

BambooHR State of HR Report 2024



HR is a challenge even during the best of times, but 2023 featured a line-up of harrowing events that disrupted lives, homes, and workplaces around the world. Not to mention the many rounds of **tech layoffs** that began **in late 2022**, and the ongoing **labor shortages** across a number of industries.

Employee happiness in 2023 plunged at a rate **10x faster than the previous three years**. But will **the Great Gloom** extend into 2024, or can HR successfully turn the tide?

Some companies took exceptional initiative on this front last year, from offering **6x more bereavement days** in some cases to surprising employees with **unprecedented end-of-year bonuses**. But not every HR department or company wields the same resources as Johnson & Johnson or a real-estate firm experiencing a banner year.

We surveyed 1,200 HR professionals to understand what they're up against in the coming year, and what we learned can help you paint a realistic picture of the state of HR today, and what changes may be possible in the year to come.

This report includes:

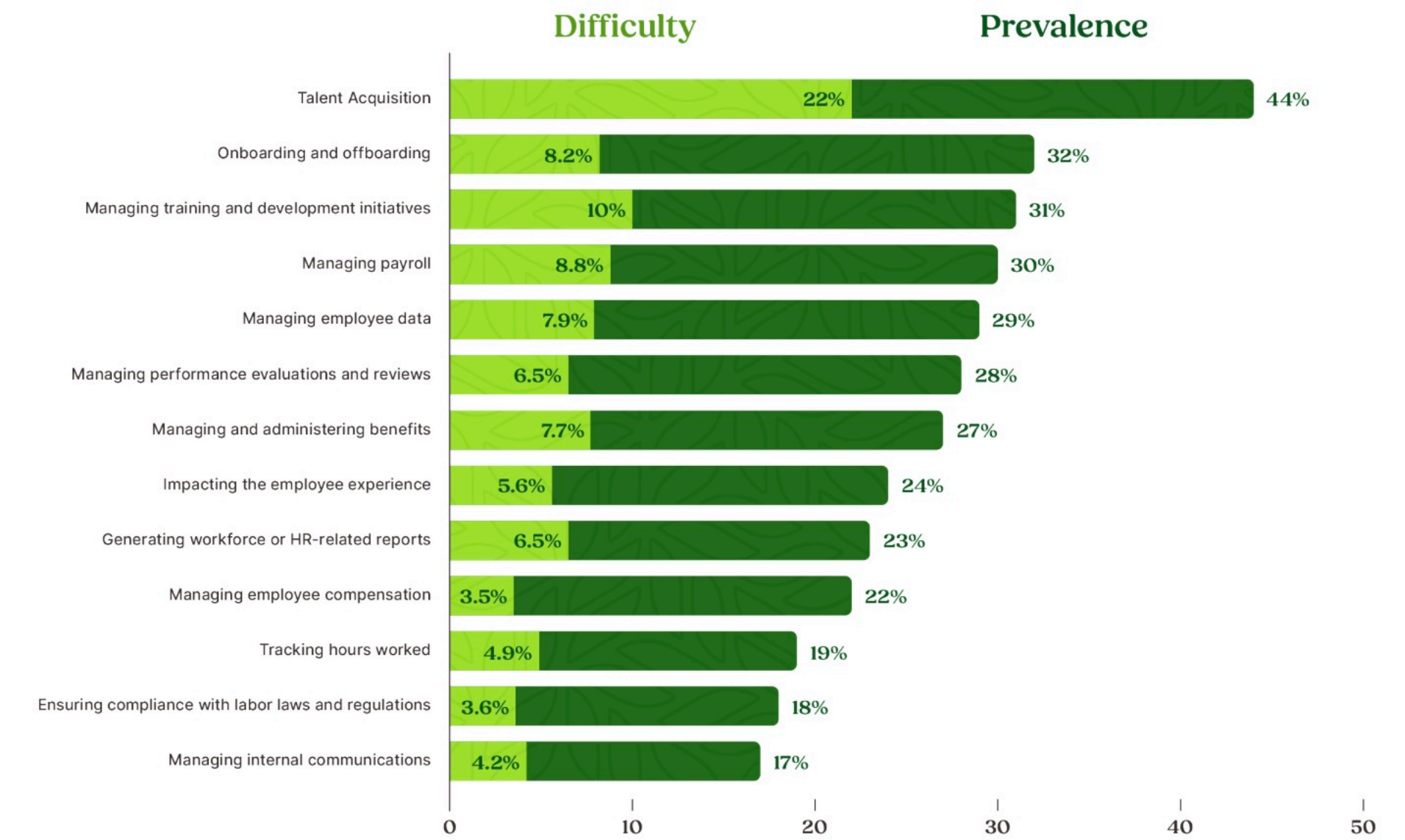
- **A breakdown of what challenges HR faces in the coming year**
- **How HR ranks the difficulty of those challenges**
- **What technology and process limitations are holding them back**
- **Advice to HR on what they can do to drive business impact in 2024**

2024 HR Trends to Watch

- **Hiring:** Talent acquisition is the most common (44%) and most difficult (22%) challenge facing HR in 2024, taking the place of 2023's biggest concern—retention.
- **Labor Shortages:** As labor shortages continue, 48% say a big part of their talent acquisition struggle involves finding and attracting qualified people to fill open roles.
- **Skills Gaps:** Likely in response to a lack of qualified workers, onboarding and training and development are the next most common and difficult challenges (32% and 31% respectively) as HR works to prepare or upskill available workers.
- **Employee Experience and Turnover:** As talent becomes harder to find and replace, retention remains a priority, but 30% of companies aren't sure how to improve the employee experience and reduce turnover.
- **HR Data and Reporting:** Though the answer to improving employee and business outcomes is hidden in the data, over half (52%) of HR teams struggle to manage, analyze, and leverage HR data and reporting to their advantage.
- **One System for Benefits, Time Tracking, and Payroll:** On the compensation front, 1 in 3 HR pros (33%) say managing benefits, time tracking, and payroll in different systems is taking up too much time and leading to errors.

