UAE HR Trends 2027: From Administration to Infrastructure

As AI changes how work gets done, UAE businesses need HR systems that make technology accountable, knowledge durable and growth manageable. A ProTalent Advisory outlook for SMEs, startups and family businesses.

Written by Janvi Mistry, Founder & Managing Director, ProTalent Advisory FZE

In 2027, having AI will not set a business apart. Almost every company will have it. What will separate them is proof that it improves performance, quality and decisions, and the HR foundations that make that possible.

That divide, between widespread AI use and measurable value, runs through every trend in this report. It touches how work is redesigned, who verifies what AI produces, who owns the knowledge experienced employees carry, and how the next generation learns judgment when entry-level tasks disappear.

None of this is solved by a policy memo. It is shaped by how leaders behave and how company practices treat people, and now also by the AI-enabled systems that make and support those decisions.

This report takes the 11 global trends identified by AIHR in *HR Trends 2027: Work, Redesigned* and reads them for the businesses ProTalent Advisory works with every day: UAE SMEs, startups, family businesses and growing companies where HR infrastructure has to scale alongside the business. AIHR is the reference for the global research; the UAE perspective, recommendations and framework are ProTalent's.

The 11 trends

Each chapter gives the global shift, what it means for a UAE business, the evidence behind it, a bottom line and three practical actions.

01 **Human and AI collaboration becomes everyday work**

02 **AI moves from adoption to business value**

03 **Organizational knowledge becomes a business asset**

04 **The talent paradox gets stronger**

05 **Entry-level work is changing**

06 **Trust becomes HR infrastructure**

07 **HR will own more outcomes, not just processes**

08 **Work architecture becomes strategic**

09 **The next-generation HR business partner**

10 **HR capabilities are being repriced**

11 **HR investment must catch up with business growth**

How to read this report

Chapters 01 to 11 follow the AIHR trend sequence, localized for UAE SMEs. Three infographics summarize the data. The closing pages bring the trends together in the **ProTalent 5R HR Model**, a 90-day roadmap and a readiness checklist.

On sources: AIHR's *HR Trends 2027* is the global reference. Research from McKinsey, KPMG, Workday, BCG, PwC, Gartner, SHRM, Catalyst, Deloitte and others is quoted as reported by AIHR. UAE data comes from MoHRE and a 2026 UAE employer survey. Labor-market figures from AIHR are U.S.-based and directional for the UAE.

01 Human and AI collaboration becomes everyday work

AI is leaving the experiment stage and entering the daily routine of HR. It drafts job adverts, screens CVs, answers policy questions, schedules interviews and summarizes performance notes. As more of the execution moves to software, the human contribution shifts toward supplying context, checking results and handling the exceptions that a system cannot.

That shift raises a question many growing companies have not yet answered: when an AI-assisted process gets something wrong, who owns the outcome? In a small or mid-sized business the honest answer must be a named person with the authority to step in, not "the system".

In the UAE the question is already practical. AI is in use across HR functions, and some of the most sensitive decisions, such as promotions, are among its early applications.

EVIDENCE

Only 21% of organizations using generative AI have redesigned at least some of their workflows, even though redesign shows the strongest link to financial impact (McKinsey, as reported by AIHR).

A 2026 UAE employer survey found that just 14% of respondents use no AI in any HR function. Promotion decisions were the most common use at 42%, followed by training and development at 35%.

Sources: McKinsey State of AI via AIHR HR Trends 2027; 2026 UAE employer survey.

→ **Bottom line:** AI is becoming part of how HR work gets done. The task for leaders is to redesign roles, checkpoints and accountability around it, rather than adding a tool to an unchanged process.

ProTalent actions for UAE SMEs

- List every AI tool that touches an HR process, and record who owns it, what data it uses and where a human checks its output.
- Name one accountable person for every AI-assisted people decision, and write down how exceptions are escalated.
- Add short AI-use rules to your handbook so managers know what may and may not be delegated to a tool.

02 AI moves from adoption to business value

Most businesses can now say they use AI. Far fewer can show what it has changed. The measures companies reach for first, such as number of tools, usage rates and hours saved, describe activity. They do not show whether decisions are better, quality has improved, costs have fallen or risk has dropped.

