

10HR

Trends You Need to Plan For in 2016

It's no surprise that employees need to be top of mind for HR leaders planning for the future of work. With talent shortages, increased pay, regulatory scrutiny and more, enterprises need to value their workforce now more than ever. This infographic shows Constellation Research's top 10 trends in 2015 and beyond that will transform the employee journey.



Costs and complexity of people only go up

01

Expect to see 2%-3% compensation and benefits increases in the EU YoY.



Regulatory complexities will continue to rise

02

HCM systems need to be more flexible and more agile to keep up with regulatory changes.



The war for talent intensifies

03

The performance of a talent management system across recruiting, onboarding, & compensation management will be vital for the success of the enterprise in the talent wars.



Social becomes key inside HCM processes, starting with recruiting

04

The availability of social networks leads to a significant reduction in the cost to hire new talent.



Gamification is the cross-generational glue to align workforces

05

Recognition, access and impact provide the three most effective approaches in non-monetary rewards.



HCM practices meet psychology

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Expect vendors to start complementing employee profiles with more psychological information - for best practices in the areas like team composition and succession planning.



HCM professionals start to make sense of big data

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With the increased presence of social media and the importance of recruiting, HCM practitioners will become more educated about Big Data and requesting data-related capabilities.



Enterprises locked into on-premise move to the cloud

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A number of enterprises have moved their HCM automation to cloud delivery, benefitting from the well-known advantages of frequent updates and modern user experience.



Prepare for cloud integration of enterprise systems

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Most leaders realize that integration of enterprise software will not only have to happen from cloud to on-premise, but also from cloud-based to cloud-based application.



Successful enterprises will live people-centric values

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More than 60 percent of enterprises mention people as their most important asset in their yearly shareholder report, yet most enterprises do not live up to that value.

Source: Constellation Research
"Ten HR Trends that Chief People Officers Need to Know in a Digital Age"