

HR Weekly Podcast
02-19-2014

Today is February 19, 2014, and welcome to the HR Weekly Podcast from the State Human Resources Division. This week's topic concerns HR Predictions for 2014.

According to a December 11, 2013 Governing Magazine article entitled "How Did 2013 Treat Public Employees?" by Heather Kerrigan, the environment for state and local government employees began to improve in 2013 after several years of bad news. Far fewer governments reported layoffs, 18 percent in 2013 compared to 28 percent in 2012. Fewer pay freezes were in effect, 33 percent in 2013 compared to 51 percent in 2012. And hiring freezes fell from 42 percent in 2012 to 27 percent in 2013. Ms. Kerrigan also identified the four major issues facing state and local government employees in 2013 as public pensions; Patient Protection and Affordable Care Act, also known as "Obamacare"; retiree health benefits, and hiring.

"Ten Predictions for Talent, Leadership and HR Technology in 2014" was an article on Forbes.com dated December 19, 2013, and written by Josh Bersin. Here are Mr. Bersin's ten predictions for 2014. Number 1, talent, skills, and capability needs become global, because key skills like software engineering, energy and life sciences, mathematics and analytics, IT, and other technical skills will be in short supply in 2014. Number 2, Integrated Capability Development replaces training as HR partners with universities, establishes apprentice programs, creates developmental assignments, and focuses on continuous learning in 2014. Number 3, redesign of performance management accelerates because in 2014 employers will aggressively redesign their appraisal and evaluation programs to focus on coaching, development, continuous goal alignment, and recognition. Number 4, redefine engagement: focus on passion and the holistic work environment as engagement and retention will become a top priority in 2014. Number 5, take talent mobility and career development seriously because with tools like LinkedIn, Twitter, and Facebook people can find new jobs more easily, which means employers need to provide internal talent mobility and career growth in their own organizations. Number 6, redesign and reskill the HR function because in 2014 if an employer is not reinvesting in HR it will likely fall behind. Number 7, reinvent and expand focus on talent acquisition because as the economy improves in 2014 employers will need to source and recruit more aggressively and intelligently. Number 8, continued explosive growth in HR technology and content markets and in 2014 the theme is "simplify" – understand technology but keep it simple. Number 9, Talent Analytics comes to front of the stage and in 2014 employers should build a talent analytics center of excellence and invest in the infrastructure, data quality, and integration tools needed. And number 10, innovation comes to HR and in 2014 organizations should focus on innovation, new ideas, and leveraging technology to drive value in HR which will demand an integrated team, a focus on skills and capabilities within HR, and strong HR leadership.

If you have questions about this topic, please contact your HR Consultant at 803-896-5300. Thank you.