



The Most Common HR Stress Factors and Possible Solutions

HR teams face enormous pressure daily:

they are responsible not only for recruitment, employee development, and company culture but often also for employees' mental well-being. They juggle multiple roles and frequently find themselves caught between different interests – between management and staff, between strategic planning and operational execution.

But who takes care of HR?

The workload is high, yet **87% of HR professionals say they would choose this profession again**. However, this does not mean that the challenges can be ignored.



In this guide, we highlight the biggest stress factors in HR and provide practical solutions to help you create a more sustainable and healthier work environment.

Stress Factor 1: The Value of HR in the Company

The Challenge

HR is still often seen as an operational function rather than a strategic partner. This can be frustrating – studies show that HR professionals' **stress levels increase** ninefold when their work is not sufficiently valued.

Especially in smaller companies, HR generalists often have to manage a wide range of tasks – from recruitment and employee development to administrative processes. This versatility can quickly lead to overload. Additionally, HR frequently acts as an intermediary between teams and management, making it difficult to meet all expectations.

Possible Solutions

Align HR initiatives with company goals:

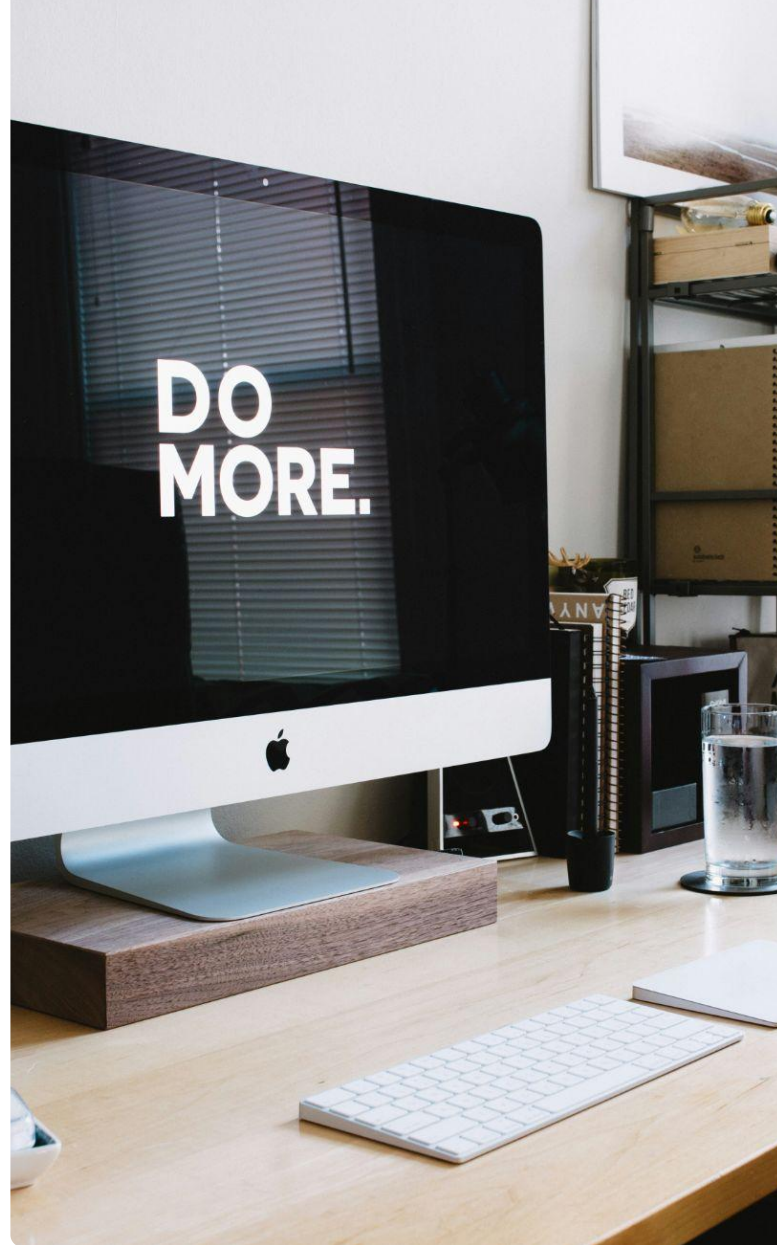
Ensure that HR decisions contribute strategically to the company's long-term success, not just short-term staffing needs.

