

Bespoke Market Intelligence

HR Managers Survey, Vol 3

N = 91 HR Managers (Senior) at Private Companies in Current Wave

Split into two groups for analysis:

Group A: Higher Exposure to AI Workforce Replacement

Group B: Lower Exposure to AI Workforce Replacement

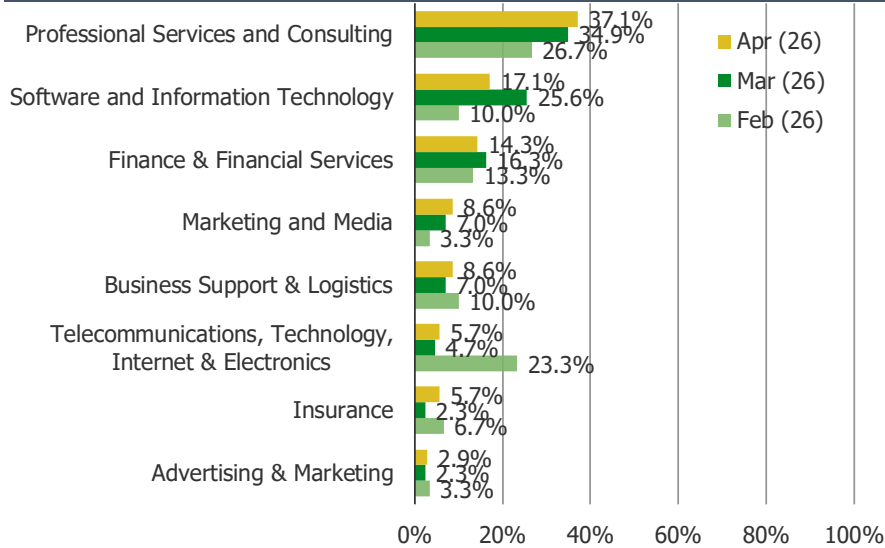
April 2026

HR Managers Survey (B2B)

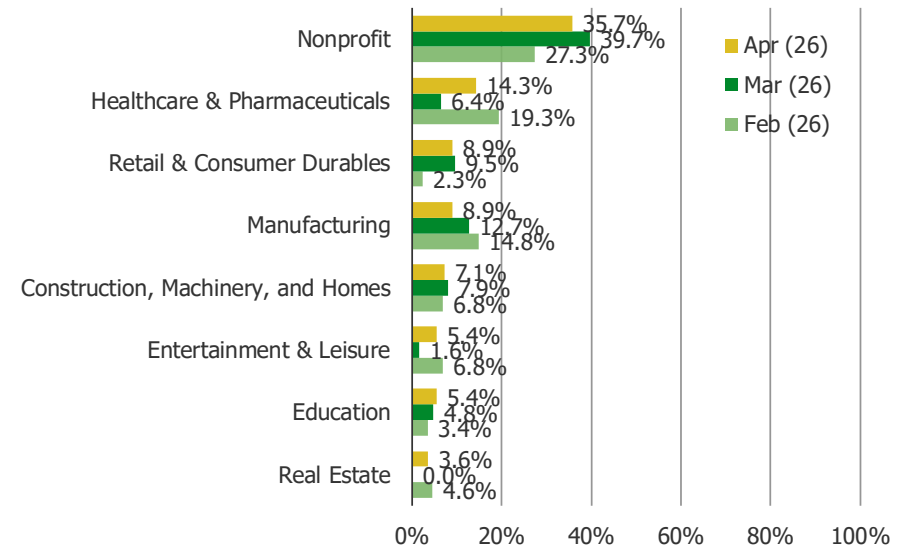
Which of the following best describes the principal industry of your organization?

Posed to all respondents

High Exposure Group (N=35)



Low Exposure Group (N=56)

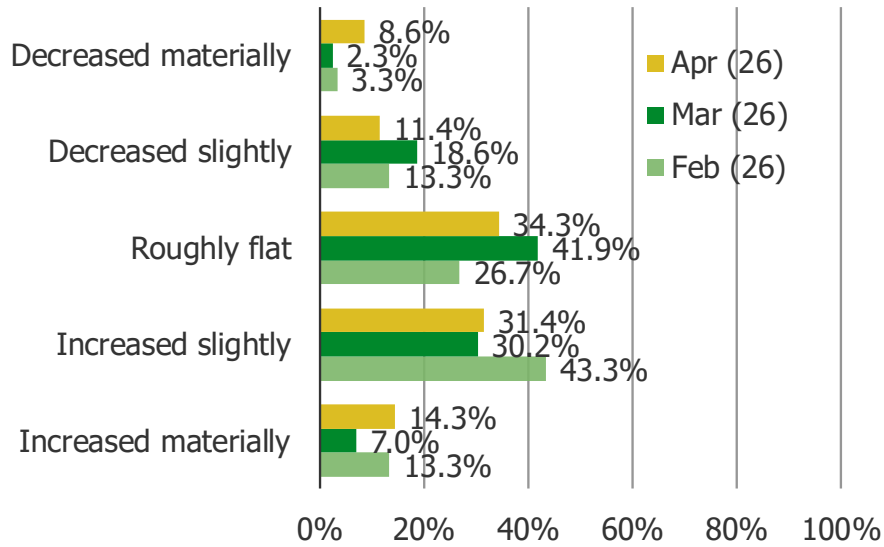


HR Managers Survey (B2B)

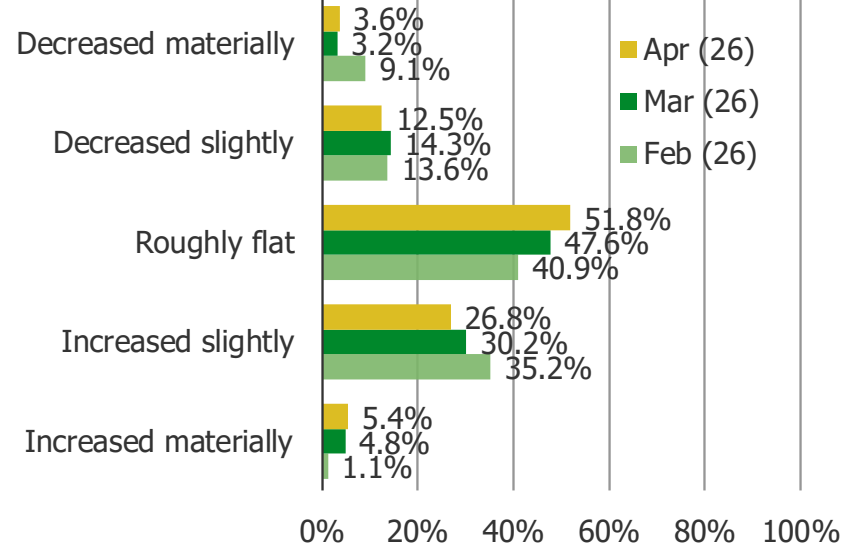
Compared with 6 months ago, your company's total employee headcount is:

Posed to all respondents

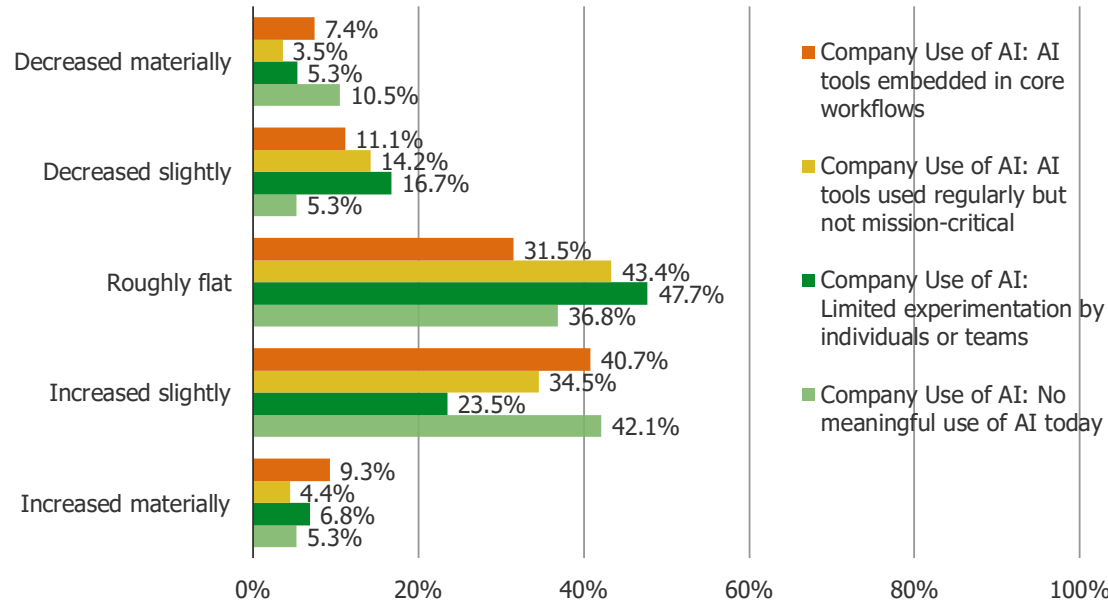
High Exposure Group (N=35)



