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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
VOLUME 55, APRIL, 2026

HR TRENDS

Workforce Reduction & Hiring Strategy Shift



In April 2026, Tata Consultancy Services (TCS) reported a decline of over 23,000 employees, highlighting a major shift in workforce planning within the IT sector. The company clarified that the reduction is not solely due to restructuring but also part of a broader strategy focusing on efficiency and cost control. Despite the decline, TCS continues to hire fresh graduates, indicating a shift in HR strategy towards campus hiring and building a cost-effective talent pipeline.

AI Impact on Payroll & HR Systems



A key HR development in April 2026 is the increasing pressure on payroll systems due to rapid AI adoption and regulatory complexity. Many organizations are facing issues with outdated payroll infrastructure, leading to errors in salary processing and compliance risks. Experts suggest that companies must upgrade to integrated, AI-driven payroll systems to improve accuracy, efficiency, and employee trust, making HR technology transformation a top priority.

Employee Wellbeing and Burnout Management



Employee wellbeing has become a top boardroom discussion due to rising burnout and mental stress in workplaces. Companies are introducing mental health programs, flexible work policies, and regular employee feedback systems to improve engagement. HR teams are now focusing not only on productivity but also on emotional wellbeing and work-life balance.

CXO MOVEMENTS

- **Kaynes Technology India** appointed **Dheeraj Tandon** as its new **Chief Human Resources Officer (CHRO)**
- **Dabur** appointed **Herjit S. Bhalla** as **CEO**
- **The Indian Express** appointed **Shobhit Singhal** as **Chief Technology and Product Officer (CTPO)**.
- **L&T Technology Services (LTTS)** appointed **Rajeev Gupta** as **Executive Director and CFO** in April 2026.

HR PRACTICES

AI Integration in HR Practices



In April 2026, organizations are adopting AI in HR practices like recruitment, payroll, and employee management, but a major gap still exists between AI capability and actual usage. Reports show that while many HR teams use AI tools, they struggle to apply them in complex areas like performance management and employee relations due to lack of trust and proper governance. This highlights the need for better HR policies, training, and ethical frameworks to fully integrate AI into daily HR practices.

Payroll & Compensation Management Practices



A major HR practice issue in April 2026 is the growing importance of accurate and transparent payroll systems. Companies are facing challenges due to outdated and fragmented payroll processes, leading to salary errors and compliance risks. Experts emphasize that payroll is no longer just an administrative task but a strategic HR function, requiring integrated systems, proper coordination between HR and finance, and continuous monitoring to ensure employee trust and legal compliance.

HR Policy & Employment Law Changes



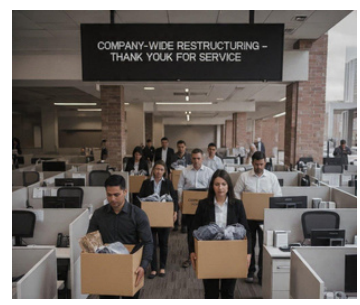
April 2026 has brought significant changes in employment laws, forcing companies to update their HR policies and practices. New rules such as day-one employee benefits, stricter compliance requirements, and stronger worker protection laws are pushing organizations to review contracts, leave policies, and workplace guidelines. This shift shows that HR practices are becoming more compliance-driven and employee-centric, requiring organizations to stay updated and proactive.

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Employee Well-Being Initiatives Idea

- **Mental health counseling support**
- **Yoga and meditation sessions**
- **Flexible working hours**
- **Health insurance benefits**
- **Regular health check-up camps**
- **Fitness membership / Gym support**
- **Healthy food options in cafeteria**

Global Workforce Restructuring at Meta Platforms



In April 2026, Meta Platforms announced plans to lay off nearly 8,000 employees, around 10% of its global workforce. The company’s Chief People Officer shared the update early to maintain transparency after media leaks. This highlights how global HR teams are managing workforce restructuring while balancing employee communication, trust, and organizational stability.

AI & Payroll Challenges Across Countries



Globally, HR departments are facing increasing pressure due to new regulations like the EU AI Act and complex payroll systems. Many multinational companies are struggling with fragmented HR and payroll structures, leading to errors, compliance risks, and employee dissatisfaction. Experts suggest building integrated, AI-ready HR systems with better data management to ensure accuracy, transparency, and trust in global workforce operations.

Global Talent Development & Scholarships



A growing global HR trend in April 2026 is the use of corporate-funded scholarships and education programs to build future talent pipelines. Companies, especially in countries like the UK, are investing in students by offering financial support and work opportunities, helping reduce skill gaps and improve diversity in the workforce. This approach highlights how HR is expanding beyond hiring to long-term talent development and social impact.