Promote data-driven HR strategies:

Utilize people analytics to make informed decisions and provide actionable insights.

Conduct HR-business reviews with executives:

Schedule regular meetings to align on strategic priorities.



Make HR achievements visible:

Share key metrics on employee retention, satisfaction, and performance with management. Regular presentations in leadership meetings can help highlight the impact of HR work.

Separate strategic and operational HR projects:

Make it clear that balancing both strategic and operational HR projects is too much for one person, and manage leadership's expectations accordingly.

Stress Factor 2: The Responsibility for Employees' Mental Well-being

The Challenge

Employee well-being often falls under HR's responsibilities – but where does this responsibility end? Many companies delegate this task to HR without clearly defining its scope or acknowledging that employees also have personal accountability. Without support from leadership or external experts, this can lead to additional pressure. HR teams are not mental health experts, yet they are expected to handle sensitive issues.



Possible Solutions

Build knowledge on mental health:

Invest in training on workplace mental health – for HR, managers, and teams.

Incorporate mental health as a KPI:

Conduct regular surveys on psychological stress levels to track progress and implement preventive measures.

Establish Mental Health Ambassadors:

Appoint internal contact persons for mental health support, such as through a Mental Health First Aider program.

Leverage external support:

Platforms like nilo offer mental health solutions, bringing in additional expertise and reducing HR's burden.

Appeal to personal accountability:

Make it clear to your team and leadership that while you can support them and provide resources, they also have a personal responsibility to take care of their own mental well-being.

Stress Factor 3:

Unclear HR Responsibilities – Now & in the Future

The Challenge

HR is evolving rapidly – topics like people analytics, digital transformation, and artificial intelligence are gaining importance while traditional HR tasks remain essential. Managing day-to-day operations while simultaneously developing new competencies is a challenge.

Moreover, uncertainty about HR's future role creates stress: Which skills will be crucial in the coming years? What role will HR play in a data-driven corporate structure? Without clear guidelines, targeted professional development becomes difficult.

Possible Solutions

Develop future competencies:

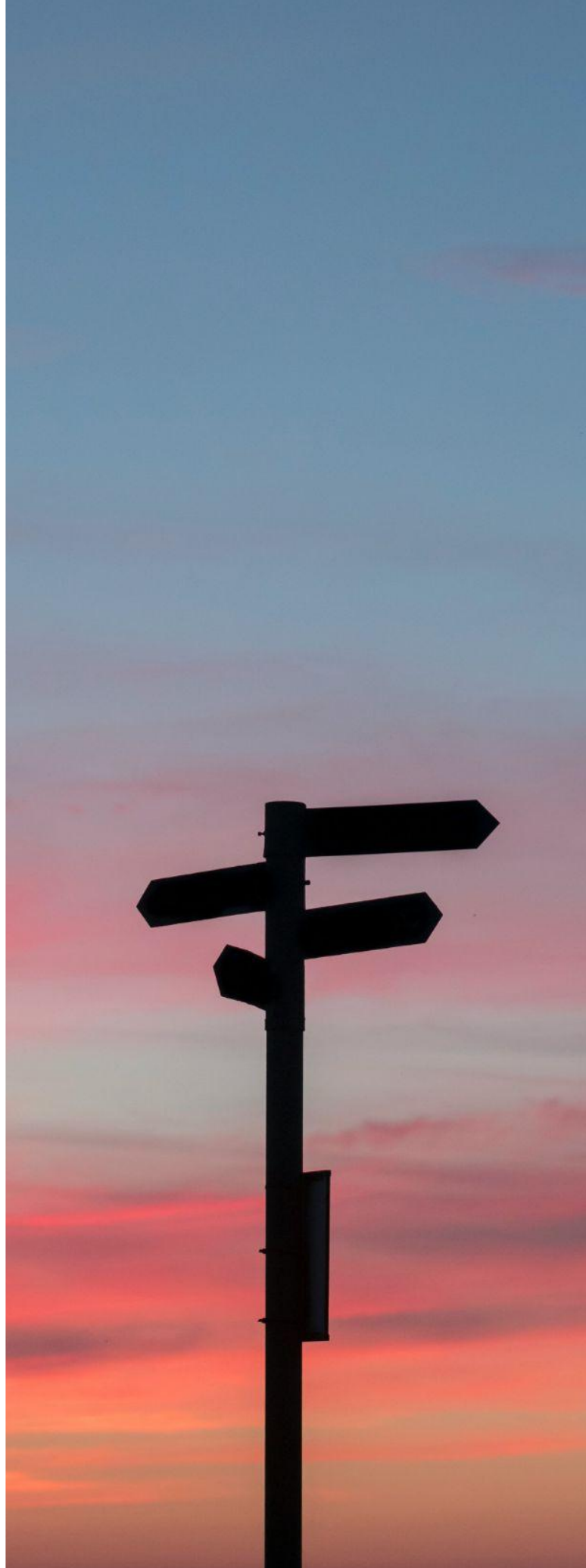
Prioritize training in people analytics, digital tools, and AI-supported HR processes.

