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HR Trends
HR Practices, Global HR

HR Scoops

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HR TRENDS

TCS to pay ₹40,000 bonus for each senior hire who joins within 30 days



TCS has launched a Quick Joiner Incentive Plan, offering a ₹40,000 bonus to vendors for senior candidates who join within 30 days. The bonus is refundable if the hire quits within six months, ensuring quality and retention. This move supports TCS's shift to lateral hiring in high-demand tech areas like cloud, AI, and Microsoft 365, amid rising client demand and a billion-dollar deal with Aviva. It sets a new benchmark as most Indian firms face hiring freezes. The plan links vendor payouts to both speed and stability, promoting accountability. It addresses talent shortages in niche domains critical to digital transformation. TCS aims to strengthen its workforce amid global competition and rising attrition.

Lead India's HR transformation journey in 2025: Why your voice matters

India's business landscape is evolving rapidly due to technological shifts, changing workforce demographics, and a growing emphasis on talent-driven growth. As companies focus on agility and innovation, HR must transform into a strategic partner driving business success. The SHRPA State of HR Industry 2025 survey invites HR and business leaders to participate and contribute to shaping the future of work. Now in its second edition, the survey offers deep insights, a tech roadmap, and emerging HR trends, making it a key resource for sustainable growth.



Amazon CEO hints of job cuts amid company's AI-driven transformation



Amazon CEO Andy Jassy has confirmed more layoffs ahead, driven by the company's shift to an AI-first strategy. Unlike past cuts, these are aimed at automating roles through generative AI.

Over 27,000 jobs have been cut since 2022, including 14,000 managers in early 2025, saving \$3.6 billion. AI tools like Alexa+, AI shopping assistants, and AWS bots are replacing manual work across teams.

Jassy calls AI a once-in-a-generation shift, with over 1,000 AI tools already in use. The move reflects a wider tech trend, with 61,000+ job cuts across 130+ firms in 2025. Concerns are rising over ethics and worker displacement as AI reshapes the workforce.

CXO MOVEMENTS

- Havells India gets Bhunesh Singh Chauhan as VP-HR
- Arpit Jain joins Hero Cycles as head-HR & admin
- Abhik Sinha takes up CHRO role at Arka Fincap
- Tata Steel elevates Chandan Mishra to head-HR, Sahibabad

HR PRACTICES

The invisible crisis: why workers are quietly checking out

A growing trend in workplaces shows employees quietly disengaging from their roles—a phenomenon known as "quiet quitting." Instead of leaving their jobs, employees are doing only what is required, avoiding extra tasks and emotional involvement. This shift is driven by burnout, lack of recognition, poor leadership, and a desire for better work-life balance.

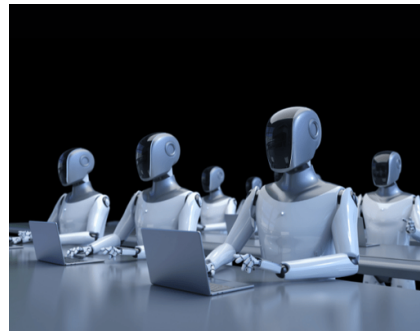
Though not immediately visible, the impact of this disengagement is significant. It lowers productivity, affects morale, and makes it harder to retain talent. To address this, organisations must focus on employee well-being through open communication, fair rewards, and supportive leadership.



The Great Displacement: How automation is reshaping India's workforce

India's workforce is undergoing a major transformation as automation accelerates across industries, bringing both disruption and opportunity.

Automation is rapidly reshaping job roles, with technologies like AI, robotics, and data analytics replacing many manual and repetitive tasks. This shift is causing job displacement, particularly among workers with outdated skills, raising concerns about long-term employability and economic inequality.



However, automation also brings new opportunities that require advanced technical abilities, critical thinking, and adaptability. To navigate this change, India must invest in large-scale skilling and reskilling efforts. With timely action and strong collaboration between government, industry, and educational institutions, automation can become a driver of inclusive growth and innovation.



How corporate prejudices are strangling innovation in the workplace

Beneath polished boardrooms and progressive mission statements, a quiet force is stifling innovation—corporate prejudice. Hidden biases rooted in hierarchy, background, gender, or age are shaping who gets heard and who doesn't. As a result, fresh ideas from unconventional thinkers or junior employees are often ignored, not for lack of merit, but due to preconceived notions about who holds value in the room.

This invisible filter not only dims creativity but also dampens the courage to challenge the norm. To unlock true innovation, organisations must go beyond surface-level diversity and embrace inclusive cultures that welcome all voices. Only by dismantling these silent barriers can companies tap into their full potential and stay agile in a world that rewards fresh thinking and bold solutions.

Employee Well-Being Initiatives Idea

- Movement Breaks
- Healthy meal option
- Financial Literacy Workshops
- Skill-Building Workshops
- CREATIVE OUTLET EVENTS
- Outdoor Spaces
- Digital Detox Days
- Peer Support Groups



1,400 job cuts at Voice of America



The US administration is cutting 85% of the workforce at Voice of America (VOA) in a major cost-cutting move aimed at reducing what it calls wasteful and unnecessary expenditure. Over 600 staff, including journalists from services like the Persian-language division, have been notified, with job losses effective from Labour Day. These cuts are seen as a near shutdown of VOA, part of the US Agency for Global Media, which the administration has labelled as dysfunctional and biased. The move also aligns with broader efforts to reduce the federal workforce and reshape America's global communication strategy.

There are growing concerns that this could weaken the US's media influence globally, particularly in countering propaganda from China, Russia, and Iran. Reports also indicate the administration is pushing to end funding for NPR and PBS, signaling a broader shift in US public media policy.

Google offers buyouts to employees to reduce headcount



Google is reducing headcount through buyouts and voluntary exits offered to employees in its Core, Marketing, Research, K&I, and Communications teams. The move continues ongoing workforce cuts that began with 12,000 layoffs in 2023.

Employees living within 50 miles of a Google office are now required to follow a hybrid work schedule, as CEO Sundar Pichai emphasizes the importance of in-person collaboration. Earlier this year, staff were warned of possible job losses for not complying, with relocation support offered to help meet office proximity rules.

CEO of LinkedIn gets broader role; will lead MS Office, M365 Copilot



LinkedIn CEO Ryan Roslansky has been given additional responsibility to lead Microsoft Office and M365 Copilot, marking a major expansion of his role. A LinkedIn veteran of over 16 years, he became CEO in 2020 after serving as Chief Product Officer. He has also held board positions at Intuit, GoDaddy, and The Paley Center for Media. Roslansky began his career at Yahoo and co-founded Glam Media, gaining deep product and leadership experience. In his statement, he expressed excitement over leading two of the world's most widely used professional tools, calling this a new era of productivity powered by AI.

He emphasized the global daily use of LinkedIn and Office, and his vision to redefine how professionals work and connect. This move reflects Microsoft's strategy to unify leadership across its productivity and AI-driven platforms. With AI becoming central to workplace tools, Microsoft is betting on leaders like Roslansky—who blend product innovation and strategic vision—to drive its next wave of growth. His dual role signals a tighter integration between professional networking and productivity solutions, aimed at transforming how work gets done in the digital age.

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