

Time for Change in Times of Change Latest Trends in HR

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1. Recruiting and Retention

In the „war for talents“ crucial factors to get and to keep best collaborators are important

2. Linesmanagers as HRM- Managers

The responsibility for HR Development comes more and more to Linesmanagers. HR-Managers convert to HR Consultants.

3. „Intrapreneurship“

Entrepreneurship within
companies/organisations is developed
and supported.

4. HR-Development

HR-Development becomes more and more the most important function of HRM.

5. Work-Life-Balance

In the „next generation“ hedonism meets task/achievement orientation.

6. 50 plus

Elder collaborators are more and more integrated and kept longer.

7. Strategic HRM

Is a more and more important part of general strategic management.

8. Flexibility

Of working conditions like time, place and wages will be decisive.