Manage expectations:

Learning new skills takes time. Communicate this to management and be transparent about which tasks may need to be reassigned or deprioritized.

Define clear role descriptions:

Establish what tasks currently and in the future fall under HR's responsibilities – and what does not.



Stress Factor 4: Artificial Intelligence in HR – Opportunity or Risk?

The Challenge

AI is transforming HR processes – from automated recruitment to data-driven decision-making. However, many HR teams struggle to determine which AI tools are truly beneficial and how to ensure data protection and ethical compliance.

Possible Solutions

Prioritize data protection:

Choose secure systems and ensure strict adherence to data protection regulations. Acquire knowledge in this area to make informed technology decisions.

Use AI responsibly:

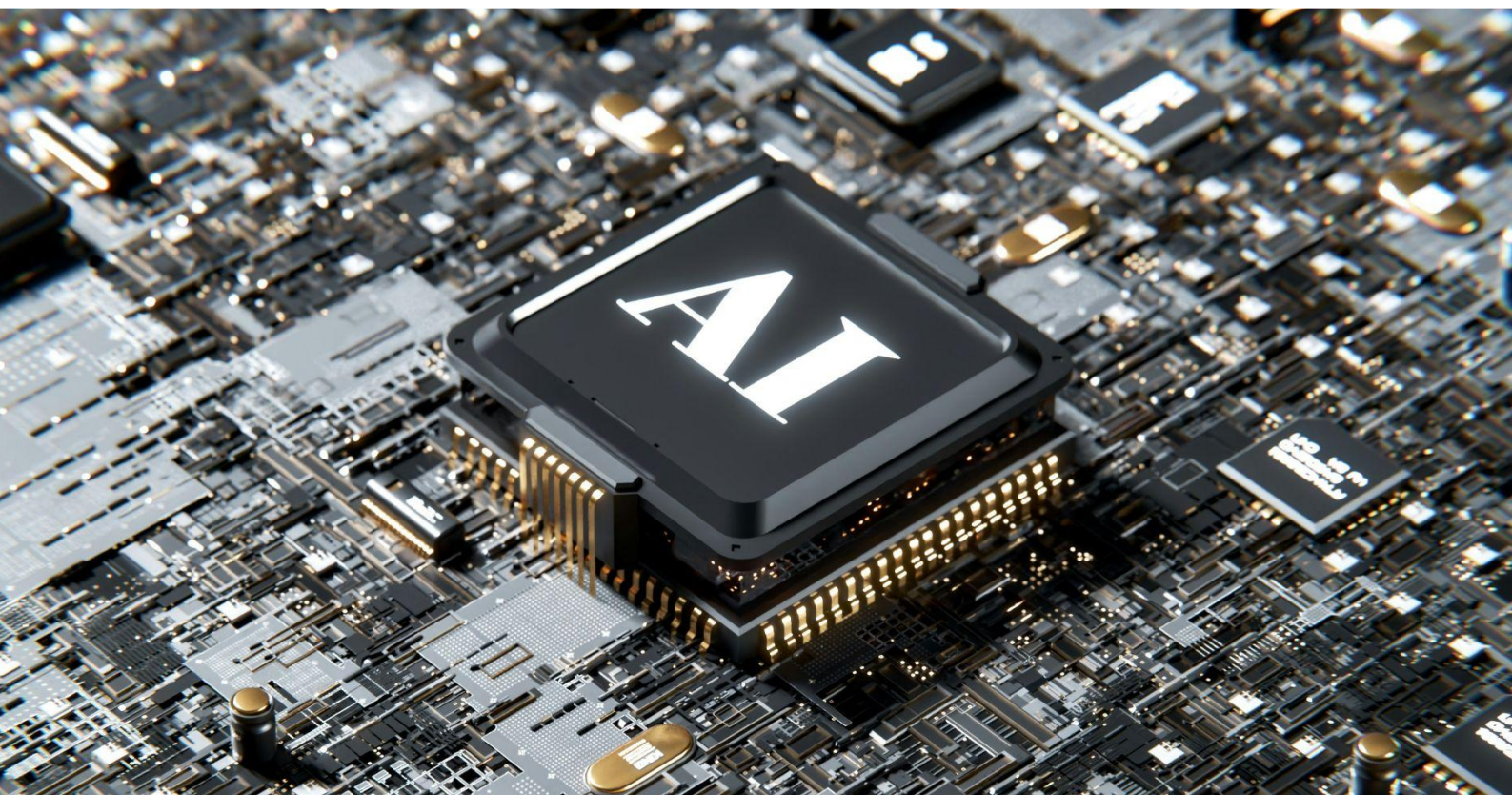
Implement AI where it enhances efficiency but maintain human oversight in critical HR areas like talent development, conflict resolution, and recruitment.

Exchange best practices:

Ask HR colleagues about best practices and their experiences with AI tools, for example, in HR communities.

Keep calm:

AI is a valuable tool, but not a replacement for human-centered HR work. Not every new technology needs immediate adoption – rely on your own experience and judgment.





Stress Factor 5: High Expectations, Low Budget

The Challenge

HR is expected to deliver maximum results with minimal resources. While other departments receive substantial budgets for technology and personnel, HR often has to manage with very limited funding.

Possible Solutions

Utilize smart technologies:

Automation can help optimize resource use and free up time for strategic tasks (see AI section above).