Part of the gap is hidden work. Time saved by AI is often spent reading, checking and correcting what it produced. Part of it is organizational: the culture, managers and processes around a tool matter at least as much as the tool itself.

For a UAE SME with a small budget this is good news. You do not need a long list of tools. You need one or two well-chosen processes, a baseline and an honest view of the result.

> **EVIDENCE**
>
> KPMG's Global AI Pulse found that 95% of large organizations have an AI strategy and nearly 40% are scaling AI, yet only 8% report established return on investment.
>
> Workday's research suggests nearly 40% of reported AI time savings are lost again to checking and correcting outputs.
>
> Sources: KPMG Global AI Pulse; Workday, both as reported in AIHR HR Trends 2027.

→ **Bottom line:** AI creates value only when the freed capacity is redirected to something that matters and the change is measured. Activity metrics are not proof of return.

ProTalent actions for UAE SMEs

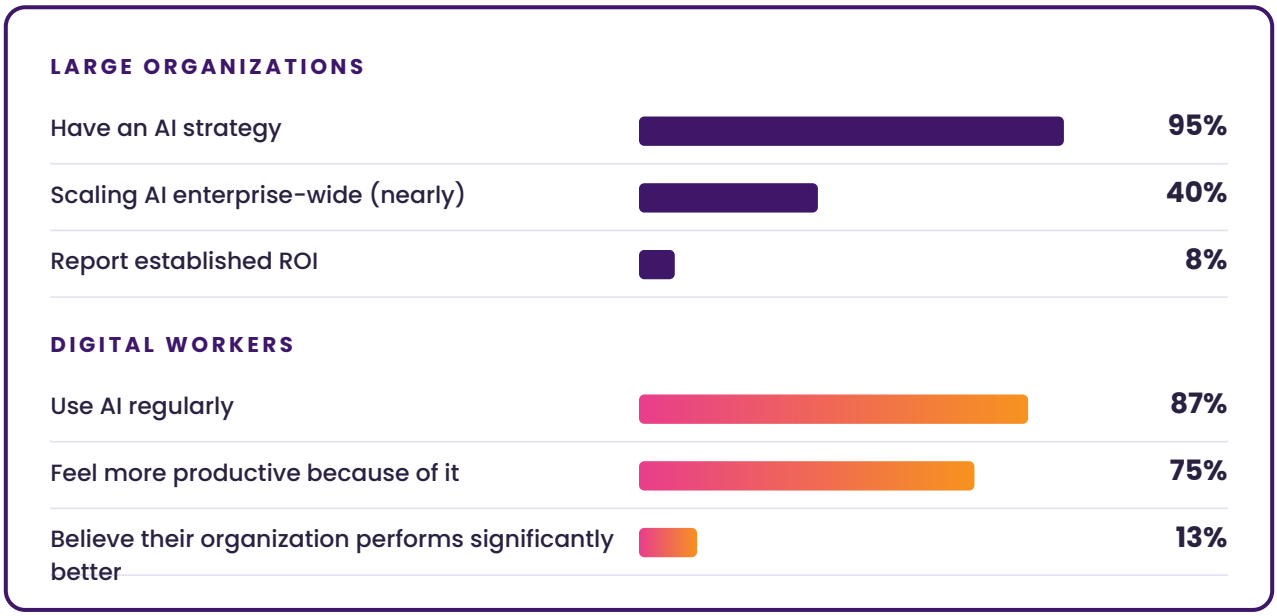
- Choose one or two HR processes, such as onboarding or leave requests, and record time, error rate and employee satisfaction before you automate.
- Count checking and correction time when you calculate savings.
- Review the results quarterly with whoever owns the budget, and stop tools that do not earn their place.

The AI Value Gap: Use Is Everywhere, Proof Is Rare

95%
of large organizations have an AI strategy

8%
report established return on investment

~40%
of reported AI time savings are lost to checking and correcting outputs



Sources: KPMG Global AI Pulse (organizations with revenue of $100M or more); Glean Work AI Index; Workday. Figures as reported in AIHR HR Trends 2027.

