

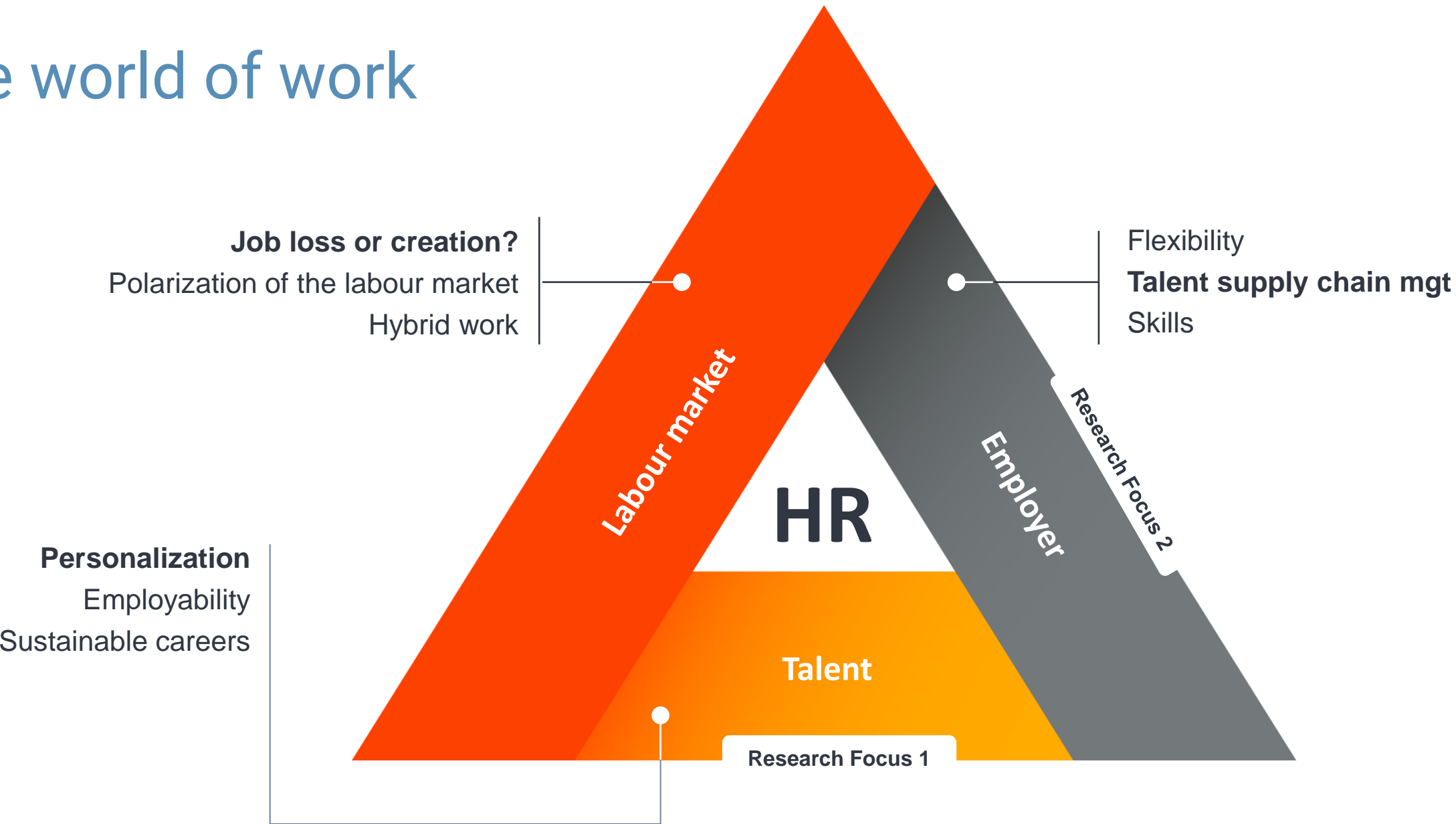


# The future of work and the role of HRM

Webinar by HRnytt & SD Worx  
April 10, 2025



# The world of work



# Why talk about trust now?

## Trusted Workplace

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graph TD; A[Trusted Workplace] -.- B[Trust in Technology]; A -.- C[Trust in People]; A -.- D[Trust in Governance];
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Trust in **Technology**

Trust in **People**

Trust in **Governance**

Many challenges in adopting AI (in HR) stem from a lack of trust, including concerns over data privacy, job displacement, **distrust in AI-driven processes**, skepticism about its effectiveness, and ethical considerations.

