9 HR Trends to Watch Out for in 2022

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Over the course of the 2010s, the scope of human resources expanded and evolved along with changes in how organizations function, how teams are managed and employee expectations when it comes to work.

In the last couple of years, the human element and employee engagement became a primary focus of HRs. However, as the new decade began, change was thrust upon industries across the world due to the COVID 19 pandemic.

With more and more people working remotely, technology has become an integral part of everyone's life including HR. There is a notable increase in the use of artificial intelligence for hiring and recruiting, in monitoring the wellness of employees, measurement of productivity and so on.

Hybrid Workplace

One positive aspect of the Pandemic is that it is now possible for any business or company to have various important levels of talent working from home.

Many firms who had assumed that effective performance with employees or talents working remotely would be unattainable were ecstatic to learn that such systems could work even after the global shutdown.

In 2020, HR performed exceptionally well with employees working from home, and the global success of such implementation strengthened the process in 2021. However, in 2022, hybrid work will be the norm.

The scope of functionality is projected to be broader and more comprehensive.

Hybrid Work will be extremely beneficial to tech companies. The majority of employed talent can work from home and yet deliver on time.

A hybrid work pattern can also be implemented by companies that aren't as tech-savvy.

Though there will be varied degrees of deployment because certain firms will still require significant on-site human capital.

Developing and Retaining Talent

Top talent is really difficult to retain. According to one Indeed survey, 79 percent of businesses have had trouble attracting in recent months. This had a negative influence on their business for 76% of them.

It's only natural that start-ups and developing businesses will keep investing in recruitment to close such staffing gaps. The competition will only get tougher from there!

With the convenience of remote working, it will be easier to hire and keep a diverse workforce. It will aid in the expansion of the talent pool of potential applicants, making it easier to hire elevated professionals.

As a result, the new issue will be acquiring and maintaining such diverse and geographically spread talent. Innovative KPI-based efficiency and performance tracking, along with a focus on long-term goals and progress, as well as a good outlook, can help you retain your workforce and create future leaders.

Redefined Employee Experience

In 2022, businesses will look forward to providing greater client happiness, which is a non-negotiable goal. Employees used to commit their services to a single organization and correspond work to ensure their retention.

Employees now, on the other hand, have become less inclined in recent years to spend their entire professional years with a single company, especially if they believe there is no clear model for personal and professional growth.

Human resources management are attempting to reduce this by putting a lot of effort into employee experience, such as providing a pleasant work atmosphere, offering flexibility, and so on.

Embracing the Gig Economy

The gig economy graph is on the rise again, thanks to recent events that a wide range of opportunities for employees to learn and acquire new skills.

Individuals in the gig economy have a certain amount of flexibility. Due to the pandemic's setbacks, an increasing number of full-time employees are resorting to gig possibilities out of need.

There is a cost advantage for organisations that rely on gig workers since full-time employees are taking up freelance alternatives.

Data Driven HR

Digital HR/Data-driven HR is the one who utilizes social-media, analytics and cloud technologies to leverage HR operations and make them more efficient, effective and connected. Companies must invest in technology platforms that manage HR processes seamlessly.

This technology is used in various HR processes such as onboarding, performance management and so on. These platforms will help to integrate internal and external data with people analytics that can be leveraged to create business relevant insights.

Online learning, engagement and feedback can all be handled digitally to make the entire process more efficient

Besides these, HR will need to continue improving online learning, engagement and feedback, hiring and many other key functions using technology. Work whether remote or onsite, HR has their work cut out.

Diversity, Equity, and Inclusion (DEI) on Priority

When analyzing firms and job offers, three out of four job seekers and employees, according to a Glassdoor survey, look for an inclusive environment. Having said that, HR departments are increasingly recognizing the importance of diversity, equity, and inclusion.

As compared to a year ago, the number of search queries on workforce diversity insights has climbed by 74% in 2020.

Diverse teams have been shown to have a positive influence on corporate creativity, profitability, and team morale. In fact, organizations with a varied workforce reported up to 19% more revenue than those with a low diversity workforce.

Setting SMART diversity objectives, measuring HR efforts, and creating an inclusive workplace will all benefit from people analytics.

HR leaders will be able to determine diversity ratios across the organization and identify possibilities for improvement with the use of automated diversity tools.

Employee upskilling

This point emphasizes the need for firms to build talent capabilities in order to strengthen their entire competitive advantage.

Companies will look forward to growing their personnel so that they may become much more proficient and perform better in a competitive market.

Employees will attend more training seminars, engage in certified programs, and learn practical skills that will help them flourish in their respective roles, among many other.

Importance of Cyber Security

N Data breaches and workplace security threats have escalated as a result of a dispersed workforce. Over 74 percent of businesses blame remote work tech flaws for recent business-impacting cyber assaults.

In addition, 82 percent of companies have boosted their cybersecurity budgets, which now account for up to 15% of total IT investment.

Malware, social engineering assaults on unsecured and employee-owned devices, and phishing are all security and data breach problems that come with a predominantly remote workforce.

To battle security risks and secure firm assets and data, organisations are actively working to strengthen cloud service security. They are now more focused on converting digital roadmaps and security technology, and also, implementing effective training programs.

Employee Well-being Reimagined

Employee health is vitally important, now than ever, and any firm that wants to get the most out of its human resources must promote employee well-being.

Employee demand for improved healthcare surged in 2020 and 2021, demonstrating that employees and talents will only perform at their best when they sense they are acknowledged.

Counseling and therapy sessions, sick bays or sick leave, and more free time for employees are predicted to be prioritized by HR professionals.

Prepare for What's Next?

One thing that is known about projected HR trends for 2022 is that the current framework will be greatly improved. Companies and organisations will aim to streamline their employed talents' workloads to guarantee that their productivity and efficiency are not harmed.

HR trends in the future will be more intentional and good. This trend will ensure that the workplace is dominated by solely evolving and ever-growing employed skills. Teachable and self-developing skills, as well as recruiting firms, will be the largest benefactors.