What this means for a UAE SME

The distance between individual productivity and company performance is where HR has the most to contribute. Employees feel faster, but the business only gains when workflows, roles, checkpoints and measures are redesigned around the tools. Smaller companies have an advantage here: fewer layers make redesign quicker, provided it is done deliberately.

03 Organizational knowledge becomes a business asset

In most growing UAE businesses, the knowledge that makes the company work is scattered. It sits in the founder's memory, in managers' habits, in WhatsApp groups, personal spreadsheets and inboxes. It works until someone resigns, falls ill or moves to another country.

AI sharpens the issue. As powerful models become available to everyone, a company's advantage comes from what it can teach those tools about its own business: how it really approves exceptions, why a past decision was made, which clients need special handling. That knowledge only helps if it has been captured.

Capturing it requires trust. Employees may hesitate to hand over what they know if they suspect it will make them replaceable. How the company explains the purpose matters as much as the method.

EVIDENCE

Gartner predicts that by 2027 organizations will use small, task-specific AI models at least three times as often as general-purpose ones (as reported by AIHR). Such models depend on the organization's own documented knowledge.

ProTalent's documentation stack: Employee Handbook, HR Policies, SOPs, Job Descriptions, KRAs, Onboarding, and Exit Knowledge Transfer.

Source: Gartner via AIHR HR Trends 2027; ProTalent Advisory.

→ **Bottom line:** Documented knowledge protects the business from departures and is the raw material for useful AI. HR documentation is no longer back-office paperwork.

ProTalent actions for UAE SMEs

- Map where critical know-how sits in only one or two people, and treat that as a business risk.
- Make mentoring, structured handovers and exit knowledge transfer routine rather than exceptional.
- Tell employees clearly why knowledge is being captured and what it means for their role.

04 The talent paradox gets stronger

The more work AI takes on, the more valuable human judgment becomes: framing the right problem, challenging an answer, applying it in context. Yet the routine tasks through which people used to build that judgment are the ones AI handles first. Companies need the capability and are removing the practice ground at the same time.

UAE employers already compete hard for skilled and specialized people. Automation does not ease that competition. It changes what companies need from the talent they hire and develop.

The practical response is to plan by skills rather than by vacancy, and to build judgment deliberately into everyday work.

> **EVIDENCE**
>
> PwC's 2026 AI Jobs Barometer found that new tasks in highly AI-exposed roles are 2.5 times more likely to rely on human-intensive capabilities. In a BCG study of 70 C-suite leaders, half reported de-skilling in their organizations.
>
> AIHR's research found that 33% of the skills in the average job changed in just four years. Mercer reports that 54% of C-suite leaders see talent scarcity as the top force shaping their people plans.
>
> Sources: PwC, BCG, Mercer, via AIHR HR Trends 2027.

→ Bottom line: Skills that last, such as judgment, communication, critical thinking and change management, are becoming more valuable even as technical skills turn over quickly. Hiring alone will not close the gap.

ProTalent actions for UAE SMEs

- Replace "refill the vacancy" with a short skills plan: what the role now needs, what can be automated, what must stay human.
- Give people regular tasks where they decide first and use AI second.
- Invest in AI literacy, data interpretation, leadership and change management across the existing team.

05 Entry-level work is changing

Junior work has always doubled as training. Drafting, checking, compiling and following up gave new employees repeated, low-risk practice and the chance to learn from mistakes. Those are exactly the tasks AI now handles well.

In UAE businesses this touches HR administrators, coordinators, junior analysts, finance assistants, customer support and operations roles. Employers are tempted to remove such roles altogether. The risk is a future shortage of people with the experience to become managers.

The alternative is to keep junior roles but change their content, so that they are built around learning, mentoring and early decision-making alongside AI.

EVIDENCE

AIHR's U.S. labor analysis found that demand for HR Administrators, a common entry point into HR, fell nearly 30%.

The World Economic Forum and PwC report that 37% of young workers globally are in occupations with medium-to-high exposure to AI-driven task change. PwC also found that highly AI-exposed entry-level roles are seven times more likely to require capabilities traditionally linked to experienced staff.