Lorenzo Andolfi, SD Worx HR & Payroll Pulse 2025

## 01 / Trust in technology

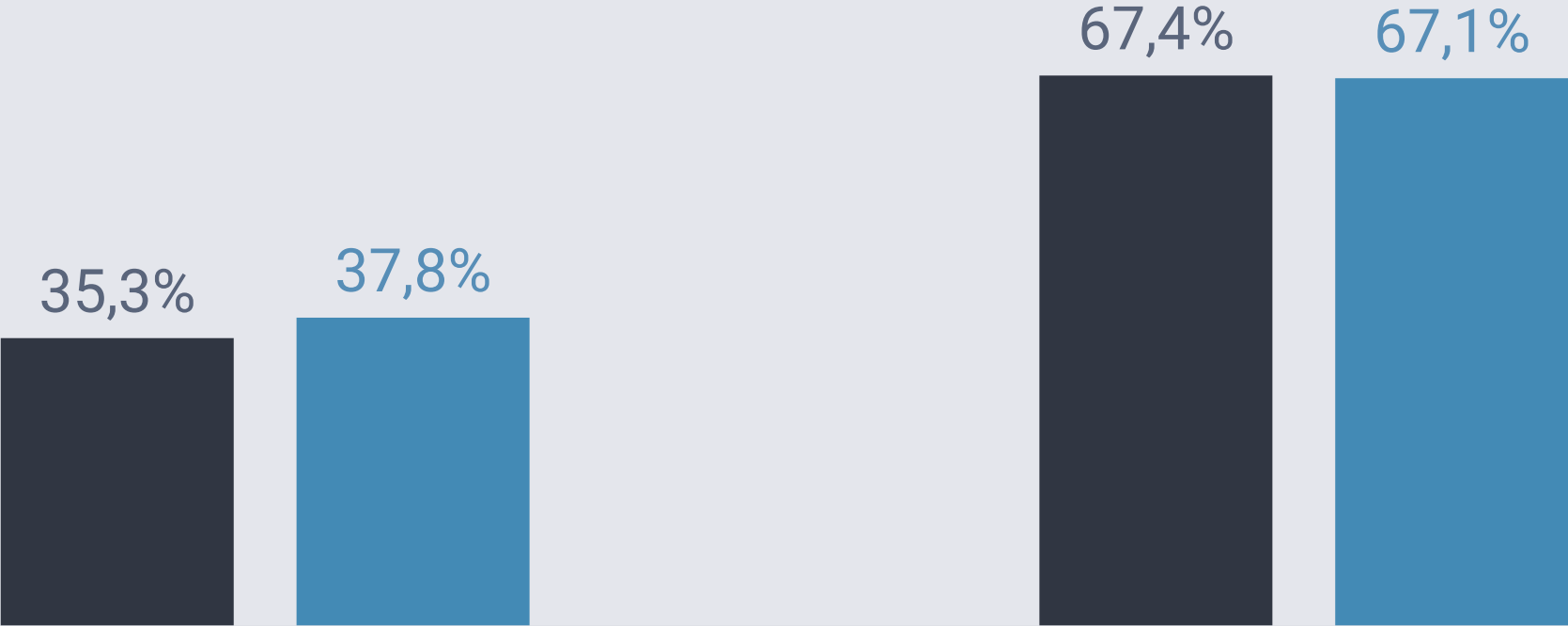
**2 in 5 employees** fear AI will make the workplace **less human-centric**

**Less than 18%** of Swedish employees trust AI to be **fair and ethical** when making decisions (Vs 27% of Europeans)

SD Worx HR & Payroll Pulse 2025

# 02 / Trust in people

Trust in People  
■ EU ■ Sweden



My manager struggles with effective leadership.

I am treated equally in my team.

**Things are getting quieter** in the workplace...

Encouraging employee engagement is therefore an important lever in breaking employee silence.

- Prof. Dr. P. De Prins | Antwerp Management School -



## 03 / Trust in governance

62% of employers believe their employees trust their HR practices.

49% of Swedish employees trust how HR manages things in their organization.

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“In a world characterised by constant change, trust is increasingly becoming a necessity.”

- Prof. Dr. A Weibel | University of Sankt Gallen -



Trust in the workplace rocks...  
and HR needs be in the driver's seat!

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