



# Top 6 Resolutions for 2021

## New Year's Tips for HR Experts

Whether you're looking to improve your company culture while working remotely, protect employees' health, or help employees stress less at work, **ADP Marketplace**, our digital HR storefront, can help you make 2021 your most productive yet. Explore some of our top resolutions for HR leaders going into the new year, with recommended solutions to help you make them a reality.

### 01 Keep my remote workforce engaged and connected.



**58%** of employees are still working remotely at least some of the time.<sup>1</sup>

Help adapt your engagement strategy for the virtual workplace with solutions like:



Performance management and engagement



Engagement and social recognition



Streamlined employee communication



Peer-to-peer rewards and recognition

### 02 Foster a safe and healthy workplace.



**73%** of CFOs say they've changed their workplace safety measures and requirements in response to COVID-19.<sup>2</sup>

**4.8%** of employees feel that they're compromising personal safety to keep their job.<sup>3</sup>

Help adapt your employees and workplace to new health and safety procedures with apps like:



Thermal scanning and access management



COVID-19 triage hub and case management



COVID-19 screening solution



Disaster preparedness and business recovery

### 03 Keep my employees healthy, physically and mentally.



**39%** of employers have reported a decline in employee emotional wellbeing compared to when the COVID-19 global health event started.<sup>4</sup>

**4.4%** of employees surveyed have deferred medical care during the COVID-19 global health event.<sup>5</sup>

Offer employees easy ways to stay active and access essential medical care through innovative solutions like:



Wellness challenges with cash-back rewards



Employee wellbeing and community



B2B COVID-19 tests



24/7 nationwide telemedicine

### 04 Create a culture of learning and growth.



**ONLY 15%** of remote workers say their company has been very effective in providing skills training to help grow in their careers.<sup>3</sup>

**74%** of employees surveyed say they're ready to learn new skills or retrain to remain employable in the future.<sup>6</sup>

Help employees in any location build new skills with learning platforms like:



Powerful, content-rich global LMS



Robust LMS with standalone anti-harassment training



Small-business video-based LMS



Comprehensive, global corporate LMS

### 05 Help my employees improve their financial wellness and stress less.



**54%** of employees identify finances as their top source of stress.<sup>7</sup>

**29%** of employees say their financial stress has been a distraction at work.<sup>7</sup>

Offer your workforce easy-to-implement tools to help ease their financial concerns, including:



Early access to earned wages



Financial wellness education and tools



Free access to earned pay after each shift



Education savings and student loan benefits

### 06 Incorporate social responsibility into our benefits and compensation plans.



**64%** of Americans say they've donated to a nonprofit or sent financial aid to family or friends since the start of COVID-19.<sup>8</sup>

When CEOs were asked to rate their most important measure of success in 2019, the **No. 1 issue** they cited was **"impact on society, including income inequality, diversity, and the environment."**<sup>9</sup>

Help create an equitable workplace and a culture of giving with solutions like:



Easy-to-implement workplace giving program



Analysis software to ensure pay equity



Anonymous Reporting  
Anonymous employee hotline



Comply with equal employment regulations



## Flexibility to choose state-of-the-art solutions

ADP Marketplace allows you to discover, try, buy and implement easy-to-use HR apps that automatically integrate and securely share data between your HR systems, all with the simplicity of single sign-on, single data input and single billing.

With the freedom to select the software solutions that enhance your HR tech stack, you get easy access to ADP® and third-party solutions that work together to provide you with a simple, modern HR experience.



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<sup>1</sup> Gallup, COVID-19 and Remote Work: An Update, October 13, 2020.

<sup>2</sup> PwC, CFO insights: Latest findings from PwC's Pulse Survey, November 2020.

<sup>3</sup> PwC, Recovery starts with safety and confidence, November 2020.

<sup>4</sup> Gallagher, COVID-19 Pulse Survey: Sustaining Organizational Wellbeing & Resiliency Through a Crisis, 2020.

<sup>5</sup> Willis Towers Watson, 2020 Global Benefits Attitudes Survey, October 28, 2020.

<sup>6</sup> PwC, Workforce of the future, 2018.

<sup>7</sup> PwC, Employee Financial Wellness Survey, 2020.

<sup>8</sup> Zelle, Consumer Benefit Behaviors, September 2020.

<sup>9</sup> Deloitte Global Human Capital Trends, Leading the social enterprise: Reinvent with a human focus, 2019.

\*Availability of solutions varies by ADP® platform.

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