

SSR Institute of Management & Research, Silvassa

Empower yourself@IMR

Permanently Affiliated to Savitribai Phule Pune University, Pune,
Approved by AICTE, New Delhi and DTE, Mumbai, MS
NAAC Accredited

HR Trends
HR Practices, Global HR

HR Scoops

BY HUMANAGERS
VOLUME 56, MAY, 2026

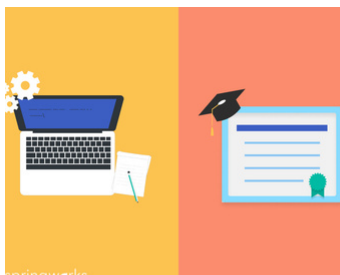
HR TRENDS

AI & Workforce Planning Becoming the Biggest HR Trend



In May 2026, AI became one of the biggest HR trends globally. Companies started using AI tools for recruitment, resume screening, employee performance tracking, and workforce planning. HR teams are now focusing on creating “human + AI” work models where employees work together with AI systems instead of being completely replaced. Flexible staffing and contract hiring also increased as organizations tried to adapt to changing business needs.

Skills-Based Hiring Replacing Degree-Based Hiring



Organizations are now focusing more on practical skills instead of only educational degrees. Recruiters prefer candidates with certifications, project experience, communication abilities, and AI-related skills. Many companies are using assignments and skill tests during recruitment to evaluate candidates more effectively. This trend is creating better opportunities for people with strong practical knowledge even if they come from non-traditional educational backgrounds.

HR Technology & Ethical AI Use Growing Rapidly



Companies are adopting AI-powered HR software for onboarding, attendance management, payroll support, employee engagement, and performance evaluation. At the same time, organizations are also discussing ethical AI use, employee privacy, and fairness in automated hiring systems. HR professionals are now expected to understand both people management and digital technology together.

CXO MOVEMENTS

- Meta Announces Major Leadership Restructuring
- ICICI Bank Reappoints Sandeep Bakhshi as CEO & MD
- Adani Total Gas Appoints Jayesh Desai as CFO
- Tata Starbucks Appoints Sushant Dash as CEO & MD

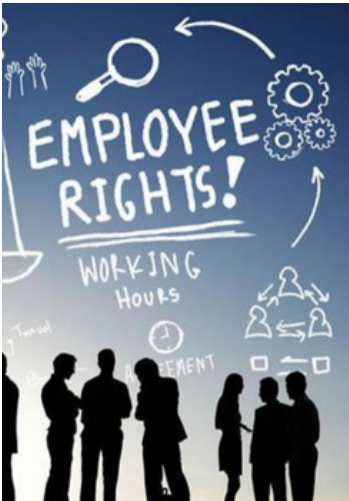
HR PRACTICES

Employee Wellbeing Programs Becoming Stronger



Organizations are strengthening employee wellbeing programs by adding mental health support, stress management sessions, counseling services, wellness activities, and flexible work options. Companies believe that employee wellbeing directly affects productivity, motivation, and job satisfaction. Many workplaces are also encouraging work-life balance to reduce employee burnout and improve retention rates.

HR Compliance Policies Being Updated



Many organizations updated workplace policies related to remote work, AI usage, employee monitoring, cybersecurity, and workplace safety. HR departments are paying more attention to employee data privacy and legal compliance as digital systems become more common in workplaces. Companies are also conducting compliance training programs to help employees understand updated workplace rules and ethical practices.

Hybrid & Flexible Work Practices Continue



Hybrid work continues to remain popular in 2026 even though some companies are encouraging employees to return to offices. Many organizations now allow employees to work both from home and office depending on their roles and schedules. HR teams are using digital collaboration tools, virtual meetings, and flexible timings to maintain employee engagement and productivity. Employees also prefer hybrid work because it improves work-life balance and flexibility.

www.hrkatha.com

Employee Well-Being Initiatives Idea

- Financial Wellness & Money Management Workshops
- Career Development & Skill Training Programs
- Women Safety & Support Initiatives
- Childcare Support for Working Parents
- Employee Feedback & Suggestion Programs
- Safe & Positive Workplace Environment

GLOBAL HR

Global Tech Layoffs Rising Due to AI Restructuring



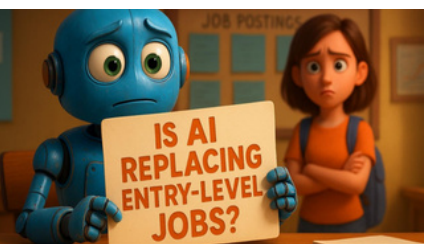
Several global companies announced layoffs and restructuring plans because of AI adoption and automation. Organizations are reducing some traditional job roles while investing more in AI systems and technology-focused positions. Companies such as Meta and other global firms shifted employees toward AI-related departments as businesses focused more on automation and cost efficiency. These layoffs created discussions worldwide about job security and the future impact of AI on employment.

AI Skills Creating Better Global Job Opportunities



Companies worldwide are hiring employees with AI, automation, and digital skills. Candidates who understand AI tools, data analysis, prompt engineering, and technology-based workflows are receiving better job opportunities. Recruiters are giving preference to employees who can quickly adapt to technological changes and work effectively with AI systems. This trend is encouraging professionals to continuously upgrade their skills through online learning and certifications.

Entry-Level Hiring Declining Globally



Many companies are reducing fresher hiring because AI tools can now perform several repetitive and basic tasks previously handled by entry-level employees. Organizations are now preferring candidates with practical skills, internships, experience, and specialized knowledge. This trend has created concern among fresh graduates entering the job market. Experts are advising students to focus more on skill development, internships, communication abilities, and AI knowledge to remain competitive in the future workforce.

IHS

Editor in Chief Prof (Dr.) Rakesh Patil
Managing Editor Dr. Diksha Swaroop
Editors Ms. Dhruvi Mohile, Mr. Sathyabalan
Contributors Humanagers