



Manufacturing Insights

ELMO SOFTWARE'S 2026 HR INDUSTRY BENCHMARK REPORT (ANZ)



Key Trends

17%

experienced AI transformation in 2025 (40% predicted it)

87%

of HR professionals say AI works for them. Only 22% say it works extensively across their organisation.

27%

of HR leaders feel fully equipped to meet leadership expectations around AI.

Biggest challenges in manufacturing HR for 2026

30%

see cyber/data threats as the biggest hurdle

23%

predict reduced budget and resources will be a challenge

23%

cite both expanding and adopting AI into the organisation

Manufacturing Industry Benchmarks



Manufacturing's average cost per hire (\$17,329) is within 2-4% of the national averages.

New manufacturing hires get up to speed 22% faster (34.5 days) than the national Australian average.

~4% is the predicted base salary increase in the manufacturing sector in 2026.

ABOUT THE REPORT

ELMO Software commissioned YouGov to survey 1,200 HR professionals across Australia and New Zealand. The objective is to provide in-depth, local data across key areas within HR's mandate.



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