

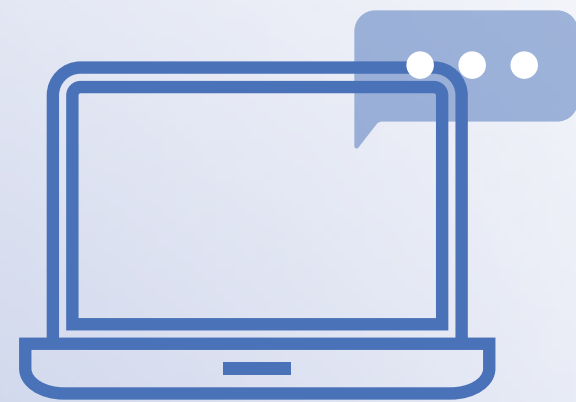
2022 HR Trends

In today's workplace, HR departments are given high levels of responsibility, often with limited budgets. As a result, HR professionals must constantly innovate and stay on top of trends to remain competitive in the current labor market. Here are four HR trends to watch in 2022:

1. Hybrid Workplace Sustainability



Most HR leaders (**90%**) expect at least some of their employees to work remotely after the pandemic, according to a Gartner survey.



Many employers are shifting their perspective of hybrid work **from a novelty to the new standard**. Employers are adapting and tailoring their policies and processes to support hybrid work and equally accommodate all employees.

2. Attraction and Retention Amid Labor Shortages



Over half (**67%**) of employers today consider attraction and retention somewhat of a challenge, according to Zywave's 2021 Human Resources Benchmarking Overview.

In the present labor market, employers face several unique employment challenges:

- o Workers fear contracting COVID-19 at work.
- o Workers built up savings to hold out for a job.
- o Workers face continued caregiving duties.
- o Workers reprioritized job desires (e.g., telework).
- o Workers demand increased compensation and benefits.



To remain competitive and address current issues, many employers will have to review their total compensation and benefits offerings.

3. Increased Investment in HR Technology

Many employers are leveraging HR technology to improve their processes and create efficiencies. Common technology-supported workplace functions include:



Cloud-based workplace management



Employee self-service portals



Learning and development



Onboarding and offboarding



Virtual recruitment

4. Continued Focus on Employee Health and Well-being

Health and safety remain critical two years into the pandemic.

The following employee well-being issues are common challenges for employers to address in today's workplace:



Caregiving demands

The nurturing of mental health

Healthy work-from-home routines