Low Exposure Group (N=56)



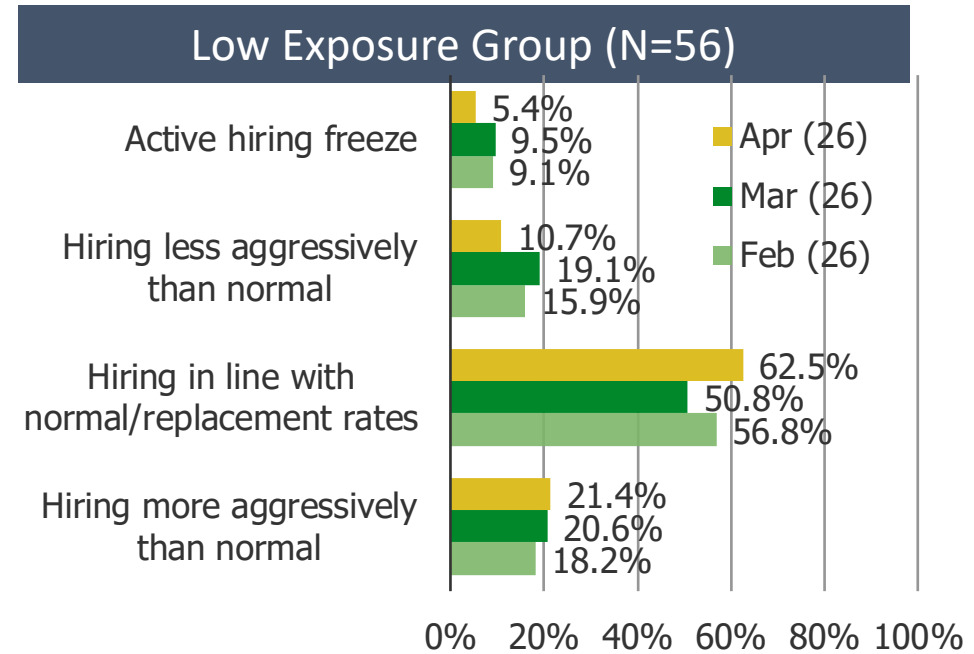
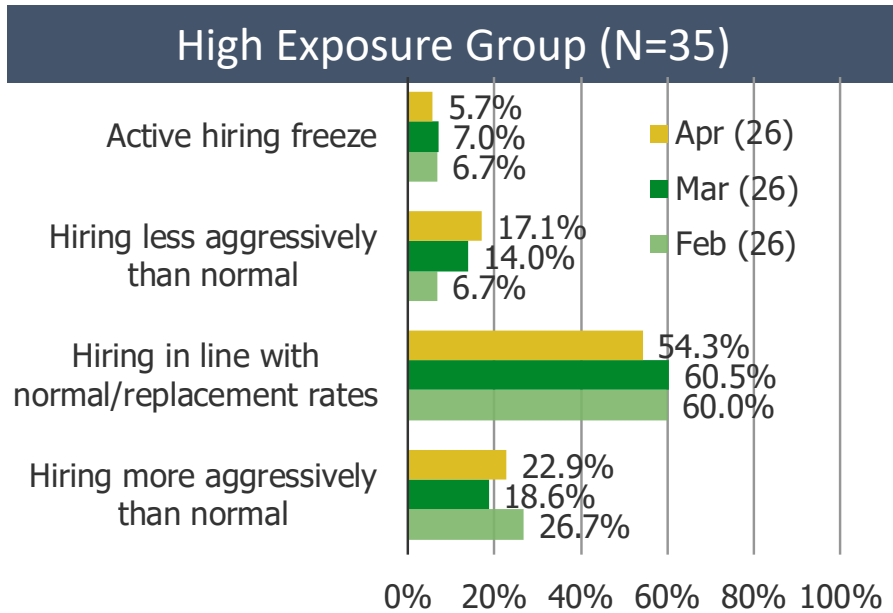
Cross-Tabbing Data By Company Usage of AI...



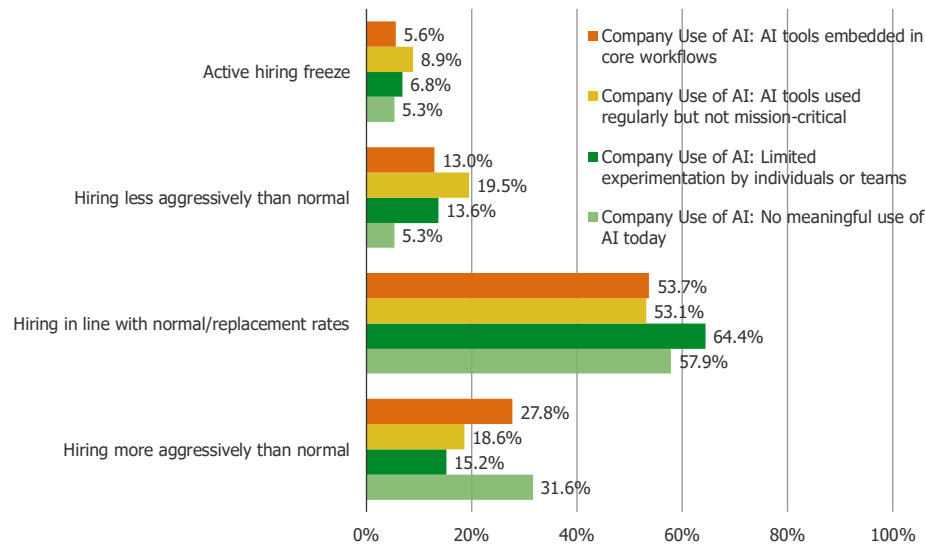
HR Managers Survey (B2B)

Which of the following best describes your current hiring posture?

