



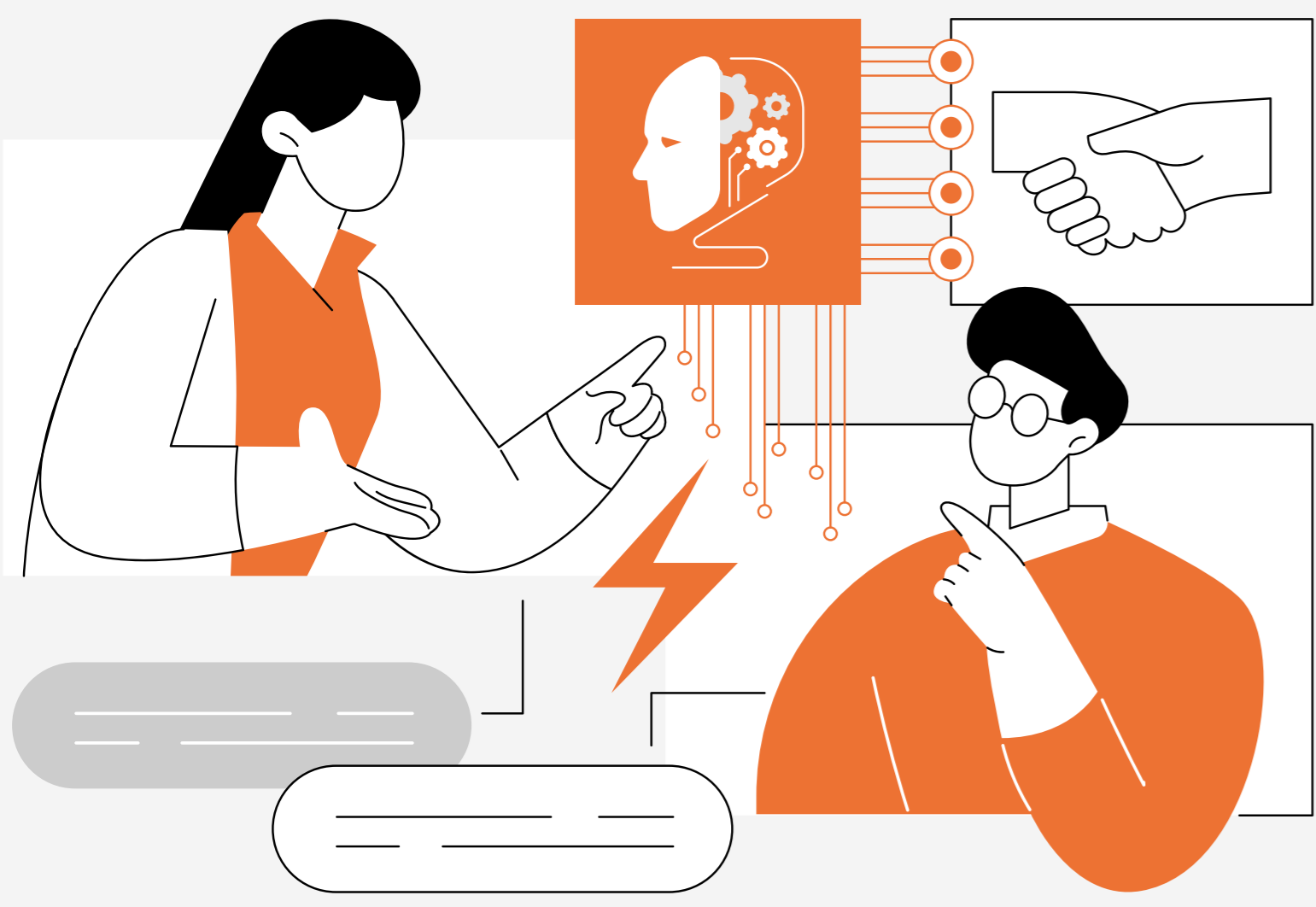
Top 5 HR Trends Not to Miss in 2024

The rapid technological advancement in the field of human resources undergoes constant evolution. To thrive amidst this dynamic environment, HR professionals must anticipate and adopt emerging trends. In 2024, HR leaders are expected to embrace a diverse range of trends aimed at enhancing employee engagement, driving organizational agility, and leveraging transformative technologies. Let's explore a few examples of the top HR trends-

1

Generative AI

According to Accenture, Generative AI has the potential to transform **40%** of all working hours within organizations. Generative AI in HR can be leveraged in use cases like creating **job descriptions**, offering **personalized employee onboarding**, assisting with **performance and payroll management**, and creating knowledge article assistance for the HR service desk.



2

HR Tech Platform

With the advancement of HR technology, such as the emergence of sophisticated platforms organizations across the board are transitioning to a platform-centric approach for their HR tech needs. The integration of **AI and ML** brings about significant considerations, especially in areas like recruitment and retention forecasting.



