PROTALENT ADVISORY

HR CONSULTING • OUTSOURCING • COMPLIANCE

Janvi Mistry | ProTalent Advisory

EXECUTIVE HR INSIGHTS

Costly HR Mistakes Businesses Make

Small oversights.
Big consequences.

Let’s look at the top HR mistakes and how to avoid them.

Janvi Mistry | ProTalent Advisory

01. Hiring the Wrong People

A bad hire doesn't just affect your team – it impacts your productivity, culture and bottom line.

THE COST

- Lost productivity
- Additional recruitment costs
- Lower team morale
- Potential legal risks

HOW TO AVOID IT

Use structured interviews, check references and focus on cultural fit, not just skills.

Janvi Mistry | ProTalent Advisory

02. Ignoring Employee Engagement

Disengaged employees don’t just leave – they bring down performance, innovation and team spirit.

THE COST

- Higher turnover rates
- Increased absenteeism
- Lower productivity & creativity
- Damaged employer brand

HOW TO AVOID IT

Build a positive work culture, offer growth opportunities and listen to your people.

Engaged People Build Stronger Businesses 😊

PROTALENT ADVISORY

HR CONSULTING • OUTSOURCING • COMPLIANCE

Janvi Mistry | ProTalent Advisory

03. Incomplete or Outdated HR Policies

Without clear policies, you risk confusion, inconsistency and compliance issues.

THE COST

- Legal and regulatory penalties
- Disputes and grievances
- Inefficient HR processes
- Loss of trust and credibility

HOW TO AVOID IT

Keep your policies updated, compliant with UAE labour laws and easy for employees to access.

ESSENTIAL HR POLICIES:

- Leave
- Code of Conduct
- Grievance
- Performance
- Compliance

Janvi Mistry | ProTalent Advisory

04. Poor Communication & Lack of Transparency

When communication is unclear, misunderstandings grow – and so do problems.

THE COST

- Rumours and lack of trust
- Resistance to change
- Errors and rework
- Lower employee satisfaction

HOW TO AVOID IT

Be clear, consistent and open. Keep your team informed, heard and valued.

Open Communication Builds Stronger Teams

Janvi Mistry | ProTalent Advisory

05. Not Investing in Training & Development

Your people are your biggest asset. Without the right development, you're limiting their potential – and your business's growth.

THE COST

- Skill gaps & reduced performance
- Lower retention rates
- Missed learning opportunities
- Higher recruitment costs

HOW TO AVOID IT

Invest in continuous learning, mentorship and career progression plans.

> **Develop Today, Lead Tomorrow**

PROTALENT ADVISORY

HR CONSULTING • OUTSOURCING • COMPLIANCE

Janvi Mistry | ProTalent Advisory

Avoid these costly HR mistakes and build a stronger, future-ready business.

Better People | Better Processes | Bigger Growth

Let’s make HR work better for your business.

ProTalent Advisory

HR CONSULTING • OUTSOURCING • COMPLIANCE