

Top HR Trends Shaping the Future of Business for SMBs



The Nature of HR is Changing

The last few years have been challenging for SMBs. From the pandemic to extensive burnout to mass resignations, companies have strained resources—which could negatively affect employee experience (EX).

Most SMBs said they prioritized EX in 2022—but we surveyed hundreds of SMB employees and found there is ample room for improvement.



Current EX is Lacking

49% of SMB employees rate their company's EX as either average or poor.

Top areas of improvement:

- 29% say employee engagement
- 13% say transparent communication
- 12% say better benefits enrollment

Employees Are Playing the Field

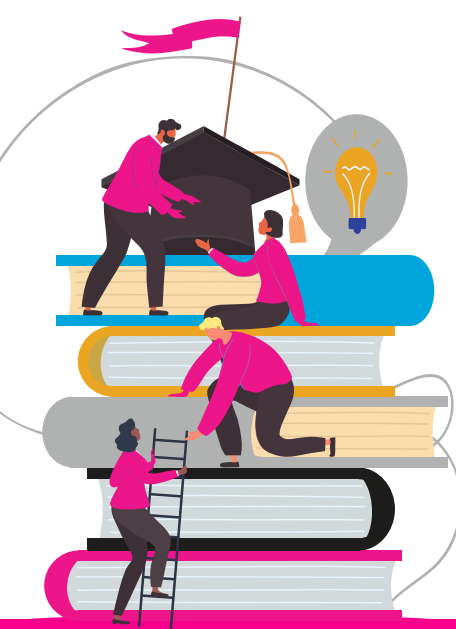
About half of employees were tempted to apply for a new job in 2022.

The main reasons:

- 51% want better pay
- 10% don't like the company culture
- 8% don't like their supervisor's style



And finding a purpose makes a difference—89% SMB employees said it's become more important to have a job they find personally fulfilling.



An Investment in Talent Can Bring Returns

Talented employees want support. But 21% don't feel there is room for growth—and 59% feel their employers could do more to advance their careers.

Here's where employers can improve:

- 65% don't offer reskilling opportunities
- 55% don't offer training through an LMS
- 54% don't offer upskilling opportunities

Employees recognize the importance of investing in employee development. Now is the time to act.

Discover how isolved can help your SMB prepare for the future of work.

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