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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
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HR TRENDS

AI-Powered Employee Learning & Upskilling



In June 2026, organizations increased their investment in AI-powered learning platforms to provide personalized training for employees. Companies are using AI to recommend courses based on employees' job roles, performance, and future career goals. HR departments believe continuous learning is essential to prepare employees for rapidly changing technologies and business environments. Personalized learning paths are improving employee engagement and skill development..

Internal Talent Mobility Becoming a Priority

Growing Talent & Resilient
with Internal Mobility

Vertical & Horizontal Mobilization
Grow talent and broad retaining top talent



Many organizations are focusing on promoting and transferring existing employees instead of hiring externally. HR teams are identifying employees' hidden skills and offering internal career opportunities through talent marketplaces. This approach helps reduce recruitment costs, improves employee retention, and motivates employees by providing career growth opportunities within the organization.s.

People Analytics Driving HR Decisions



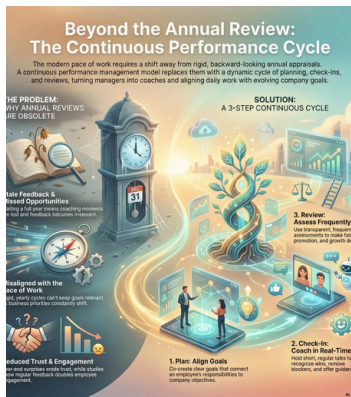
HR professionals are increasingly using people analytics to make better workforce decisions. Employee engagement, turnover trends, absenteeism, productivity, and training effectiveness are being measured using data dashboards. Organizations are using these insights to improve employee experience, workforce planning, and organizational performance while making HR decisions more evidence-based.

CXO MOVEMENTS

- Intel Appoints Lip-Bu Tan as Chief Executive Officer
- Kellanova Appoints Amit Banati as Chief Financial Officer
- Hindustan Unilever Announces Priya Nair as Managing Director & CEO (Designate)
- Microsoft Strengthens AI Leadership Team with New Executive Appointments

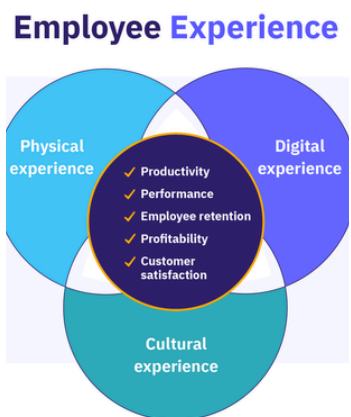
HR PRACTICES

Continuous Performance Feedback Replacing Annual Reviews



Many organizations are replacing traditional annual performance appraisals with continuous feedback systems. Managers now conduct regular one-on-one discussions, coaching sessions, and goal reviews throughout the year. This practice helps employees receive timely guidance, improve performance, and remain aligned with business objectives. Employees also appreciate regular recognition and constructive feedback because it helps them improve continuously.

Employee Experience Becoming a Strategic HR Focus



Organizations are redesigning every stage of the employee journey—from recruitment and onboarding to career development and exit processes. HR teams are focusing on improving workplace culture, communication, recognition, and digital employee experiences to increase engagement, productivity, and retention. A better employee experience leads to higher job satisfaction, stronger organizational commitment, and improved employer branding.

Responsible AI Governance in HR



As AI adoption grows, organizations are introducing policies to ensure responsible and ethical use of AI in recruitment, performance management, and employee monitoring. HR departments are emphasizing transparency, fairness, employee privacy, and compliance while implementing AI-based HR technologies. Companies are also training HR professionals to understand AI regulations and minimize algorithmic bias during hiring decisions. Responsible AI governance helps build employee trust and ensures technology supports fair and inclusive workplace practices.

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Employee Well-Being Initiatives Idea

• Digital Detox

Campaign

• Mental Health

Awareness Sessions

• Personalized Health

Check-ups

• Peer Recognition

Programs

• Flexible Leave for

Well-being

• Nutrition & Fitness

Challenges

GLOBAL HR

AI Regulation Influencing Global HR Policies



Governments and organizations across the world are strengthening AI governance frameworks to ensure responsible use of artificial intelligence in workplaces. Global HR teams are updating recruitment policies, employee privacy guidelines, and AI compliance standards to maintain transparency and fairness in HR processes. Organizations are also conducting AI ethics training for managers and HR professionals to promote responsible decision-making. These initiatives help organizations comply with evolving regulations while maintaining employee confidence in AI-driven HR systems.

Global Demand for Green Skills Increasing



Companies worldwide are actively recruiting professionals with sustainability and environmental management skills. Green jobs related to renewable energy, ESG reporting, sustainable manufacturing, and climate initiatives are growing rapidly. HR departments are encouraging employees to develop sustainability-related competencies for future career opportunities. Organizations are investing in green training programs to support environmental goals and responsible business practices. This trend is creating new career opportunities while helping businesses achieve long-term sustainability objectives.

Flexible Global Workforce Expanding



Organizations continue to hire talent across different countries through remote and hybrid work models. Cross-border hiring, global virtual teams, and international collaboration have become common business practices. HR professionals are managing diverse workforces by focusing on digital collaboration, cultural inclusion, and global compliance. Companies are also investing in digital communication platforms and virtual leadership training to improve collaboration among geographically dispersed teams. A flexible global workforce enables organizations to access the best talent while supporting business growth across international markets.

IHS

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