What Are the Biggest Challenges Facing HR Pros in 2024?

The top—and most difficult—challenges facing HR as we charge (or trudge) into the new year revolve around finding, securing, and preparing the best candidates for the roles employers desperately need filled. Here’s how key challenges rank next to their level of difficulty.



Advice to HR: Streamline Solutions with All-in-One HR Software

Combined Results for “Most Common” Challenges
(After Talent Acquisition):

63%

Onboarding, offboarding, training

52%

Managing payroll and compensation

52%

Managing employee data, generating reports

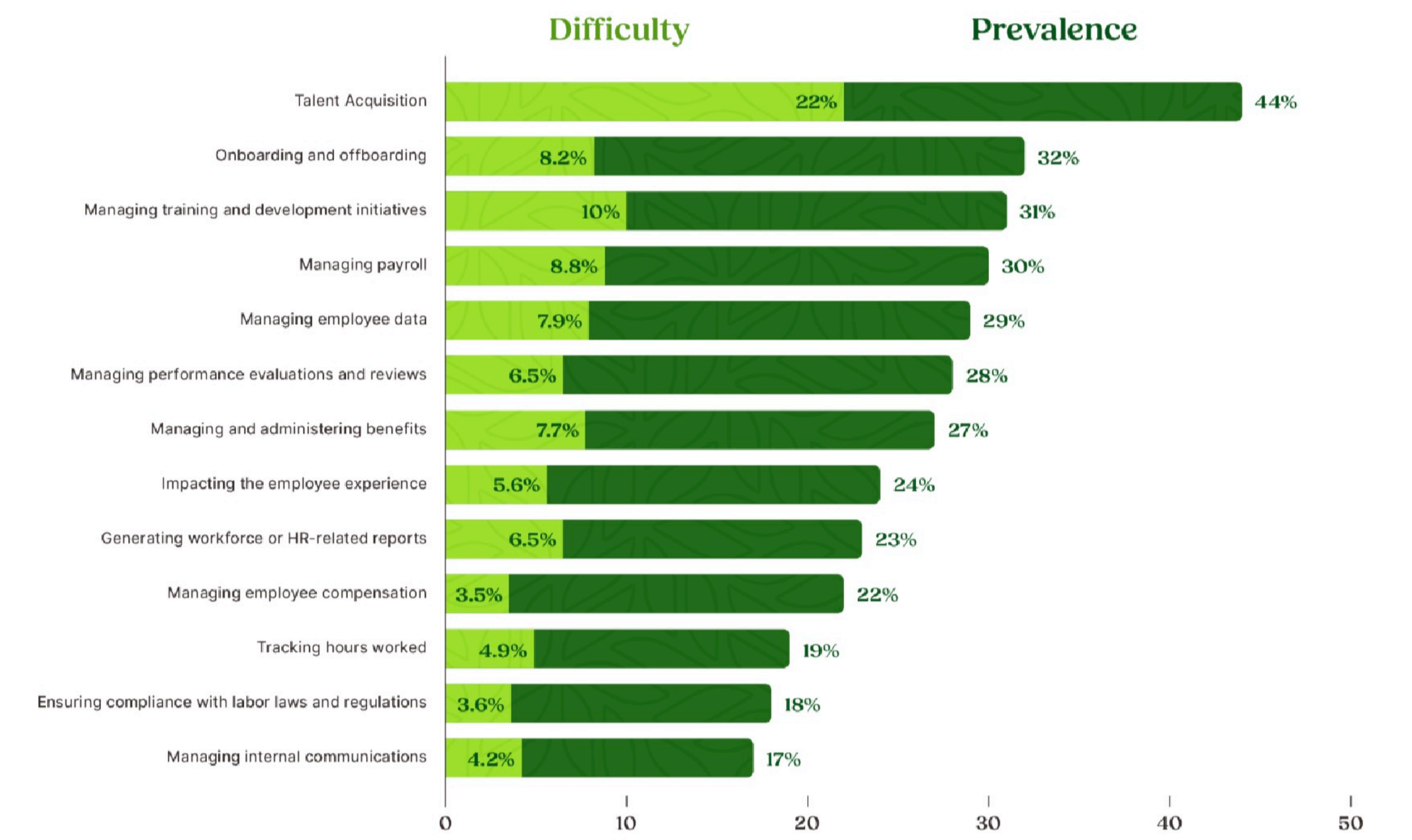
HR functions often interact and overlap with each other, especially those as interrelated as managing **employee data** and generating **reports**, for example. This is why robust, **all-in-one HR software** is the most straightforward solution for all of HR’s most pressing challenges.

Combined Results for “Most Difficult” Challenges
(After Talent Acquisition):

For companies wanting to turn things around holistically and methodically in the coming year, complete HR software can make all of these challenges feel that much more approachable—and surmountable.

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