

# HR Trends 2017

Everything must change, nothing stays the same

People

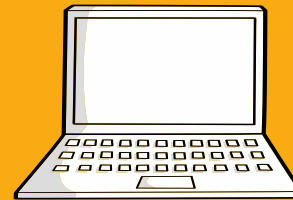


What is changing?

Processes



Technology



People



Up to 40% of workforce is contingent (part-time, freelancers) and the numbers will grow

Gig work networks will grow (upwork.com and gigwalk.com)

Blended  
Workforce

People



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Both generations will put pressure on companies to transform rewards, offices, learning experiences, flexible hours

Millennials and Generation Z

Blended Workforce

People



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Millenials and Generation Z

Growth of tools and platforms to manage wellness, work-life balance and employee activity

Health and wellness

People



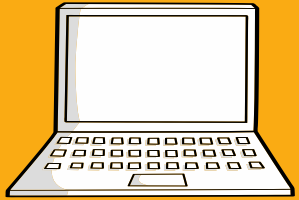
Read more:

- [Digital platforms and On-Demand Economy](#)
- [Gig-Economy Study](#)
- [Which working benefits do Millenials value most?](#)
- [Pros and Cons of using Fitness trackers for employee wellness](#)

Technology



Technology



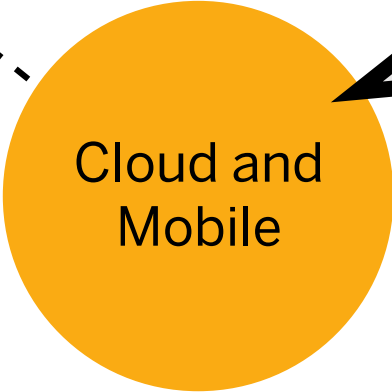
People  
Analytics

- Predictive modelling for retention
- Training recommendations based on employee roles
- Using people data to predict business performance, frauds, etc.
- Natural language systems coming to analytics





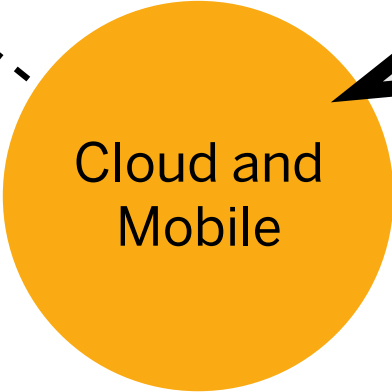
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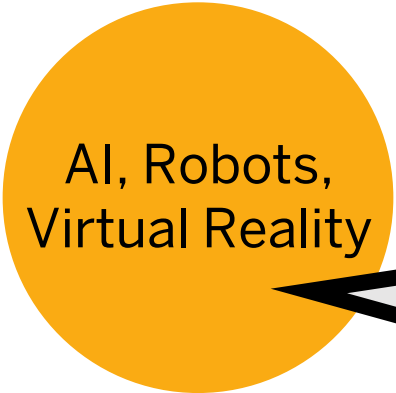
- Mobile devices will become go-to computing devices for most people
- "Third places" for work will join home and office
- "Always-on" engagement via mobile apps
- Mobile learning



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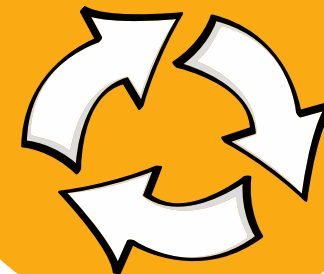


