



2024 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 2024 H.E.L.P. surveys were based upon 1,785 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 2023. The 2024 top three Human Resource priorities are Maintaining Competitive Salary, Wages, & Benefits, Retaining Talent or Employee Turnover, and Registered Nurse/Professional Recruitment.

HUMAN RESOURCES HELP	2022	2023	2024	CHANGE
Maintaining Competitive Salary, Wages, & Benefits	74.6	86.2	85.5	-0.7
Retaining Talent or Employee Turnover	85.5	90.1	81.2	-8.9
Registered Nurse/Professional Recruitment	83.3	96.2	80.4	-15.8
Decreasing/Controlling Labor Costs	64.1	70.0	63.7	-6.3
HR Strategic Planning	58.5	62.9	60.0	-2.9
Workplace Violence	46.5	54.3	58.1	+3.8
Leadership Development	61.3	59.2	56.2	+3.0
Workforce Diversity	56.8	51.0	50.0	-1.0
Performance Metrics	56.8	49.0	48.5	-0.5
Succession Planning	51.0	45.7	46.1	+0.4
Regulatory Mandates	53.2	47.8	45.1	-2.7
Staffing ROI	-	-	41.8	-
Protecting Aging Workforce	46.5	44.2	40.0	-4.2
Union Avoidance/Labor Relations	41.8	44.3	37.5	-6.8
Mergers & Acquisitions	36.0	31.8	30.5	-1.3