



# Top 10 HR Trends 2022

As we are heading into the third year of the pandemic, companies and employees alike are taking stock and getting ready to define their world of work beyond COVID-19. Here are some key HR trends to watch out for in 2022.

## Top 10 Trends

1

### Get Ready for the 'Great Resignation'

1 in 4 workers is expected to quit their job after the pandemic. Organizations need to get ready to handle a significant workforce turnover.



2

### Digital Burnout Fuels Mental Health Crisis

COVID-19 fatigue and digital burnout are fueling mental health issues. Companies must continue their efforts to improve the mental, emotional, and physical health of their workforce.



3

### Innovative Talent Acquisition Strategies Are Needed

As the war on talent intensifies, traditional recruiting methods will not be enough. Innovative Talent Acquisition strategies and effective processes are needed.



4

### Diversity, Equity, and Inclusion (DEI) Moves Beyond Dashboards

DEI takes organizations well beyond dashboards and training courses into the difficult task of identifying and mitigating unconscious biases and outdated thinking.



5

### Time to Rebuild Those Relationships

Virtual work has limited people's circle of interaction and made companies even more siloed. It is time to put people first and rebuild those relationships.



6

### Develop Hybrid Leadership Skills

Leadership is increasingly demanding and challenging, yet more critical than ever. Develop leadership skills and techniques to lead a hybrid, agile workforce.



7

### Facing the True Costs of Pandemic Performance

Against all odds, performance increased during the pandemic. But it left an overworked, exhausted, and disengaged workforce in its wake, and companies are now left to foot the bill.



8

### Reworking Work for A Hybrid Future

Virtual work is here to stay, but a one-size approach will not work. Companies need to reshape work for a hybrid model appropriate to different types of work.



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### Getting Women Back into The Workforce

COVID-19 has driven millions of women out of the workforce, and more are thinking about quitting. It takes bold and decisive actions to help them either remain or come back.



10

### Improving HR Value Delivery

Despite significant improvements, many HR processes are still too cumbersome and labor-intensive. Improving processes will allow HR to deliver higher value faster.

