



HR Medic

2023

2023 Human Resource Trends

HR QUICK NOTE - JANUARY 2023

“You cannot expect to achieve new goals or move beyond your present circumstances unless you change.” – Les Brown

2023 HR Trends!

The New Year is here and we are still living in a post-pandemic world. This alone is hard to believe. More than any recent event, the pandemic has impacted the way human resources (HR) operates. It doesn't matter if you have one employee or 100, the way your organization supports and cares for your employees has likely changed since 2020.



Here are relevant HR trends to take notice of in this New Year!

Understanding and navigating these can help your organization be on the forefront of HR innovation.

Remote/Hybrid Work Policies

During the pandemic, many workers whose jobs could be performed from home were required to go fully remote. Now that the pandemic has subsided, some companies have mandated a return to the office environment and received significant pushback from their employees in return.

Employees reported feeling happier and more productive when they were able to work from the comfort of their homes. Moving forward, we expect more companies to offer remote or hybrid work policies in order to remain competitive and to bring in and retain talented employees.

Take Action!

Does your organization have a remote or hybrid work policy in place for those positions eligible for this work? Consider putting a policy in place to accommodate these employees. Don't forget to also check with your payroll department to discuss any necessary payroll tax changes.

People-First Culture and Overall Well-Being

A majority of employees now report increased levels of both workplace and personal stress. Workers across the board may indicate feeling burned out, unappreciated, undercompensated and uncared for. Unsurprisingly, these feelings can lead to decreased productivity, quiet quitting and resignation.

As we move into 2023, it will be up to senior leadership and HR professionals to proactively address and protect the overall well-being of employees or risk losing workers to companies that will promote these fundamental concepts. One way to do this is to adopt a “people-first” culture that values and respects employees as a whole, and does not see them as simply cogs in the company machine.

Take Action!

Does your organization provide self-care and well-being support to your employees? There are many reputable companies that provide on-demand services for a reasonable price. Consider reaching out to an organization that could help you find ways to support your employees' well-being.

Leveraging HR Data

HR Professionals and managers can use important HR data to help understand the direction, retention, and overall engagement of their workforce. This may require understanding the HR Information Systems in order to calculate important HR metrics.

Your organization should be looking closely at retention rates, turnover rates, and engagement rates in order to understand if you organization is above or below industry standards. If below, surveys and questionnaires may be developed in order to understand why this is happening.

Take Action!

Are you leveraging HR data (like turnover and retention rates) to drive business decisions? Consider seeking ways to understand the data you have available. This may mean asking your HR data system providers what type of data they are able to provide you.

Purpose-Driven Organizations

Integrating relevant social and environmental goals with the company's corporate goals is one way that businesses and HR can create greater engagement with employees. HR professionals are responsible for promoting a business's vision when recruiting new employees or motivating existing employees. The Human Resources Officer (HRO) is at the forefront of these efforts and can also advise the CEO on how to better address the employees' social and environmental concerns.

Additionally, as the influence of social media continues to grow, companies are quickly becoming aware of the importance of their social media presence and image as it relates to their vision and corporate goals. The HRO and other HR professionals can use social media as a tool to manage and promote the company's mission and brand.

Take Action!

Are your goals related to the overall direction and purpose of the organization? Consider ensuring your mission, goals, and objectives are in-line with the overall direction of the company and communicate the purpose and goals for your work unit or organization often.

Develop, Upskill and Educate

Investing in leadership development has already become a critical component of HR's responsibilities and its importance will continue to grow in 2023. In order to remain competitive and highly productive, companies need leaders who are well-versed in both technical and soft skills, and who are able to understand the impact they have on others—both positive and negative.

Employees often choose employers based on learning and development opportunities. HR can capitalize on this by offering training programs, skills sessions, interactive leadership development experiences and mentorship opportunities to help foster an environment focused on positive interpersonal relationships, productivity and performance.

Take Action!

Are your employees encouraged to develop an individual developmental plan (IDP)? Consider encouraging them to develop educational and professional development goals for the year.

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