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The Top 6 Challenges Facing HR Professionals Today

In an era associated with phrases like "The Great Reshuffle," "The Great Resignation," and "The Big Quit," Human Resources (HR) professionals have had to be quick thinking and creative to meet the challenges of an ever-changing work environment. With more market uncertainty looming ahead, six major challenges remain for the foreseeable future.

1. Attracting Quality Talent

Knowing that the market can have more job openings than job seekers one moment and face serious budget constraints the next, your company must consistently stand out to attract top-tier talent. The majority of the workforce has different expectations now than before, so not only must you offer a competitive salary and benefits package, but people want to work for an employer with the same values, beliefs, and dedication to efficiency.

01

Research shows that purpose-driven companies have 40% higher retention rates.[1]

While only 2% of recruiters said they were focusing on automating processes to help improve efficiency in 2017, that percentage jumped to 10% in 2021,[2] indicating that more candidates are expressing the desire for tech-driven innovation in the workplace.

2. Employee Well-Being

Whether it's recovering from an illness themselves, taking care of a family member, or struggling with mental health, employees require support from their employers to ensure their overall well-being. Show you care about your employees by offering flexible schedules, encouraging PTO, providing access to sleep/meditation/health apps, and requiring mental health training for managers.

02

As mental health remains a primary concern for employers, the most widely-used and sought-after solutions are employee assistance programs (62%), digital health tools (46%), and access to educational resources (43%).[3]

3. Retention

People are leaving jobs in droves these days, which means employers have to work harder to keep their quality employees. A key way to combat churn? Offer exit interviews and look for patterns in when people are leaving to determine if you could improve your processes and reduce turnover. Your HR department can help your enterprise retain employees by investing in their growth, acknowledging their work, developing your company culture, and encouraging open communication.

03

According to the U.S. Bureau of Labor Statistics (BLS), 4.25 million people left their jobs in January 2022, which was an increase from the 3.3 million turnover in 2021.[4]

4. Diversity, Equity, & Inclusion

DEI has become increasingly important to job seekers and employees, and it's long overdue. Companies that welcome diversity are 1.7x more innovative[5] and employees who feel like their workplace is inclusive report being 3x happier than those who don't.[6]

04

Companies with diverse leaderships are shown to consistently outperform their industry competitors[7] and bring in higher revenue.[8]
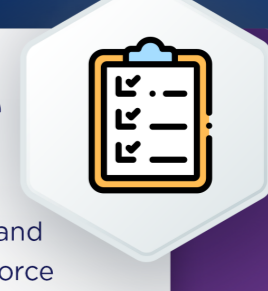
5. Optimizing a Hybrid Work Environment

With today's technological advances, there's no reason an HR professional should be bogged down by time-consuming manual processes. A tech stack that helps streamline and automate hiring and managing hybrid employees is a must-have. The right technology can transform your recruiting, onboarding, and hiring process to save you time, money, and stress — especially with a widely-distributed or partially-remote workforce.

05

61% of employees now prefer to work in a fully remote environment,[9] indicating the potential for qualified applicants from all over the world to enter your network.

6. Keeping up with Compliance

From cybersecurity to salary disclosure laws, the rules and regulations are still trying to catch up to the new workforce normal. This is another area where tech can save the day with measures that help you avoid costly fines and audits, while adapting to employee needs. Knowing that hands-on risk compliance processes are often inefficient and prone to human error, digitizing the process with a cloud-based solution is critical to securing sensitive information and ensuring business continuity. Additionally, the right HR automation software will automatically archive workflows in the cloud for secure storage and accessibility, making it easier to complete a successful audit should it occur.

06

Compliance costs skyrocketed across industries amid the pandemic, and today's paper Form I-9s typically show a 76% error rate.[10]

Make the Future Frictionless with Mitratech's Trusted HR Tech Suite.

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