Sources: AIHR; WEF and PwC, via AIHR HR Trends 2027. The labor data is U.S.-based and directional for the UAE.

→ **Bottom line:** If routine tasks disappear without a replacement, the pipeline of future managers weakens. Companies must recreate the learning that junior work used to provide.

ProTalent actions for UAE SMEs

- Review each junior role and note which formative tasks AI has taken over.
- Pair juniors with a mentor and give them supervised decisions, not only data entry.
- Raise pay, expectations and support together when a role's scope grows.

06 Trust becomes HR infrastructure

Technology increases efficiency, but trust decides whether employees accept it. Staff now experience company decisions through systems: how work is assigned, tracked, scored and rewarded. When those systems are opaque, people assume the worst.

AI also gives employers far greater visibility into employee activity. Used well, that reveals workload problems early. Used carelessly, it becomes surveillance, and consequential judgments get made without context.

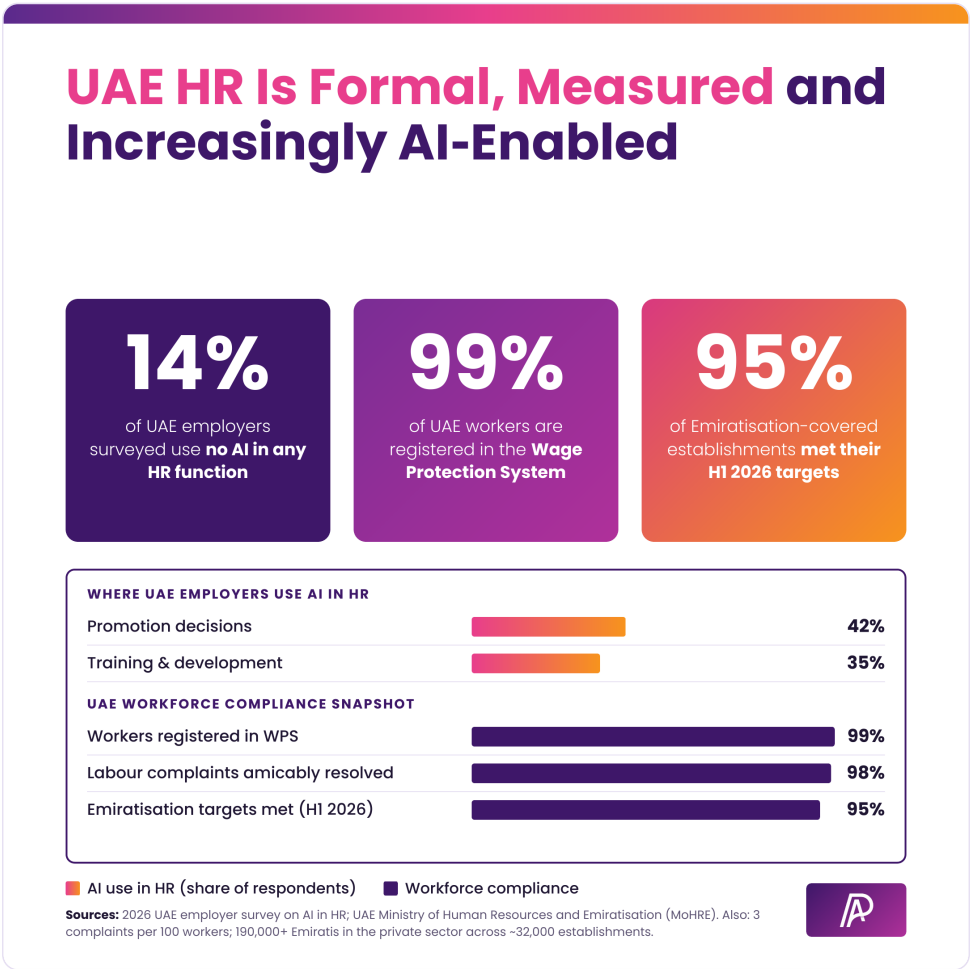
A recent UAE report stressed responsible AI, data protection and the safeguarding of individual rights as AI becomes embedded in the labour market. Companies that adopt AI in recruitment, monitoring, performance, promotion or termination should be able to answer five questions: What data are we using? Why are we using it? Who can access it? Who makes the final decision? Can the employee challenge it?

