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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
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HR TRENDS

"Tackling unbelongingness: Leadership strategies for retention and engagement,"



Baalmiki Bhattacharyya discusses how employees often leave organizations when they feel unseen, unheard, or undervalued. He emphasizes that a sense of belonging is crucial for employee retention and engagement. To foster this belonging, leaders should focus on aligning employees' roles with their personal purpose, building trust through transparent and consistent communication, and ensuring

that employees feel valued and connected within the organization. By addressing these areas, organizations can enhance loyalty and reduce turnover.

8th Pay Commission: Fitment factor to finalise the salary, effective 2026

The Indian government has initiated the 8th Central Pay Commission ahead of schedule, aiming to implement its recommendations by 2026. The commission is expected to propose a fitment factor between 2.6 and 2.85, potentially increasing salaries by 25-30% and raising the minimum basic salary above ₹40,000. This



move seeks to address inflation, rising living costs, and the disparity between public and private sector pay, while also boosting disposable incomes and stimulating economic consumption.



The power of flexibility: How self-motivation drives workplace success

"The Power of Flexibility," Sachin Agrawal (Co-founder & CEO of Bizongo) highlights how workplace flexibility boosts employee satisfaction, well-being, and productivity. He explains that giving employees autonomy in choosing their work environment enhances engagement, reduces stress, and improves mental health. Flexible policies, such as selecting in-office days or alternative work locations, foster trust, respect, and higher retention by supporting work-life balance.

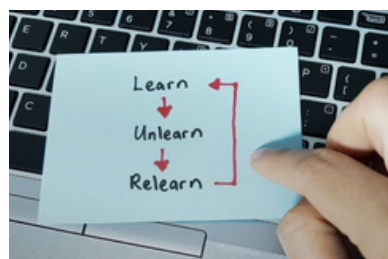
CXO MOVEMENTS

- LinkedIn appoints Deepak Agarwal as chief AI officer, to lead AI Innovation
- Edenred appoints Minaxi Indra as Its MD for India
- Indu Kapoor appointed Head of HR for Infosys Consulting Business
- Lupin Manufacturing Solutions appoints Ajay Tiwari as CHRO

HR PRACTICES

The Power of unlearning and relearning: Fueling personal and organisational growth

In today's rapidly evolving business landscape, the ability to unlearn outdated practices and relearn new perspectives is crucial for both personal and organizational growth. Unlearning involves recognizing and letting go of obsolete methods, thereby opening avenues for innovation and adaptability. Relearning entails acquiring and internalizing new skills that align with current industry demands. Organizations can facilitate this process by implementing structured reskilling and upskilling programs, ensuring their workforce remains competitive as technologies and market conditions change. Embracing a culture that values continuous learning empowers individuals and organizations to thrive amid constant change.



Employee Well-Being Initiatives Idea

- Daily step challenge
- Wellbeing webinars
- ‘Let Them Go Walking’
- Encourage people to write ‘user manuals’
- Mindful Pauses
- In-House Yoga
- Themed Wellness Days



Unlocking HR Excellence in Mumbai: Top Sessions at TechHR Pulse Mumbai



The article "Unlocking HR Excellence in Mumbai: Top Sessions at TechHR Pulse Mumbai You Can't Miss" highlights the upcoming TechHR Pulse Mumbai 2025 event, set to feature over 7,000 delegates, 40+ top speakers, and 30+ sessions

focusing on the future of talent, leadership, and transformation. Key sessions include a spotlight on leadership by Anupam Mittal, Founder & CEO of People Group, discussing resilience and innovation, and a keynote by Aarti Srivastava, CHRO of Capgemini India, on forward-thinking talent strategies to drive business growth. The event aims to provide HR professionals with actionable insights into navigating new-age technologies while maintaining a human-centric approach to business.

Agility, sustainability, and innovation: The workforce strategy powering TVS Ele .

TVS Electronics is implementing a workforce strategy centered on agility, sustainability, and innovation to navigate the dynamic business environment. The company emphasizes continuous



learning and development, encouraging employees to adapt to technological advancements and industry shifts. By fostering a culture that values flexibility and proactive problem-solving, TVS Electronics aims to enhance operational efficiency and drive long-term growth. This approach not only positions the company to meet current market demands but also ensures resilience against future challenges.

GLOBAL HR



UK's first plant-based workplace canteen champions sustainability

In a pioneering move, green energy company Ecotricity has launched the UK's first fully plant-based workplace canteen at its Stroud headquarters in Gloucestershire. This initiative aligns with the company's commitment to sustainability and aims to reduce its

carbon footprint by serving a 100% plant-based menu. Founder Dale Vince emphasizes that food choices are crucial in combating climate change, and this move integrates sustainability into the workplace culture. The canteen not only promotes environmental responsibility but also enhances employee well-being, potentially leading to higher productivity and engagement. Ecotricity's approach serves as a model for other organizations aiming to incorporate sustainability into their operations and achieve environmental, social, and governance goals.

Pre-verification must for Indians seeking Saudi Arabian work visa

Indians applying for a Saudi Arabian work visa are now required to undergo pre-verification of their educational and professional qualifications. This new mandate, which has already come into effect, is designed to enhance the integrity of the visa application process. The pre-verification system will ensure that documents submitted are authentic, helping streamline the approval process for workers



employment in Saudi Arabia. This move is expected to improve the efficiency and transparency of the visa process, while also reducing the risk of fraudulent credentials.

Dubai Health Authority's virtual employees revolutionise daily operations



The Dubai Health Authority (DHA) has implemented AI-powered virtual employees using Robotic Process Automation (RPA). These systems, capable of completing tasks in minutes instead of hours, automate repetitive processes such as medical report validation and HR functions

medical report validation and HR functions like record management. This integration of machine learning and content recognition significantly enhances efficiency, freeing human employees for strategic work. Two RPA systems currently manage ten services, with plans to expand operations.

"It's important to create a culture of innovation – one that both values and rewards risk."

IHS

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