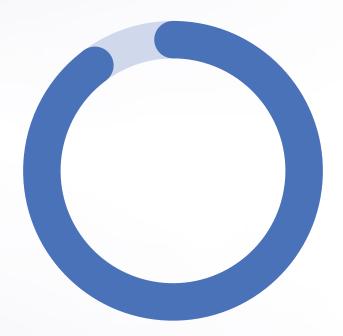
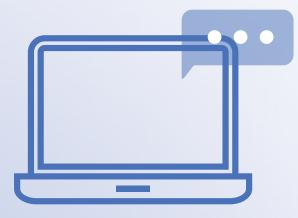


#### **1. Hybrid Workplace Sustainability**



Most HR leaders (90%) expect at least some of their employees to work remotely after the pandemic, according to a Gartner survey.



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Many employers are shifting their perspective of hybrid work from a novelty to the new standard. Employers are adapting and tailoring their policies and processes to support hybrid work and equally accommodate all employees.

### **2.** Attraction and Retention Amid Labor Shortages

Over half (67%) of employers today consider attraction and retention somewhat of a challenge, according to Zywave's 2021 Human Resources Benchmarking Overview.

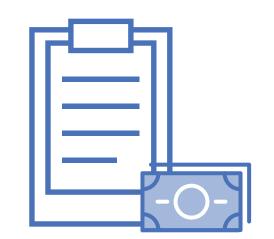
In the present labor market, employers face several unique employment challenges:

- o Workers fear contracting COVID-19 at work.
- o Workers built up savings to hold out for a job.
- o Workers face continued caregiving duties.
- o Workers reprioritized job desires (e.g., telework).
- o Workers demand increased compensation and benefits.

# **2022 HR Trends**

In today's workplace, HR departments are given high levels of responsibility, often with limited budgets. As a result, HR professionals must constantly innovate and stay on top of trends to remain competitive in the current labor market. Here are four HR trends to watch in 2022:

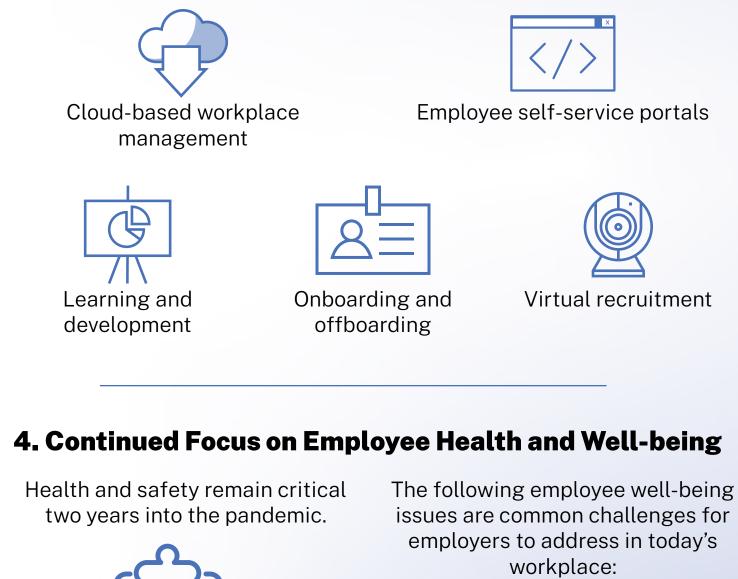




To remain competitive and address current issues, many employers will have to review their total compensation and benefits offerings.

## **3. Increased Investment in HR Technology**

Many employers are leveraging HR technology to improve their processes and create efficiencies. Common technology-supported workplace functions include:



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