

# Unveiling the next anything



Navigating new frontiers in talent, compliance and technology

## FAQs

### 1. How is generative AI transforming employer-candidate interactions?

Generative artificial intelligence (AI) is significantly altering the hiring landscape by speeding up the review of candidate résumés, providing job-description creation capabilities, identifying human biases in screening and streamlining interview scheduling. Despite these advancements, maintaining human oversight is crucial to ensure a personalized candidate experience and to avoid overlooking potentially excellent candidates based on standardized protocols alone.

### 2. Why is it important to prioritize the employee experience and employee well-being?

Prioritizing the employee experience and employee well-being is critical to enhancing engagement, loyalty and productivity. Personalization through tailored tasks, direct communication from leaders and regular one-on-one meetings are strategies to consider. Additionally, addressing stress and poor mental health through managerial action and company-provided resources is essential for maintaining a healthy and supportive work environment.

### 3. How are skills impacting employee success in today's workplace?

Skills have become a critical indicator of employee success, with a growing emphasis on continuous learning and development. A skills-based approach allows employers to prioritize actual abilities rather than traditional qualifications, which may lead to more effective matching of candidates to roles and the reduction of mis-hires.

### 4. What are the implications of a more geographically dispersed workforce?

With more employees working remotely across various regions, organizations must navigate complex compliance obligations and ensure equitable career opportunities. Remote work offers benefits, such as better job matching, potential cost savings and employee trust and flexibility, but it also requires careful management of legal responsibilities across different jurisdictions.

### 5. Why are pay equity and pay transparency still important for businesses?

Pay equity is essential for fairness and compliance as pay gaps persist. Transparent pay practices may help retain talent, facilitate compliance and mitigate prolonged recruitment processes. Employers should consider proactively assessing and addressing pay gaps and ensuring their compensation practices are clearly communicated and justifiable.

## 6. What challenges are being posed by the latest wage-and-hour developments?

Recent changes, such as varying state laws on minimum wage for tipped employees and whether time spent closing or entering a business is considered work time, are creating compliance headaches. Employers must stay informed and consider adjusting their pay practices to align with evolving regulations.

## 7. How should businesses approach the use of AI in employment decisions?

Organizations must use AI responsibly to comply with emerging regulations, such as the European Union (EU) AI Act and similar laws in the U.S. This includes assessing the risk of harm, maintaining employee transparency and requiring human oversight in decision-making.

## 8. What role does generative AI play in HR technology?

Generative AI enhances HR functions by automating routine tasks, improving data-driven insights and enabling more efficient processes; however, leaders should focus on integrating it to complement human workers and address practical needs without overwhelming workers with technical complexities.

## 9. How can businesses expand employee skill sets to benefit from emerging technologies?

Companies are increasingly using generative AI and other emerging technologies to optimize upskilling and reskilling initiatives and close skills gaps. It's important to provide structured and secure opportunities for employees to experiment with generative AI and other new technologies, ensuring they are equipped to meet future demands.

## 10. Why is well-being technology a potential solution for struggling employees?

Investing in well-being technology may enhance the overall employee experience by addressing specific mental, physical and financial health needs. Employers should evaluate and possibly integrate such technologies into their benefits programs to support a healthier, more engaged workforce.

# Taking on the next anything in HR

Ensure you have the resources you need for HR in 2025. By staying informed and proactive, you can effectively navigate emerging trends and challenges and remain competitive and compliant amid work's evolving landscape.

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