

# 2022 Talent Trends in Germany.

**45%** of human capital and C-suite leaders expect their permanent workforce to work remotely at least part of the time.

**84%** of talent leaders are investing in analytics.

**60%** say their permanent workforce was more productive during the past year — 38 points higher than the 22% who said the same in our 2021 research.

**1 in 3** plan to hire this year to overcome or avoid talent scarcity.

**32%** have already converted more permanent positions to temporary or freelance roles.



**50%** say their hiring practices supported their diversity goals in 2021.

**94%** say their organisations are more focused on the talent experience than ever before.

**74%** believe that putting personal well-being first is important to job applicants when it comes to culture.

**60%** say their organisation is investing more in internal talent mobility — a 16-point increase from last year (44%).

Just **2%** report the permanent talent who work remotely are much less productive than those working on site — down from 10% last year.



[> get the 2022 Talent Trends Report.](#)