

2021

4 Biggest HR Challenges for 2021





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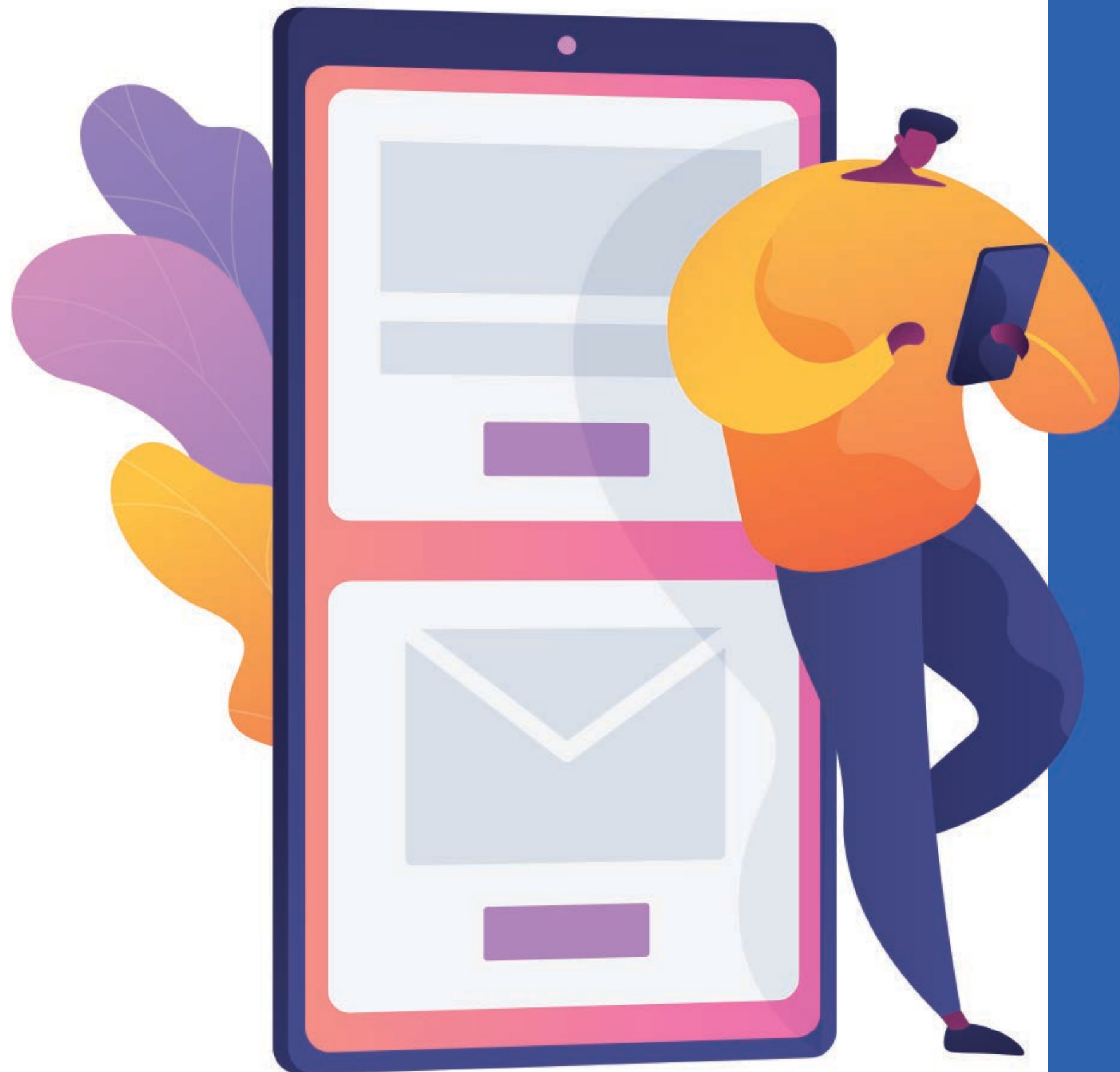
So, how has 2020 been?

HR folks have encountered a gamut of challenges throughout the year 2020. This makes 2021 a more challenging yet an escalation towards the future of HR. Pandemic year 2020 has not only forced us to adapt but also brought us closer to new normal. There are already a huge set of blogs about the new normal and remote working on the internet. This is not going to bounce back so easily considering the employee interests.

