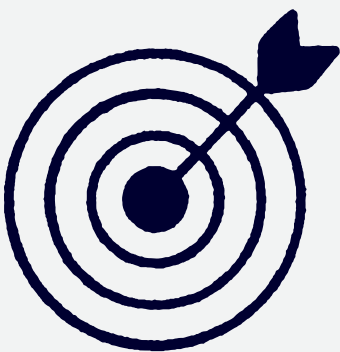


TOP HR TRENDS SHAPING THE WORKPLACE IN 2026

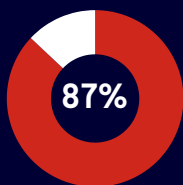


Organizations are assessing their skills inventories

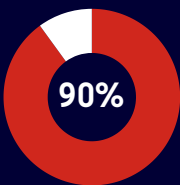
Organizations of all sizes agree skills development is important for employees' job performance and career growth.¹ **What's next?** Evaluate your current skills inventory to identify gaps and align people with business demands.



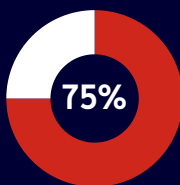
Organizations are affirming their commitment to employee well-being



of employers agree they have a responsibility to ensure employees' **mental** well-being.¹



of employers agree they have a responsibility to ensure employees' **physical** well-being.¹



of employers agree they have a responsibility to ensure employees' **financial** well-being.¹

Pay transparency requirements are expanding



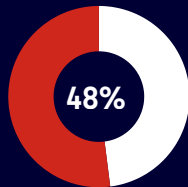
New pay transparency requirements will be in effect for European Union (EU) member states beginning June 2026, per the EU Pay Transparency Directive.² Some states in the U.S. continue to enact and enforce laws on pay transparency and pay equity.³

Agentic AI is emerging as a core HCM capability

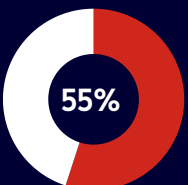
Agentic AI is being used in some capacity at businesses of all sizes, **grounding the hype in reality**. While small businesses report relatively low usage, their familiarity with the technology is noteworthy, with **21%** saying they're familiar and **48%** saying they're somewhat familiar.¹



Data management is evolving as companies deploy agentic AI

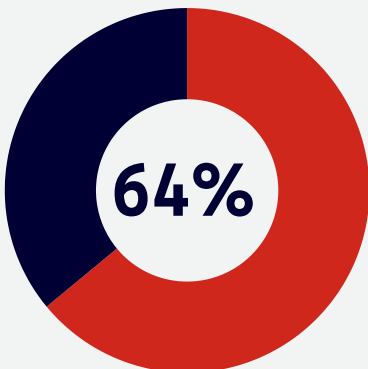


of IT leaders worry their data foundation isn't set up to get the most out of agentic AI.⁴



of IT leaders aren't fully confident they have the appropriate guardrails to deploy AI agents.⁴

HR and IT are increasingly reliant upon each other



of IT leaders predict a complete HR-IT merger will happen within five years.⁵

Learn more about these and other trends shaping the workplace: [HR trends and priorities for 2026](#)

Small business: 1-49 employees
Mid-sized business: 50-999 employees
Large business: 1000+ employees

1. ADP, HR trends study, internal analysis, 2025
2. European Parliament and Council of the European Union, Pay Transparency Directive, 2023
3. ADP, Why you should care about pay transparency, 2025
4. Salesforce, State of IT: Security, Fourth Edition, 2025
5. Nextthink, IT's New Mandate: The Science of Productivity Report, Part 2: The Experience Silo: HR, IT, and the Digital Workplace, 2025

