THE SCALERS

Hiring Trends That Are Reshaping the Future of Work

Introduction

Over the last decade, the recruitment industry has truly embraced **the age of technology**.

Today, more and more employers are realising the importance of **advanced hiring practices** and proactive recruitment to improve employee experience and hire candidates who fit in with the company's core values.

In such a scenario, what are the **hiring trends** that are reshaping the future of work?

1. Globalisation

While remote working has been the norm during the Covid pandemic, research indicates that it will **likely remain in some form** even in a post-pandemic world.

In fact, a recent study showed that **99% of remote workers** want to continue telecommuting in the future.

Today, businesses are discovering that a remote workforce can perform just as well, if not better, than their local team.

Offshore teams: the rise of a distributed workforce

With remote working gaining popularity like never before, there has been **a significant increase** in the number of global teams.

By building an engineering team in an emerging tech hub like India, companies in the West can scale at speed and create innovative products and services without **the sky-high operational costs** of hiring local engineers.

The language you speak, the city you work out of, the currency you transact in — they **don't really matter anymore.**

2. Data visualisation

A huge hiring trend in the future **will be data visualisation**.

Rather than poring over spreadsheets, HR professionals can **use software to analyse** big data and visualise patterns. For instance, using data visualisation, you can see the **hierarchy of an IT department**.

Armed with insights and data, you can then gain measurable value from analytics to enhance talent management practices across the organisation, in turn, **filling in the gaps** in your own IT team.

3. Diversity and inclusion

According to a Glassdoor study, over 50% of employees globally believe that their organisation must take steps **to increase diversity and inclusion.**

In response to this, over 71% of the companies surveyed ended up **hiring a more diverse workforce**, ranging across genders, races, ages, and sexual orientations.

Today, organisations around the world **increasingly understand the importance** of building a diverse workforce.

And that's why, the number of dedicated, diverse job openings has risen by over 30% year on year.

A shift in perception

The understanding of diversity and inclusion is **slowly but surely shifting.**

Diversity is no longer about hiring people from different backgrounds but more about building a culture where every **employee feels empowered** to do their best work, irrespective of where they come from.

Today, global HR teams are implementing formal sponsorships, mentorship opportunities, and flexible work programs **to support a diverse workforce.**

4. Predictive analysis

Predictive analysis helps **businesses be more proactive** than ever before.

Predictive analysis provides the answers to questions like 'If we spend X amount on learning, how fast can we grow', and 'If we increase the pay of hourly workers, would that affect their performance'.

By harnessing workforce science to make important hiring decisions, **businesses can augment their leadership** — in HR and beyond.
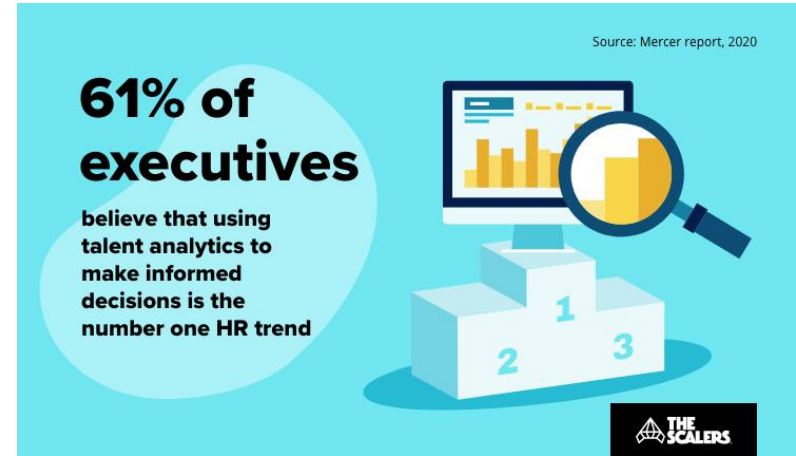
5. Artificial Intelligence

AI is proliferating across all parts of a traditional business, including HR systems and practices, setting the stage **for the future of work.**

For example, by using AI, the entire recruitment process can be auto-divided into several stages. The recruiters can then collect data and effectively evaluate candidates using **unique AI solutions and algorithms**.

AI can also prove to be **invaluable in automating tasks**, analysing big data, and providing concise results that can be considered by decision-makers.

Thank you

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