Around 84% remote workers would prefer continue working remotely!

The number says it all...doesn't it? This clearly speaks that entering 2021 is not going to be a plain sailing for the HR. We need to be prepared and equipped with best solutions to cope up with the changing norms of the industry.





Who should read?

Attention please: This eBook is specially designed for HR experts and business owners who ought to drive their business towards right path effortlessly, who want to keep up with the new normal HR, who want to learn new HR strategies, and also who are responsible towards their commitment at HR management.

Who shouldn't read and waste their time: People who failed to meet the requirements above, must quit. If still 2021 does not seems challenging to you, then quit. If 2021 anyways does not bother you as an HR, quit.

Else, you must stay with us till the end.

What you'll learn?

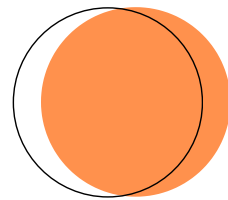
This free eBook will cover a brief about:

- Challenges to be faced by HR in 2021
- HR Statistics 2020
- Possible solutions to tackle the challenges
- Takeaway/ advice to HR to survive 2021

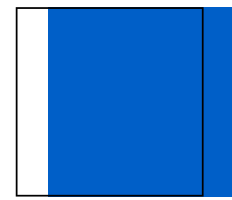
LET'S DIVE IN...



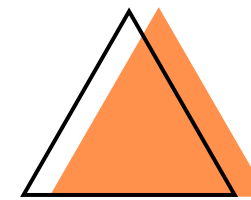
Challenges to be faced by HR in 2021



**Tackling
Remote
Employee Mental
Health Sanity**



**Hybrid
Workplace**



**Remote
Employee
Retention**



**Balancing
HR Budget with
The Bottom Line**

HR challenge #1

Employee mental health sanity

With the uncertainty caused due to COVID-19, depression and disengagement can be seen often within employees. Financial issues have managed to trigger anxiety in them. At the same time, it becomes difficult for the HR to track such instances for employees working remotely.

As 2021 would not be witnessing workplace switch so easily, remote working challenges are there to stay a bit more.

Spotting issues in workforce and tackling them down is very important to keep up with the productivity. One of the biggest duties of HR here is to spot mental health insanity in time and ensure help is available to your employees.



Did You Know?

According to Forbes,

MORE THAN 50%

employees in America alone displayed signs of

**anxiety or/and depression
during the pandemic.**



How do you tackle mental health insanity in employees?

Communication is the key!

Yes, keep your employees always in touch. 2021 is the vaccination year of 2020. So, how do you vaccine the mental health of employees?



4 popular tips to support employee mental health-

Supportive company atmosphere

Educate your workforce on how to self-learn to avoid mental stress. Educate them on how to avoid burnout and workplace stress to work proactively. Develop an atmosphere where people feel motivated through right appraisals and empowering solutions.

