

2022 Talent Trends in the Nordics.

38% 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.

36% say their permanent workforce was more productive during the past year — 20 points lower than the 16% who said the same in our 2021 research.

20% in the Nordics cite talent scarcity as a major pain point.

40% have already converted more permanent positions to temporary or freelance roles.



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52% believe their hiring practices supported their diversity goals in 2021.

84% say their organisations are more focused on the talent experience than ever before.

68% believe that putting personal well-being first is important to job applicants when it comes to culture.

62% say their organisation is investing more in internal talent mobility — a 18-point increase from last year (44%).

Just **10%** report the permanent talent who work remotely are much less productive than those working on site — down from 14% last year.



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