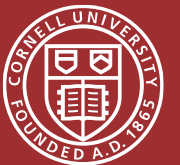


WHAT ISSUES ARE TOP OF MIND FOR HR LEADERS HEADING INTO 2024?

Bradford S. Bell

William J. Conaty Professor of Strategic Human Resources and Director of the Center for Advanced Human Resource Studies (CAHRS)



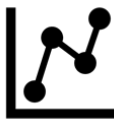
CAHRS PARTNER END-OF-YEAR PULSE SURVEY



End-of-year pulse survey sent to all CAHRS partner companies in December 2023



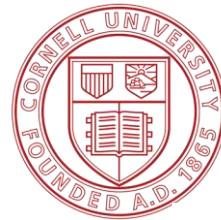
Please describe the 3-5 HR issues that are top of mind for your organization as you look ahead to 2024



Analyzed submitted responses to identify key themes and subthemes

PARTICIPATING COMPANIES

OTIS



YEAR-OVER-YEAR TRENDS

2021

- 1. Post-Pandemic Work, Workforce, & Workplace
- 2. Diversity, Equity, & Inclusion
- 3. Talent Management
- 4. Transformation
- 5. Culture

2022

- 1. Talent Management
- 2. Leadership Development & Succession Planning
- 3. Hybrid Environment
- 4. Employee Expectations, Experience, & Activism
- 5. Diversity, Equity, & Inclusion