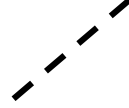
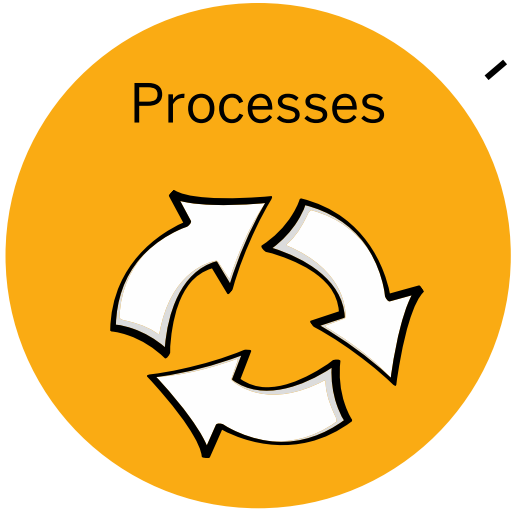
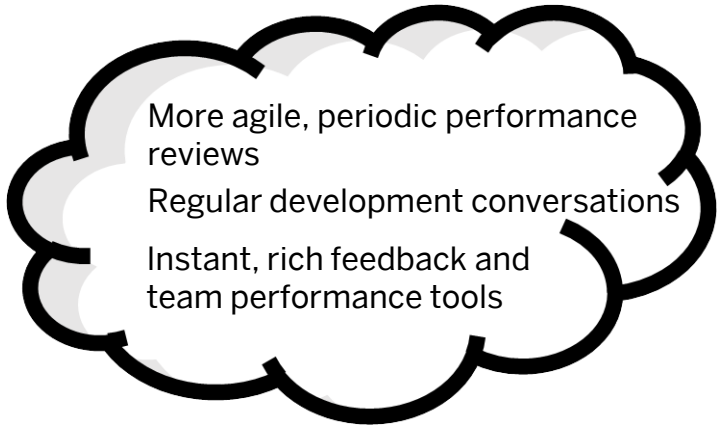
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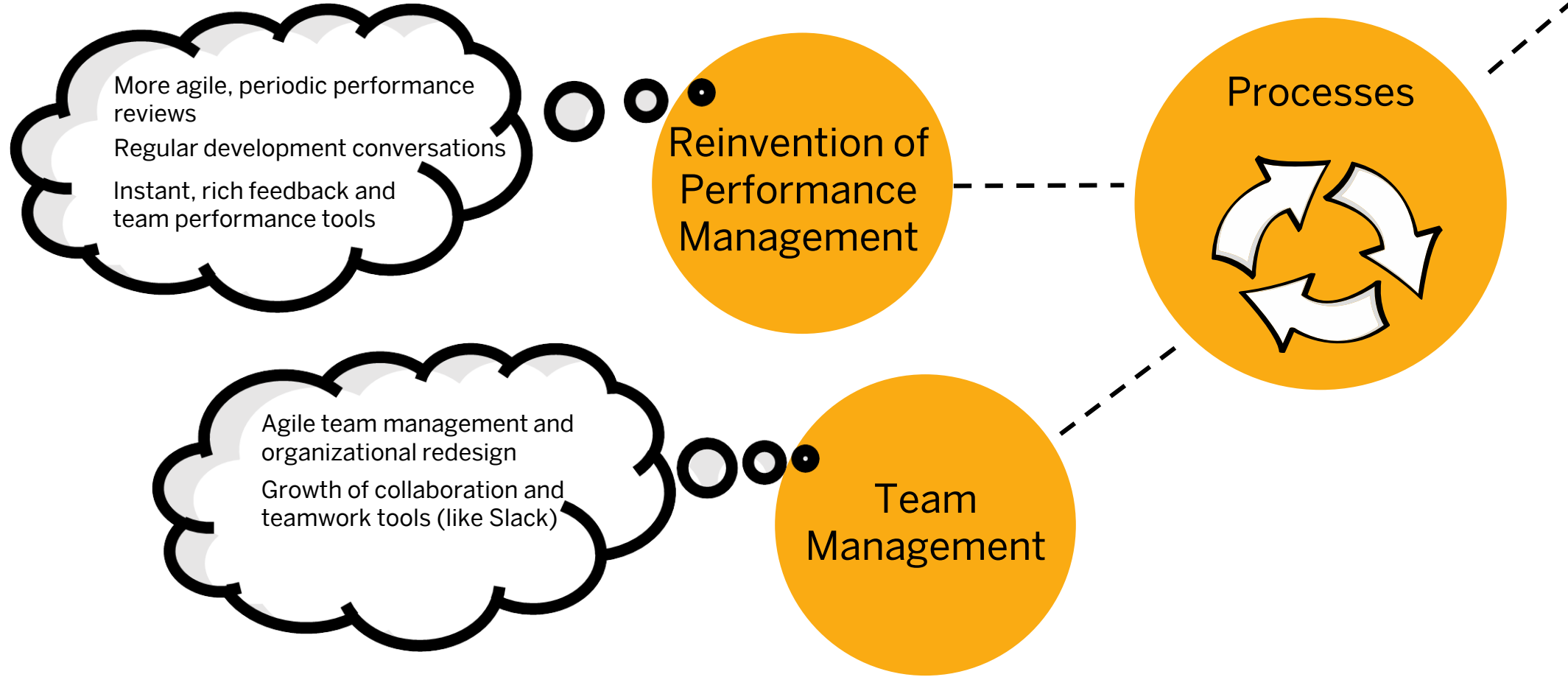


