



C-TEN Content Concierge Q2 2025

C-TEN members receive a service of carefully curated content specifically for CHROs.

Employee Engagement

[Declining Engagement Puts Business Performance at Risk](#)

For only the second time in the past 12 years, the global percentage of engaged employees fell, from 23% in 2023 to 21% in 2024, according to [Gallup's latest State of the Global Workplace report](#). The primary cause was a drop in manager engagement: While engagement among individual contributors remained flat at 18%, managers' engagement fell from 30% to 27%.

[One in Five U.S. Workers Taking on Multiple Jobs](#)

As the global authority on remote employment, [Remote](#) regularly surveys remote and in-office knowledge workers to understand shifting workforce priorities and expectations. The company has released the results from its *Workforce Pulse Survey*, finding that just 17% of employers are providing the resources and support employees need to feel stable and motivated amid rising stress, fading motivation, and growing financial strain. This finding comes as 62% report higher work-related stress than a year ago, and just 24% describe themselves as “very motivated” at work relative to this time last year.

[Deskless Employees Unhappy with Workplace Communication](#)

[Staffbase](#), a leading employee communications cloud platform, has announced the results of its *2025 Employee Communication Impact Study*. The report examines the employee perspective on internal corporate communications as it relates to change, crisis, and leadership. While most American employees say they are generally satisfied with their job or position, the survey reveals a striking gap between the experiences of desk-based and non-desk employees and highlights a persistent pain point: communication.

Employee Experience

[Supporting the Sandwich Generation](#)

Balancing work demands with caregiving responsibilities has always been challenging, especially for parents navigating childcare or older employees supporting their aging parents. As the number of workers in dual-caregiving roles continues to grow, this cohort of employees are facing burnout, disengagement, and career-limited pressures to keep up, according to research from [University of Phoenix's Career Institute](#) and [Motherly](#). More than half of moms within this cohort of employees—also known as the “sandwich generation”—have left their jobs due to caregiving responsibilities.

[The Key to Retaining Gen Z? Financial Wellness](#)

With more than half of Gen Z stressed over a lack of financial support at work, HR leaders should communicate the company's mission, provide financial education, and amplify resources and learning opportunities to move the needle on retention.

HR Strategy

[Just 20% of CHROs Have Leaders Ready to Fill Critical Roles](#)

[DDI](#), a global leadership company, has released its [2025 HR Insights Report](#), exploring trends in HR priorities, learning and development ROI, and leadership pipeline challenges such as “conscious unbossing.” Part of the largest and longest-running global leadership study, the research is based on responses from 2,185 HR professionals and 10,796 leaders.

[HR Excellence Is a Growth Engine—Just Ask These Fortune 500 Giants](#)

HR excellence is strongly linked to business success. Although the HR100 ranking does not directly use financial metrics like stock performance to calculate the ranking, companies at the top of the list consistently outperform those ranked lower in key areas such as revenue, profit, and growth. We’re seeing this correlation year after year.

HR Technology

[Organizations Lack Skilled Talent Needed to Manage AI](#)

A [new global study](#) released by [Kyndryl](#), a leading provider of mission-critical enterprise technology services, finds that only a small number of organizations have taken steps to align their workforce strategies with the growth of AI technology. Those that have done so have positioned themselves ahead in the race to deliver positive return on investments in the technology.

[People-Centric AI Transformation](#)

Many organizations are exploring the implementation of skills-based hiring. The goal is that by assessing candidates on their abilities and potential, rather than degrees and job histories, skills-based hiring can help relieve talent shortages, increase diversity, and strengthen internal mobility in the workplace. But there are significant obstacles challenges implementing skills-based hiring. What are the barriers that Talent Acquisition leaders face and how will technology support this initiative?

[Siloed Information, Missing Context Prevents Intelligent Automation](#)

While the concept of Agentic AI may be new to some, the tools themselves are not. Many employees interact with AI agents regularly, even if they don’t call them that. According to [Wrike’s](#) recent survey of 1,000 full-time knowledge workers, 64% say they use AI agents provided by their employer, and more than half of them use those tools daily. This suggests that Agentic AI may be more widespread—or more loosely defined—than previously understood.

[Despite AI Adoption, Policy Awareness Remains Low](#)

[KnowBe4](#), a world-renowned cybersecurity platform that comprehensively addresses human risk management, shares new survey findings highlighting a severe AI governance gap. The survey reveals that while a large majority of employees already engage with AI tools at work, a strikingly low percentage are aware of their company’s official policies governing its use.

[AI Skills Gaps Remain a Barrier to Effective Use](#)

As organizations worldwide grapple with economic uncertainty, skills shortages, and the rapid adoption of AI, [Capterra’s](#) latest research reveals how HR leaders are adapting and how they are leveraging technology to transform talent management. Capterra’s *2025 HR Software Trends* survey of over 3,200 HR professionals in 11 countries points to four key areas where HR leaders are investing and innovating, offering a practical guide for organizations seeking to future-proof their workforce.

[Business Leaders Preparing for Agentic AI Transformation](#)

AI is rewriting the playbook with 82% of leaders agreeing their industry’s competitive landscape will look different in the next 24 months, according to the latest [KPMG](#) AI Quarterly Pulse Survey. This dynamic is prompting

organizations to rapidly scale their AI and agent capabilities, targeting both efficiency and revenue growth, in preparation for competitive transformation.

Market Research

[Jobs Report Recap – July 2025 \(courtesy of Engage2Excel\)](#)

The latest data shows a cooling labor market—but not without bright spots. Explore where hiring is still strong, what candidates are prioritizing most, and how evolving workplace expectations are reshaping talent strategies...

[Worker Confidence Index: Monthly Analysis](#)

The Worker Confidence Index (WCI) report shows changing attitudes of the American worker. However, *HRO Today's* report is based on quarterly findings, found [here](#), through extensive online interviews of full-time workers. Since the US economy and labor market have been markedly volatile and ever-changing, *HRO Today* is publishing shorter, monthly updates to the WCI to further examine quarterly changes, working to understand root causes behind shifts in worker attitudes.

[2024-2025 HRO Today Annual Top Concerns of CHROs®](#)

In 2025, CHROs and senior HR leaders are navigating a rapidly evolving environment influenced by technological innovation, shifting employee expectations, and ongoing organizational change.

Learning and Development

[Expertise Economy Reshaping the World of Work](#)

[Oyster](#), a global employment solution to employ, pay, and care for distributed teams, has released its [2025 Global Hiring and Impact Report](#), offering a detailed look at trends reshaping the world of work. Most notably, the findings reveal a 46% increase in contractor engagements and 10 times the growth in consulting hires year-over-year, signaling a shift toward flexible, expertise-on-demand arrangements in global workforce planning.

[Employees Seek Leadership Development Despite Access Gaps](#)

[InStride's](#) newly released [2025 Talent Priorities Report](#) reveals that employees are ready to grow into leadership roles, but employers may be overlooking what's required to support that growth. In the national survey, 90% of employees expressed interest in leadership development. Among those who expressed strong interest, mid-career professionals (29 to 44) made up the largest group.

[HR Contends with Skill Development Challenges](#)

The pace of technological change is creating a new wave of skill shortages and gaps, prompting HR to refocus and expand skill-building efforts, new [research](#) from [CompTIA](#) reveals. Spurred in large part by AI, 91% of companies have a high degree of focus on skill development, prioritizing career pathways, and promoting internal talent mobility, according to the report.