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WORK.

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As employers and job seekers look ahead to the new year, many experts are offering

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talent and is poised to innovate in the future means taking a holistic approach to every decision HR makes. Anticipating digital disruption and developing a meaningful diversity and inclusion strategy will be paramount.”

According to Link and other experts from Randstad US and its subsidiaries, here are the eight biggest trends impacting the workplace in 2019 and beyond.

Constant digital disruption will become the norm

Keeping up with technology can be daunting, but employees today expect a high level of digital sophistication. Employers must address this through digital relevancy (having the right tools and technologies), digital orientation (helping employees manage their use of and expectations around always-on technologies) and digital leadership (to help the company adopt and adapt to emerging technologies).

A continued shift in how, when, where and why work gets done

Companies are already offering employees more flexibility. This will lead to even more work-life fluidity, as it's becoming more common for employees to perform “life” tasks during work hours and take work home during “off” hours. Employers are also realizing that employees feel strongly about being invested in their companies' missions, so companies that can connect the efforts of their employees to bigger-picture goals will have a competitive advantage.

Training — anytime and anywhere — will become an expectation

When companies don't offer meaningful opportunities for learning and progression, employees move on. Relevant, timely and on-demand training opportunities will be an important retention strategy for 2019 and beyond. Dedicated career coaching is

also poised to become more popular as employers realize the benefits of employees

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Artificial intelligence (AI) will become an employment category

While few organizations today consider technology a formal part of their workforce, that's going to change quickly. According to Randstad US, agile workers and AI are the fastest growing workforce segments. However, far from replacing humans in the workforce, technology is helping them deliver even greater value.

Employers will need to hire for potential and reward retention

When job requisitions stay open too long, employers are forced to spend more time and money on recruitment, while overburdened teams become less effective. Employers must think differently about what makes for a quality candidate, focusing more on "must-have" than "nice-to-have" attributes. From there, employers will also have to get creative to improve and incentivize long-term retention.

Company culture will influence the quality of job applicants

A positive workplace culture is a big draw for candidates evaluating different job opportunities, which is why it's so important for companies to share external messaging that accurately and authentically captures their work environment. While communicating the positive things that current employees have to say about working for your company can be a huge draw for potential candidates, the key is to do it in a way that feels authentic.

Employee performance measurements will evolve

Internal employee review processes will become more fluid, shifting to models that provide continuous feedback. This will also impact the promotion process: We'll see

more gradual advancement structures, in which managers will constantly feed

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