

2024 HR TRENDS AND 2025 PREDICTIONS

In 2024, HR departments faced significant upheaval driven by political, legal, and technological transformations. These shifts presented challenges and opportunities, demanding that HR leaders implement adaptable strategies while focusing on enhancing employee experience and fostering inclusion.

DISCOVER THE BIGGEST HR TRENDS OF 2024 AND WHAT LIES AHEAD IN 2025:



1. 2024 Election Impacts HR

The U.S. presidential election was a source of stress, discord, and distraction for workplaces nationwide this year, but its impact isn't over yet. Look for the next administration to bring significant regulatory changes in 2025, which could require HR departments to adapt swiftly.

2. Courts Remake Regulatory Landscape

The U.S. Supreme Court's decision in *Loper Bright Enterprises v. Raimondo* gave courts greater discretion to strike down regulations, and some lower courts acted quickly on it in 2024. Expect the impact of this decision to continue in 2025, as rulemaking may become less aggressive and legal challenges to existing rules may become more common.

3. Civility Is in Crisis

Acts of incivility significantly drained workplace productivity in 2024, with political disagreements being a flashpoint for conflict. But civility isn't merely an election-year issue, and unless organizations take action to instill a culture of civility, they should expect this problem to persist into 2025.

4. The Labor Market Finally Softens

Organizations finally started to see signs that the historically tight post-pandemic labor market was becoming less intense in 2024. But HR departments should expect competition for the most in-demand skills to remain fierce in 2025, which will prompt some organizations to focus on retaining and upskilling existing workers to gain necessary skills.



5. AI Comes to a Crossroads

Business interest in artificial intelligence tools was hotter than ever in 2024, as organizations became increasingly serious about integrating AI into their workflows. But HR departments will need to ensure that the adoption of AI tools enhances the value of their existing workforce in 2025 by finding ways to elevate human skills and drive both productivity and creativity.



6. Employee Experience Becomes a Strategic Edge

Organizations looking to enhance employee retention and productivity are going beyond tracking employee engagement and looking at employee experience, a more holistic measure of how workers interact with their workplace. In 2025, organizations may invest in tools that better equip them to track and enhance their employee experience.

7. Companies Rethink Their Approach to I&D

Organizations' efforts to enhance inclusion and diversity (I&D) were in flux during 2024, as many companies announced they were changing, scaling back, or eliminating I&D programs. But don't expect I&D to completely fade away in 2025, as organizations may look to take new, more practical approaches to driving measurable I&D improvements.

8. C-Suites Evolve to Meet New Challenges

The composition of the C-suite is evolving. In recent years, the titles that make up many organizations' top ranks have shifted, while the occupants of the C-suite have become more diverse. In 2025, organizations should continue to experiment with their leadership model as they look to adapt to an increasingly volatile business environment.



9. Flexibility Is in Flux

Two trends converged in 2024: Some organizations hardened their stance on having employees return to the office after years of pandemic-prompted remote work, while at the same time, benefits providing flexibility to address family care needs became more common. Look for organizations to continue to seek a balance between providing the work/life integration employees want and the collaborative atmosphere organizations need.

10. PR Comes to HR

Several organizations made headlines in 2024 because of internal HR policies and decisions, which often caused unnecessary damage to their brand. Expect organizations to think more carefully about the intersection of HR and public relations as they look to make their employer brand stronger in 2025.



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