DBA, RN, CCRP, CHRC, CHC

Human capital is defined as “the economic value of a worker’s experience and skills.”<sup>[1]</sup> Human capital is now a priority in research, with the growing exodus of experienced employees. The pandemic resulted in furloughs, decreased hours, or a reduction in the workforce. Now, the need for employees is unprecedented. The value of a compliance team member has become more noticeable.

A recent survey done on remote work by the National Council of University Research Administrators showed that 57.7% of respondents would consider changing jobs or places of employment for another that offered more flexibility than their current situation. Another 20.8% were unsure.<sup>[2]</sup> Is remote work a necessity in hiring or maintaining good employees? The survey also showed that telework has or will impact the organization in general, as well as employee satisfaction and well-being. One colleague told me last week that a position in her facility had been vacant for nearly nine months, and they are struggling to fill it. What has changed?

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