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

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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.

**85%**
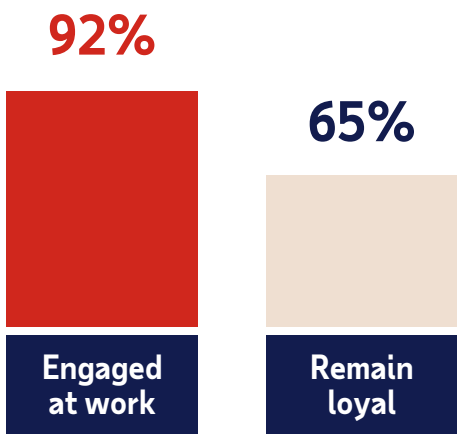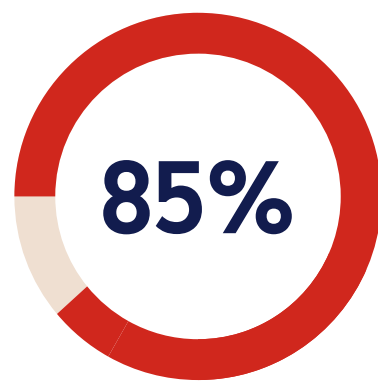
## 2.
### The employee experience and well-being are ongoing business priorities

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]
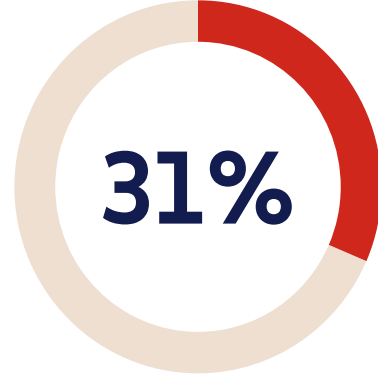
92% — Engaged at work
65% — Remain loyal

## 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]

**94%**

## 4.
### Talent is becoming more geographically dispersed

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

**31%**

## 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.
### 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]

**63%**
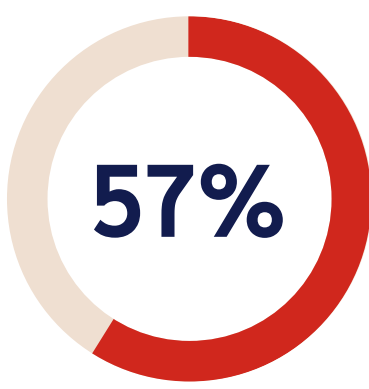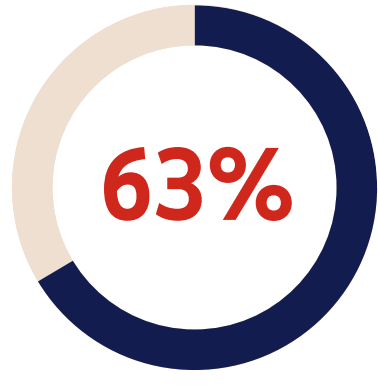
## 9.
### Firms are looking to expand skills to benefit from emerging technologies

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

**57%**

## 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]

**52%**
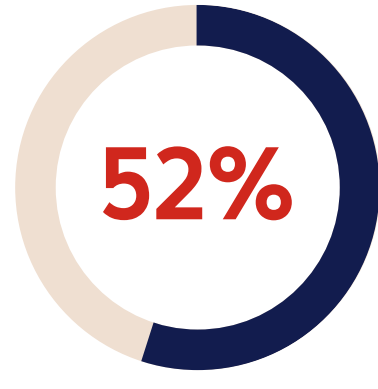
## Learn more in ADP's trends report

### Unveiling the next anything: Navigating new frontiers in talent, compliance and technology

1. ADP Research, Today at Work: Remote work hits home, 2024
2. MetLife, MetLife's 2023 Annual U.S. Employee Benefit Trends Study, 2023
3. TestGorilla, The State of Skills-Based Hiring 2024, 2024
4. ADP Research, Today at Work: Remote work hits home, 2024
5. Future of Life Institute (FLI), EU Artificial Intelligence Act, accessed 2024
6. Colorado General Assembly, SB24-205 Consumer Protections for Artificial Intelligence, 2024
7. New York City Consumer Protection Division, Automated Employment Decision Tools: Frequently Asked Questions, 2023
8. U.S. Department of Labor, What you need to know about the gender pay gap, 2024
9. ADP Market Insights, Market Pulse Study: Small, Midsized and Large Companies, 2024
10. McKinsey, The human side of generative AI: Creating a path to productivity, 2024
11. NAMI, The 2024 NAMI Workplace Mental Health Poll, 2024

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