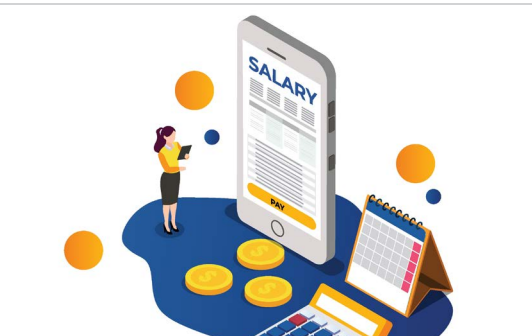


In 2023, corporations and small businesses will continue adjusting to the “post-pandemic new normal.” New technologies will be introduced, helping employees work remotely or in the office. At the same time, workplace cultures will become more accepting of diversity and more tolerant of individuals’ expectations of flexibility in their working lives. Although the changes won’t happen overnight, we can expect significant changes in the workplace. Here are four workplace trends to expect in 2023.



Pay Transparency

In 2023, more than 20 percent of workers will be covered under pay transparency laws. This means that people will have access to information about how their compensation compares to similar positions within their industry. Employers can foster a sense of honesty and trust between employees by being transparent about compensation. However, this transparency must be coupled with directness regarding what you are willing to pay employees and why.

Companies can research the market value of their employees’ positions using websites like Glassdoor, which can help avoid salary surprises or misperceptions that can lead to underperformance and turnover. This can be helpful for organizations because your employees will feel fairly compensated and motivated. However, when you’re transparent about your company’s pay structure, you risk creating an environment where employees begin comparing their salaries to each other and feel like they aren’t compensated fairly.

Workplace Security

Employers today have the ongoing challenge of keeping track of their distributed workforce. Tools are available to monitor employee activity, such as software for tracking computer use and GPS-enabled devices that track physical location and motion. This software benefits businesses with employees who work independently or travel frequently. Keeping such records allows employers to ensure that employees use company resources for business purposes and track productivity by following time sheets and noting which projects are being worked on.

By keeping tabs on their people, businesses can protect their employees from cybercrime. Employers are increasingly turning to surveillance systems to protect employees and company files. This has increased the use of computer security programs such as firewalls, antivirus software, anti-spyware, and others. In 2023, more businesses will be expected to invest in data security programs to protect their assets and safeguard against cybercrime. Although these programs cannot guarantee absolute safety, they can protect companies with employees working from different locations.

Continued



Remote & Hybrid Solutions

The number of employees working remotely and on hybrid schedules is growing year after year. In 2022, a study by McKinsey showed 58% of employed respondents say they work at least part of the time remotely. In addition, 87% of employees offered at least some flexible work options take advantage of the opportunity and spend an average of three days a week working remotely. Although it's too soon to assess the impact, it's believed there will be increased worker productivity and happiness. However, working away from the office can lead to a disengaged workforce, leading to low productivity and a lack of company culture.

To address this problem in 2023, organizations can implement remote and hybrid working solutions that connect them with their employees and engage them in the company culture. This could involve creating internal portals for remote employees, holding virtual town halls, or covering travel costs for company-wide meetings so everyone can participate regardless of where they work. The goal is to maintain the culture of a close-knit group while allowing flexibility for employees who can work remotely.

Hiring and Retaining Employees

Although it is estimated the peak of the Great Resignation occurred in 2022, there are still many unfilled job openings in the U.S. In October 2022, 4 million Americans voluntarily left their jobs, leaving 10.3 million positions open. The number of job openings remains significantly lower than the number of people seeking employment, making recruitment and employee retention remain high priorities for most organizations.

High turnover rates continue to be a problem in professional and managerial positions. A McKinsey report found that 41 percent of employees who they surveyed quit because of a lack of career advancement opportunities. Companies can improve workforce levels in 2023 by investing in employee development programs such as upskilling and reskilling initiatives. To help employees gain new skills, they can offer online courses or provide training on-site. Alternatively, they can offer apprenticeships so employees can learn while they work.

In the wake of the global pandemic, the event sparked many of today's workplace trends. The world is changing rapidly as employers adapt to new movements, including pay transparency, work surveillance, remote and hybrid work, and continued hiring and retention challenges. Although the changes won't happen overnight, employers must keep up with these new trends to remain competitive in today's marketplace.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

