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HR Trends
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BY HUMANAGERS
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HR TRENDS

AI may replace researchers before engineers or sales teams; sparks industry debate



A recent industry debate was sparked by a claim circulating online originally highlighted in a post by Yuchen Jin, co-founder and CTO of Hyperbolic Labs that artificial intelligence (AI) could begin replacing human researchers in the AI industry before it affects roles like engineers or sales professionals. This idea challenges the common belief that research jobs are the most secure because they are highly creative and intellectual. The argument is that many routine research tasks (testing hypotheses, running experiments, analysing results) are structured in ways that advanced AI systems can already perform well. In contrast, infrastructure engineering and sales roles are seen as requiring more human judgment or interpersonal skills that are harder for AI to fully replicate. The claim has stirred discussion because it comes from within the tech community and questions assumptions about future job security in AI labs.

LTI Mindtree to roll out annual wage hikes in two phases from Q4 FY26



LTI Mindtree, the information technology services firm, has announced that it will begin its annual salary hike cycle from the fourth quarter of FY2026 using a staggered, two-phase approach instead of raising everyone's pay at once. The company plans to implement the wage increases across Q4 FY26 and Q1 FY27, with around half of its workforce covered in the first phase starting in Q4. This phased rollout is intended to help the firm balance employee compensation with margin pressures amid a challenging demand environment. Each phase is expected to exert around a 1% impact on operating margins, which LTI Mindtree aims to offset through tighter operational controls and productivity gains under its "New Horizon" efficiency programme. The move reflects a broader shift toward more flexible compensation strategies within the industry.

TCS expands Latin America presence; to create 1,600 jobs



Tata Consultancy Services (TCS) has announced the construction of its largest delivery centre in Brazil at Londrina, Paraná, marking a major step in its Latin America expansion strategy. The state-of-the-art campus will be developed with a significant initial investment to support long-term growth. The new facility is expected to generate around 1,600 employment opportunities, contributing to regional economic development. It will strengthen TCS's ability to deliver digital, cloud, and IT-enabled services to global clients. The centre will focus on innovation, technology excellence, and skill development. This expansion highlights Brazil's growing importance in TCS's global delivery network. It also reflects the company's confidence in Latin America's talent pool. Overall, the initiative reinforces TCS's commitment to sustainable growth and global service delivery.

HR PRACTICES

Draft rules for Labour Codes open for public consultation



Recently, the Centre pre-published draft rules for all four Labour Codes - The Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020 - and opened them for public consultation, inviting stakeholders to submit feedback, suggestions or objections within specified timeframes (30-45 days) before the rules are finalised. These draft rules are a key step toward operationalising the Labour Codes, which cannot be fully enforced until the detailed rules are notified. In November 2025, the government had announced that all four Labour Codes would be implemented with effect from 1 April 2026 to ensure better compensation, enhanced safety standards and stronger social security protections for India's workforce as part of a major labour law overhaul.

Amazon India launches road safety awareness & training workshops



Amazon India has rolled out road-safety awareness and training workshops across multiple cities for its 80,000+ delivery associates, partners, and truck drivers. The programme focuses on promoting safe driving habits, helmet and seatbelt compliance, speed management, distraction prevention, and emergency preparedness. It combines on-ground interactive sessions, practical drills, peer demonstrations, and technology-enabled safety tools like real-time speeding alerts and pre-ride vehicle checks. Initiatives such as "No Helmet, No Ride" drives and distribution of ISI-marked helmets are part of the effort to build a safety-first culture and ensure safer roads for both employees and the communities they serve.

SKF India appoints Bhavna Panigrahi as CHRO for automotive business



SKF India (Automotive) has appointed Bhavna Panigrahi as its Chief Human Resources Officer (CHRO) with effect from 1 January 2026. The appointment reflects the company's strategic focus on strengthening its people and organisational capabilities. In her new role, she will oversee HR strategy, talent management, leadership development, and organisational effectiveness. She will work closely with senior leadership to align HR initiatives with business objectives. Bhavna Panigrahi brings nearly two decades of experience in human resources. She has been associated with SKF India since 2022, handling HR for the automotive business and central functions. Her contributions include improving employee experience and talent acquisition frameworks. She is also known for her strong emphasis on diversity, equity, and inclusion (DEI). Prior to SKF, she worked with reputed organisations such as Schneider Electric. Her elevation underscores SKF India's commitment to building a future-ready and people-centric workforce.

GLOBAL HR

Intel cuts jobs in Santa Clara as part of its 15% global workforce reduction



Thousands of federal public service employees in Canada are facing potential layoffs as the government implements plans to reduce the size of its workforce. Recently, the Public Service Alliance of Canada (PSAC) issued around 1,700 job-loss notices to employees in departments such as Health Canada, Shared Services Canada, Public Services and Procurement, Statistics Canada, and the Treasury Board Secretariat. This follows similar notices sent over the past year, with unions reporting that nearly 10,000 federal workers have been warned that their positions may be impacted through layoffs, redeployment, or other workforce reductions.

Oman creates over 200,000 job and training opportunities in 4 years



Oman's labour market has grown significantly over the past four years, creating over 200,000 job and training opportunities through government-led employment and Omanisation initiatives. Between 2021 and 2025, the Ministry of Labour facilitated more than 68,000 public-sector jobs and 81,000 private-sector jobs for Omani nationals, along with around 51,000 training opportunities and 161,000 private-sector job rotation placements to help jobseekers gain experience. Wage-support programmes benefited over 1,300 establishments, resulting in more than 4,600 Omanis recruited, and leadership roles in private companies increased, with over 4,100 Omanis employed as HR and personnel managers.

Is Microsoft really cutting 22,000 jobs?



Recent rumours that Microsoft is planning to cut 22,000 jobs in January 2026 across divisions such as Azure cloud services, Xbox gaming, and global sales have been firmly denied by the company, with Chief Communications Officer Frank X. Shaw calling the reports "100 percent made up, speculative and wrong", and stating there is no official plan for such layoffs despite the speculation spreading widely on social media and tech forums. The rumours grew partly out of Microsoft's history of workforce reductions, including over 15,000 jobs cut in 2025 but the company has clarified that no massive layoff of 11,000–22,000 roles is planned for this month.

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