

# 2019 Human Resources Trends

A new calendar year brings with it a new eagerness to grow business, innovate, and make a fresh start. Here are some of the top human resource trends predicted for 2019.

## FOCUS ON EMPLOYEE EXPERIENCE

**50%** of job seekers say their most recent employer helped them advance in their career<sup>1</sup>



HR leaders will look to technology tools to foster more engagement, including soliciting feedback, leveraging apps for wellness and productivity tools.

## DATA-DRIVEN DECISIONS

**69%** of companies integrated data measurement in 2017<sup>2</sup>



HR managers are increasingly using real-time data to predict staffing needs, improve productivity and employee career development.

## MOVE TO MICROLEARNING

**20%** increase in information retention with micro learning<sup>3</sup>.

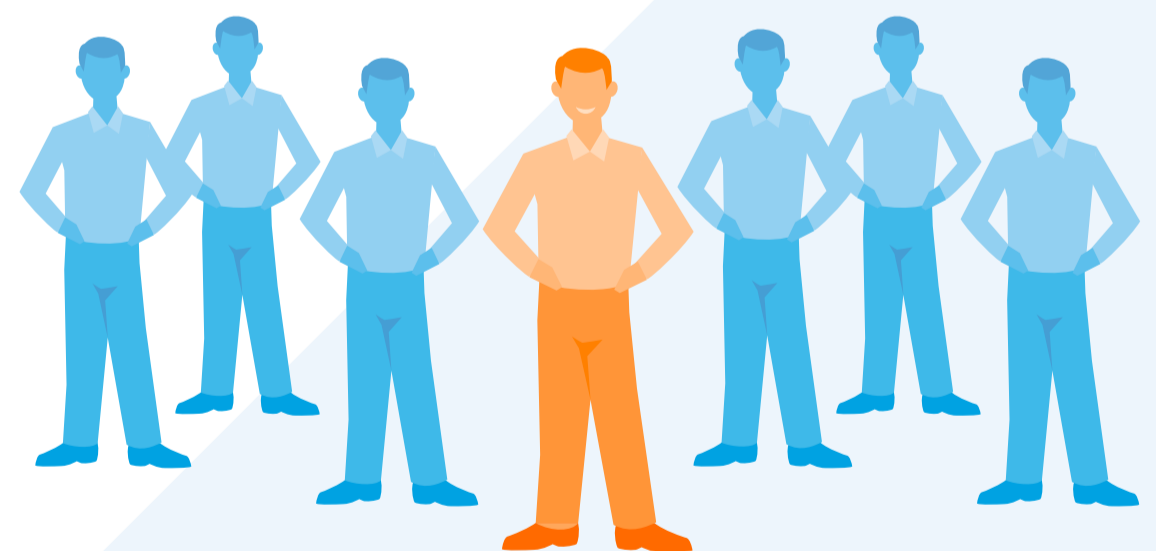


Micro-learning tailored to learning styles makes information more digestible, increasing the skills and expertise of employees.

## TALENT SOURCING FLEXIBILITY

**15 million**

temporary and contract employees hired by America's staffing companies annually<sup>4</sup>



With on-demand hiring lowering costs and providing access to top talent, more organizations will move to short-term contracting or onsite outsourcing.



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<sup>1</sup>The Active Job Seeker Dilemma Study. (2016). <https://workplacetrends.com/the-active-job-seeker-dilemma-study/>

<sup>2</sup>Bersin, J. (2017). People Analytics: Here With a Vengeance. <https://www.forbes.com/sites/joshbersin/2017/12/16/people-analytics-here-with-a-vengeance/#4e063b2832a1>

<sup>3</sup>DeFranco, L. (2015). Why Microlearning Drives over 20% More Information Retention Than Long-form Learning. [http://blog.grovo.com/microlearning-22-percent-more-retention/?utm\\_campaign=elearningindustry.com&utm\\_source=%2F10-reasons-need-microlearning-in-2017&utm\\_medium=link](http://blog.grovo.com/microlearning-22-percent-more-retention/?utm_campaign=elearningindustry.com&utm_source=%2F10-reasons-need-microlearning-in-2017&utm_medium=link)

<sup>4</sup>Staffing Industry Statistics. <https://americanstaffing.net/staffing-research-data/fact-sheets-analysis-staffing-industry-trends/staffing-industry-statistics/>