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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
VOLUME 43, APRIL, 2025

HR TRENDS

Mega Data Analytics in HR



Mega data analytics is transforming HR practices by providing data-driven insights into workforce trends and employee behavior. Predictive analytics helps forecast hiring needs, identify turnover risks, and address skills gaps. This enables HR to make informed decisions, improving talent acquisition, employee engagement, and retention.

Data analytics enhances HR effectiveness through predictive hiring, personalized learning, optimized workforce planning, and improved diversity and inclusion. Real-time performance data enables accurate assessments and targeted development plans.

Diversity, Equity, and Inclusion (DEI)

The future of DEI will focus on creating a deeper understanding of inclusivity within organizational cultures. Organizations will adopt more sophisticated methods to measure DEI initiatives, emphasizing qualitative aspects like individual employee experiences. Personalized DEI strategies, advanced data analytics, and technology will drive inclusivity. Inclusive leadership and continuous feedback will also be crucial.



AI in HR



Artificial intelligence (AI) is transforming human resources in 2025. AI-driven automation is streamlining recruitment, talent management, and HR processes. AI will automate candidate sourcing, screening, and assessments, reducing hiring time and bias. Predictive analytics will refine talent management, identifying future leaders and customizing development plans.

AI will also enhance employee experience through personalized interactions, real-time feedback, and support. HR automation will reduce administrative loads, and green HRM will promote sustainability through eco-friendly practices.

CXO MOVEMENTS

- Infogain appoints Soma Pandey as Chief People Officer
- Indo National Limited has elevated Amit Kumar Sharda to the role of Chief Human Resource Officer (CHRO).
- Mohan Prasad Mettu appointed as its new Human Resources Business Partner and Employee Relations Lead.

HR PRACTICES

Microsoft appoints Aparna Kondaboina as Head - HR, MCAPS, India & South Asia



Microsoft on Thursday, announced key leadership appointments for its India and South Asia operations with immediate effect. Aparna Kondaboina steps into the role of Head of Human Resources Microsoft Customers and Partners Solutions (MCAPS) India &

South Asia. Kondaboina with 23 years of experience has previously led HR for the Microsoft India Development Centre, helping it become the company's largest development hub outside Redmond. In her new position, she will focus on talent strategy, inclusion, and building high-performance teams to support Microsoft's commercial business in the region.

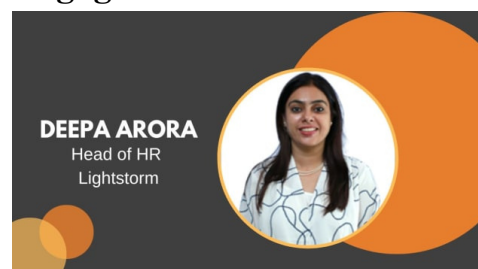
EPFO's revamped Form 13 to quicken PF transfers, eliminate delays

The Employees' Provident Fund Organisation has rolled out a new and updated Form 13 along with a feature for issuing Universal Account Numbers (UAN) in bulk. The objective is to smoothen, simplify, and speed up provident fund (PF) transfers while making the process more transparent.



With manual intervention minimised, more than 1.25 crore members will benefit from faster processing. The revamped Form 13 eliminates the need for destination office clearance, ensuring immediate credit once approved by the source office. Employers can now generate UANs in bulk, with Aadhaar seeding required only before activation.

Balancing Innovation with Empathy: Lightstorm's Blueprint for Employee Engagement



Deepa Arora, HR of Head, Lightstorm, unveils how the company is redefining the workplace experience—closing the gender gap in telecom, leveraging AI for personalised growth, and crafting a culture where employees thrive.

The company uses AI for personalized career development and real-time sentiment analysis to address concerns. Programs like EmpowHER support gender diversity, offering flexible work options and reducing attrition among returning mothers by 40%. By tailoring HR strategies to regional needs, Lightstorm fosters a culture of well-being, diversity, and continuous development.

Employee Well-Being Initiatives Idea

- Open door policies
- Volunteer Hours
- Nutrition Workshops
- Quiet Zones
- Nature and green engagement
- Flexible desk arrangement
- Ergonomics awareness



GLOBAL HR



Xiaomi under fire for alleged unofficial overtime pressure on employees

Recent reports reveal that Xiaomi is facing backlash for allegedly pressuring employees to work 10.5 to 15 hours daily, enforced through verbal instructions rather than official policies.

Employees from various departments shared that missing these unofficial targets can lead to warnings, internal interviews, or pressure to resign. Taking a day off forces workers to compensate extra hours elsewhere.

This issue, ongoing for nearly two years, especially affects contract workers, raising serious concerns about labour rights and workplace exploitation in the tech industry.

Microsoft to Let Go of Poor Performers; Rehiring Banned for 2 Years

Microsoft is tightening its performance policies. Employees rated as low performers must either join a Performance Improvement Plan (PIP) or leave, with no option for internal transfers or rehire for two years.

Earlier, Microsoft laid off around 2,000 underperforming employees without severance. Another round of layoffs, mainly affecting mid-level managers and non-tech roles, is expected in May.



The company is using new tools to track performance, aiming for stronger growth and accountability. Performance is rated on a 0–200 scale, impacting bonuses and stock awards.

Volvo Group to Trim Workforce by 800 Over 3 Months



Volvo Group North America plans to lay off at least 550 employees, potentially reaching up to 800, across sites in Pennsylvania, Virginia, and Maryland. The layoffs are driven by uncertain market demand and rising manufacturing costs due to new US tariffs.

The company, part of Sweden's AB Volvo, employs about 20,000 people in North America. Around 250–350 employees will be cut in Pennsylvania, with similar numbers in Virginia and 50–100 in Maryland.

Facing fears of a recession and lower demand for heavy trucks, Volvo says the layoffs are necessary cost-cutting measures to prepare for future challenges.

HS

Editor in Chief Prof (Dr.) Rakesh Patil

Managing Editor Dr. Diksha Swaroop

Editors Ms. Yukta Patel, Ms. Megha Nair, Mr. Aditya Singh

Contributors Humanagers