

2026 HR Trends Report

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Solutions For Human Resources

Key Trends for Small Businesses:

1. Pay Transparency Laws

Maryland and federal pay equity rules expanding.

Audit your pay practices now.

2. Remote Work Policies

Hybrid models are the new standard.

Document policies clearly.

3. AI in Hiring

Automated screening tools require compliance review.

4. Mental Health Benefits

EAP programs seeing 40% increase in utilization.

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