Posed to all respondents



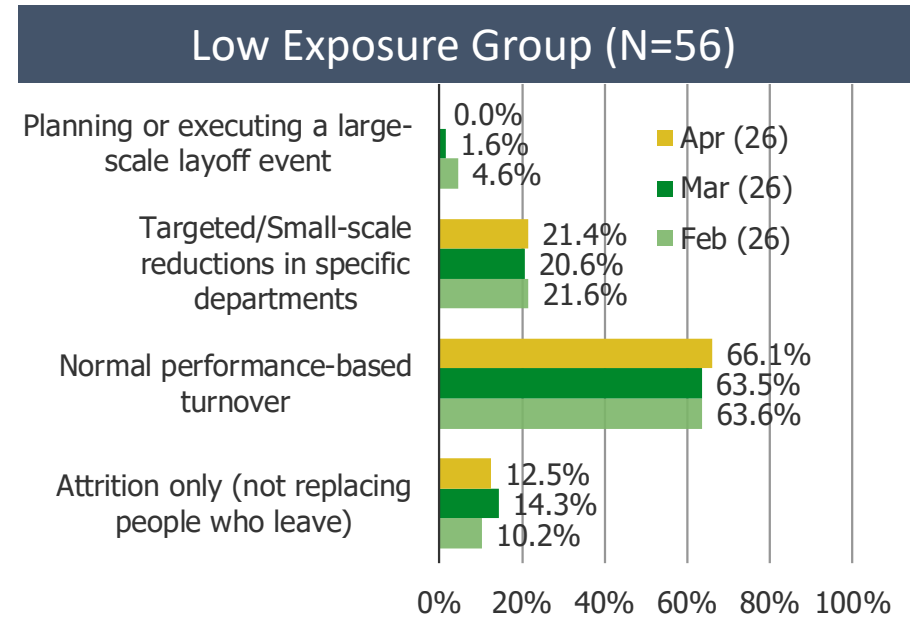
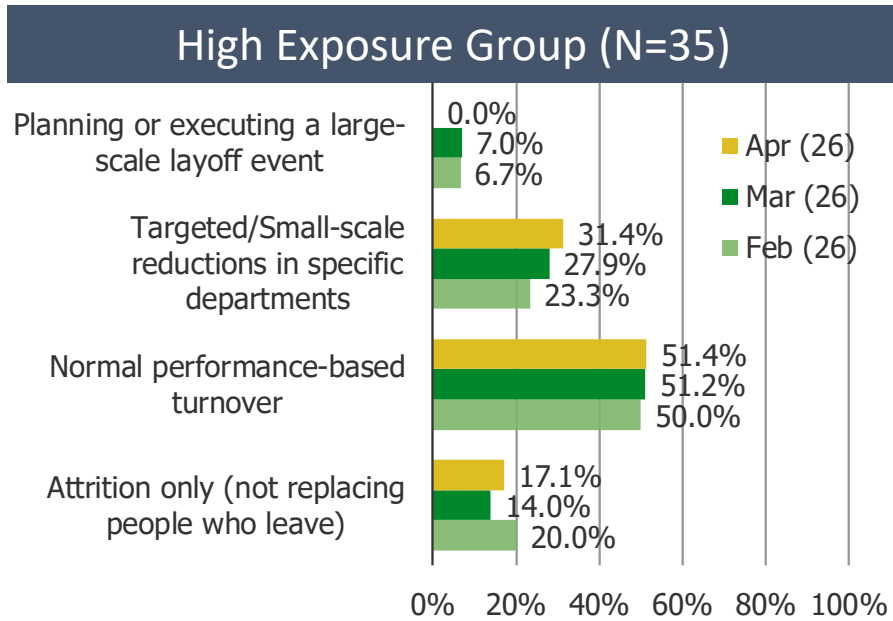
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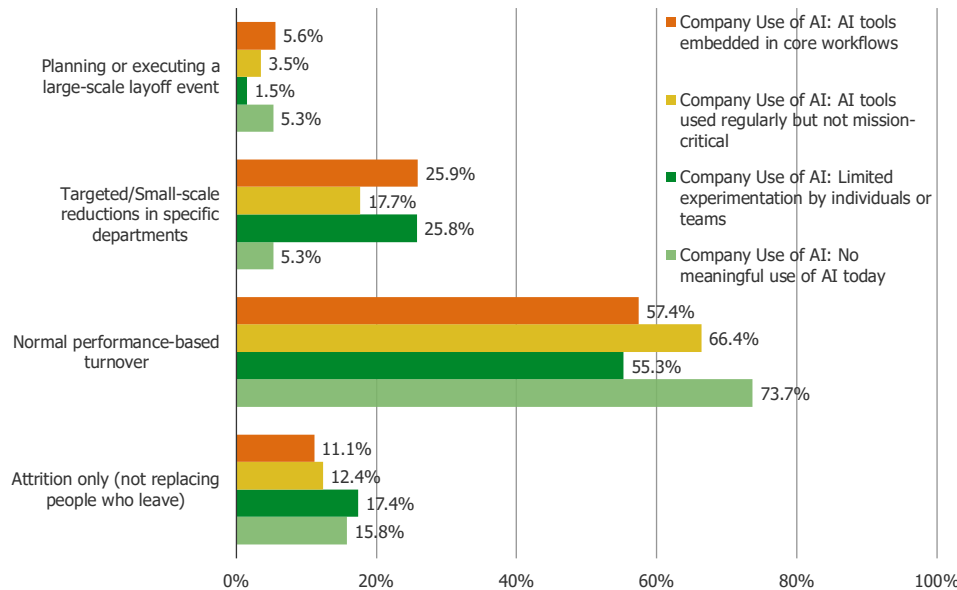
HR Managers Survey (B2B)

Which of the following best describes your current posture regarding workforce reductions?

Posed to all respondents



Cross-Tabbing Data By Company Usage of AI...

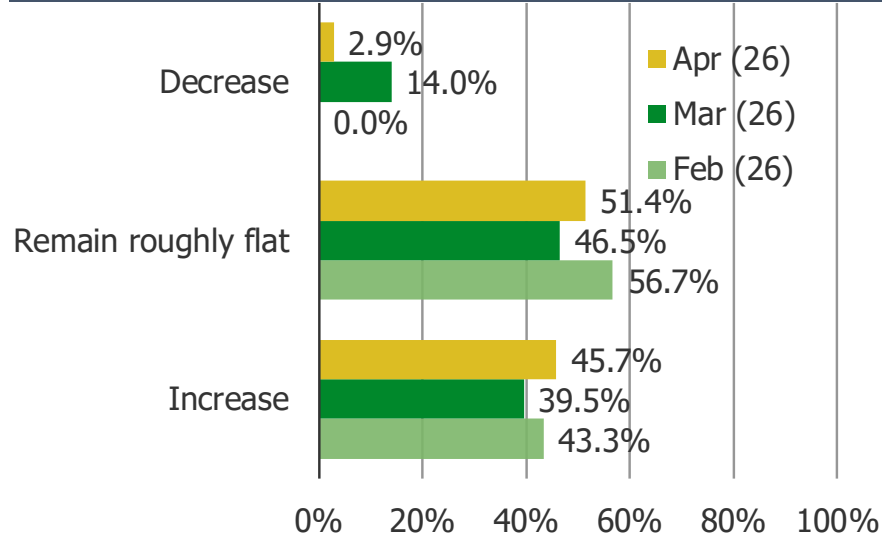


HR Managers Survey (B2B)

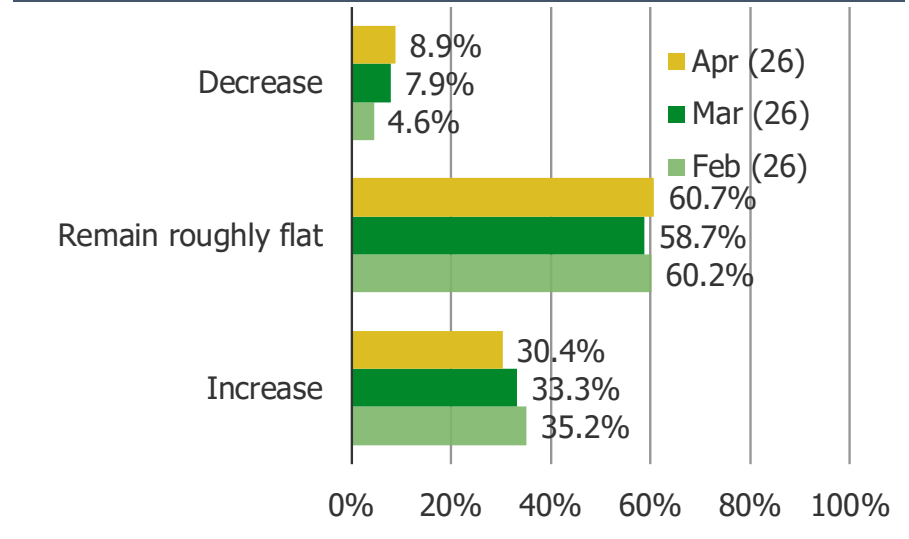
Looking ahead 6 months, your company expects overall headcount to:

Posed to all respondents

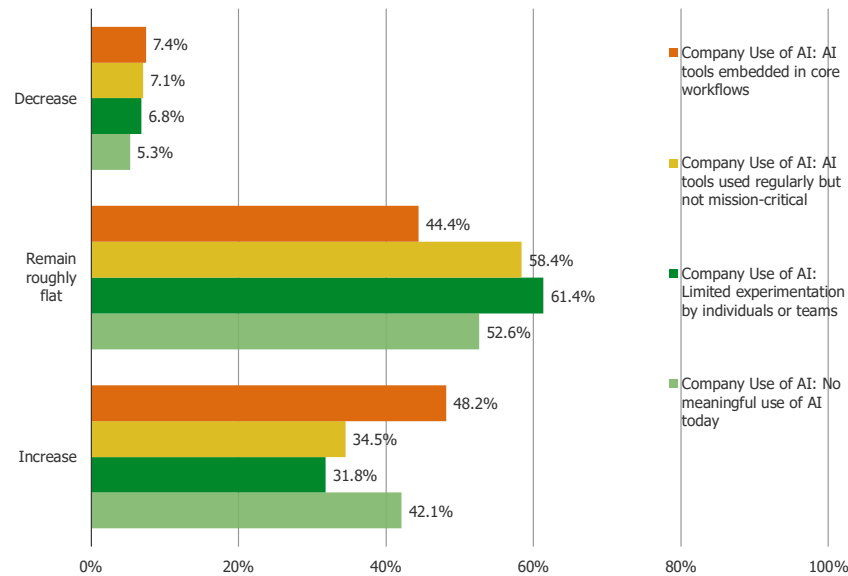
High Exposure Group (N=35)



Low Exposure Group (N=56)



Cross-Tabbing Data By Company Usage of AI...