YEAR-OVER-YEAR TRENDS

2023

1. Talent Management

2. Employee Experience

3. Transformation & Evolution

4. Total Rewards

5. Leadership Development & Succession Planning

2024

1. Transformation & Evolution

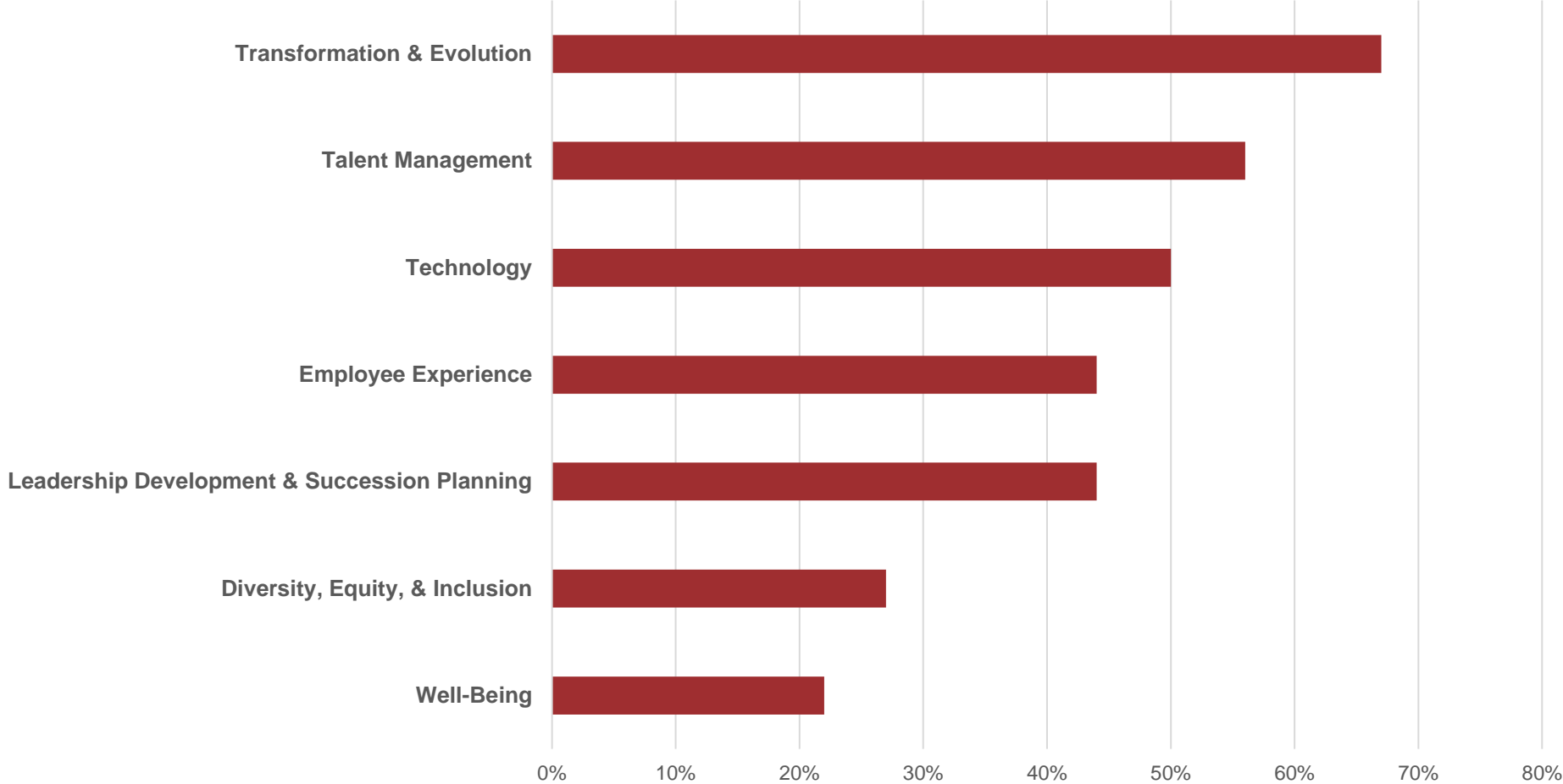
2. Talent Management

3. Technology

4. Employee Experience

5. Leadership Development & Succession Planning

KEY THEMES



TRANSFORMATION & EVOLUTION



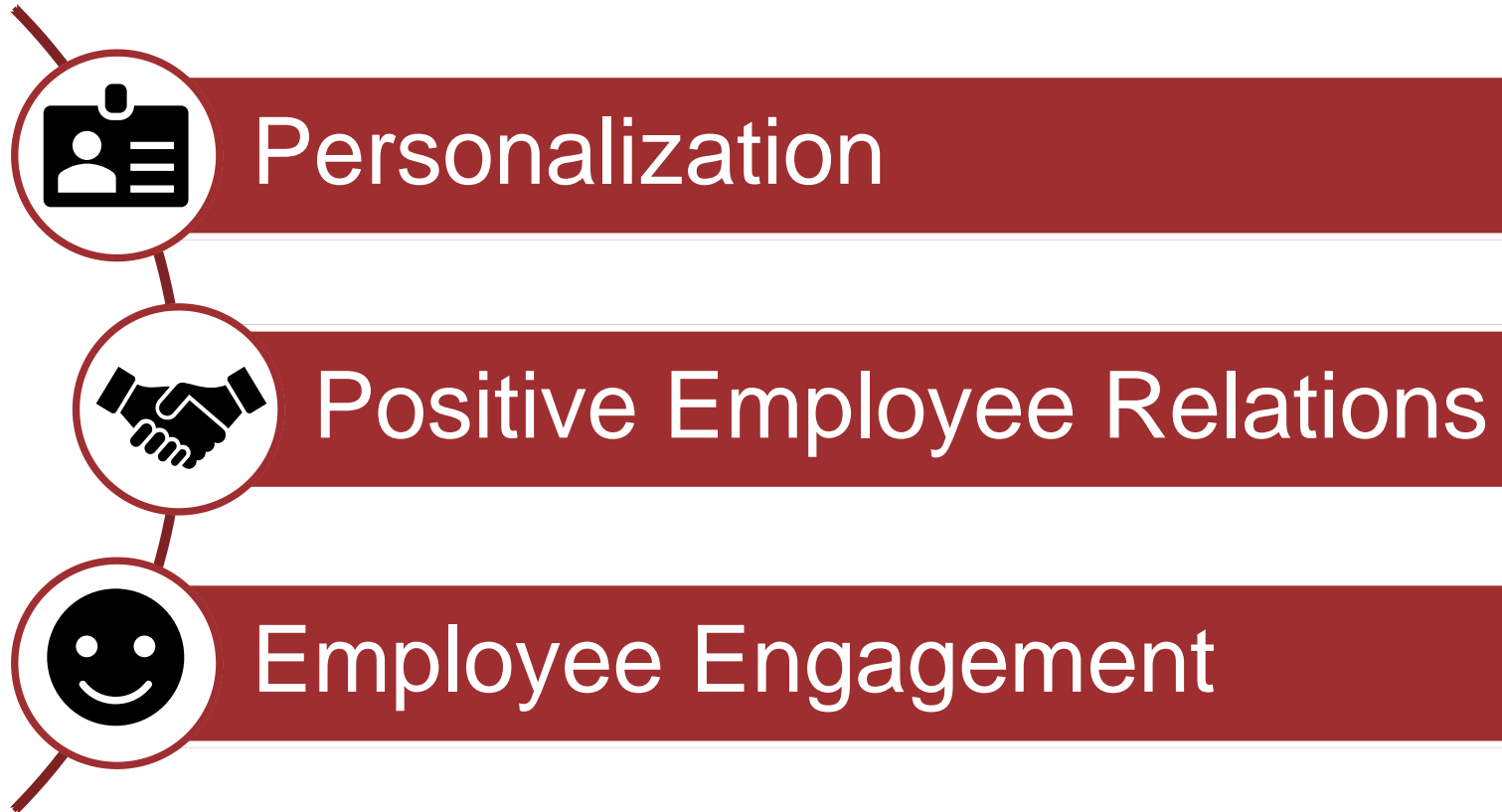
