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Aviation Industry Seeing Rising Need for Specialised HR Systems

The aviation industry is adopting specialised HR systems to meet strict regulations, streamline operations, and boost efficiency.

KALKARA, SOUTH EAST, MALTA, September 1, 2025 /EINPresswire.com/ -- The aviation industry is experiencing a growing demand for human resource systems designed specifically for its strict regulations and complex operations. The global aviation software market is expected to grow from €8.9 billion in 2024 to €17.9

billion by 2034. Crew management software is also forecast to increase from €2.4 billion in 2024 to €4.4 billion by 2032. Industry experts say this reflects the increasing role digital HR tools play in running aviation businesses efficiently and safely.

> "Airlines face unique challenges, from strict regulations to complex crew scheduling. The right HR systems make it easier to stay compliant, support staff, and keep operations running smoothly."
>
> *Giovanna Mirabile*

Aviation companies face HR challenges that are more demanding than those in many other industries. They must track pilot licences, medical certificates, type ratings, safety training and regular checks. These records must be accurate and available for inspection by regulators such as the Civil Aviation Authority, the European Union Aviation Safety Agency and the International Civil Aviation Organisation. The right HR systems can track credentials automatically, send alerts well before expiry dates and create audit-ready reports.

Operating internationally adds another layer of difficulty.

Airlines and aviation service providers manage payrolls in multiple currencies, navigate different tax laws, and comply with varied employment contracts. They must also follow international duty-time rules, such as ICAO's guidance of seven to nine hours of rest in every 24 hours. Crew scheduling is a particularly complex task, requiring rosters that match qualifications, contractual

terms and rest requirements. Modern HR systems can integrate with operational platforms to adjust rosters quickly when delays or emergencies occur.

The sector is also dealing with a shortage of skilled workers, especially pilots and aircraft technicians. Recruitment processes are now making greater use of HR technology to filter candidates based on type ratings, language skills and medical fitness. Automated systems can handle background checks, process visas, and manage security clearance. Fully digital onboarding allows new hires to submit documents, complete training, and connect to company systems before their first day.

Training is not optional in aviation but a legal requirement. Learning management systems within HR platforms can automatically assign courses, track completion, send reminders for renewals and prevent unqualified staff from being scheduled.

Workforce planning depends heavily on accurate, real-time information. Data analytics can help airlines predict staffing needs, monitor turnover and identify compliance risks. Custom dashboards can highlight crew availability, training gaps and upcoming licence expirations. With aviation staff working across the globe, mobile access to HR platforms has become essential. Crew can now check schedules, view payslips, upload documents, and receive notifications wherever they are.

Protecting sensitive information such as medical records, passport details, licences, and security clearances is a top priority. Modern aviation HR systems now use advanced encryption, role-based permissions, GDPR compliance and detailed audit trails to meet legal requirements and maintain trust.

As aviation operations expand and regulations tighten, many general-purpose HR systems are proving inadequate. Companies like Aeroates, specialising in HR solutions for the aviation sector, are being recognised for helping the industry stay compliant, efficient and prepared for the demands of a global market.

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