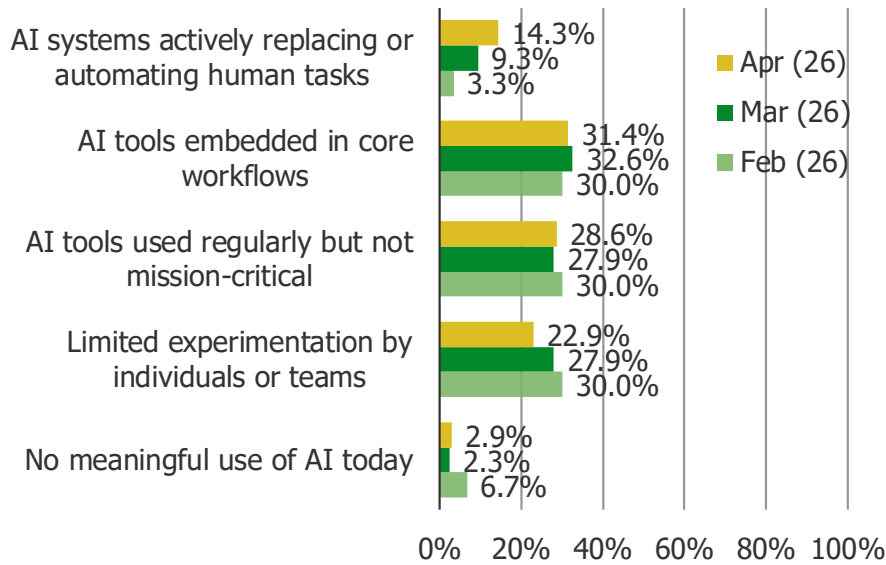


HR Managers Survey (B2B)

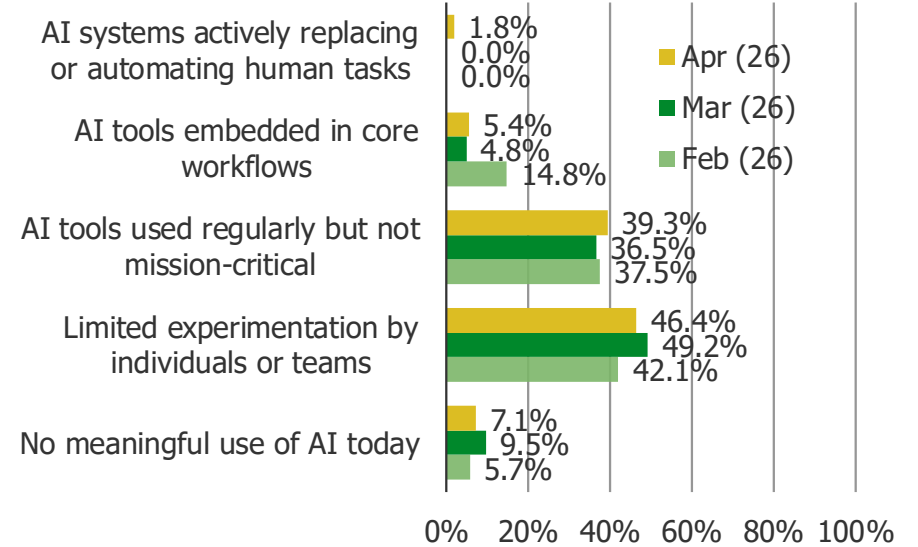
Which best describes your company's current use of AI tools?

Posed to all respondents

High Exposure Group (N=35)



Low Exposure Group (N=56)

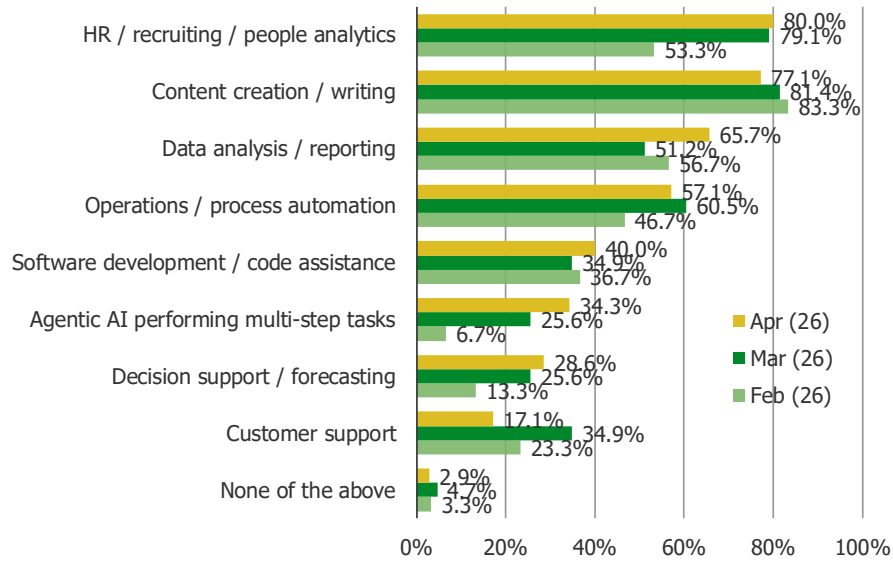


HR Managers Survey (B2B)

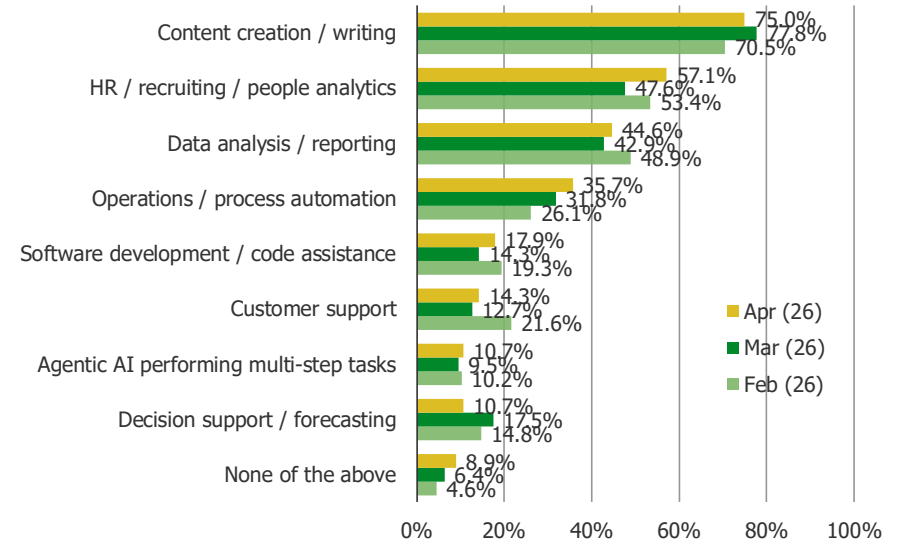
In which areas is AI currently used? (Select all that apply)

Posed to all respondents

High Exposure Group (N=35)



Low Exposure Group (N=56)

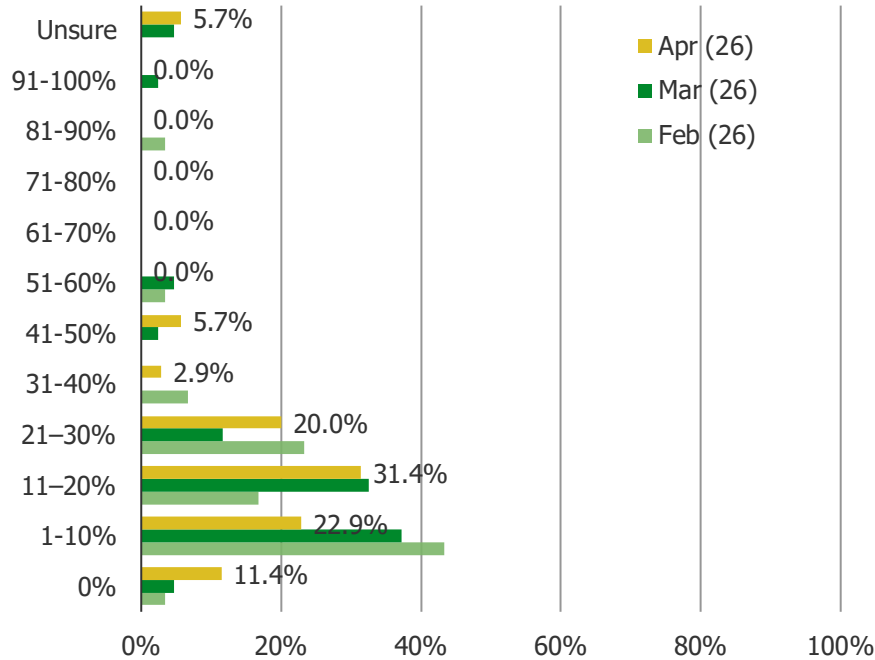


HR Managers Survey (B2B)