> **EVIDENCE**
>
> Catalyst found that 61% of organizations have a responsible AI policy, but only 21% of leaders say AI is adopted in ways that minimize negative effects on employees.
>
> SHRM's 2026 report found that 52% of organizations do not involve HR in setting AI strategy.
>
> Sources: Catalyst; SHRM, via AIHR HR Trends 2027.

→ **Bottom line:** Trust is built through fairness, transparency and accountability in the systems themselves. A policy on paper is not enough.

ProTalent actions for UAE SMEs

- Give HR a defined role in reviewing any AI tool that affects employees before it goes live.
- Write down where monitoring ends and surveillance begins, and test your tools against that line.
- Create a simple route for employees to question or appeal an AI-influenced decision.



UAE HR data: 2026 UAE employer survey on AI in HR; UAE Ministry of Human Resources and Emiratisation (MoHRE).

What this tells UAE business leaders

Two things are true at once. AI is already present in UAE HR, including in people decisions such as promotion. And UAE workforce administration is formal and monitored, from payroll registration to complaint handling to Emiratisation targets.

Together they mean that an SME can no longer treat HR as informal. Systems that touch employees need documentation, ownership and review. Companies that put those foundations in place early find that compliance and technology adoption become easier, not harder.

Also from MoHRE: 3 complaints per 100 workers, 98% amicably resolved; over 190,000 Emiratis in the private sector across nearly 32,000 establishments.

07 HR will own more outcomes, not just processes

Traditional HR is measured by processes completed: payroll run, leave approved, vacancy filled, file updated. Modern HR is expected to influence outcomes: workforce productivity, culture, risk, performance and growth.

Those outcomes depend on decisions taken across the business. Technology choices, budgets and targets are often set before HR is consulted, which leaves HR accountable for results it only partly controls. Clear shared ownership, agreed measures and the capability to deliver all need to be in place.

For a SME this is not an argument for a large HR department. It is an argument for HR capacity that is organized around outcomes, whether it sits inside the company, with a partner, or in a combination of both.

> **EVIDENCE**
>
> A 2026 BCG and WFPMA survey of more than 7,000 leaders found that 65% see HR as a key business enabler, while 51% cite administrative workload as the main barrier to greater strategic contribution.
>
> A CIPD survey of over 1,000 U.K. HR professionals found 60% believe HR makes a valued strategic contribution, but only 49% can measure it.
>
> Sources: BCG/WFPMA; CIPD, via AIHR HR Trends 2027.

→ **Bottom line:** HR's accountability is growing faster than its authority and its measures. The gap closes with shared ownership, agreed measures and the right capability.

ProTalent actions for UAE SMEs

- Agree two or three people outcomes a year with the leadership team, such as attrition, time to productivity and compliance status.
- State which decisions HR makes, which it influences and which sit elsewhere.
- Use an HR partner to extend capacity where the team cannot build depth in time.

08 Work architecture becomes strategic

Growing companies meet the same wall. At about 20 employees, the founder's involvement keeps things together. At around 50, processes begin to break: nobody is sure who approves what, titles and pay are inconsistent, and performance conversations are ad hoc. At about 100, organizational structure becomes critical to execution.

This is why work architecture, the design of roles, reporting lines, decision rights and performance systems, is moving from a technical HR topic to a growth topic. It determines how quickly a company can add people without adding confusion.

AI raises the stakes. Technology only changes productivity when roles and workflows are redesigned around it.

> **EVIDENCE**
>
> Deloitte found that adding an AI assistant to customer service without changing workflows lifted productivity 5% at one telecom company, while redesigning workflows around it lifted productivity 30%. Organizations that prioritized work design were twice as likely to exceed AI ROI expectations.
>
> Helios HR found that only 17% of mid-market organizations included HR as a strategic partner in AI initiatives, versus 72% of those reporting successful AI strategies.
>
> Sources: Deloitte; Helios HR, via AIHR HR Trends 2027.

→ **Bottom line:** Structure is a growth decision. Companies that design roles, reporting lines and decision rights early scale with less friction than those that fix them in a crisis.