Regular stand-ups

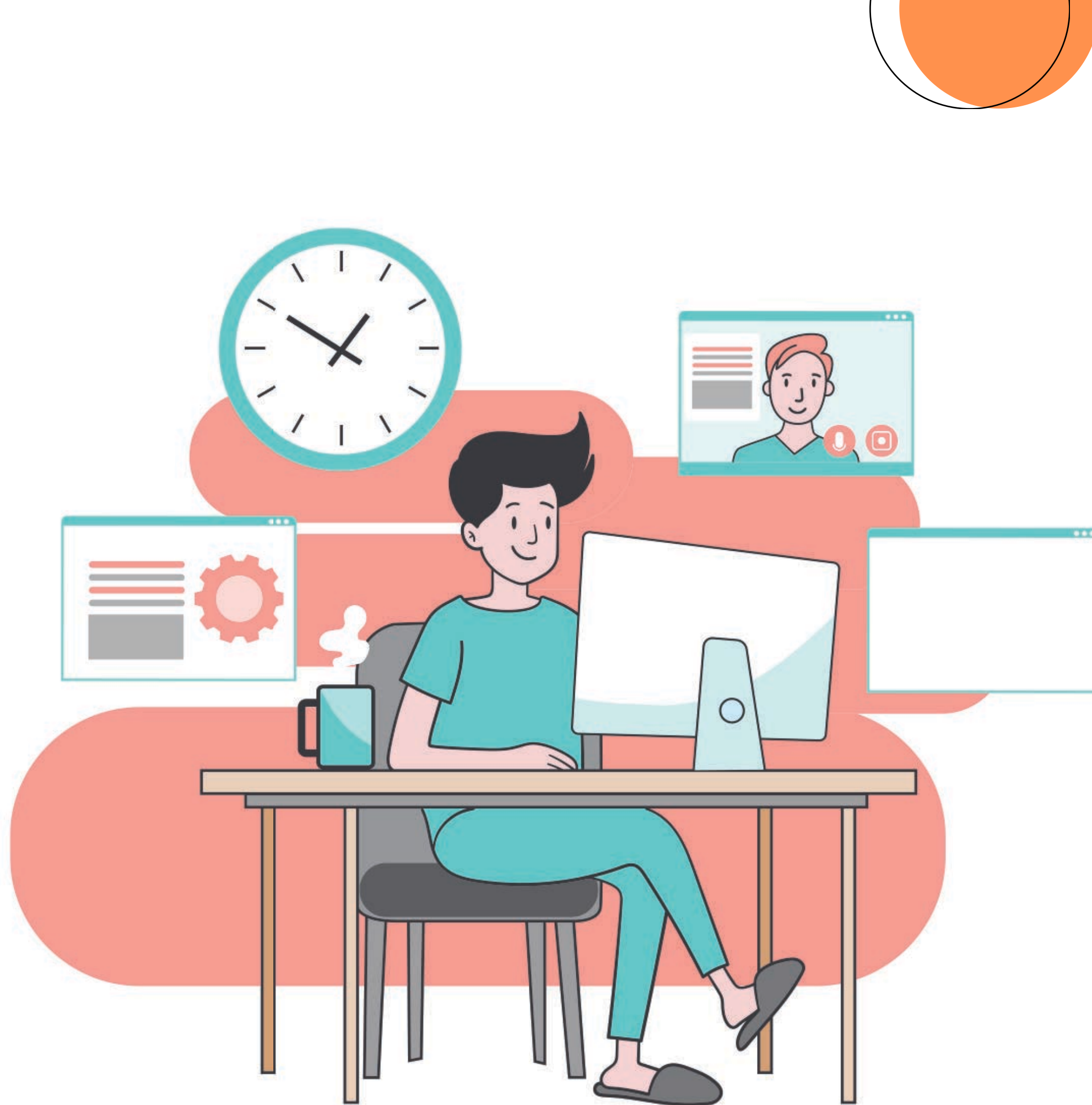
Since remote working keeps team workers away and disconnected, you can plan regular team meetings/ stand-ups to keep team on same page. This will also reduce the virtual barrier between people. Keep frequent video conferences (not just work related). Hosting such calls will help reduce loneliness within employees.

Encourage self-care

Promote the importance of mental health for employees. This will help reduce the hesitation among employees to speak up on their problems. Employees might hesitate to share mental health problems, stress at work, and similar with their manager. Motivating employees to come up and involve experts in helping them.

And, clear communication!

Remote working will definitely bring in instances where employees might not talk to other members for days or even weeks. This then leads to miscommunications and disengaged employees. Ensure there's not any barrier while communicating for employees. Ensure easy modes of communication. Transparent and consistent talks will help employees prevent sick vibes and make remote working a success.



HR challenge #2

Hybrid Workplace

HR experts believe that recruiting new employees for remote workplace in 2021 is not going to be the same. During the peak of pandemic, recruitment had stopped. But, now restarting with hiring employees would not be so easy.

HR people are not only looking for recruiting strategies but also remote onboarding. Remote hiring is the new challenge and not same as old traditional hiring. HR department needs to rethink their approaches towards introducing a remote employee to the team and their responsibilities.

Educating them on work culture will need extra attention of HR professionals.

