

TOP 5 WAYS FOR HR TO Stay Ahead in 2017



FOCUS ON THE MIDDLE MANAGER

It's often said that employees join for companies but leave managers. Don't forget to focus on your middle managers because they will have the greatest day-to-day influence on your people. Many of these managers will be managing people for the first time, so it's important to train your managers on how to nurture top talent and execute your organization's vision on the front lines.



FOCUS ON YOUR EMPLOYEE EXPERIENCE

Data suggests that many organizations spend more resources on recruiting talent than they do retaining it. This year, focus on finding out what matters to your employees (benefits, a clear company vision, flexible work schedules, professional training, etc.) and make an effort to meet the needs of your people. Put more into your people and you'll get more out of them.



FOCUS ON BEING AGILE

The changing legal, social, and political landscape has HR professionals wondering what's next. Federal regulations and state regulations will undoubtedly change quickly over the next year, so it's important to pay attention but also to be flexible and agile. Focus on compliance while balancing talent retention and engagement.



FOCUS ON THE DATA

Tech's role in HR will grow even more this year and, if used strategically, it can help you solve meaningful problems. Use this data to learn more about how to make better business decisions about hiring, retention, engagement, and compliance.



FOCUS ON BEING A STRATEGIC PARTNER

HR's role in high-level business strategy has never been more important. To remain a strategic partner in your organization, the executive team will be looking to you to share ways to retain and obtain top talent and have unique insight into what's working and what's not.

SOURCE:

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