

# HR Trends that Make an Impact on Your Bottom Line



## Retaliation In The Workplace

Employees are more outspoken today than ever before. Make sure complaints are addressed and whistle-blowers aren't retaliated against.

#1

Complaint filed with the EEOC in 2019

1.5x

more reports than sexual harassment

U.S. Equal Employment Opportunity Commission

## Unconscious Bias

Companies that rank in the top 25th percentile for diversity at the leadership level are 21% more likely to see above average profits. That matters to the double bottom line.

unconscious bias

350% increase in search for "Unconscious Bias" training on Google in the last 5 years

Google Trends

## Data Transparency

Radical transparency proves that HR is accountable and trustworthy—all while building the health of your external brand.

#1

DATA ANALYTICS skill HR professionals wanted to learn in 2019

myhrfuture.com

## Multi-generational Workforce

Each generation plays a critical role in your culture, and the intersection between these groups is crucial to success.

FIVE GENERATIONS CURRENTLY IN THE WORKFORCE

The silent generation

Baby boomers

Gen X

Gen Y

Gen Z

## Effective Harassment Prevention Training

HR teams that only provide sexual harassment training to meet compliance mandates will never be "strategic". Training that focus on culture and compliance topics is rated as more effective by HR professionals than training that only focuses on compliance.

111% more effective

HR.com

## Diversity of Political Thought

With a contentious election emerging be proactive and encourage respectful communication to protect productivity.

Republicans (27%)

Independents (45%)

Democrats (27%)

Gallup