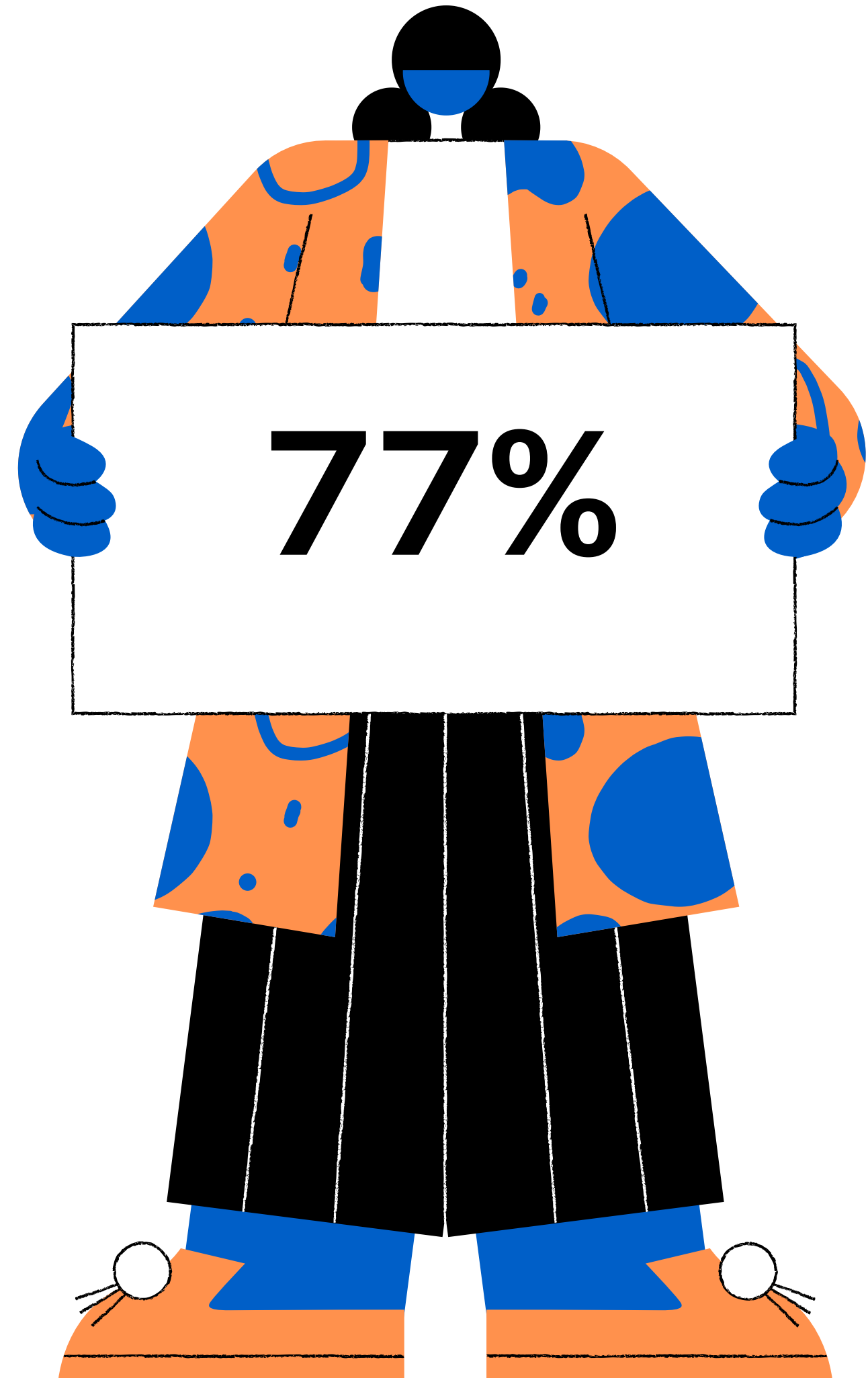
Did You Know?

According to the Adecco Group,

NEARLY 77%

managers (worldwide) believe that their
organisations will benefit from

**this new hybrid form of
working.**



How do you tackle hybrid workplace blues?

Hybrid workplace brings challenges not only for the recruitment department but also employee service. Ensuing right employee engagement inputs becomes difficult while treating remote workers.

This section will help you learn tips to improve employee and new hire experience remotely. This will explain the importance of HR technology into new HR era.



Here are few gestures in support of hybrid working-

ONLINE EMPLOYEE SOLUTION

Company must not only think about employee onboarding but also their journey. Employee performance equally affects HR management. So, how do you monitor and improve remote employee performance?

This helps you train your remote employees through online and ensure easy effective employee onboarding.

Online HR solution like [employee performance management system](#) helps you collect peer feedbacks on performance parameters like punctuality, delivery, behaviour, quality of work, etc. Online performance solution lets you no more worry about employees' performance working through a remote area.

