ALL THINGS TALENT
by Naukri Talent Cloud

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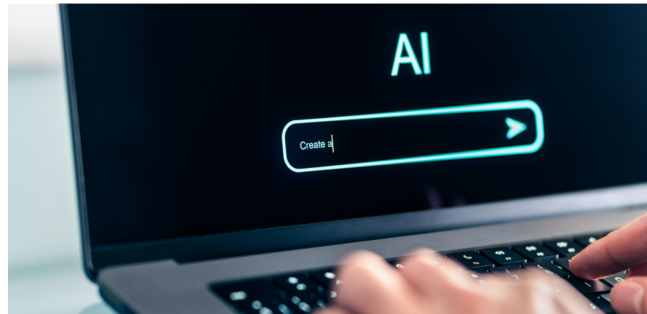
Special Feature

AI, DEI and Leadership Training on Empathy: HR and Workplace Trends for 2025

Akanksha Thapliyal
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#AI in 2025   #DEI in 2025   #HR Trends for 2025   #Talent Acquisition Trends for 2025
#Talent Trends for 2025

As we approach 2025, the talent acquisition landscape is set for transformative shifts driven by technological advancements, changing workforce expectations, and global market dynamics. Organisations must stay ahead of these trends to effectively attract and retain top talent. Here's a detailed exploration of the talent acquisition trends expected to dominate 2025 and how organisations can adapt to them.

1. AI in Recruitment: A Balancing Act

Artificial Intelligence (AI) continues to revolutionise recruitment, offering tools for screening candidates, predicting performance, and streamlining workflows. Korn Ferry's 2024 Talent Acquisition Trends Report reveals that 67% of HR professionals believe AI will play a pivotal role in recruitment strategies by 2025. Yet, concerns about algorithmic bias and the loss of human touch remain prevalent.

As per, Rakesh Prasad, Senior Vice President - Digital Business at Innover Digital, the demand for talent in 2025 will extend beyond technical proficiency. Cross-functional professionals equipped with AI literacy will become indispensable in aligning technological capabilities with broader organizational goals. Moreover, flexibility, diversity, and purpose-driven opportunities will take center stage, reshaping how businesses engage and sustain their workforce. The ability to navigate this evolving talent landscape will be a decisive factor in achieving long-term success with AI and Gen AI."

To remain competitive and chart a unique trajectory in the age of AI, organisations must recognise that attracting and retaining top talent from diverse backgrounds is not optional but essential. Beyond recruitment, the key lies in creating an environment that fosters continuous learning and performance enhancement. Building competencies such as problem-solving, cross-skilling, engineering excellence, customer engagement, innovation, and teamwork is critical to unlocking the full potential of these transformative technologies. It is equally important that AI adoption is fully internalised, ensuring that every employee, across all processes and functions, embraces AI. This holistic integration is key to unlocking AI's maximum potential, enhancing individual efficiencies and capabilities while strengthening the organisation as a whole.

How to Harness AI Effectively:

- Balance Technology with Human Insight: Let AI handle repetitive tasks while recruiters focus on strategic decision-making and building relationships.
- Audit AI Systems: Regularly review AI tools to ensure they align with diversity, equity, and inclusion (DEI) goals.
- Provide Training: Equip HR teams with the skills needed to navigate AI systems responsibly.

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