

Top 6 Trends In 2022 For Managers

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Top 6 HR Trends in 2022 For Managers

HR is evolving all the time and it's incredibly important for managers and directors to monitor and keep up-to-date with shifts within the workplace, culture, and social changes that are happening in today's world.

In 2022, there are certain things that managers should be focusing on particularly to ensure that employees are thriving and keeping productive in the workplace. Companies just like [NORI HR](#) provide bespoke HR packages to help you with all of the below.


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Here are the Top 6 HR Trends 2022 that your business should be focussing on...

Remote Working

Even before the pandemic, many organisations had started to shift towards a more hybrid approach to working but as a result of the pandemic, this has accelerated with thousands of businesses throughout the UK now offering hybrid and/or remote working to employees. If you are currently not offering remote or hybrid working, you could be missing out on a key opportunity to keep employees productive and happy in your company. With many organisations now offering flexible working, it's essential that your business keeps up with these current changes. However, remote working does bring challenges that managers and directors should consider. New challenges of remote working include technology shortfalls, lack of collaboration, and isolation.

Our Recommendation: We recommend having 1-to-1 meetings to find out what the individual is best suited to. It is important to manage their expectations with the requirements of the companies workflows and processes. It's important that the individual has the flexibility to choose a way of working where they can be most productive, efficient, and happy in their role. Flexibility as a manager here is pivotal and the business needs to have an open mind to change where available.

HR Management Software

Technology and software are rapidly advancing in most industries and sectors, and HR is certainly not getting left behind. In 2022, there will be a lot of focus on HR management software, and rightly so. HR management software is absolutely essential to make your life easier as a manager or director and can be accessed online by employees in the office or working remotely.

The very latest software allows you to digitally track performance monitoring, holiday management, expense management, training scheduling, absence tracking, and much more. Say goodbye to the days of storing data on excel spreadsheets, spare bits of paper, post-it notes and in/out filling trays. Say goodbye to bulky filing cabinets taking up office space (you may even be able to reduce your office size).

With HR management software, you are able to streamline your processes with minimal effort which as a result, will help to scale your business, and also managing the day-to-day, much easier.

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How Can We Help?:

Our Recommendation: In 2022, our number one recommendation is [Breathe HR Software](#). From approving holiday requests to monitoring performance management, Breathe HR Software can do it all and is a fantastic addition for any business.

Employee Development

[Employee development](#) should be another top priority for managers and directors in 2022. The workplace has become more multigenerational than ever and this poses a different type of challenge for businesses. However, it also creates a fantastic opportunity too.

Up and coming generations are seeking much more than just a paycheck. They want to feel valued in the workplace, respected, and purposeful. Providing clear pathways for employee development is essential for keeping both parties engaged and productive. A few key examples of employee development ideas that you can implement include goal setting, personal development frameworks, appraisal planning, documenting, and more. Employee development can also help with improving employee retention which can save your business money and time with unnecessary recruitment processes.

Our Recommendation: In 2022, employee development is a must, and no longer just an option. If you are new to employee development, we recommend starting out with a few ideas that you can implement straight away. Ideas for employee development to start with include [on-site bespoke training](#) for team and individuals, and development tracking.



Mental Health

Businesses and people have found it incredibly difficult in more ways than one over the last few years. The global health crisis has resulted in more pressure and stress than ever before. This is why doing what you can to look after your employees' mental health and well-being in 2022 is more important than ever.

Employees may have got too used to working from home and now might be transitioning back into hybrid working and or even working full-time again in the office. It's important as a manager to make sure that each employee has all that they need to get used to the new norm once again. Make sure you understand how their daily routines have changed (they may have requirements to pick up / care for other family members such as school children). Creating flexible working environments can help to relieve the pressure on employees and regular check-ins can also go a long way.

Our Recommendation: Creating a culture of check-ins and modeling healthy behavior is a great way to set up a culture of openness and one that's promoting well-being. You could also look for a local well-being provider to form a partnership with and gain from external support and outlook on your business.

HR CPD Workshops

Just as you expect your employees to progress and advance, you need to also do that as a manager and ensure that you are fully equipped to deal with all challenges that come your way. One proven way to do this is by taking part in [HR CPD accredited workshops](#). Here, you can spend a full day brushing up on HR knowledge and improving your tools and confidence. Conflict management and employee relation are a key focus of HR CPD workshops.

Our Recommendation: Whether you're just starting out as a manager or you've been a manager for a number of years, you can benefit from HR CPD workshops. HR is ever-changing and evolving, as are management styles in relation to trends and sector demands.

Rewards & Benefits

As well as ensuring that employees are getting the level of employee development that they need to make the best possible impact on your business, it's also important to reward them for their hard work and make them feel recognised. Employee rewards and benefits don't have to be extremely creative either. Offering reward incentives and bonuses is a

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simple but effective way to ensure that employees are being well-rewarded. Taking time to make sure the right rewards and benefits are in place for your team can also improve your employee retention rate.

Our Recommendation: If you are only just starting out with rewards and benefits, we recommend considering appraisal schemes and company bonus schemes which will help to attract the right candidates into your business and encourage them to stay. Rewards don't have to be financial, they could be early finishes, days off, mail order perk boxes, recognition events etc.

Which HR Trends 2022 have you implemented in your business? If you are struggling to implement changes in your business, get in touch to see how we can support you to implement these HR Trends 2022 in your business.

Call us on 01254 947362