ProTalent actions for UAE SMEs

- Document your organization chart, reporting lines and authority matrix before the next hiring wave.
- Write job descriptions and KRAs for every role, and link them to your appraisal cycle.
- Involve HR early when a new technology or restructure is being planned.

09 The next-generation HR business partner

The HR business partner of the future is not the person employees visit with policy questions. It is an adviser who understands the business, its numbers, its technology and its risks, and who helps leaders make better people decisions.

As AI absorbs routine queries and drafting, the value of a business partner will rest on judgment and context. Coordination-heavy versions of the role are under pressure; embedded, advisory versions are gaining ground.

Most SMEs cannot justify a full strategic HR team. That is the case for outsourced HR: access to a partner who combines people, business, finance, technology and risk perspectives, without building a department before the business is ready.

> **EVIDENCE**
>
> AIHR's U.S. labor data shows demand for Regional HRBPs up 16.4% over six months while Senior HRBP demand fell 14.9%. Gartner found that only 51% of leaders agree their HRBPs are involved in important strategic discussions.
>
> AIHR's State of HR 2026 research found that 64% of HR functions changed their operating model in two years, yet only 19% have a clear division of responsibility between HRBPs, centers of expertise and shared services.
>
> Sources: AIHR; Gartner, via AIHR HR Trends 2027. Labor data is U.S.-based.

→ Bottom line: The market rewards partners who are close to the business and able to advise, not those who coordinate. Clear role boundaries matter as much as the title.

ProTalent actions for UAE SMEs

- List where your HR time actually goes, and move transactional work to automation or a service partner.
- Bring your HR adviser into leadership discussions about hiring, pay and growth plans.
- Define what your internal team does, what a partner does and who decides.

10 HR capabilities are being repriced

The labor market is starting to pay for what HR professionals can do rather than the title they hold. Skills that shape how an organization runs, such as organizational design, change management, analytics, technology and reward, are in demand. Skills centered on routine processing and coordination are being automated or bundled into self-service.

This matters for SMEs in two ways. First, scarce capabilities are expensive to hire. Second, a job title says little about whether a person has them.

Companies need to ask what capabilities their HR function really needs over the next two years, and which of them are cheaper to access than to build.

EVIDENCE

AIHR's U.S. labor analysis shows demand for Organizational Effectiveness Specialists up 65.4% and for Change Management Specialists up 21.6% over six months, while HR Service Desk Agent demand fell 38.3% and HR Administrator demand 29.6%.

Robert Half reports that 61% of HR leaders are adjusting offers to compete for talent and 52% have exceeded planned salary ranges for specialized hires.

Sources: AIHR; Robert Half, via AIHR HR Trends 2027. U.S. data, directional for the UAE.

→ **Bottom line:** Capability, not job title, is becoming the measure of HR's market value. The most sought-after skills are also the hardest and costliest to hire.

ProTalent actions for UAE SMEs

- Audit the capabilities your people function has today against what the next two years demand.
- Develop or redeploy existing staff before entering a tight hiring market.
- Buy scarce skills, such as compliance, organization design and analytics, as a service when the need is occasional.

11 HR investment must catch up with business growth

Many companies invest early in sales, marketing, technology, premises and finance, while HR stays at “we’ll deal with it when there’s a problem”. That approach is cheap at 15 employees and costly at 100, when every missing policy, unclear role and informal process becomes a dispute, a delay or a compliance gap.

UAE workforce administration is highly formal. Payroll runs through a national system, labour complaints are tracked and Emiratisation targets are monitored. Weak HR foundations are visible to regulators as well as to employees.

Investment should follow where the function’s work is growing, not where its headcount has always been.

> **EVIDENCE**
>
> MoHRE reports 99% of workers registered in the Wage Protection System, and 3 complaints per 100 workers, with 98% amicably resolved.
>
> MoHRE also reported that 95% of establishments covered by Emiratisation policies met their H1 2026 targets, with over 190,000 Emiratis in the private sector across nearly 32,000 establishments.
>
> Source: UAE Ministry of Human Resources and Emiratisation (MoHRE).