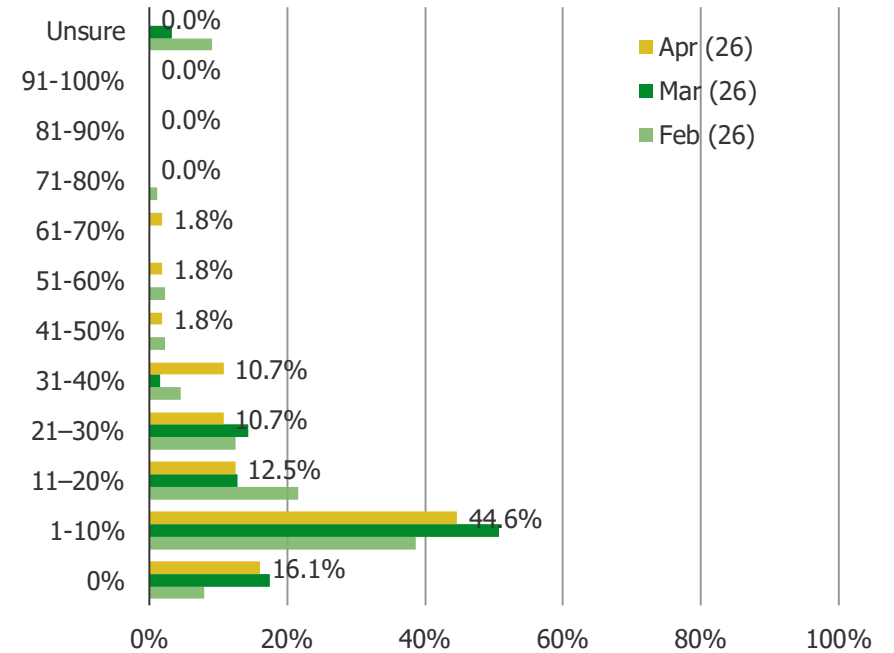
Roughly what percentage of your current workforce do you believe could be automated by AI over time?

Posed to all respondents

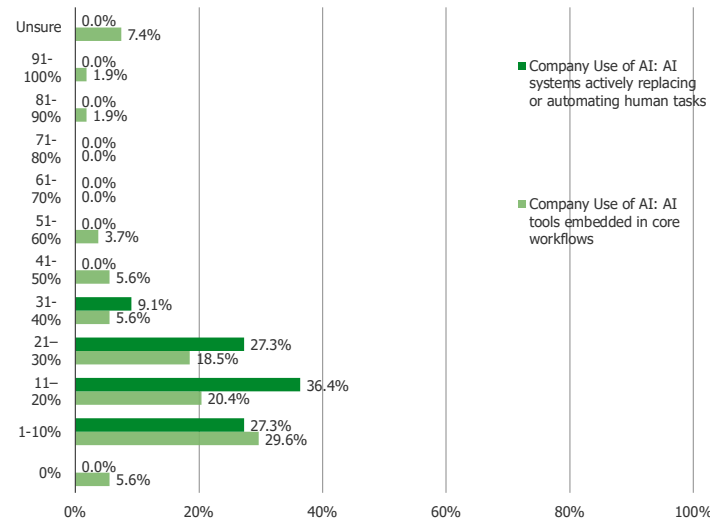
High Exposure Group (N=35)



Low Exposure Group (N=56)



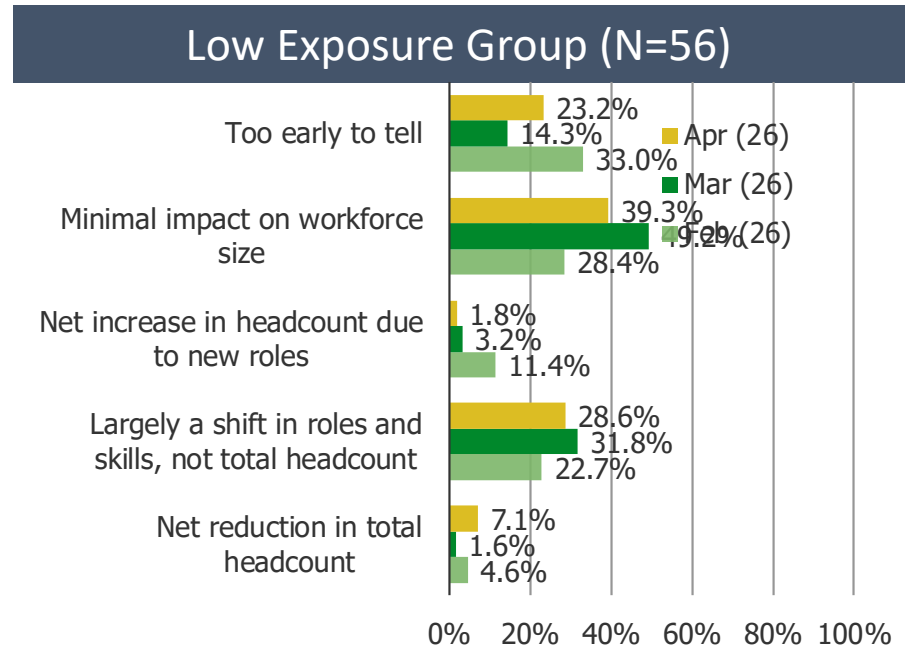
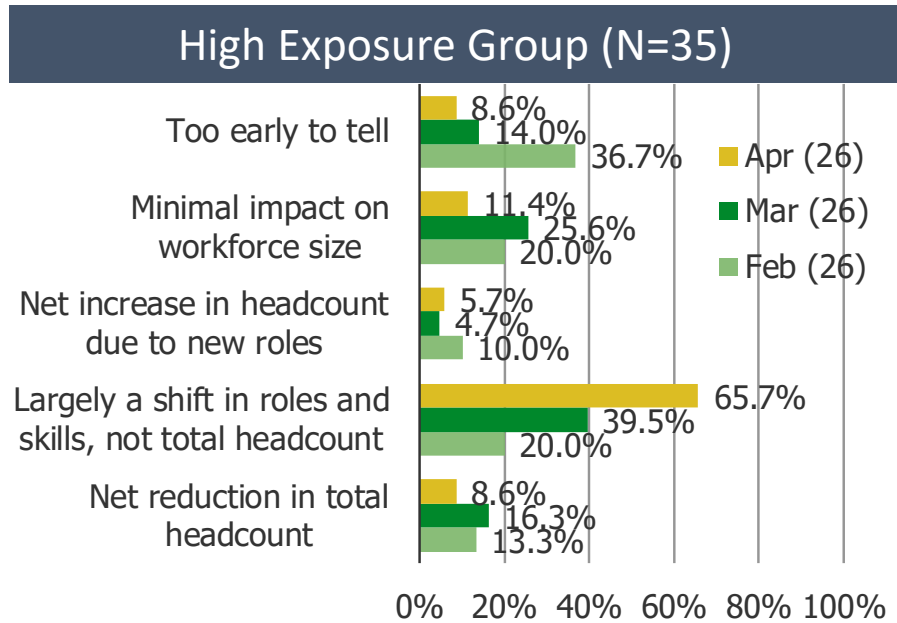
Filtered Data: AI Tools are embedded in core workflows or replacing humans...



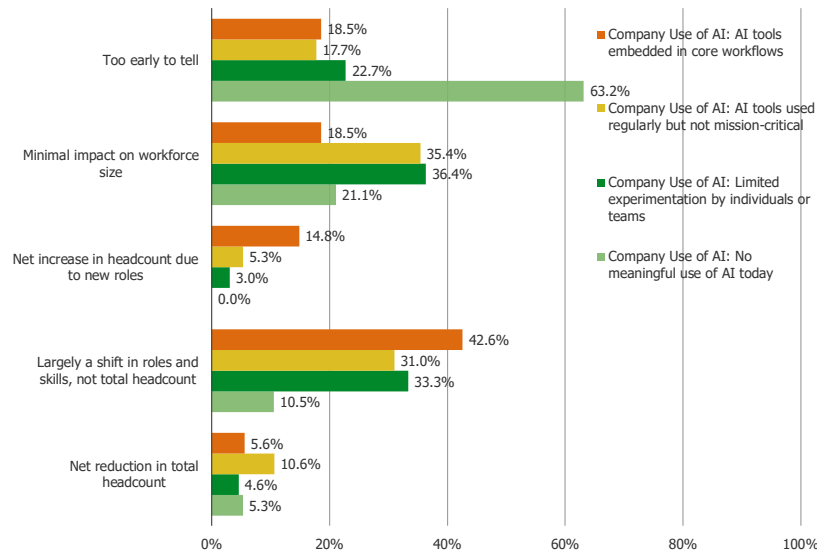
HR Managers Survey (B2B)

Which best describes how AI is expected to affect your workforce over the next 2–3 years?

