

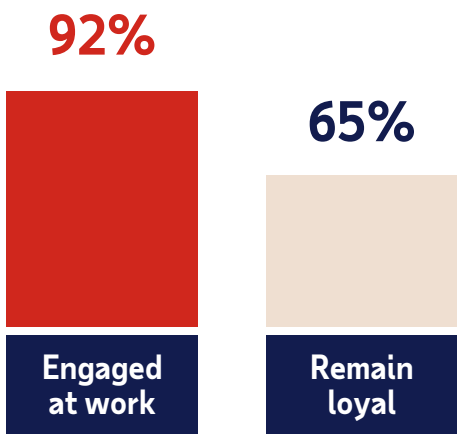
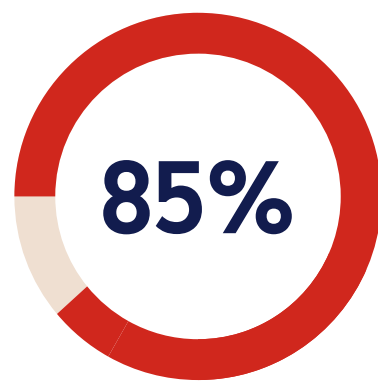
Exploring the future of HR: 10 trends and priorities for 2025



Throughout 2025, the landscape of HR management will evolve, with significant shifts in talent, compliance and technology. Understanding these shifts is crucial for fostering a compliant and growth-conducive workplace year-round and beyond.

1. Generative AI is affecting employer-candidate interactions

85% of workers believe AI will impact their jobs in the next two to three years.¹ For recruiters, it could dramatically reduce screening time, sifting through résumés and so much more.



2. The employee experience and well-being are ongoing business priorities

Employees who feel cared for by their employer are 92% more likely to feel engaged at work and 65% more likely to remain loyal.²

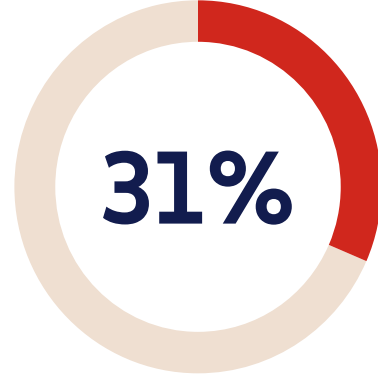
3. Skills have emerged as a strong indicator of employee success

94% of organizations using a skills-based hiring method agree it's more predictive of on-the-job success than résumés.³



4. Talent is becoming more geographically dispersed

Remote work has increased the share of cross-metropolitan workers to over 31%.⁴



5. New laws are limiting how AI is developed and used in employment decisions

New AI laws are shaping how organizations use AI in hiring, manage bias and ensure fairness.^{5,6,7}

6. Pay equity and pay transparency remain business priorities as gaps persist

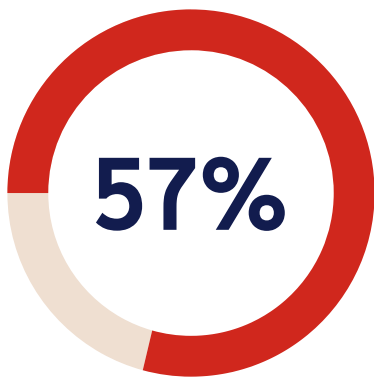
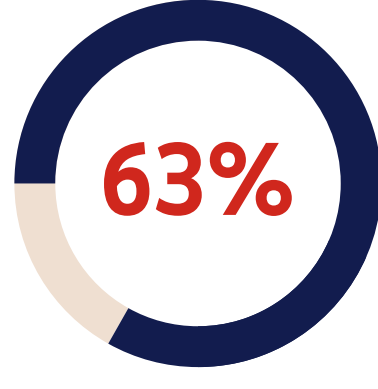
Pay gaps persist, driving the need for more pay equity and pay transparency initiatives.⁸

7. Multiple wage-and-hour developments are giving employers pause

Recent developments in wage-and-hour laws are prompting the re-evaluation of employer pay strategies.⁸

8. Generative AI continues to revolutionize HR, jobs and the workplace

63% of large businesses have adopted or are piloting generative AI, attempting to benefit from its potential.⁹

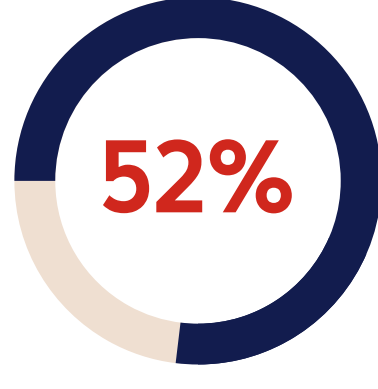


9. Firms are looking to expand skills to benefit from emerging technologies

57% of employers aim to close generative AI skills gaps through targeted upskilling.¹⁰

10. Well-being technology is helping firms humanize the employee experience

52% of employees say they are burned out, pushing firms to integrate well-being technology into their benefits strategy.¹¹



Learn more in ADP's trends report

[Unveiling the next anything: Navigating new frontiers in talent, compliance and technology](#)

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2. MetLife, MetLife's 2023 Annual U.S. Employee Benefit Trends Study, 2023
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5. Future of Life Institute (FLI), EU Artificial Intelligence Act, accessed 2024
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