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HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
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HR TRENDS

From Metrics to Mindset: Advancing DEIB through real-time tracking and inclusive leadership



Dr. Ajit Kumar Kar discusses, how organizations are shifting from traditional diversity metrics to a more proactive, real-time approach in advancing Diversity, Equity, Inclusion, and Belonging (DEIB) metrics to real-time tracking for more effective results. Annual audits are no longer enough—organizations now use continuous data like pulse surveys & dashboards to monitor inclusion & employee experiences, enabling quicker responses & accountability & also stressing on inclusive leadership fostering psychological safety, diverse perspectives & model DEIB values.

Redefining HR for the age of Automation

In an age where automation and AI are rewriting the rules of work, Agi Garaba, Chief People Officer at UiPath, believes HR must evolve from a support function to a strategic driver of change. At the forefront of this transformation, she champions a future where human potential is amplified, not replaced, by intelligent technologies. By leveraging AI-powered automation, UiPath is enabling employees to focus on what truly matters: creative problem-solving, innovation, and meaningful work. Agentic automation, the next evolution, takes this further, capable of reasoning, decision-making, and acting autonomously



Investing in employee training for operational excellence

The article emphasizes that continuous investment in employee training is essential for operational excellence. It outlines how tailored training enhances productivity, reduces errors, and fosters a proactive, learning-driven workplace culture. This approach aligns employees with business goals, enabling organizations to adapt better to technological and market changes. Employee training surpasses elementary skill development; it is a strategic investment offering multifaceted benefits to employers and employees.

Proper training equips employees with the necessary skills and knowledge to perform tasks more effectively, leading to streamlined operations and reduced errors. Establish Key Performance Indicators (KPIs) that evaluate the effectiveness of training programmes and aid in achieving strategic goals.

CXO MOVEMENTS

- Parived Bhatnagar elevated to head-HR, EMEA, AIOC, Accenture
- UKG appoints Tanuka Bairagi as Vice President-HR for India
- Cyient appoints Kavita Kurup as Chief People Officer
- Vijay Swaminathan is global CHRO, Redington

HR PRACTICES

Google co-founder lets AI run appraisals – and it found talent he missed

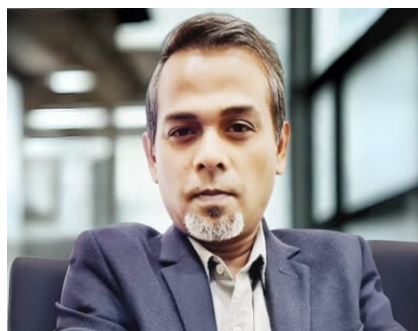
In a striking revelation that underscores the evolving role of artificial intelligence in the workplace, Google co-founder Sergey Brin shared that he has been using AI tools for appraisals and task delegation within Google's Gemini product team.



Speaking on a recent episode of the All In podcast, Brin discussed how AI has become a powerful assistant in making key management decisions including identifying high-performing yet quiet team members who might otherwise go unnoticed, illustrating how AI tools can help overcome the limitations of human bias or oversight in performance reviews. By analysing unstructured data like chat logs and team communications, AI can surface insights that might otherwise be missed.

Powering global standards with local roots: Delta Corp's CHRO on growing talent from the ground up

Delta Corp is strategically expanding its workforce by 67% in FY25. The company has intensified local outreach through partnerships with vocational institutes, educational bodies, and even the Skill India programme. CHRO Anirban Chowdhury emphasizes aligning HR initiatives with business goals, implementing customized training programs like the 'Big Leap' for fresh graduates & fostering partnerships with local institutions & the Skill India programme.



The 'Be the Gamechanger' campaign, in collaboration with FC Goa, aims to attract Goan youth to careers in hospitality & gaming. Talent development is a key priority. From entry-level trainees to mid-level managers, customised training programs have been rolled out, based on competency frameworks. Delta Corp's people strategy is deeply data-informed from understanding attrition triggers to refining onboarding, the company leans heavily on analytics.



Cellecor Gadgets introduces 'Pink Leave' prioritising women's menstrual health

Cellecor Gadgets, an Indian consumer electronics brand, has introduced a 'Pink Leave' policy to support the menstrual health & wellbeing of the women in its workforce. As per this leave policy, the women employees are allowed one paid leave every month during their menstrual cycle. The company sees the Pink Leave policy as more than a benefit, as it believes that employee wellbeing is integral to business success.

With this initiative, Cellecor is not just changing its internal culture but is sending a message to the wider industry- Empathy is leadership. Women empowerment is policy. And inclusion is non-negotiable.

Employee Well-Being Initiatives Idea

- Encouraging mindfulness
- Games room
- Healthy meal option
- Fitness classes
- Family inclusion events
- Leaderboard recognition
- Financial literacy webinars
- On-site medical facilities



GLOBAL HR

Walmart to cut 1500 corporate jobs in the US



Walmart is set to lay off around 1,500 corporate employees across the U.S., including at its Bentonville headquarters and other offices. The cuts mainly affect the global technology division and are part of efforts to streamline operations and speed up decision-making. The move has reignited debates around the H1B visa program, with some social media users alleging that American jobs are being replaced by foreign workers. Others have condemned such claims as xenophobic. Notably, Indian employees were also among those laid off, indicating the restructuring wasn't targeted at any specific group.

The situation reflects broader tensions around corporate cost-cutting, job security, and U.S. immigration policies.

McDonald's to hire 3.75 lakh workers across the US

McDonald's plans to hire 3,75,000 workers across the US this summer, aiming to expand its restaurant count to 50,000 globally by 2027, including 900 new outlets in the US. This announcement comes despite the company reporting its weakest sales since the pandemic, which it attributes to economic uncertainty and cautious consumer spending.



The hiring news coincides with the 10-year milestone of McDonald's 'Archways to Opportunity' programme that supports employee education. If successful, the hiring could increase the US workforce by one-third - though it's unclear if the expansion will be seasonal or long-term.

Tesla employees demand Elon Musk's resignation



Tesla is facing internal unrest as current and former employees call for CEO Elon Musk to step down amid a deepening demand crisis. After declining sales in 2024 and a further drop in early 2025- despite new product launches employees cite leadership, not production, as the core issue. The revamped Model Y is piling up in inventory, and staff blame Musk's controversial public behavior and political stances for damaging the Tesla brand and alienating customers.

An open letter urges the board to seek new leadership, stating that Musk's influence is hurting the company's future. The situation escalated after a long-time employee involved in the letter was fired, and related social media accounts were suspended, raising concerns about free speech under Musk's leadership.

IHS

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