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HR Trends
HR Practices, Global HR

HR Scoops

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HR TRENDS

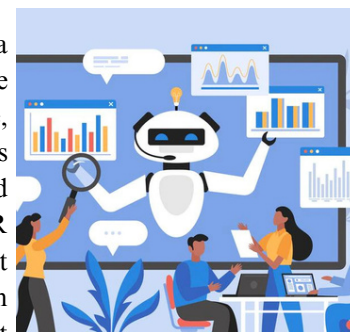
AI Empowering Fairer Compensation Decisions



In today's competitive talent landscape, compensation strategy is no longer just about market surveys and annual increments—it's about transparency, equity, and agility. HR leaders are increasingly turning to AI-powered tools such as Payscale Verse and Peer to benchmark salaries and design compensation packages that align with real-time market data. These platforms analyze vast datasets across industries, geographies, and roles, helping organizations avoid over- or under-paying while also identifying pay disparities that may go unnoticed in manual reviews. However, while AI brings speed and accuracy, experts emphasize the importance of human oversight. Compensation decisions often involve nuanced considerations such as employee potential, organizational culture, and retention priorities, which algorithms cannot fully capture. By blending AI insights with HR judgment, companies are moving toward fairer, more transparent, and strategically sound pay structures that not only attract top talent but also build trust and equity within the workforce.

Balancing Agility with Stability ("Stagility")

In today's fast-evolving business climate, HR leaders are being urged to balance agility with stability—a concept Deloitte frames as "Stagility." While agility pushes organizations to adopt AI tools, embrace reskilling, and experiment with flexible work structures, stability ensures employees feel secure, supported, and connected to a long-term vision. This dual approach is gaining traction as companies realize that chasing innovation without anchoring workforce trust can lead to burnout, resistance, and cultural fragmentation. By focusing on skills-based performance metrics rather than rigid job roles, HR can create a dynamic yet reliable environment—where employees are encouraged to adapt, but without losing their sense of belonging or career continuity. In essence, "Stagility" is not about choosing between speed or stability, but about blending both to future-proof the workforce while honoring the values that sustain it.



Redefining recognition: Why the future of HR leadership lies with rising stars

Redefining recognition in HR leadership signals a powerful shift from traditional seniority-based acknowledgment to celebrating the impact of emerging talent. The future of HR no longer rests solely on long-standing executives but increasingly on rising stars who bring fresh perspectives, digital fluency, and an empathetic understanding of evolving workforce needs. These young leaders are driving innovation in employee experience, diversity, and technology adoption, making them

central to shaping modern workplace cultures. By empowering and recognizing this new generation, organizations ensure they remain agile, future-ready, and aligned with the aspirations of a dynamic workforce.



CXO MOVEMENTS

- **Rajiv Anand takes charge as CEO & MD of IndusInd Bank**
- **Priya Nair named new CEO & Managing Director at HUL**
- **Sajith Sivanandan appointed CEO of Tata Digital**
- **Urjit Patel appointed as India's Executive Director at the IMF**

HR PRACTICES

Real-Money Gaming in India: Industry at a Crossroads

In a defining legislative shift, India's Parliament has enacted the Promotion and Regulation of Online Gaming Act, 2025, decisively banning all real-money online games—ranging from fantasy sports and poker to rummy—on grounds of protecting citizens from addiction, financial harm, and associated social ills. This move swiftly shuttered operations of leading platforms like Dream11, MPL, WinZO, Games24x7, Zupee, and others, even as they assured users that wallet balances remain secure. The repercussions are enormous: industry bodies warn that the sweeping ban could

obliterate a ₹2 trillion sector, risk over 200,000 jobs, and force the closure of upwards of 300 startups. Meanwhile, A23 has become the first stronghold to legally challenge the law in Karnataka's High Court, questioning its constitutional validity and arguing that it unfairly criminalizes skill-based gaming. Beyond shutdowns, experts caution this prohibitive approach risks diverting users toward unregulated and unsafe offshore platforms, undercutting domestic legitimacy and investor confidence. Yet, there's a silver lining: the law distinctly promotes esports and casual games—offering a regulatory greenfield for investment and governing clarity in these emerging, innovation-friendly segments.



