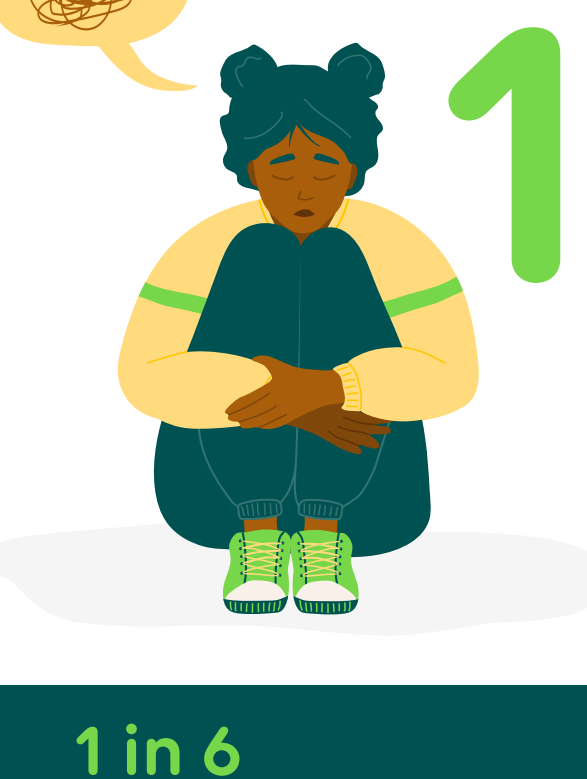


# 3 Megatrends that will define HR in 2023

## People and organisations are navigating relentless uncertainty

Global issues like economic instability, climate change, violence, and political unrest are compounding the challenge. Resilient organisations have learned that they must pay close attention to emerging trends so they can adapt and maintain business continuity during times of uncertainty. Taking care of your people has never been more challenging — or more critical.



### 1 Employees around the world are experiencing an emotional undercurrent of chronic anxiety

This anxiety is significantly impacting their lives as well as their ability to do their best work. As always, vulnerable populations—the poor, the elderly, and children — are disproportionately impacted, but these impacts are increasingly being felt by rich countries and wealthy individuals.

**1 in 6**

people say reading the news has become "severely problematic" and leads to obsessing and anxiety.

Source: StudyFinds

**25%**

increase in anxiety and depression has been felt globally over the course of the pandemic.

Source: World Health Organization

**65%**

of psychologists say their practices are at capacity due to surging demand.

Source: The Washington Post

**68%** of employees say improving their wellbeing is now more important than advancing their careers

Source: Deloitte - The C-suite's role in well-being

## What you can do



### Safety and Autonomy

Put operational processes in place that foster physical and mental wellbeing through fair, flexible, and personal scheduling. Giving your people more direct control over when, where, and how they work while automatically following safety standards and giving guidance to managers.



### Respect and Trust

Ensure your people feel you're proactively looking out for them and addressing their needs to increase retention, even through unexpected challenges. Making sure your HR tools alert you when there's flight risk among your employees and guide you to why that's happening allows you to support employees with tangible actions that build their trust and help them feel they belong.



### Inspiration and Fulfilment

Facilitate deeper, more meaningful connections between employees and managers on an ongoing basis by encouraging regular, structured performance and career development conversations. Helping your people understand that they have a bright future with your organisation relieves tension and uncertainty.

## 2 Optimising Organisational Plasticity



Organisations began to realise they needed more adaptable business structures in place to withstand the enormous amount of turbulence we face today — be it economic turbulence, changing employee expectations, or turbulence from unprecedented global impacts like pandemics, war, and climate change.

The OECD predict low growth at **2.2%** and high inflation at **6.6%** for Europe in 2023

Source: OECD

**147%**

higher earnings per share experienced by businesses with mostly engaged employees vs. their competitors coming out of the 2008 recession.

Source: Gallup

Organisations that value and invest in DEI&B outperform others by as much as

**400%**

Source: Great Place to Work

Korn Ferry anticipates that by 2030, there will be a global talent shortage of **85 million** people, so the time to adapt is now.

## What you can do



### People and Culture Networks

Create an environment where ideas flow freely among people at your organisation and where all voices are heard. Prioritise building community spaces with your HR technology where employees can collaborate with peers and teams, provide meaningful feedback, and help you understand what resonates with your workforce to continuously improve.