EFFECTIVE WELCOME OF NEW HIRE

For your introvert new-hires, it is very important for you to cater them likewise. You can introduce them to the current employees or their team members. Manager can ask team members to greet the new member by sending them a welcome email. Online video calls on joining date may help.

BUILD THEM NETWORK

It may be difficult for them to create a network or social bonding with people remotely. The case is different from being present physically in the office and getting involved with other people. Here, the manager or HR can ask potentially compatible or friendly employees get in touch with the new joiners.

ONLINE TRAINING MANAGEMENT

Once the employee is onboarded, training and making them suitable with their responsibilities/ roles is necessary. Online training management system allows you to create learning templates or schedule sessions of learning easily.

This helps you train your remote employees through online and ensure easy effective employee onboarding.

HR challenge #3

Employee Retention

The new generation of workforce today understands its value and is no similar to old workforce. Today, not only hiring a talent is a challenge, but retaining them equally is a pain for HR.

Remote workers often feel a disconnect between them and the employer. If your company lacks a dedicated employee experience software or retaining strategies at place, then you may feel the heat of high employee turnover.

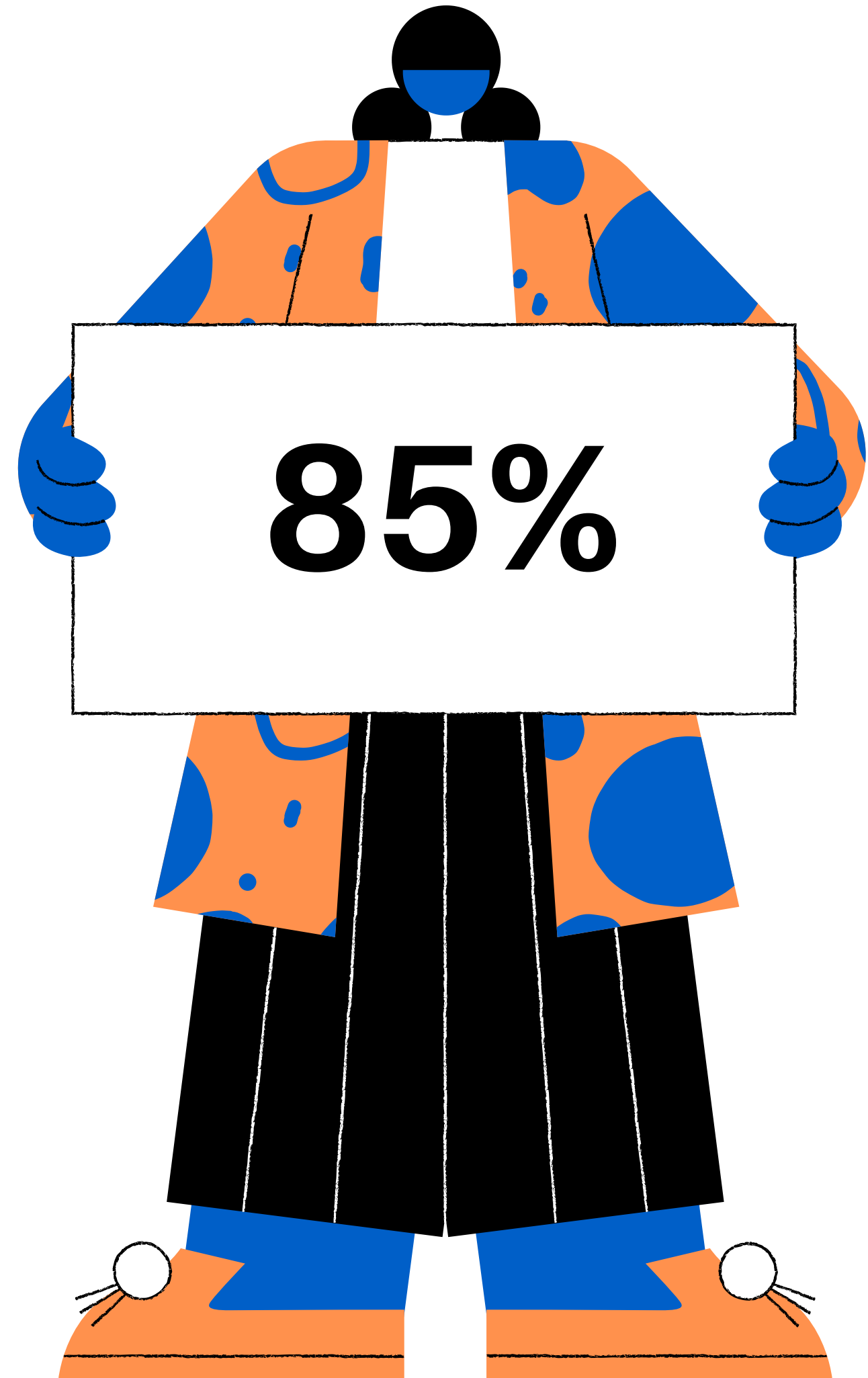
As already discussed in previous sections, remote workforce experience hard time to stay engaged and motivated towards company. Employee engagement and retention is definitely one of the most challenging areas of HR.



