

HR Trends 2025

HR's Next Frontier

HR before 2025

vs

HR in 2025

AI adoption focused on automating tasks

1

AI adoption goes beyond automation to enhance workflows and decision-making, aligning with company culture

AI's potential in HR remains unclear despite the hype

2

HR integrates AI practically, improving recruitment, performance management, and employee engagement

Filling short-term skills gaps no long-term planning

3

Long-term skills-based workforce planning tackles the gap between current and future needs

Undervaluing blue-collar roles and overlooking emerging "new-collar" jobs

4

Embracing the demand for skilled labor in manual trades and high-tech sectors, creating new career paths without the need for traditional degrees

Retirement considered the norm for senior employees

5

Designing flexible roles to retain senior employees, leveraging their expertise and mentorship

Slow progress in gender equity

6

Organizations invest in policies that advance gender equity through flexibility, fair pay, and leadership opportunities

Anxiety-driven workplaces with minimal support

7

Addressing organizational anxiety through transparency, wellbeing support, and enabling high performance

Strategic HR is prioritized over execution

8

HR balances strategy and execution to ensure well-implemented policies drive success

HR perceived as separate from core business functions

9

HR works inside teams and directly with business leaders to influence real-time decision-making

Focus on resilience but lack of growth through disruption

10

Shifting focus from resilience to antifragility, helping employees grow stronger through challenges

Offering generic perks that fail to address real employee needs

11

Shaping decent work conditions, fair pay, and purpose through implementing employee feedback