TALENT MANAGEMENT



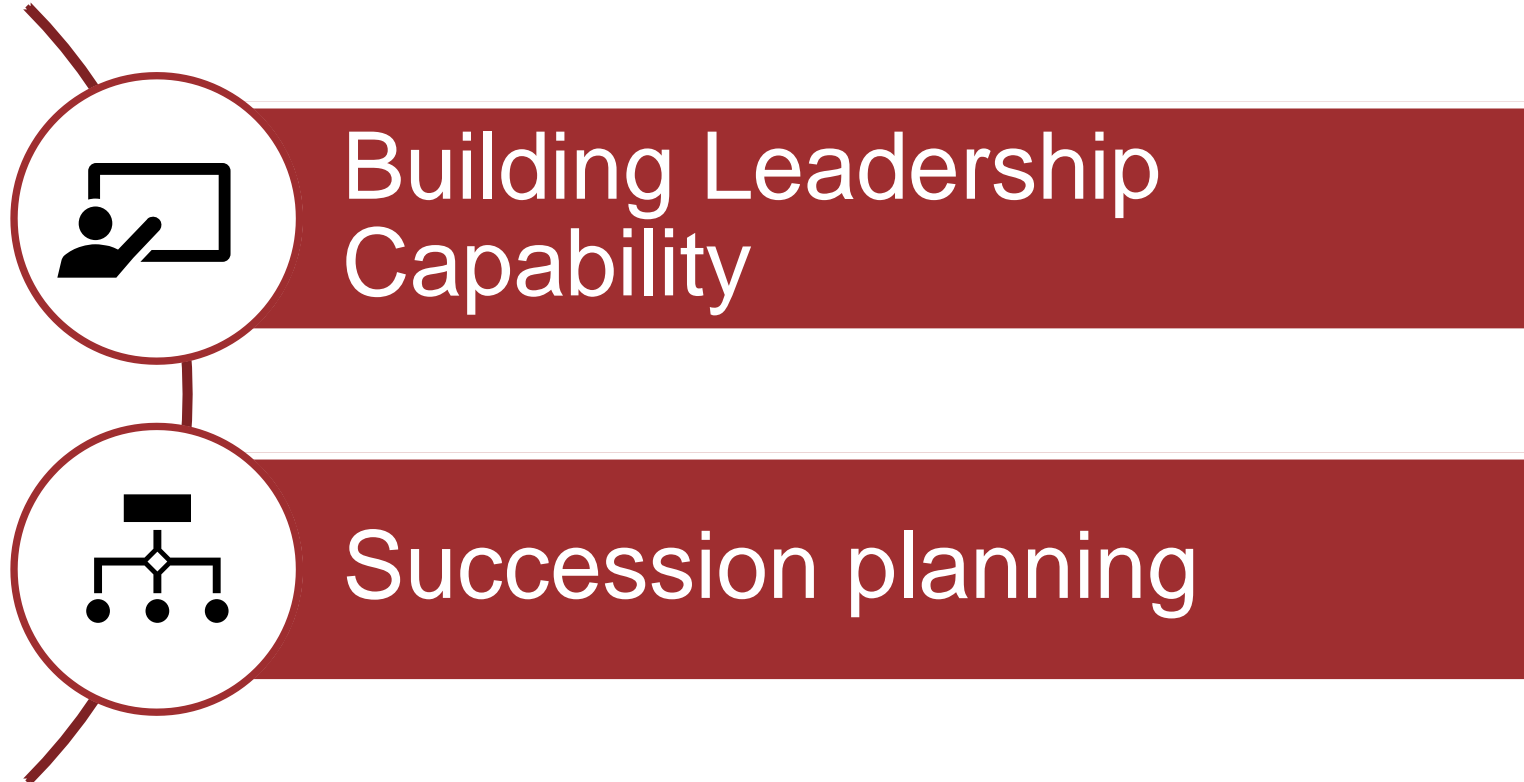
TECHNOLOGY



EMPLOYEE EXPERIENCE



LEADERSHIP DEVELOPMENT & SUCCESSION PLANNING



MAINTAINING MOMENTUM



CAHRS SPRING 2024 EVENTS

Spring calendar of CAHRS working groups and webcasts will be available soon.

Check ilr.cornell.edu/cahrs for updates and registration information.

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QUESTIONS?

THANK YOU

Visit our website: ilr.cornell.edu/cahrs