Did You Know?

According to the Smarp,

85% EMPLOYEES
are not engaged
in their workplace.



How do you perform employee retention?

The HR manager or the communication department needs to ensure uninterrupted communication in employees and other departments. Employee engagement is very critical to company success.

So, what does employee communication look like in this digital era? Is it employees sharing thoughts through messaging apps? No. The HR manager needs to adopt right HR technology enabling employee stay in touch with company.

Tools like self-service portal helps stay in contact regularly with company updates, HR details on their fingertips, manager approvals right on your phone, etc.



This is how a new-age ESS portal helps build employee engagement

Better communication

Employee self-service portal is computer program to build easy communication amidst employee and manager. Quick requests and approvals through same portal make it easier to develop better relations & trust at work.

Performance feedbacks

Employees can receive work feedbacks through the self service which, then helps them in improving their performance.

Easy data access

From HR details to manager details available at the portal, it improves data accessibility among employees. Employees can anytime access their payslips through mobile phone. HR no longer need to invest time in mundane tasks.

Employee experience

The ESS portal builds a sense of belongingness within people working in the company. The clarity and transparency it brings within departments makes it an effective HR technology to adopt for business owners.

Hence, an engaged workforce!



HR challenge #4

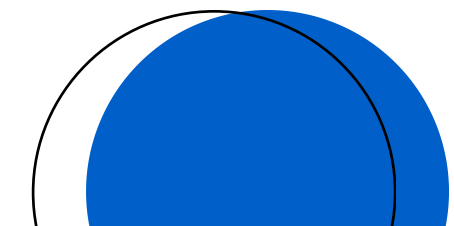
Budget & Bottom line

Economy!!!

What else has hit hard to us this pandemic than the economy? The answer of survival now lies in how you align your HR costs and budget with the organizational needs.

This is the new challenge for HR people (say version 2021). HR now needs to deal with budget and company costs too. They have landed 2021 with few more responsibilities in the hand. With many companies struggling with its bankruptcy, HR can play the part.