Posed to all respondents



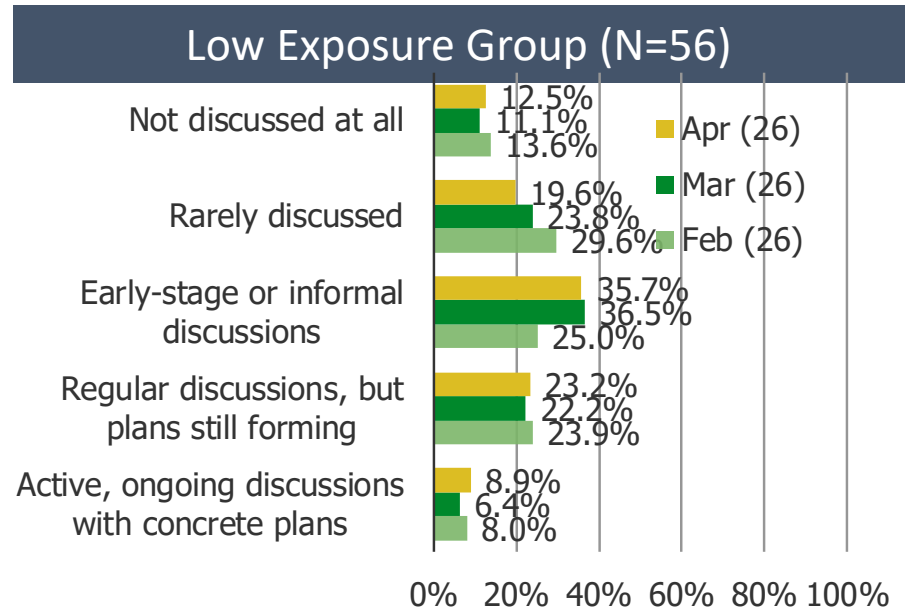
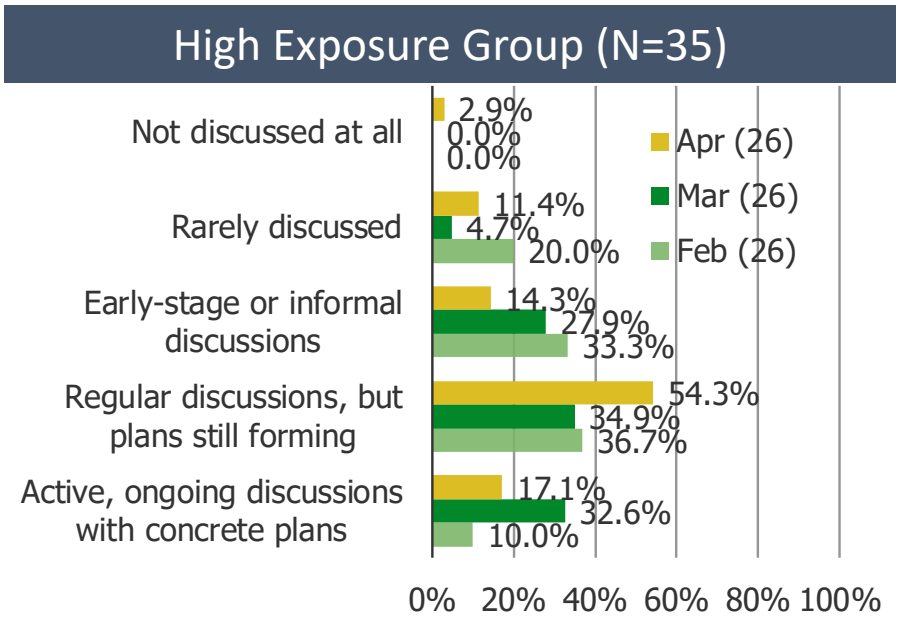
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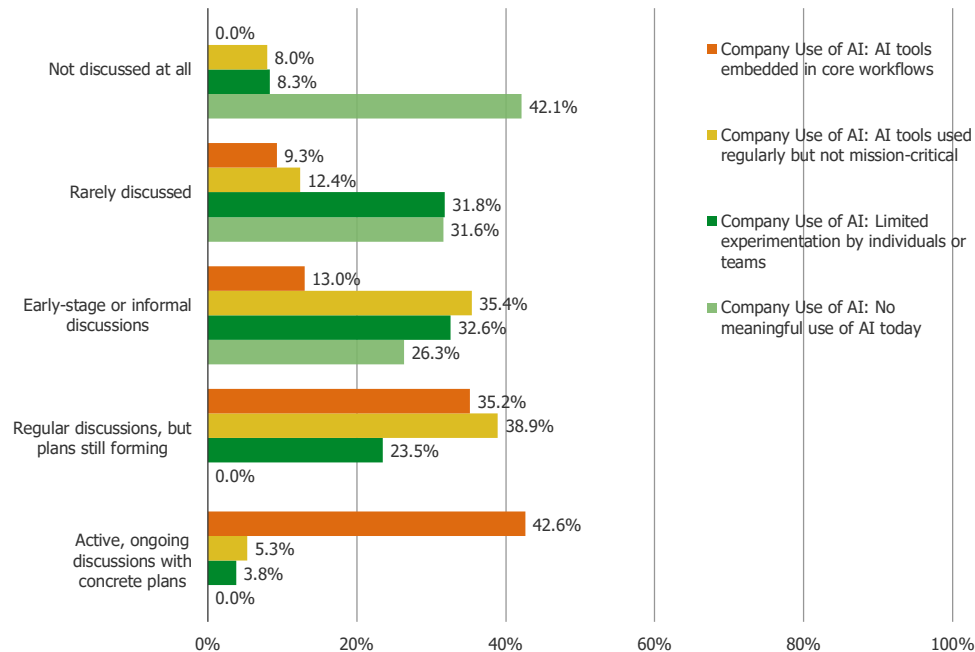
HR Managers Survey (B2B)

How actively is leadership discussing AI's impact on workforce planning?

Posed to all respondents



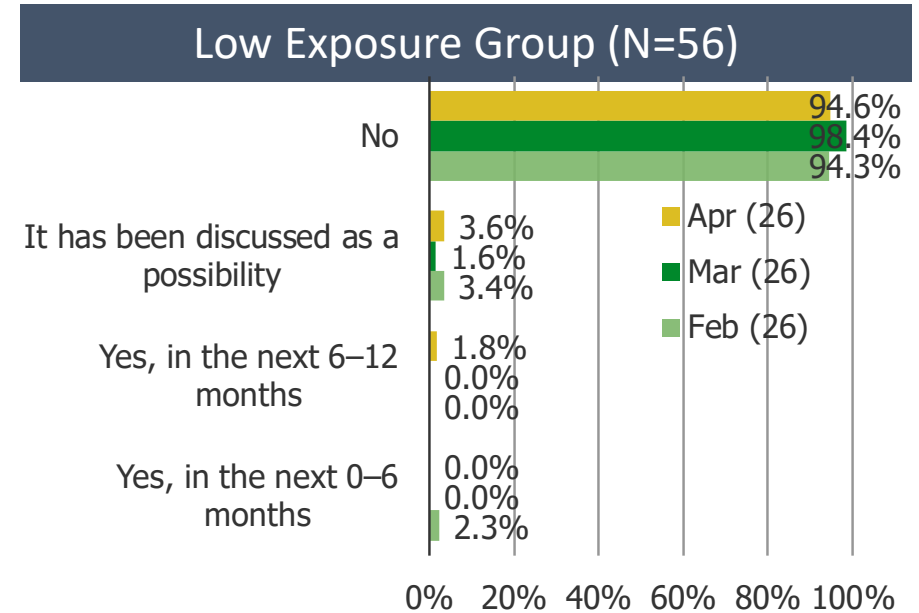
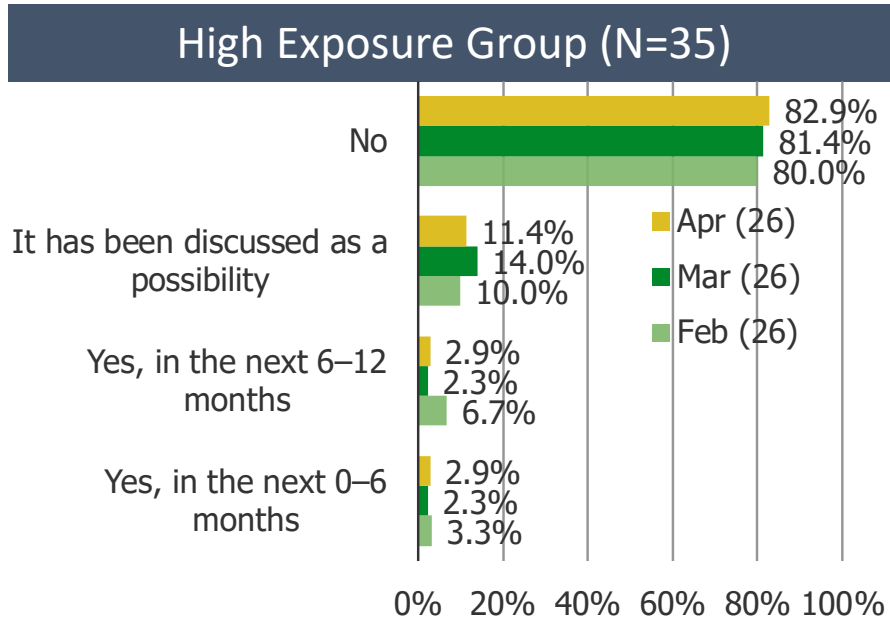
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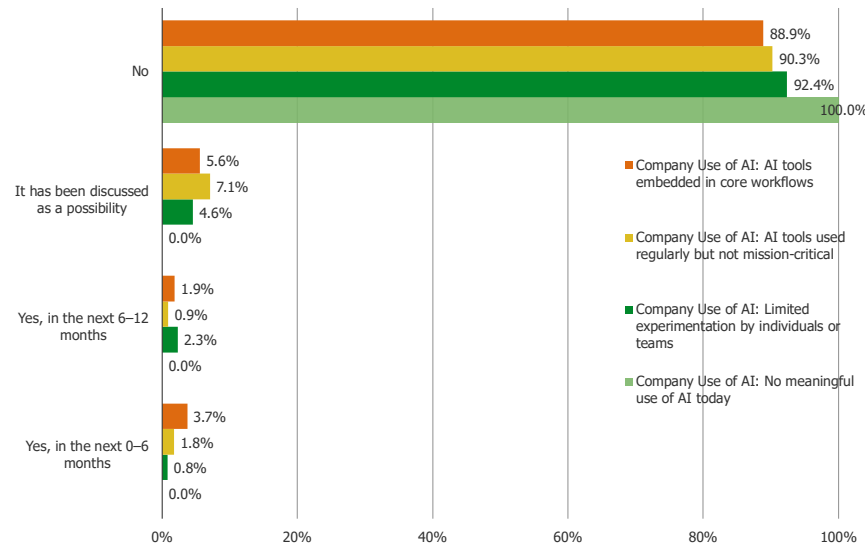
HR Managers Survey (B2B)

