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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
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HR TRENDS

“59% of women now perceive equal workplace opportunities as men: Report”



A new report shows that 59% of women believe they now have equal job opportunities as men. More women are also taking on leadership roles, improving workplace diversity. However, challenges like work-life balance and skill gaps after career breaks still exist.

To help, companies are introducing upskilling and scholarships to support women's career growth. Many organizations are also focusing on flexible work policies and mentorship programs to create a more supportive work environment.

How One Indian Manufacturer Defies Workforce Trend

GHCL, a leading soda ash manufacturer, has successfully reduced employee turnover and manpower costs through innovations in HR practices. Programs DISHA, GHCL TEA, and MILAP promote employee engagement, innovation, and collaboration. This people-first approach has helped the company achieve stability, productivity and long-term success.



Cabinet approves 2% Dearness Allowance hike for central government employees based on 7th Pay commission recommendation



The central government has approved a 2% hike in Dearness Allowance (DA) for its employees, increasing it from 53% to 55% of basic pay. This revision, done every six months, will also impact allowances like HRA and TA. Employees will receive arrears for January and February 2025 along

with their March salary. The next DA revision is scheduled for November 2025, effective from July, marking the final revision under the 7th Pay Commission. While past commissions have merged DA with basic pay when it exceeded 50%, there is no official confirmation on whether this will happen before the 8th Pay Commission takes effect in January 2026.

CXO MOVEMENTS

- Rumana Rahman joins FedEx as VP HR
- Reeti Dubey joins Google Operations Centre, India as head HR
- Inspira Enterprise gets Lalith Sharma as president & CHRO
- Neha Thakker is now talent-acquisition lead, DSP Mutual Fund

HR PRACTICES

L&T introduces one-day menstrual leave per month

Larsen & Toubro (L&T) has taken a progressive step towards employee well-being by introducing one day of paid menstrual leave per month for its women employees. Announced by Chairman & MD S.N. International Women's Day, this policy aims to support around 5,000 women employees working in its core engineering and construction sectors. This initiative has been welcomed as a step towards a more inclusive and supportive workplace. However, some experts debate its impact on gender perceptions in the industry. With this move, L&T joins companies like Zomato and Swiggy in acknowledging menstrual health as an important workplace concern, marking a significant shift in corporate HR policies. As more companies adopt similar initiatives, the conversation around and women's health and workplace inclusivity continues to evolve. This decision encourage other companies to adopt more gender sensitive workplace policies.



Employee Well-Being Initiatives Idea

- Mental health support
- Employee field days
- Walking meetings
- Flexible schedules
- fitness classes
- Parental and family support
- Financial wellness assistance

Sudeep Kunnumal takes over as TCS CHRO designate starting today; company announces in BSE filing



Tata Consultancy Services (TCS) has named Sudeep Kunnumal as its CHRO designate, effective March 14, 2025, succeeding Milind Lakkad after his 38-year tenure. With over 25 years at TCS, Kunnumal has led talent acquisition, workforce planning, and HR strategy globally. His leadership is expected to drive digital HR transformation, employee engagement, and leadership development, reinforcing TCS's commitment to innovation and workforce excellence. he is also set to focus on diversity, inclusion, and fostering a future-ready workforce to align with TCS's evolving business needs.

Rishi Tiwari joins Kotak Life As Senior vice president Human Resource

Kotak Life has appointed Rishi Tiwari as the new Senior Vice President-Human Resources. Based in Mumbai, he will lead key HR functions, including human capital management, talent acquisition, and HR strategy. With over 18 years of experience across



IT, hospitality, and BFSI sectors, Tiwari specializes in HR strategy, leadership development, and HR transformation. He has previously worked with Max Life Insurance, Hilton, Hyatt Hotels, The Lalit, and REA India. He is an alumnus of IIM Bangalore.



GLOBAL HR

Amazon is changing its promotion policy



Amazon CEO Andy Jassy announced changes in the company’s approach to promotions, emphasizing efficiency and resource optimization. He highlighted that smaller teams deliver better results, citing Amazon Web Services' successful product launches with teams of 12 or fewer. Jassy stated that new product launches should not require more than 50-member teams. Amazon is focusing on improving the ratio of individual

contributors to managers by 15%, reducing bureaucracy, and streamlining management layers. The company prioritizes merit, accountability, and competence over managerial skills alone. Jassy encouraged employees to take ownership of their work and contribute to Amazon’s success.

No bonus points for valid job offers in canada’s express entry system

Canada’s Express Entry system will no longer grant bonus CRS points (50-200) for arranged employment under the Comprehensive Ranking System (CRS). This change applies to all candidates in the Express Entry pool, except those who have already received Invitations to Apply (ITAs)



or have PR applications in progress. The Immigration, Refugees and Citizenship Canada (IRCC) states this is a temporary measure to prevent fraud and misuse of job offers for immigration purposes. However, Federal Skilled Worker Program (FSWP) and certain Provincial Nominee Programs (PNPs) will still require a valid job offer for eligibility

“Focus on Tesla or give up CEO position”: Tesla investor to Musk



Tesla investor Ross Gerber has criticized Elon Musk for neglecting his role as Tesla’s CEO while focusing on his duties as head of the U.S. Department of Government Efficiency (DOGE). With Tesla facing declining sales and a significant drop in market value—over \$800 billion since late 2024—Gerber believes Musk should either prioritize Tesla or step

down. Gerber argues that Musk's multiple commitments, including his acquisition of X, leave him unable to effectively manage Tesla during its crisis. He is also concerned that DOGE’s media attention has negatively impacted Tesla’s reputation. Gerber suggests that Tesla may need a new CEO to navigate its challenges.

“To win the marketplace, you must first win the workplace”

IHS

Editor in Chief Prof (Dr.) Rakesh Patil
Managing Editor Dr. Diksha Swaroop
Editors Ms. Tiya Bhandari , Ms. Niyati Patel & Ms. Dipti Shukla
Contributors Humanagers