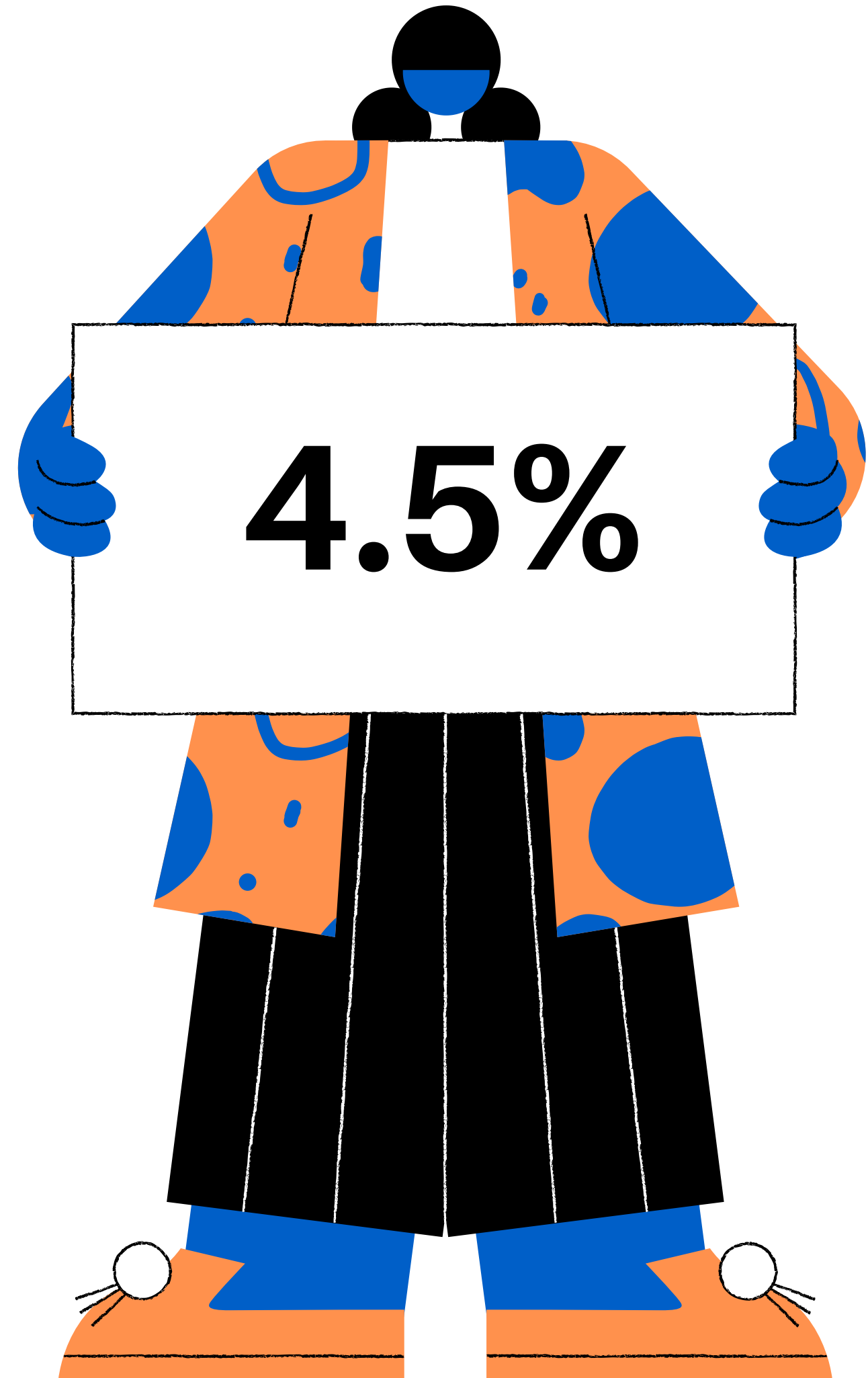
So, how can HR contribute to employee financials and save costs in their way? How HR could add to company revenue? Let's discuss this in next fold...

