



RESEARCH HIGHLIGHTS

2025 Priorities for Healthcare Leaders

Our survey helps to identify the strategic priorities healthcare organizations may need to focus on to drive productivity, build a healthy people strategy, improve regulatory compliance, and gear up for growth.

Top Challenges Facing Leaders

(Responses for extremely/very/somewhat challenging)

BUSINESS

1. Economic uncertainty (97%)
2. Business growth (90%)
3. Cyber security (86%)

PEOPLE MANAGEMENT

1. Recruiting, hiring and onboarding (100%)
2. Management training (100%)
3. Employee engagement/retention (99%)

HUMAN RESOURCES

1. Attracting/recruiting talent (90%)
2. Flexible work models (77%)
3. Managing/administering benefits (75%)

COMPLIANCE

1. Record-keeping and documentation (68%)
2. Federal and state-mandated training (67%)
3. Leave policies (63%)

TECHNOLOGY

1. Lack of integration
Managing analytics/reporting (tied at 81%)
2. Employee training on HR tools (67%)
3. HR team training on HR tools (66%)

Impact of Employee Turnover

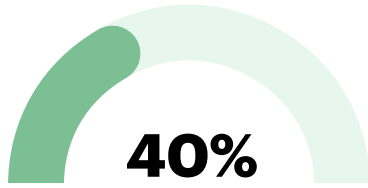
Costs **\$14,737 per employee**, on average

Business outcomes:

1. Disruption to your team (52%)
2. Workforce stress and burnout (49%)
3. Impact on morale (47%)

The #1 employee retention strategy is increasing pay.

Time & Cost of HR Administration



of leaders spend **more than 10 hours** a week on HR administration tasks.

AVERAGE COST OF TIME SPENT ON HR TASKS

\$94,702 annually **OR** **\$1,821** per week

MOST TIME-CONSUMING HR TASKS

	Average annual cost
Payroll processing	\$10,873
People management	\$10,242
Risk management/managing workers' compensation	\$10,048
Measuring and managing employee performance	\$9,420
Managing multiple HR systems	\$9,002

HR Outsourcing Gets Prioritized

56% of healthcare leaders plan to outsource HR administration in the year ahead.

(Responses for extremely/very/somewhat likely)

TOP TASK TO OUTSOURCE

1. Payroll processing (27%)
2. Benefits administration (22%)
3. 401(k) administration (17%)

EXPECTED RESULTS

1. Increased productivity (50%)
2. Better analytics and reporting (43%)
3. Improved regulatory compliance (41%)

Get Help With Your Business Challenges

Paychex makes HR brilliantly simple. Contact us to access dedicated HR experience and help solve your biggest HR issues.