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HR Trends
HR Practices, Global HR

HR Scoops

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HR TRENDS

Wipro executive says AI is an opportunity, not a threat

A top executive at Wipro says that artificial intelligence (AI) should be seen as an opportunity, not a threat to jobs. With fears circulating that AI might reduce demand for labour-intensive outsourcing, the company believes widespread AI adoption will boost rather than shrink work for IT service providers by expanding the kinds of services they offer. Wipro also sees strong demand for “AI-literate” engineers, arguing that success in the coming years will hinge on companies helping clients transition to more autonomous, AI-enabled enterprises a change expected to shape technology spending and workforce needs for the next decade.



AI transition to be painful for IT industry as it involves humans: HCLTech CEO

The HCLTech managing director and CEO C Vijayakumar has said the transition to an AI-driven future will be “painful” for the IT industry because it involves people and their jobs, unlike past technology shifts. While some work may be automated, he argues that the industry will remain relevant by focusing on complex enterprise technology, specialised skills, and human-centric tasks that AI cannot easily replace. He compared the current AI wave to earlier transformations like Y2K, noting that although AI will change how work is done and may require reskilling, the IT sector has a promising future and must reinvent itself rather than being written off.



The internship was never a pipeline; it was always a courtship

The article argues that internship programmes are expanding rapidly even though the rate at which interns are converted into full-time hires is shrinking a survey of 932 Indian firms by Team Lease EdTech found nearly three-quarters of them plan to absorb only about one-tenth of their interns as permanent employees. Rather than functioning as true “talent pipelines,” internships today more closely resemble structured courtships, where companies use them as low-risk trials to evaluate potential hires and interns use them to gather experience, credentials, and insights before deciding their next career move.



HR PRACTICES

IDFC First Bank uncovers Rs 590-crore fraud by employees



IDFC First Bank has uncovered a major fraud of approximately ₹590 crore at its Chandigarh branch involving four employees. The employees allegedly misused Haryana government accounts to carry out unauthorized transactions. Following the discovery, the bank immediately suspended the four staff members and initiated an internal investigation. The incident has raised concerns about internal controls, employee accountability, and compliance mechanisms within the banking system. The bank has stated that it is taking necessary corrective measures to prevent such incidents in the future and to strengthen its governance and monitoring systems.

MOL approves automatic refunds for dormant PF account

The Ministry of Labour and Employment has approved a pilot initiative to automatically refund small balances in inactive Employees' Provident Fund Organisation (EPFO) accounts without requiring any claim application or paperwork from workers. Under the plan, EPF accounts that have become inoperative meaning no contribution or activity for more than 36 months with balances of ₹1,000 or less will have the amount directly credited to the subscriber's Aadhaar-linked bank account. There are about 31.86 lakh inactive EPFO accounts nationwide with much larger unclaimed balances, and the ministry may expand this automated refund system to more accounts in future phases.



Performance recognition drive in Andhra Pradesh



The Government of Andhra Pradesh has introduced a structured performance recognition drive to strengthen accountability and improve administrative efficiency. Under this initiative, employees who demonstrate strong performance will receive formal monthly appreciation letters and additional performance-based weightage in their evaluations, which may positively influence career progression and future opportunities. The system is designed to create healthy competition and motivate employees to deliver better results. At the same time, those who consistently underperform will not be ignored; instead, they will undergo counselling and review processes to identify gaps and improve productivity. The initiative combines recognition with accountability, aiming to build a results-oriented work culture, enhance transparency in performance assessment, and improve the overall quality of public service delivery in the state.

Saudi Arabia mandates workplace training for graduates in private-sector reform



The Ministry of Human Resources and Social Development in Saudi Arabia has mandated that private-sector companies with 50 or more employees implement structured workplace training programmes for Saudi graduates and job seekers. Firms must train at least 2% of their workforce annually through programmes lasting two to six months, while companies with 5,000 or more employees must train a minimum of 100 trainees each year. The directive aims to bridge the gap between education and employment, strengthen vocational training, and improve the employability of Saudi nationals.

German auto industry faces job and investment crisis



The German automotive sector is facing a serious crisis as companies are reducing both jobs and investments domestically while shifting resources abroad. According to a survey by the VDA automotive association, around 72 % of firms plan to cut back on investments in Germany including moving them overseas, postponing them, or cancelling them entirely. As part of this trend, many companies are also implementing workforce reductions and restructuring operations to cope with economic pressures, competitiveness challenges, and strategic realignment.

Googlers sign petition against misuse of AI tools for surveillance and violence



More than 1,000 employees at Google have signed an internal petition urging the company to stop its work with U.S. immigration enforcement agencies, including Immigration and Customs Enforcement (ICE) and Customs and Border Protection (CBP), because they believe Google's technology is being used in harmful ways such as surveillance and violence tied to immigration operations. The petition claims that Google Cloud supports CBP surveillance systems and Palantir's ImmigrationOS, which ICE uses to track immigrants, and references the deaths of Keith Porter, Renee Good, and Alex Pretti as examples of the consequences of such misuse. In their letter, titled "Googlers Demand: Worker Safety & ICE Contract Transparency," they call for Google to publicly disclose all contracts with DHS, ICE, and CBP, and to withdraw from partnerships that enable state violence, as well as to recognize risks faced by workers and support community responses during unrest.