3

Predictive Analytics

According to Gartner, **56%** of HR leaders feel their current **HR technology** solutions are inadequate for their present and future needs. To address this **gap**, HR professionals are increasingly turning to advanced **predictive analytics** tools. These tools offer the promise of improved workforce planning and data-driven decision-making by harnessing extensive datasets and sophisticated algorithms.



4

Learning & Development

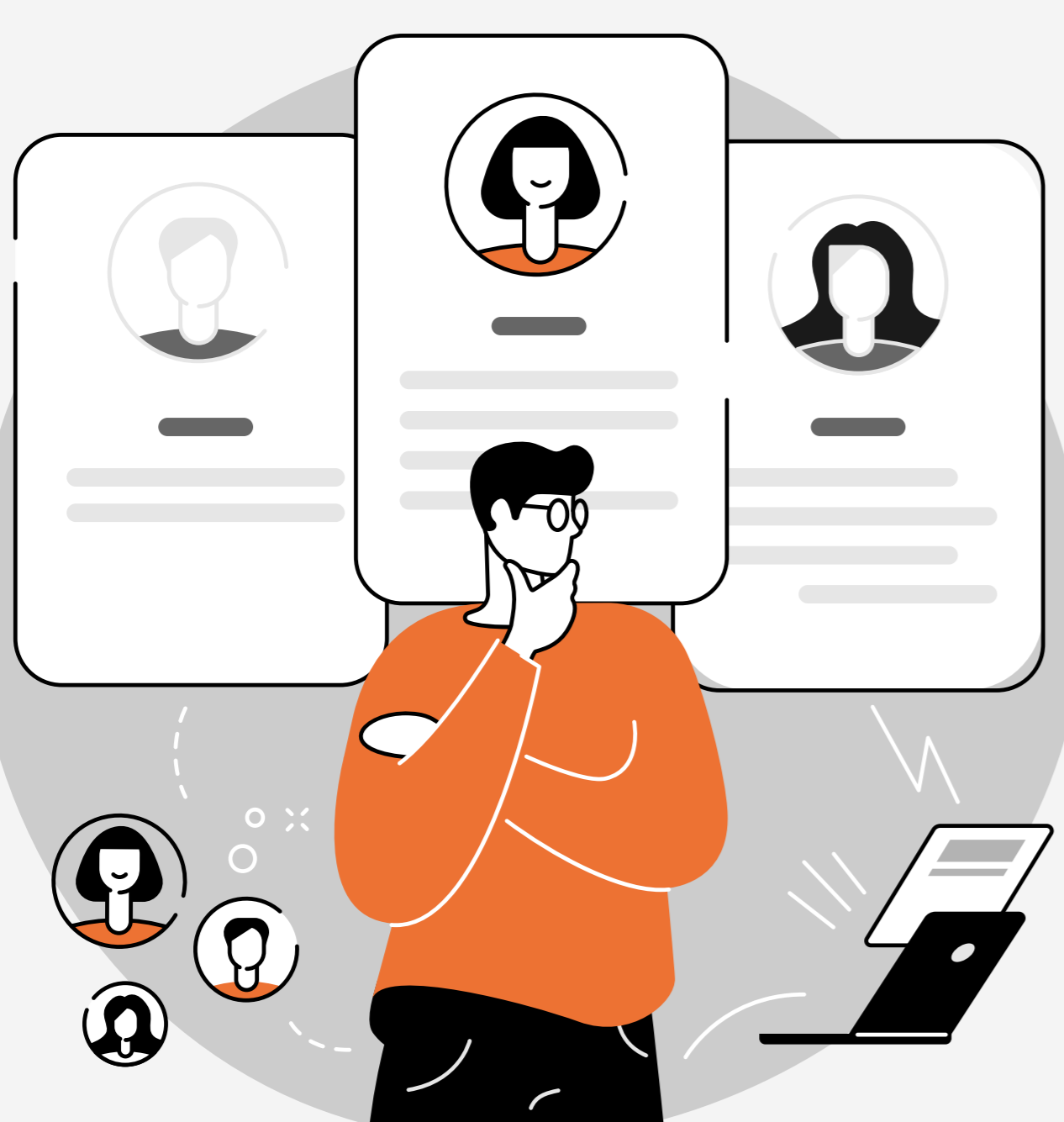
A recent study conducted by edX has shed light on a notable **disparity** between the **perceptions of executives** and the **actual experiences of employees** regarding the robustness of learning cultures within their organizations. This divergence underscores a critical need for leaders to reevaluate their strategies concerning **Learning and Development (L&D)**.



5

Employee-Employer Relationship

In 2024, the evolving work landscape will heighten friction points in employer-employee relationships, profoundly affecting their core connection. Only **26%** of organizations report full compliance with on-site attendance requirements among employees. The lingering effects of downsizing and layoffs underscore the need for increased transparency.



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