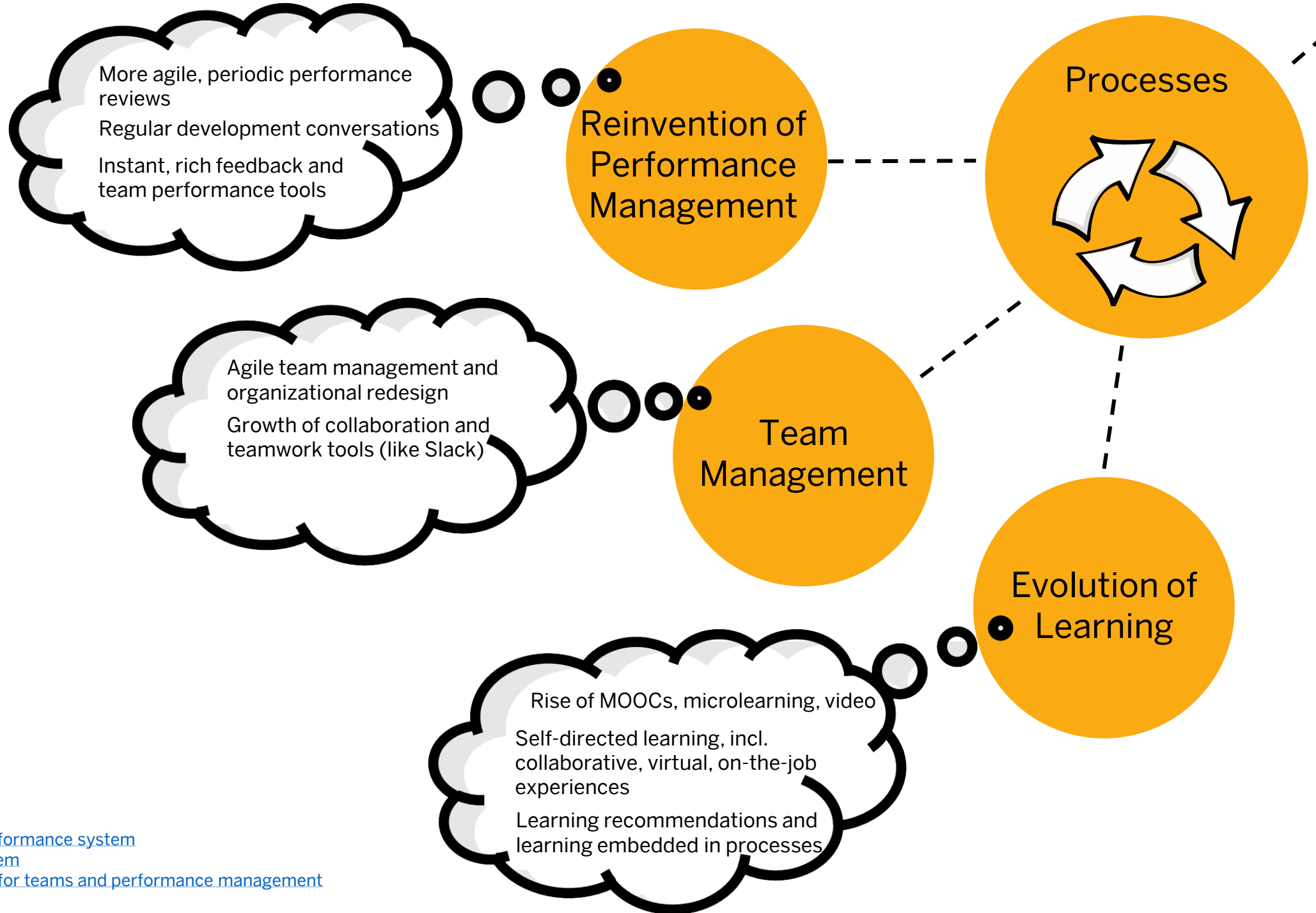
- Natural language processing for hiring and talent management
- AI-automated HR workflows and digital assistants
- Mass personalization of learning and career growth
- Virtual reality in recruitment and learning

Processes









Read more:

- [Adobe and its "Check-In" performance system](#)
- [GE and its "Touchpoint" system](#)
- [Cisco's Team Space system for teams and performance management](#)

## Documents used to prepare this presentation:

- [HR Technology Disruptions for 2017: Nine Trends Reinventing the HR Software Market by Bersin](#)
- [Oxford Economics Workforce 2020 study](#)
- [HBR Article: Work in the Future Will Fall into These 4 Categories](#)
- [Intuit 2020 Report: Twenty Trends That will Shape the Next Decade](#)
- [Forbes Article: 10 Workplace Trends You`ll See in 2017](#)