

# Dein Wachstum im Fokus

**Growth Portfolio und Skills für deine  
Entwicklung**  
**Make every employee a success story**

LSZ Future of Work  
21. Mai 2025



## Was erwartet euch?

**1** Hallo, wir sinds!

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**2** HR Trends

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**3** Workshop

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**4** Schön wars, oder?

## New workshop, who dis?

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# The Annual HR Trends Report

Each year, the HR Research Scientists at SAP SuccessFactors conduct research to understand the top HR and workforce trends facing organizations by aggregating and synthesizing data from business press sources that put forward trends and predictions.

## 2025 Trends by the Numbers



## What You'll Learn

**What's Now:** A summary of each trend from our qualitative content analysis of the business press.

**What's Next:** Our unique predictions and psychological perspective about each trend and how HR leaders can best address it.

**Fast Facts:** Datapoints and insights from our body of original applied research, including 11 programs with a combined sample of over 450 HR professionals and 22,000 employees.

# 2025 HR Trends: What is the role of HR?



## HR as conductor

Reconnecting the **disconnected employee**

Moving from AI hype to **AI impact**

Striking a balance to steer **skills forward**



## HR as navigator

Divesting or doubling down on **DEI&B**

Plugging into or pulling the plug on **hybrid work**





# Striking a balance to steer skills forward

## What's now

Organizations continue to face pervasive skills gaps, in part due to rapid AI advancements. A more balanced approach is needed to see tangible progress in skills-based transformations aligned with business strategy this year.

## What's next

- “Skills-based” will no longer be the only goal.
- Pay will prove itself the missing piece of the upskilling puzzle.
- The human vs. technical skill debate will move from *or* to *and*.

## Fast facts

**70%** is how much weight should be given to skills in decision-making, according to employees and managers.



# Call to Action



## **Report runterladen**

The top 5 HR trends today – and  
HR's guide to what's next

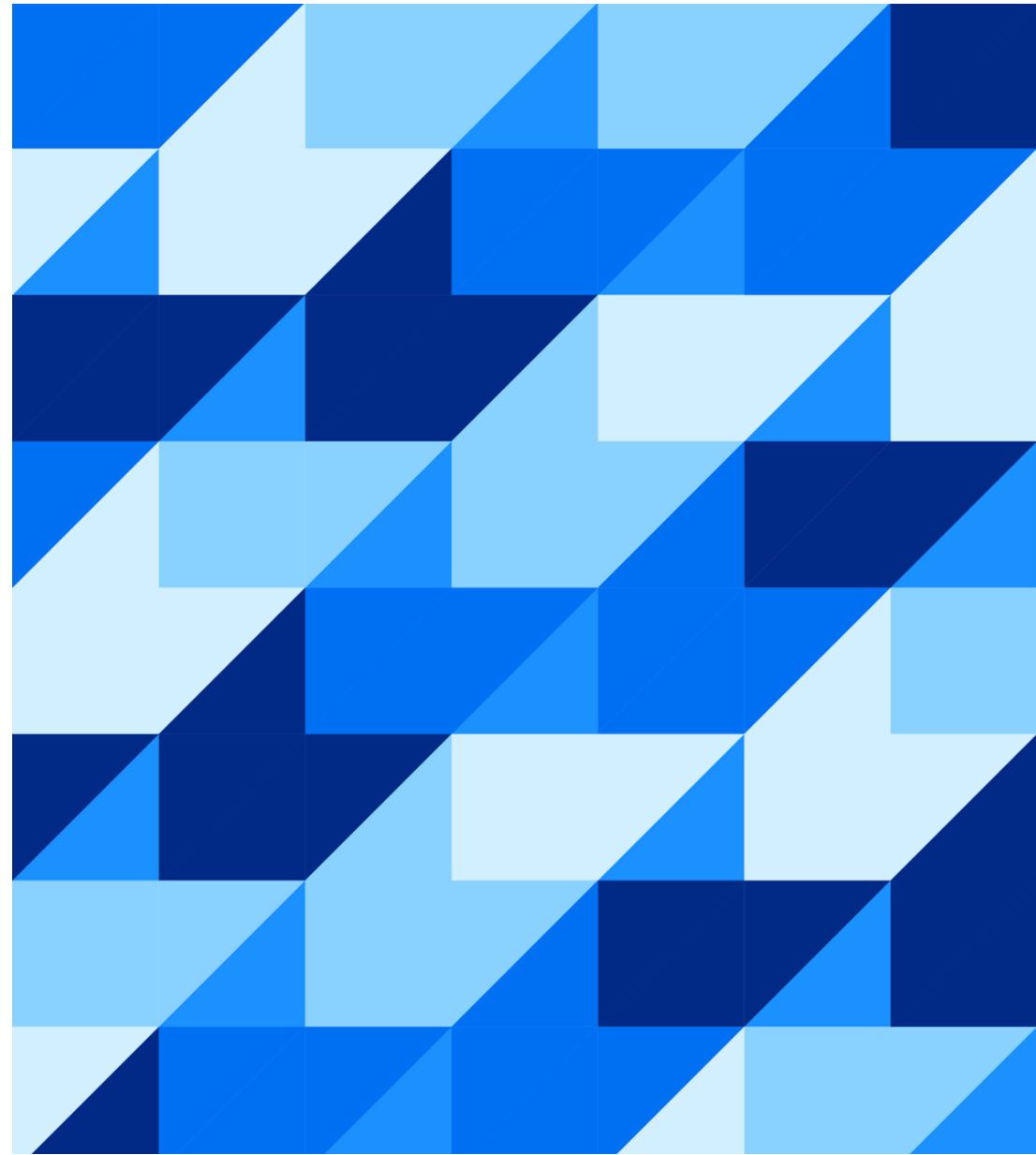


## **HR Research Library**

Explore the latest research and  
insights from HR  
transformation experts



INTERNAL – SAP and Partners Only



# Look & Feel

**SAP** SuccessFactors





Wie bereiten wir uns auf die Zukunft vor?

Welche hard und soft skills werden wir in den nächsten 3 Jahren brauchen, um in unseren Jobs erfolgreich zu werden?

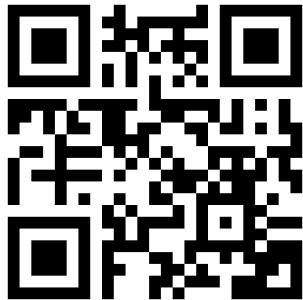
5 Minuten

Technologien als Enabler

Wie können euch Technologien & AI dabei  
unterstützen zukunftsorientiert zu  
werden/bleiben?

# Wanna stay connected?

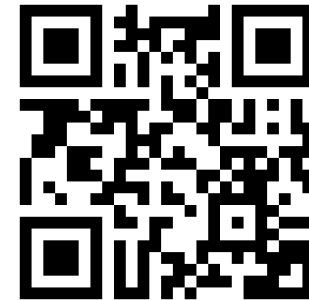
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**SAP** Bring out your best.