

# People Risk Report 2024 : analyzed risks



## Technological change and disruption

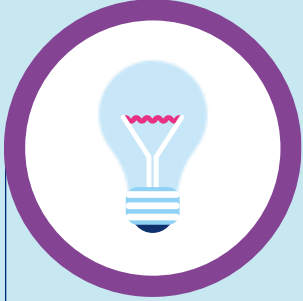
Lack of cybersecurity knowledge

Mishandling of data and intellectual property

Mismanagement of artificial intelligence

Suboptimal HR benefits and other technology

Technology skills shortages



## Talent, leadership and workforce practices

Disengaged workforce

Ineffective leadership

Labor shortages

Misconduct and detrimental culture

Uncompetitive attraction and retention strategies



## Health, well-being and safety

Chronic illness

Healthcare system deterioration

Mental health deterioration

Pandemic and infectious disease

Unsafe physical and psychological working conditions



## Governance, compliance and financial

Changing legislation and heightened scrutiny

Improper benefit, policy, and rewards decision making

Increasing health and benefit costs

Poor management of long-term benefit financial exposure

Weak administration and failure to fulfill fiduciary responsibilities



## Environment, sustainability and protection

Absence of HR in business decision-making

Disparities in executive and worker rewards and values

Inadequate coverage for catastrophic personal life events

Lack of diversity, equity, and inclusion

Natural disasters and extreme weather

Download the People Risk Report 2024 here



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