### Become Life-Aware

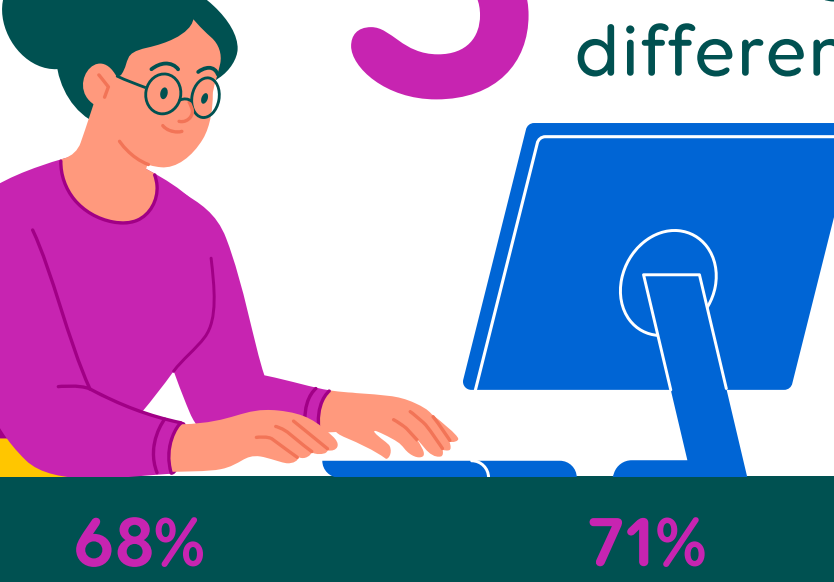
Life happens at work, and work happens in life. Become 'life-aware' by understanding the individual needs of your people and using life-work technology to help you meet the goals of your people and organisation, thereby improving employee experience and performance.



### Strategic Workforce Planning

Ensure you can accurately stay ahead of changes in work volume and cycles of activity your organisation goes through. Having systems that can keep up with these patterns and forecast operational needs will allow you to proactively hire talent, keep you from overtaxing your people, and promote flexibility and adaptability.

## 3 The Gen X Effect: Leading their companies differently to Baby Boomers



Whether because situations are different, their values are different, or both, the percentage of Gen Xers on the board is positively and significantly related to firm performance, market-to-book ratio, and diversity, equity, inclusion, and belonging.

**68%**

of CEOs in both Fortune 500 and Inc. 500 companies were Gen Xers as of 2018

Source: UKG Blog

**71%**

of CEOs believe it's their personal responsibility to ensure their organisation's ESG policies reflect the values of their customers.

Source: KPMG

Only **14%**

of directors had a detailed board succession plan.

Source: KPMG

Generational identity is a potential driver of directors' abilities to impact organisational performance, according to the Paul College of Business and Economics

## What you can do



### DEI&B Benchmarks

Measure the actions you take to walk the talk and craft an inclusive culture by stacking your organisation up against proven DEI&B metrics based on industry standards. Getting guidance on what you're doing well and where you can improve will have the most meaningful impact on your people.



### Inclusion from the Beginning

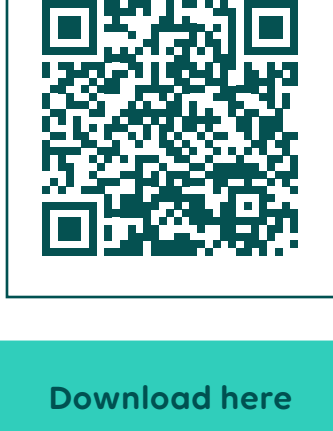
Demonstrate appreciation for your people and the unique skills and values they bring with technology that gives them access to valuable information - from first recruitment interactions and throughout their entire life-work journey. Giving people greater control will foster success.



### Social Responsibility

Tap into the causes your employees care deeply about and give them regular opportunities to invest in those causes your leaders care about and allowing your people to show leadership in CSR efforts will increase engagement and benefit your employer brand.

## Download the 2023 Megatrends eBook



[Download here](#)

## About UKG

At UKG, our purpose is people. We strongly believe that culture and belonging are the secret to success. By championing great workplaces and building lifelong partnerships with our customers, together we demonstrate what's possible when organisations invest in their people. Our Life-work Technology approach to HR, payroll, and workforce management solutions is enabling more than 75,000 organisations across every industry around the globe to anticipate and adapt to their employees' needs beyond just work.

To learn more about one of the world's leading HCM cloud companies, visit [ukg.co.uk](http://ukg.co.uk).