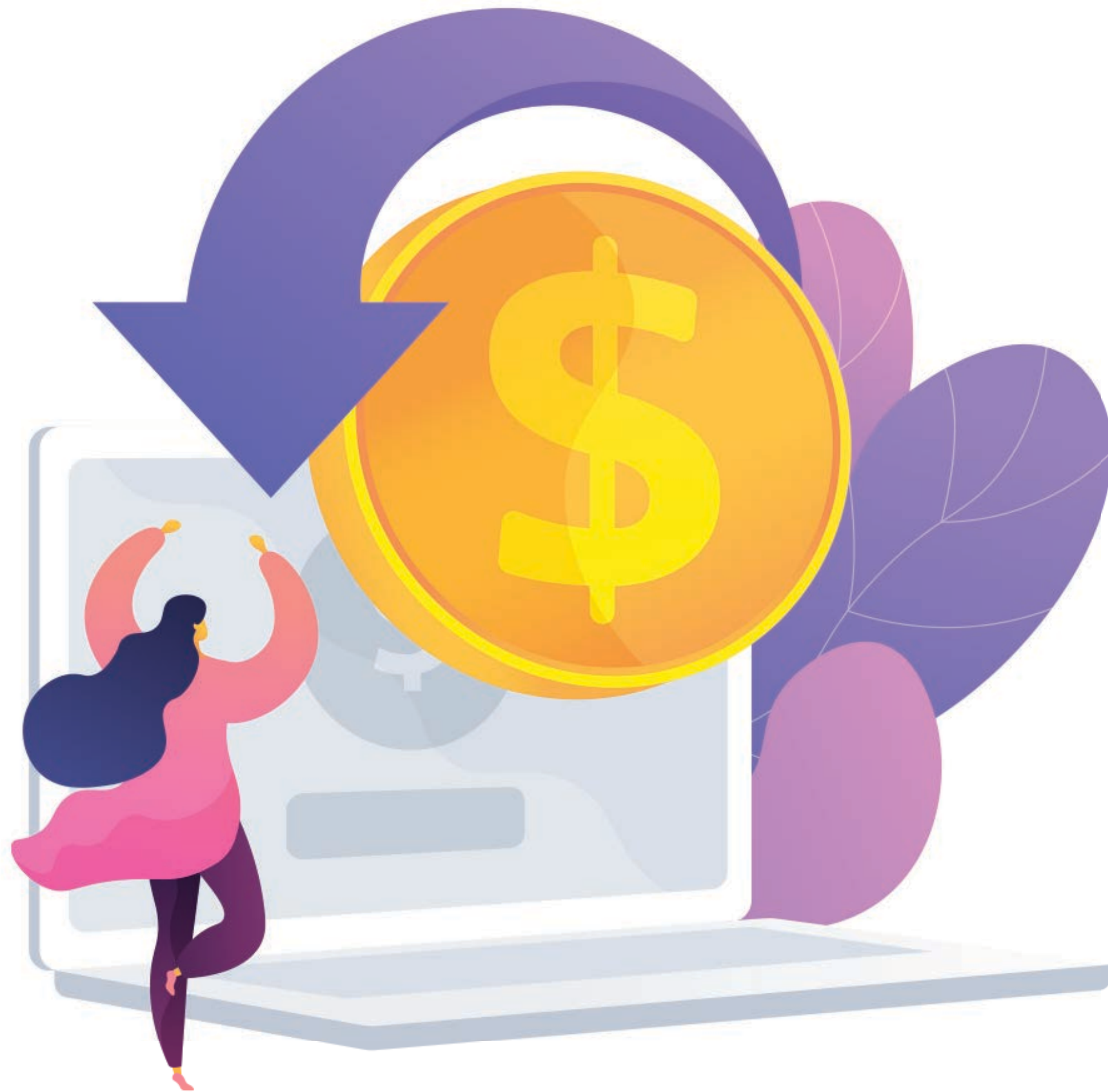


Did You Know?

According to the Stasista,

Global GDP saw a drop of 4.5% during the pandemic in 2020.





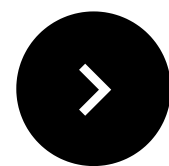
How do you align HR costs with budget?

Given the economic challenge, HR manager needs to adopt new HR strategies and intuitive HR solutions in order to stay on track. With huge HR costs and less budget, chances of failure may occur for the company.

HR now holds a great part of company revenue. Its 2021!

So, what are the strategic measures through which HR can align budget the organizational needs?

Here are few ways HR can save costs leveraging the technology-



01

PROMOTE FLEXIBLE WORKING

Promoting mobility at workplace is very beneficial for the organisation. Studies suggest that employees have admitted to work for a company with less salary allowing flexible working. Better work life balance and employee empowerment is making its own importance in the industry.

02

EMPLOYEE TRAINING

Most of the reasons of employees quitting their jobs are improper training sessions or unclear communications. Prepare a fool proof training schedule through dedicated training management system. Online training tools help you create personalised templates and achieve the needed.

03

PRIORITISE TALENT ACQUISITION AND RETENTION

Keeping employee experience and retention among your prior tasks always pays off. This helps reduce hiring costs and reduces employee turnover. This eventually improves company turnover.

04

AVOID REPETITIVE TASKS

HR time is more precious than ever these days. Adopt automated solutions like HR chatbot, online payroll software and similar HR solutions to prevent time consumption in repetitive tasks. Simple activities like attending employee queries could rather be assisted by chatbot.

Save time and costs as much as possible. After all, time is ...? Money!!!

Takeaway-

2021 is no that challenging, if you do it right!

Focus on employee well-being and health programs more this year. Communication is going to play a major role in tackling human resources challenges in 2021. As many workplaces will continue working remotely, you need to ensure hurdle-less information sharing among people at company. This will equally bring in the IT department into the picture.

More adaptive the business is, the easier will be coming years. Owners and HR experts only need to stay strong and leverage right solutions to stay in picture.

Ease It Off. Let Pocket
HRMS Handle All Your HR
Operations And Commit
No More Mistakes.