Are you currently discussing or planning a large-scale layoff specifically to "re-tool" the company for an AI-first era?

Posed to all respondents



Cross-Tabbing Data By Company Usage of AI...



What roles or functions do you believe are most likely to be affected by AI at your company?

Posed to all respondents

Higher Exposure Industries

Based on the 23 respondents who answered this question, here is the breakdown of the functions most likely to be affected by AI, categorized by the percentage of respondents that selected them:

30.4% (7 respondents)

- **Administrative & Operations** (e.g., admin roles, basic administrative, file management, operations)
- **Tech & Engineering** (e.g., software engineering, developers, analysts, R&D)

21.7% (5 respondents)

- **Marketing & Content Creation** (e.g., marketing, content writing, content creation for clients)

17.4% (4 respondents)

- **Customer Service & Support** (e.g., Tier 1 customer support, customer service)

13.0% (3 respondents each)

- **HR & Recruiting** (e.g., recruiting, HR tasks, L&D)
- **Sales** (e.g., pre and post-sales)
- **Data** (e.g., data processing)
- **Project Management** (e.g., PM, proposal tasks)

8.7% (2 respondents)

- **Legal & Compliance** (e.g., paralegals, attorneys, LAA, compliance)

4.3% (1 respondent each)

- **Finance**
- **Unsure**

Lower Exposure Industries

Based on the responses from the second Excel sheet (37 valid respondents), here is the categorization of the roles/functions they believe will be most likely affected by AI, sorted by the percentage of respondents that selected them:

29.7% (11 respondents each)

- **Administrative & Operations:** (e.g., administrative functions, operational workflows, admin roles, general operations, AP and purchasing)
- **Tech & Data / IT:** (e.g., developers, IT help desk, reporting, data analysis, data analytics)

27.0% (10 respondents each)

- **HR & Recruiting:** (e.g., HR, recruiting, corporate support functions in HR)
- **Finance & Accounting:** (e.g., finance, accounting, financial analysis, AP and purchasing)

16.2% (6 respondents)

- **Customer Service & Support:** (e.g., customer service)

13.5% (5 respondents each)

- **Marketing, Sales & Outreach:** (e.g., marketing, sales, proposal development, outreach, creative)
- **Minimal / None:** (e.g., none, "minimal - most work is very hands-on")

2.7% (1 respondent each)

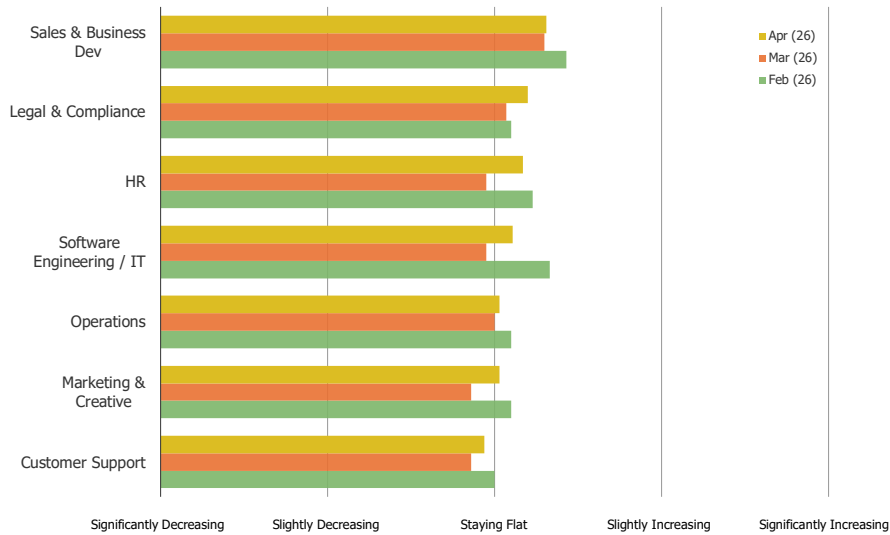
- **Healthcare/Clinical:** (e.g., writing better clinical notes)
- **Research & Development:** (e.g., research)
- **Unsure:** (e.g., "not sure")
- **Other / Non-Role Specific:** (e.g., "golf equipment")

HR Managers Survey (B2B)

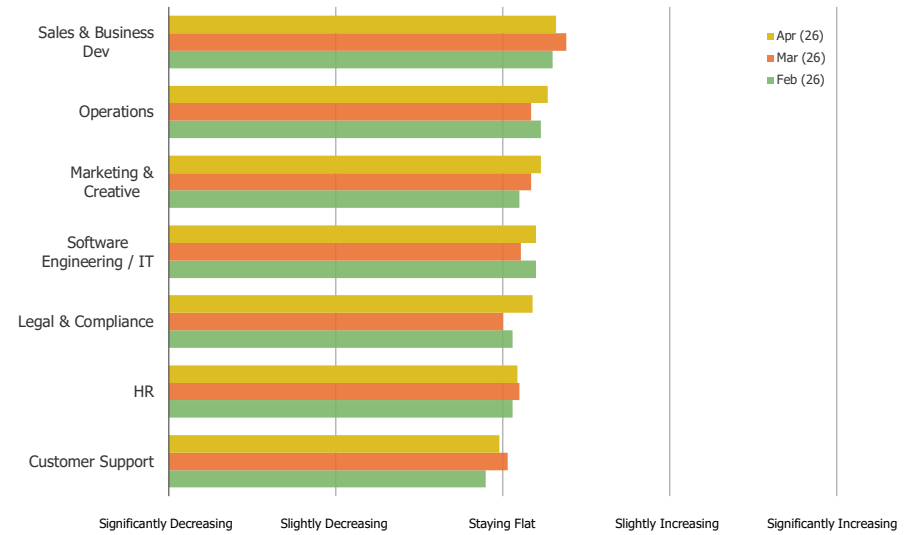
How do you anticipate your firm's requirement for human staff (Human Capital Need) will change over the next 12 months across these specific departments?