→ **Bottom line:** HR spend that lags growth becomes expensive. The cheapest time to build HR infrastructure is before the first serious problem.

ProTalent actions for UAE SMEs

- Compare HR spend and attention with where the business is growing, and rebalance toward gaps.
- Treat compliance, documentation and Emiratisation planning as infrastructure, not tasks.
- Set a 12-month HR roadmap and review it every quarter.

Where HR Breaks as Your Company Grows

~20

employees: the founder is the HR system

WHAT STRAINS

- Rules live in the founder's head
- Contracts and policies are basic or borrowed

WHAT TO INSTALL

- Core contracts and policies
- Employee handbook
- WPS and records in order

~50

employees: processes start to break

WHAT STRAINS

- Unclear approvals and titles
- Knowledge sits in chats and spreadsheets
- Ad hoc performance talks

WHAT TO INSTALL

- SOPs and job descriptions
- KRAs and onboarding
- Basic appraisal cycle

~100

employees: structure becomes critical

WHAT STRAINS

- Layers, reporting lines, pay fairness
- Manager consistency
- Compliance exposure

WHAT TO INSTALL

- Org design and authority matrix
- Workforce planning
- Compensation structure and PMS

HR Infrastructure Before HR Problems

Reading the chart

Headcount is a signal, not a rule. A fast-growing company of 40 may already be experiencing the problems of 60. Use these stages to ask what is about to break and install the system before it does. It is cheaper to document a process while it is still simple than to untangle it after the team has tripled.

The three stages are ProTalent's own framework, drawn from the pattern we see repeatedly in growing UAE businesses.

The ProTalent 5R HR Model

The trends in this report converge on one practical question: in what order should a growing UAE business build its HR system? The 5R model answers it, moving from risk reduction to growth.

1 · REGULATE

UAE compliance, policies, contracts, WPS and Emiratisation.

ProTalent pillars: HR Foundation · HR Compliance

2 · RESTRUCTURE

Organization design, roles, reporting lines and workforce planning.

ProTalent pillars: Strategic HR · HR Foundation

3 · REDESIGN

AI, HR technology, workflows and future-of-work practices.

ProTalent pillars: Strategic HR · Performance

4 · RETAIN

Culture, engagement, performance and employee experience.

ProTalent pillars: People & Culture · Performance

5 · SCALE

Strategic HR advisory, HR outsourcing and business growth.

ProTalent pillars: Strategic HR

Start with **Regulate** where risk is highest, then work down the sequence. Each stage makes the next faster and cheaper: documented policies make job descriptions easier, clear roles make performance systems credible and measured performance makes AI value visible. **Scale** is the point where HR becomes a growth function, supported by advisory and outsourced capacity.

A 90-Day Roadmap for UAE SMEs

A practical sequence for the next quarter, built on the 5R model. Adapt it to your size, sector and licence.

When	Focus	Actions
Days 1–30	Regulate	Audit contracts, handbook and policies against current UAE labour requirements. Confirm MOHRE and WPS records. Check Emiratisation obligations. List every AI tool touching HR and name an owner for each.
Days 31–60	Restructure	Draw the organization chart and reporting lines. Write job descriptions for every role. Create an authority matrix for hiring, pay and approvals. Refresh the handbook and core policies. Adopt a short AI and employee-data policy.
Days 61–90	Redesign and Retain	Redesign two HR workflows with human checkpoints. Document onboarding and exit knowledge transfer. Set KRAs and KPIs and run a first structured appraisal. Redesign junior roles around mentoring and judgment.
Ongoing	Scale	Decide what to build, outsource or combine. Set a 12-month HR roadmap. Review compliance status, attrition, appraisal completion and the AI register every quarter.

Five questions for every AI decision about people

- [ ] What data are we using?
- [ ] Why are we using it?
- [ ] Who can access it?
- [ ] Who makes the final decision?
- [ ] Can the employee challenge the decision?

2027 HR Readiness Checklist

Tick what is already true for your business. Each gap points to a conversation worth having.