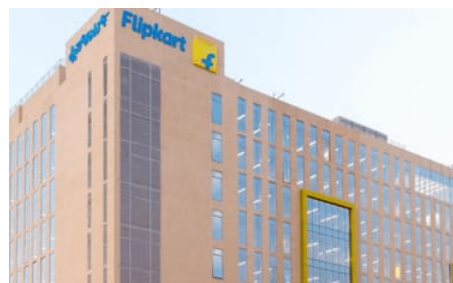
Why organisations need a 'Bring Your Own AI' at work policy

Organizations are increasingly recognizing the need for a "Bring Your Own AI" (BYOAI) policy as employees are already experimenting with generative AI tools in their daily work, often without formal guidelines. Much like the earlier "Bring Your Own Device" movement, BYOAI acknowledges this reality and provides a structured framework to balance innovation with responsibility. A well-crafted policy helps organizations encourage productivity, creativity, and efficiency gains from AI while ensuring data security, ethical use, and compliance with company values. By setting clear rules on what tools can be used, how data is handled, and where human



oversight is essential, companies can harness the benefits of AI adoption while safeguarding against risks like bias, misinformation, or intellectual property breaches. In short, BYOAI policies are becoming vital to empower employees with AI while protecting organizational integrity.

How Flipkart is hunting for talent in India's forgotten corners



Flipkart is reshaping early career hiring in India by moving beyond the traditional reliance on elite campuses and opening doors to students from lesser-known institutions. Through innovative online competitions such as GRiD for engineering graduates and WiRED for MBA students, the company attracts thousands of applicants—170,000

for GRiD and 67,000 for WiRED—who showcase problem-solving skills in real-world scenarios rather than relying on academic pedigrees. This inclusive approach not only broadens access to opportunities and uncovers hidden talent but also reduces hiring costs and infuses fresh perspectives into the organization. With immersive onboarding and field exposure to support recruits, Flipkart aims to prove that with the right mentorship and a culture of innovation, talent can thrive regardless of geography or background, even as debates around its ethics and long-term outcomes continue.

Employee Well-Being Initiatives Idea

- Gamified Fitness Challenges
- Green Corners
- Recognition & Gratitude Walls
- Family Wellness Days
- Yearly Wellness Festival
- Inter-Department Sports Leagues
- Goal-based Savings Plans



GLOBAL HR

Multinationals set up GCCs in India to bypass AI talent war: Report



The quiet signals shaping workplace culture are becoming just as powerful as formal HR policies. Subtle cues—like how leaders respond to emails after hours, the tone of internal communication, or even who gets invited to key meetings—send strong messages about what truly matters in an organization. These small but consistent signals either reinforce or contradict stated values, influencing trust, inclusion, and engagement. In today's hybrid and digital workplaces, where direct observation is limited, these cues carry even greater weight.

HR leaders are increasingly recognizing that culture is not only built through big initiatives or town halls but also through these everyday micro-moments that define how employees experience their work environment.

Why this IITian gave up a million dollar package at Meta

An IITian recently made headlines for walking away from a million-dollar package at Meta, choosing instead to pursue a path more aligned with personal fulfillment and long-term purpose. While the offer represented financial security and prestige, the individual felt that true success lies beyond salary figures—prioritizing intellectual freedom, entrepreneurial spirit, and the chance to build something meaningful from the ground up. This decision highlights a growing trend among top talent, where passion, autonomy, and impact increasingly outweigh traditional measures of career success, even when it means saying no to lucrative opportunities in big tech.



Prateek Singh to take charge as CHRO, Laxmi Organic Industries



LAXMI ORGANIC INDUSTRIES L

Prateek Singh has officially taken over as the Chief Human Resources Officer at Laxmi Organic Industries, effective January 28, 2025, succeeding Sruti Bora. With over 16 years of HR leadership experience spanning FMCG, healthcare, and IT, Singh brings a wealth of strategic and people-centric expertise to the role. Prior to this, he served as CHRO at Integrace Health since 2020 and has held key HR positions at Marico, GSK, and TCS, giving him a strong foundation in

diverse organizational contexts. An alumnus of IMT Ghaziabad and a mechanical engineer from Madan Mohan Malaviya University of Technology, Singh is expected to steer Laxmi Organic's HR vision with a balance of tactical insight and value-driven leadership, reinforcing the company's commitment to sustainable growth and employee engagement.

IHS

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