



2023 Hospital Executive Level Priorities – HUMAN RESOURCES

The Hospital Executive Level Priorities surveys take the pulse of Hospital and Healthcare CEO’s, COO’s, Nursing, and Human Resource Executives across the country to understand what is important to them. The results of the 2023 H.E.L.P. surveys were based upon 3,418 respondents.

This H.E.L.P. survey covers fifteen (15) broad industry leading topics. The following table scores each priority on a scale of 1 through 100, with one hundred being the most important. The “Change” column reflects the difference from 2022. The 2023 top three Human Resource priorities are Registered Nurse/Professional Recruitment, Retaining Talent or Employee Turnover, and Maintaining Competitive Salary, Wages, & Benefits.

HUMAN RESOURCES HELP	2021	2022	2023	CHANGE
Registered Nurse/Professional Recruitment	73.5	83.3	96.2	+12.9
Retaining Talent or Employee Turnover	81.3	85.5	90.1	+4.6
Maintaining Competitive Salary, Wages, & Benefits	61.0	74.6	86.2	+11.6
Decreasing/Controlling Labor Costs	73.5	64.1	70.0	+5.9
HR Strategic Planning	48.8	58.5	62.9	+4.4
Leadership Development	59.5	61.3	59.2	-2.1
Workplace Violence	42.4	46.5	54.3	+7.8
Workforce Diversity	41.5	56.8	51.0	-5.8
Performance Metrics	52.4	56.8	49.0	-7.8
Regulatory Mandates	44.8	53.2	47.8	-5.4
Succession Planning	56.5	51.0	45.7	-5.3
Union Avoidance/Labor Relations	39.2	41.8	44.3	+2.5
Protecting Aging Workforce	37.9	46.5	44.2	-2.3
COVID-19 Staffing	-	78.7	42.4	-36.3
Mergers & Acquisitions	38.6	36.0	31.8	-4.2