

500 HR Leaders Share Outlooks: Top Takeaways on Talent, Tech, Tactics & Threats



To understand the outlooks for the year ahead, isolved surveyed 500 HR leaders to learn about their departments' biggest challenges and opportunities.

Here are some of the top takeaways:



Word-of-Mouth Proves to be Valuable When Recruiting.

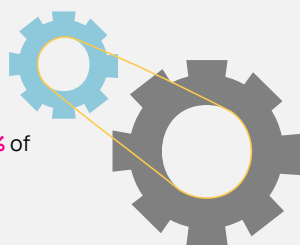
48% of HR leaders expect recruiting to be more difficult this year, with **22%** saying the top threat facing talent acquisition is competitors with larger budgets.

25% of HR leaders say their most valuable recruiting tool is employee referrals, followed by **24%** who say employee review sites is what's most valuable.

Is Employee Experience Impacting Retention?

56% of HR leaders say retaining talent has become more difficult over the last year, while just **9%** say it has become less difficult.

83% of HR leaders say employee experience is a priority this year, which is a decrease from the **92%** who said it was a priority in 2021. Surprisingly, only **21%** of HR leaders rate their company's employee experience as outstanding.

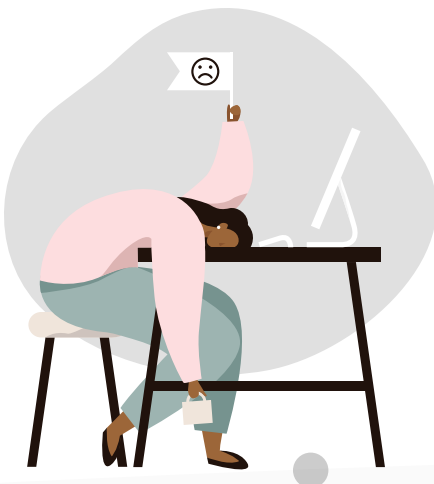


Burnout is a Real Problem.

45% of HR leaders say overworked employees/burnout is the biggest threat to their company's culture, yet just **60%** are addressing it.

How are HR leaders addressing burnout?

- 61%** are providing resources to minimize risk
- 47%** are offering complete wellness programs
- 45%** are providing paid mental health days
- 28%** are implementing policies for responding to work after hours

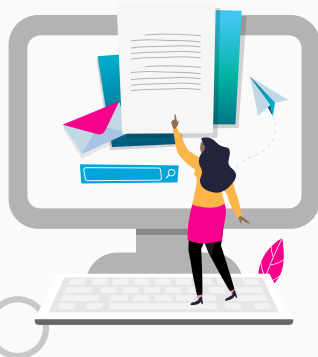


Employee Engagement and Development are Areas of Opportunity.

20% of HR leaders say their company's biggest opportunity to improve HR this year is employee engagement.

- 63%** are engaging employees with team meetings
- 42%** are engaging employees via learning opportunities
- 36%** are using employee surveys to engage their workforce

Speaking of learning opportunities... **34%** of HR leaders say employee learning and development is the area where they will receive the biggest budget increase in 2022.



A Breakdown of Planned HR Technology Investments.

45% of HR leaders are receiving budget increases, with **40%** planning to invest in employee surveys and **33%** planning to invest in HR analytics.

While only **22%** are planning to invest in an HCM platform this year, **44%** of those who are already leveraging this type of technology are considering switching providers.

The top reasons for considering a switch?

- 18%** say they are unable to manage the entire employee journey
- 18%** say they have experienced security issues
- 17%** say their department is undergoing a digital transformation project



Discover how isolved can help your organization overcome HR challenges and capitalize on opportunities.

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