Develop a business case for budget increases:

Use data-driven arguments to justify necessary HR investments to leadership.

Explore flexible financing models:

External funding, partnerships, or co-financing can help implement key projects without straining the budget.

How to convince your management of a mental health benefit

The guide for a successful negotiation.

[Get the Guide](#)



Stress Factor 6: No Time for Self-Care in HR

The Challenge

HR takes care of everyone – but often neglects its own mental well-being. Constant availability can lead to burnout over time. It is crucial to actively counteract this pressure.

Possible Solutions

Set clear boundaries:

Establish defined working hours and routines to maintain a healthy work-life balance.

A tip: At the end of each day or week, reflect on how often you consciously said “no” to tasks beyond your responsibilities. If you frequently take on extra work, focus on improving boundary-setting and communication.

Schedule breaks and self-reflection:

Make time for rest and regularly assess your own stress levels.

Seek external support:

Mental health platforms or coaching can help manage workload stress more effectively.

Network with other HR professionals:

Sharing experiences and best practices can make challenges easier to navigate.





Support your employees with the leading platform for workplace mental health

nilo provides easy access to mental health support: 1-on-1 sessions with psychologists, self-guided exercises and tools, group formats, and workshops to strengthen your team's well-being and your company culture.



Would you like to learn more about how to improve well-being in your company?

[Let's talk!](#)