Foundation and compliance

- [ ] We have a current employee handbook and HR policy manual
- [ ] Every role has a documented job description
- [ ] Contracts reflect current UAE labour requirements
- [ ] Payroll runs through WPS with clean records
- [ ] We know our Emiratisation obligations and plan for them
- [ ] We have documented grievance and disciplinary processes

Knowledge

- [ ] Key processes exist as SOPs, not only in people's heads
- [ ] Onboarding is documented and consistent
- [ ] Exit knowledge transfer happens for every resignation

Performance and structure

- [ ] Our organization chart and reporting lines are written down
- [ ] An authority matrix shows who decides what
- [ ] Roles have KRAs and KPIs
- [ ] We run a formal appraisal cycle
- [ ] We plan workforce needs by skills, not only vacancies

AI and trust

- [ ] We know where AI is used in HR
- [ ] Every AI tool has an owner, a risk and a KPI
- [ ] We have an AI and employee-data policy
- [ ] Employees can challenge AI-supported decisions

Resourcing

- [ ] We know the HR capability we need over the next 12 months
- [ ] We have decided what to build, outsource or combine

How to read your result. Several unticked boxes in one area point to your first priority. Book a conversation with ProTalent Advisory and we will help you sequence the work with the 5R model.

Over to you

The 11 trends do not tell a single technology story. They describe organizations racing to catch up with a technology that is moving faster than their structures. Companies are redesigning work faster than they are clarifying accountability. They are asking more of HR without resourcing it accordingly. And the labor market is repricing capabilities faster than internal budgets can follow.

None of this resolves by itself. The businesses that pull ahead in 2027 will be those that make deliberate choices about how work, accountability, capability and investment need to change, and that give those choices a documented, human-accountable HR system to run on.

> **THE PROTALENT VIEW**
>
> **2027 will not be the year HR becomes less human. It will be the year businesses discover how much better technology works when it is supported by strong HR systems, clear accountability and human judgment.**

About the author



Janvi Mistry

FOUNDER & MANAGING DIRECTOR, PROTALENT ADVISORY FZE

Janvi is the founder of ProTalent Advisory, a boutique HR and people advisory firm in Abu Dhabi serving SMEs, startups and UAE/India-linked businesses across HR advisory, recruitment and Emiratisation. She works as a founder-operator, helping growing companies build the people infrastructure they need without building a large internal HR team.

Janvi was ranked by Favikon among the Top 200 HR & People Leaders creators in the UAE: #5 on Instagram and #79 on LinkedIn (as of August 12, 2026).

About ProTalent Advisory

ProTalent Advisory FZE is a boutique HR and people advisory firm based in Abu Dhabi, UAE. We act as an extension of the HR function for growing businesses, helping them build, manage and improve their people infrastructure.

7+
Years of experience

99%
Client retention rate

40+
Satisfied clients

Five service pillars

Pillar	Services
HR Foundation	HR setup, policies, handbook, documentation
HR Compliance	UAE labour compliance, MOHRE, WPS, Emiratisation
Performance	KPIs, KRAs, PMS, appraisal systems
People & Culture	Engagement, employee relations, onboarding
Strategic HR	Workforce planning, OD, HR advisory, HR outsourcing

Let's build your HR infrastructure before HR problems find you.
Website: protalentadvisory.net · linktr.ee/JanviKM · topmate.io/janvi
UAE call +971 50 932 2912 · UAE WhatsApp +971 54 733 9626
India call & WhatsApp +91 96873 64484 · +91 99783 64484

Sources and notes: AIHR (Academy to Innovate HR), *HR Trends 2027: Work, Redesigned* (aihr.com/blog/hr-trends), and its research cited from McKinsey, KPMG, Workday, Glean, Microsoft, Gartner, PwC, BCG, Mercer, WEF, Catalyst, SHRM, Deloitte, Helios HR, CIPD, Robert Half and others, summarized here in ProTalent's own words. UAE data: UAE Ministry of Human Resources and Emiratisation (MoHRE) and a 2026 UAE employer survey. AIHR labor-market figures are U.S.-based and directional for the UAE. © 2026 ProTalent Advisory FZE.

Office: 6th Floor, Building A, Ajman Boulevard, Al Hassan Al Basri Street, Ajman, UAE