

2025 Hospital Executive Level Priorities – HUMAN RESOURCES

The **H**ospital **E**xecutive **L**evel **P**riorities 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 2025 H.E.L.P. surveys were based upon 1,676 respondents.

This H.E.L.P. survey covers twenty (20) 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 2024. **The 2025 top four Human Resource priorities are Registered Nurse/Professional Recruitment, Retaining Talent or Employee Turnover, Employee Morale & Engagement, and Maintaining Competitive Salary, Wages, & Benefits.**

HUMAN RESOURCES HELP	2024	2025	CHANGE
Registered Nurse & Professional Recruitment	80.4	90.0	9.6
Retaining Talent or Employee Turnover	81.2	87.7	6.5
Employee Morale & Engagement	-	82.6	-
Maintaining Competitive Salary, Wages, & Benefits	85.5	79.3	-6.2
Leadership Development	56.2	66.7	10.5
HR Strategic Planning	60.0	64.1	4.1
Workplace Violence	58.1	64.1	6
Decreasing/Controlling Labor Costs	63.7	63.7	-
Succession Planning	46.1	58.5	12.4
Ancillary & Support Staff Recruitment	-	58.5	-
Employee Development	-	57.5	-
Employee Health & Wellness	-	55.0	-
Union Avoidance/Labor Relations	37.5	51.8	14.3
Change Management	-	51.0	-
Workforce Diversity, Equity and Inclusion	50.0	48.3	-1.7
Measuring HR Effectiveness	48.5	47.4	-1.1
Regulatory Compliance	45.1	55.0	9.9
Cross-Generation Team Building	-	44.4	-
Protecting Aging Workforce	40.0	43.7	3.7
Mergers & Acquisitions	30.5	30.8	0.3