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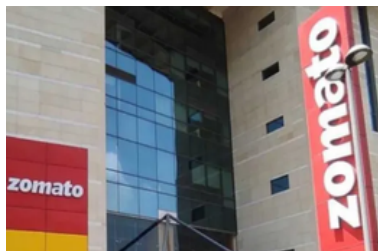
HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
VOLUME 41, FEBRUARY 2025

HR TRENDS

Experience at best: Gurugram woman's interview reveals Zomato's culture

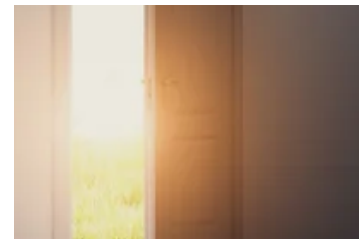


Gurugram resident Kashish Goyal shared an insightful interview experience at Eternal (formerly Zomato). Realizing mid-interview she lacked the required skills, she candidly admitted it. Instead of ending the session, the interviewers engaged her in a supportive conversation about her aspirations. This reflects Eternal's 'We, not Me' culture, emphasizing

people-centric values, ownership, and innovation. Kashish's experience highlights that true company culture is revealed in how people are treated, even when things don't go as planned.

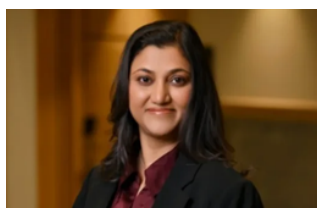
The Great Resignation to the Great Rejuvenation: Why balance matters more than ever

Workplaces have shifted from the Great Resignation to the Great Rejuvenation, prioritizing alignment between work, values, and well-being. However, many organizations remain stuck in traditional structures, creating a disconnect. To bridge this gap, leaders must foster open dialogue, use data-driven insights, and integrate well-being into



business strategies. Emphasizing adaptability, outcome-based performance metrics, and work-life balance will help organizations thrive in this evolving landscape.

Performance Management at PNG Jewellers: Why the human touch will always matter



The article discusses PNG Jewellers' approach to performance management, emphasizing the importance of the human touch alongside data-driven insights. While technology and analytics help track employee performance, the company believes that empathy, communication, and personal

connections are crucial for motivation and growth. By fostering a culture of continuous feedback, recognizing individual contributions, and aligning employee goals with organizational objectives, PNG Jewellers ensures that its workforce remains engaged and productive. The article highlights that while digital tools enhance efficiency, human interaction remains irreplaceable in performance management.

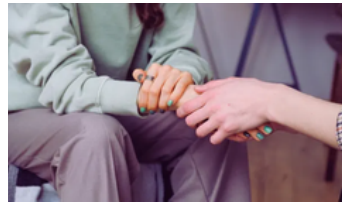
CXO MOVEMENTS

- Westlife Foodworld appoints Sandhydeep Purri as Chief People Officer
- Daifuku Intralogistics India elevates Asim Behera as the new CEO
- Zanskar Research appoints Bikesh Kumar Singh as VP-people and culture
- Arvind Fashions appoints Rohith Kumar as CHRO

HR PRACTICES

Employee mental health concerns soar to become leading cause for counselling: Study

A recent study reveals that mental health issues have become a leading reason for employees seeking the counselling, accounting for 15% of all sessions in 2024. This increase indicates a growing awareness and acceptance of mental health challenges in the workplace. The report, based on data from 83,000 counselling sessions, also highlights a 22% rise in suicide risk cases and a 17% increase in distress-related cases compared to the previous year. Notably, 59% of manager referrals involved employees showing signs of self-harm, underscoring the critical role managers play in identifying and supporting at-risk staff. The study emphasizes the need for organizations to enhance mental health support by creating safe environments, training managers to recognize distress, and extending Employee Assistance Program benefits to families.



Employee Well-Being Initiatives Idea

- Arrange topical webinars
- Encourages healthy behaviors
- On-site Gardening
- Group Counseling
- Standing Desks
- Book Club
- Subsidized Ongoing Education



Empowering a Digital-First Workforce: The E-Luminati Journey at RPG Group



RPG Group has launched 'E-Luminati,' a structured learning program aimed at bridging digital skill gaps and fostering innovation across its diverse workforce. This initiative offers a three-tiered roadmap: 'Digital Awareness' introduces foundational technologies like

AI and IoT; 'Digital Implementation' encourages practical application through workshops and projects; and 'Digital Leadership' develops employees into digital pioneers influencing the company's strategic direction. By integrating learning into daily workflows, E-Luminati has engaged over 8,500 employees, ensuring they are equipped to navigate and contribute to RPG's digital transformation journey.

Reinventing BFSI Talent Strategies: Building an agile and engaged workforce

The Banking, Financial Services, and Insurance (BFSI) sector is transforming with AI, stricter regulations, and a tech-savvy workforce. Financial institutions are integrating AI and machine learning and machine learning to improve services, while regulatory bodies enforce stricter compliance. A new generation of professionals is driving companies to rethink talent strategies, emphasizing scalable ecosystems, mentorship, and accountability. Upskilling in data and AI is becoming essential to stay relevant. These efforts aim to build an agile, growth-oriented workforce ready to navigate industry shifts.



GLOBAL HR



Analysis: Singapore's budget surplus driven by corporate tax windfall

Singapore's budget surplus has been significantly boosted by a corporate tax windfall, driven by strong business performance and global tax developments. Higher-than-expected corporate tax revenue contributed to the surplus, alongside government efforts to maintain fiscal prudence.

The additional funds provide flexibility for social programs, economic initiatives, and future investments. However, experts caution that relying on such windfalls may not be sustainable in the long term, emphasizing the need for diversified revenue streams and careful fiscal planning.

Malaysia: Job market gains from strong investments

Malaysia's job market is experiencing steady growth, driven by strong investments, government-led job creation, and a revitalized tourism sector. The realization of approved investment projects has significantly contributed to employment expansion, with the unemployment rate declining to 3.3% in 2024. Key industries such as services, manufacturing, and agriculture are witnessing job gains, while regions like Selangor and Kuala Lumpur report the high labor force participation. Despite global economic uncertainties, Malaysia's workforce remains resilient, supported by policy measures, economic diversification, and stable inflation, ensuring continued job creation and market adaptability.



Singapore's hottest homegrown AI startups every HR leader should know



Singapore has emerged as a leading hub for AI innovation in Asia with 193 newly funded AI startups between 2013 and 2023, attracting SG\$8.1 billion in private investments. The government's commitment to fostering AI adoption is evident through initiatives like the \$150 million Enterprise Compute

Initiative, aimed at reducing barriers for businesses. In 2025, 67% of Singaporean businesses plan to prioritize AI in their technology investments, with 75% launching AI-powered projects. Notable homegrown AI startups enhancing HR functions include Belong, which focuses on predictive outbound hiring; Botbot.AI, automating routine tasks through conversational AI; Connexions Asia (CXA), offering AI-driven employee benefits solutions; and DocDoc, an AI-powered digital health concierge.

"Organization isn't about perfection it's about efficiency. reducing stress and clutter, saving time and money and improving your overall quality of life."

IHS

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