Top 10 learnings from leading HRs in 2024

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We bring you compelling journeys of innovations and top strategy presented by 50 HRs, redefining how we hire and manage teams globally. Discover the trends, tools, and transformative ideas driving the Future Of Work.

Let's dive into the Top 10 Learnings from the Top 50 HRs

Emphasis on Diversity, Equity, and Inclusion (DEI)

Companies are prioritizing DEI in their recruitment strategies to build more innovative and resilient teams. Research shows that diverse teams are 35% more likely to outperform their peers. Global HR leaders emphasize the importance of creating inclusive job descriptions, implementing unbiased hiring practices, and fostering a culture where all employees feel valued.

Tool: AI-powered tools like Textio to craft inclusive job descriptions that attract diverse candidates by analyzing language bias and suggesting improvements.

Adoption of AI and Automation

AI and automation are revolutionizing the recruitment process by streamlining candidate screening and matching. Tools like chatbots, AI-driven resume scanners, and automated interview scheduling are reducing time-to-hire by 50%. HR leaders highlight the importance of balancing technology with human touch to ensure a personalized candidate experience.

Process: HRs are implementing AI-driven applicant tracking systems (ATS) like Lever, which use machine learning to match candidates to roles more accurately and efficiently, reducing time-to-hire significantly.

Focus on Remote and Hybrid Work Models

The pandemic-induced shift to remote work has become a permanent fixture. Companies are adopting flexible work models to attract top talent from around the globe.
70% of employees prefer remote work options. HR leaders stress the need for robust digital infrastructure and policies to support remote teams effectively.

Method: HRs are adopting tools like Zoom and Slack integrated with project management platforms like Asana to ensure seamless communication and collaboration in remote and hybrid work environments.

Country-Specific Cultural Awareness

Understanding cultural nuances is crucial for successful global hiring. For example, in Japan, group harmony is highly valued, whereas, in the United States, individual achievement is often emphasized. HR professionals invest in cultural competency training to ensure respectful and effective communication across diverse teams.

Tactic: HRs can leverage cultural intelligence platforms like GlobeSmart to provide employees with training and resources on cultural norms and business practices in different countries.

Navigating Compliance Norms

Compliance with local labor laws and regulations is a top priority for global recruiters. For instance, the General Data Protection Regulation (GDPR) in Europe has stringent requirements for handling candidate data. HR leaders emphasize the need for ongoing legal education and collaboration with local experts to avoid costly compliance pitfalls.

Tool: HRs can use compliance management software like Workday to stay updated with local labor laws, ensuring all hiring practices and employee data handling comply with regulations such as GDPR.

Competitive Payroll and Salary Structures

Offering competitive and fair compensation is essential to attract top talent. HR leaders recommend conducting regular market salary surveys and considering cost-of-living adjustments for international employees. For example, companies in high-cost cities like San Francisco and London offer location-specific salary packages to remain attractive to candidates

Process: HRs can use compensation benchmarking tools like PayScale to conduct market salary surveys and adjust compensation packages based on the latest data, ensuring competitive and fair pay.

Employer Branding and Reputation

A strong employer brand is a powerful tool in attracting and retaining talent. Companies like Google and Microsoft invest heavily in their employer branding efforts, showcasing their values, culture, and employee benefits. HR leaders advise leveraging social media and employee testimonials to build a compelling employer brand.

Method: HRs can leverage platforms like Glassdoor to actively manage and respond to employee reviews, enhancing their employer brand and attracting top talent through positive online presence.

Focus on Employee Well-being and Mental Health

Employee well-being has become a critical focus area. Companies are offering comprehensive wellness programs, mental health resources, and flexible work schedules to support their workforce. For example, some organizations provide meditation apps, virtual fitness classes, and access to counseling services as part of their benefits package.

Tactic: HRs can introduce well-being apps like Headspace or Calm, providing employees with access to meditation and mindfulness resources to support mental health.

Leveraging Data Analytics for Decision-Making

Data-driven decision-making is transforming recruitment strategies. HR leaders use analytics to track metrics such as time-to-hire, cost-per-hire, and employee turnover rates. Predictive analytics also help in identifying potential hiring needs and improving retention strategies by analyzing employee engagement and performance data.

Tool: HRs can use analytics platforms like Visier to gather and analyze recruitment data, enabling data-driven decisions that improve hiring strategies and reduce turnover rates.

Investing in Continuous Learning and Development

Continuous learning and development are vital for employee growth and satisfaction. Companies are offering online courses, workshops, and mentorship programs to upskill their workforce.

For example, LinkedIn Learning and Coursera partnerships are common among organizations aiming to provide accessible and diverse learning opportunities for their employees.

Method: HRs can partner with online learning platforms like LinkedIn Learning to offer employees a wide range of courses and learning paths, fostering continuous development and skill enhancement.

These insights from top HR professionals highlight the evolving landscape of global hiring and recruitment, emphasizing the need for adaptability, cultural awareness, and a strong focus on employee well-being and development. By embracing these learnings, companies can build a competitive edge in attracting and retaining top talent worldwide.