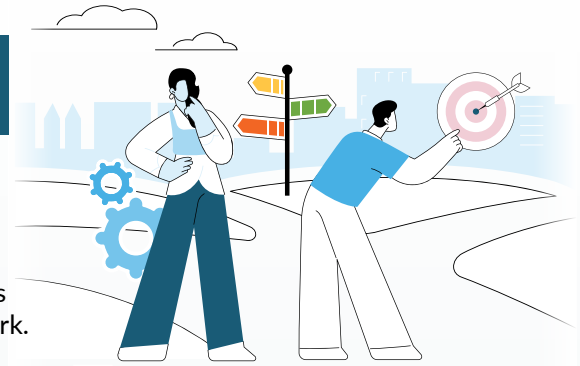


HR Predictions for 2024

Imperatives for the Year Ahead

HR leaders must move boldly to action on critical developments to come in 2024, including the transformative role of AI in HR, the importance of systemic HR™, the rise of talent intelligence, skills-based hiring, autonomous learning, pay equity, and even more shattering paradigms in the world of work.



- 1** **AI will change every part of HR—and every role in the company.**
AI will massively impact HR, transforming job descriptions, talent intelligence systems, performance management, and employee experience in companies.
- 2** **AI will transform the HR tech stack.**
AI will reverse the traditional HR technology architecture, introducing AI-driven systems that will enhance productivity and employee interactions.
- 3** **Employee experience will be redefined—employees now in charge.**
The concept of employee experience will evolve to include employee activation, focusing on listening to employees and incorporating their feedback into decision-making.
- 4** **Union and employee activism will increase.**
Despite automation benefits, union activity and employee activism will rise, necessitating a focus on fair wages, competitive benefits, and a culture of trust and inclusion.
- 5** **Companies will accept and adopt hybrid work models.**
Hybrid work will become the norm, requiring leaders to design meetings and work schedules that maximize productivity regardless of location.
- 6** **Human-centered leadership will take center stage.**
Leadership development will be a priority, focusing on aspects like flexibility, growth, fair pay, belonging, and a relationship with management.
- 7** **HR will get pragmatic about the skills-based organization.**
HR will focus on the most urgent use cases for skills-based hiring, learning, pay, and the implementation of AI in these areas.
- 8** **Recruiting will become more difficult than ever.**
The recruitment process will need to modernize, focusing on the Four R Framework™ (Recruit, Retain, Reskill, Redesign) in the face of labor shortages.
- 9** **Talent marketplaces, internal mobility, and career pathways will become essential to business growth.**
Companies will need to focus on internal mobility, talent marketplaces, and career pathways to foster growth.
- 10** **Autonomous learning platforms will disrupt corporate L&D.**
AI-based training systems will revolutionize the learning and development sector, making content generation and learning more efficient and personalized.
- 11** **Pay equity and new models of performance management will go mainstream.**
Companies will conduct pay-equity audits and revamp their performance management models to prevent bias and ensure fairness.
- 12** **The chief diversity officer role will get a major overhaul.**
The role of the chief diversity officer will need to adapt to changing societal attitudes and political pressures.
- 13** **The HR operating model will be reimagined via systemic HR™.**
The HR operating model will shift toward a more integrated, systemic approach that can adapt to the changing business landscape.
- 14** **Building HR skills and capabilities will become a top priority.**
HR teams will need to develop their skills and capabilities to navigate the changes brought on by AI and other emerging technologies.
- 15** **Developing the HR leadership team will be critical to business success.**
HR leadership teams will need to adapt and grow in order to effectively guide their organizations through the changes of 2024.

Corporate and Josh Bersin Academy members can read the detailed report. For more information, email info@bersinpartners.com.