Posed to all respondents

High Exposure Group (N=35)



Low Exposure Group (N=56)

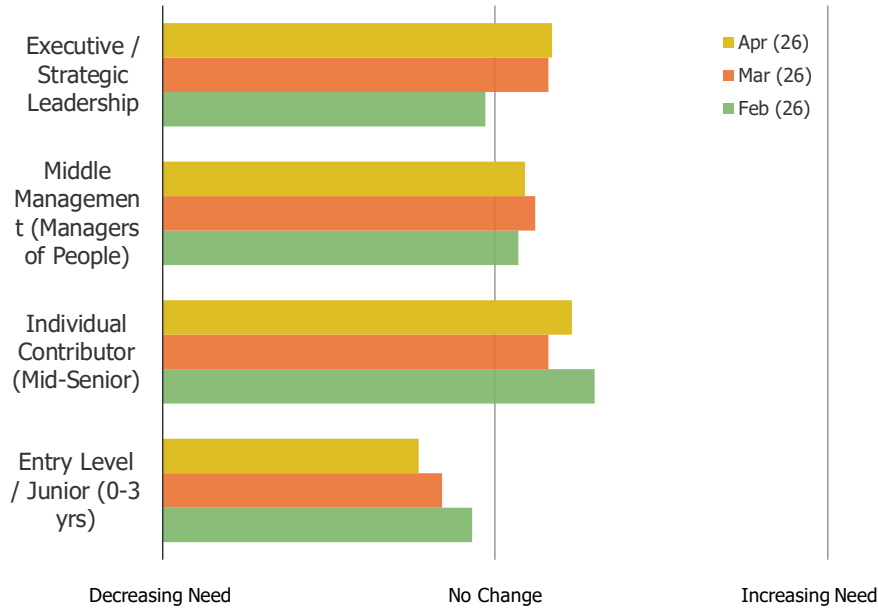


HR Managers Survey (B2B)

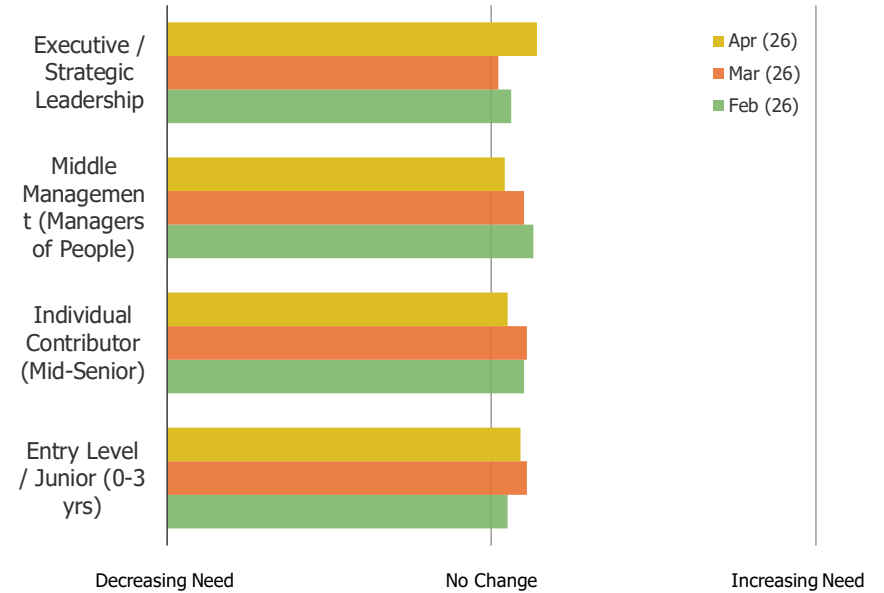
Based on current technological trends and internal planning, how is your need for human headcount shifting across different levels of seniority?

Posed to all respondents

High Exposure Group (N=35)



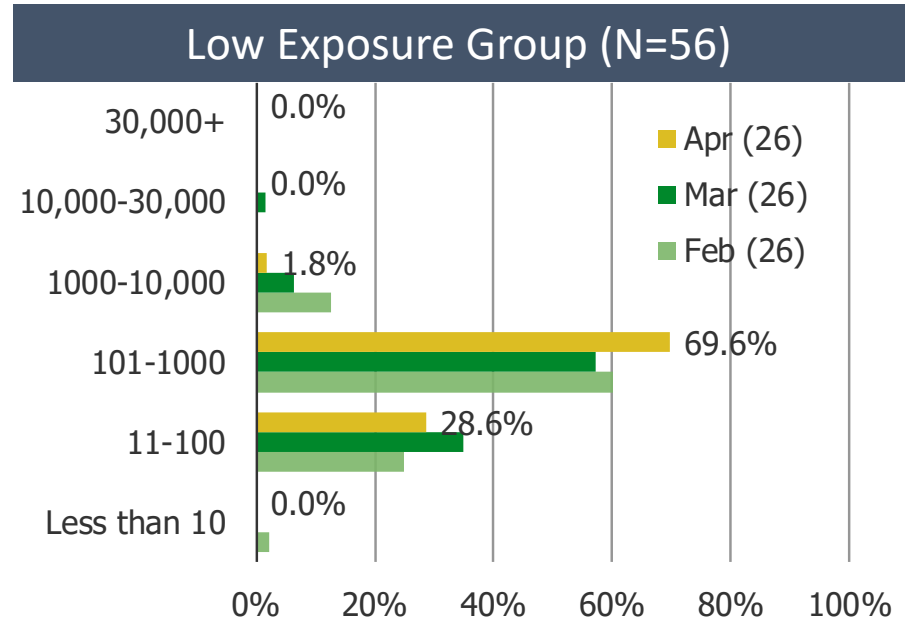
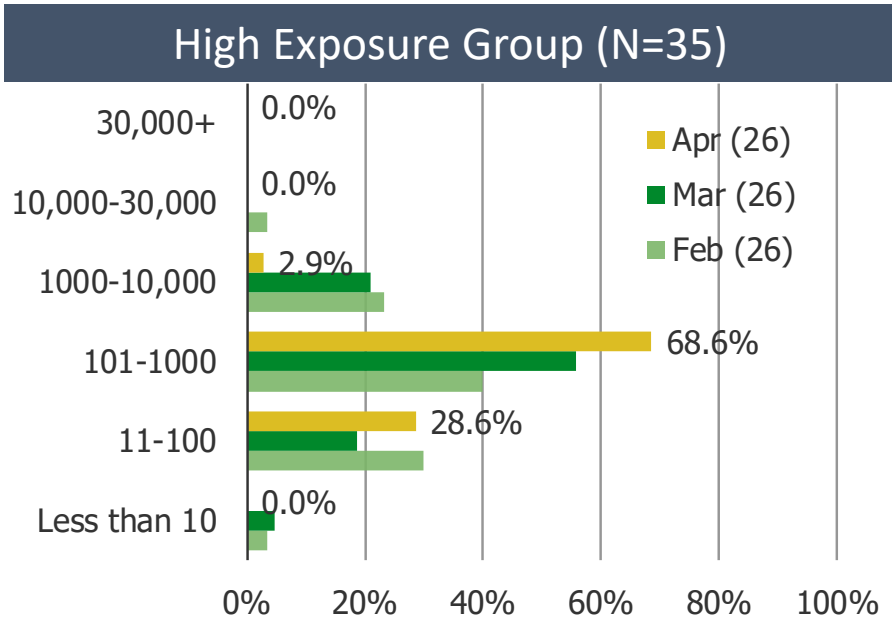
Low Exposure Group (N=56)



HR Managers Survey (B2B)

How many employees are there at your company?

Posed to all respondents

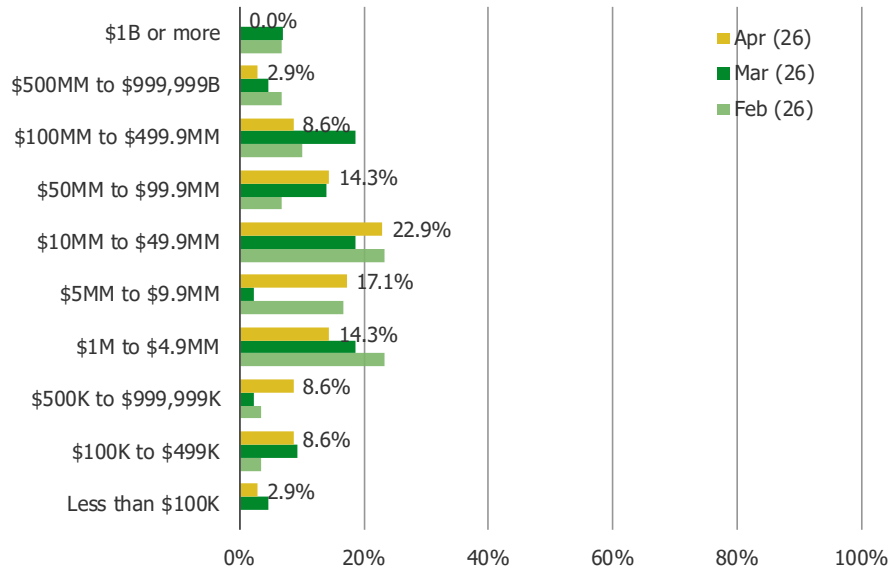


HR Managers Survey (B2B)

What is your company's annual revenue?

Posed to all respondents

High Exposure Group (N=35)



Low Exposure Group (N=56)

