

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 50, NOVEMBER, 2025

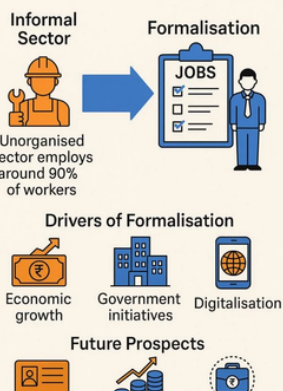
HR TRENDS

Building for Transformation Under Labour Code 2025



The Labour Code 2025 is a major step toward modernising India's labour laws, but true transformation depends on strong implementation. The article highlights three key areas states must prioritise. First, digital infrastructure: states need unified, user-friendly platforms that simplify registrations, filings, and compliance for employers. Second, administrative capacity: labour departments must be trained, equipped, and reorganised to handle new responsibilities smoothly. Third, stakeholder support: small businesses, workers, and HR teams need awareness, training, and clear guidance to adapt to the new system. Without these parallel efforts, the benefits of the new labour codes will remain limited despite progressive legislation

The Future of Informal Sector in India's Formalising Economy



Making Formalisation Economically Rational in India's Workforce

Nearly 90% of India's workforce remains in the informal sector, not because registration is difficult, but because formalisation currently costs more than the benefits it offers to employers, especially small businesses. Mandatory expenses such as PF and ESI contributions, complex documentation, multiple inspections, and time-consuming compliance procedures make formal hiring unattractive. Although the 2025 Labour Codes promise to simplify and consolidate labour laws, the major challenge lies in their practical implementation. For real change, the government must reduce compliance costs, simplify digital systems, and offer incentives that make formal employment financially worthwhile.

Navigating the Trade-offs in Labour Code 2025



The Labour Code 2025 faces criticism from both sides because it tries to balance worker protection with business flexibility. Trade unions argue that the codes weaken employee rights by raising thresholds for compliance and promoting fixed-term employment, which may reduce job security. On the other hand, employer associations warn that the new rules could increase operational costs and disrupt business efficiency. This creates a difficult trade-off: protecting workers without overburdening employers, and supporting ease of business while ensuring fair labour practices. The real challenge is finding a middle path that addresses concerns on both sides.

t

HR PRACTICES

Cost-Cutting vs Employee Morale



Cost-cutting is essential for organisational survival, but when done poorly, it can damage employee morale by creating insecurity and stress. Measures like layoffs, pay freezes, or reduced benefits often lower trust and motivation. However, smart cost-cutting—focusing on process improvements, automation, and reducing waste—can protect both finances and morale. Transparent communication and involving employees in cost-saving ideas help maintain positivity.

Case-in-Point: Productivity vs Privacy — the dilemma faced by Orbit Manufacturing



The article describes how Orbit Manufacturing — a 40-year-old industrial firm with 3,000 employees — confronted a sharp revenue decline post-pandemic and was forced to cut costs by ₹20 crore in a quarter.

HR Katha The management had two painful choices: lay off about 200 staff, which would yield quick savings but risk destroying trust, institutional knowledge, and employer branding; or implement a uniform 10% salary cut for everyone for a year, preserving jobs but hurting morale, risking loss of top talent, and imposing hardship especially on lower-paid workers. **HR Katha** The piece argues that this decision is a defining moment for the company's values — whether it prioritises short-term survival or long-term loyalty, trust, and culture — and warns that either path could inflict deep and lasting damage on employee commitment, morale, and the firm's employer brand.

Reliance to Invest \$11 Billion in AI Data Centre



Reliance Industries will invest \$11 billion to set up a 1-gigawatt AI data centre in Visakhapatnam, marking one of India's largest digital infrastructure projects. The centre will support advanced AI computing, cloud services, and data processing needs, helping boost India's AI capabilities and digital growth. This major investment is expected to generate jobs, strengthen technological innovation, and position India as a competitive global hub for artificial intelligence.

Cost-Cutting vs Employee Morale Ideas

- Cost-cut smart, not deep — morale matters.
- Balanced budgets
- Save money
- Boost Transparency
- Wise savings
- Strong morale
- Make Employees as assets
- Involving employees



GLOBAL HR

Women Workforce in India's Manufacturing Sector



Despite overall growth in India's formal manufacturing sector, women constitute only about 19.7% of the workforce, a figure that has remained largely unchanged for two decades. Heavy industries like automotive and machinery employ very few women due to traditional gender roles, safety concerns, and workplace barriers. However, companies like Lenovo India have successfully increased female representation to 35% on the factory floor by implementing inclusive policies, flexible work arrangements, skill development programs, and targeted recruitment initiatives. This demonstrates that with deliberate efforts, gender diversity in manufacturing can be significantly improved.

Amara Raja Recognized Among Forbes World's Best Employers 2025



Amara Raja Batteries has been named among Forbes' World's Best Employers 2025, a recognition that reflects the company's strong focus on employee engagement, progressive workplace practices, and overall organizational excellence. This accolade positions Amara Raja not only as a leading industrial player in the battery and energy solutions sector but also as a global benchmark in human resource management. The recognition is based on factors such as employee satisfaction, work culture, learning and development opportunities, diversity and inclusion initiatives, and ethical business practices. Being listed among the world's best employers highlights Amara Raja's commitment to nurturing talent, promoting innovation, and maintaining a positive work environment, which contributes to both employee well-being and organizational growth.

\$100mn brand founder pushes work-life balance: 'They didn't sign up for this



The founder of Nixie, a brand valued at \$100 million, has made employee work-life balance a core principle of the company's culture. Recognizing that most employees did not sign up for constant overwork, the company has intentionally designed its operations to ensure staff have clear boundaries between work and personal life. This includes predictable work schedules, structured workflows, and designated downtime, enabling employees to recharge without pressure to be constantly "on." By prioritizing well-being, Nixie not only seeks to prevent burnout but also aims to boost long-term productivity and job satisfaction.

IHS

Editor in Chief Prof (Dr.) Rakesh Patil
Managing Editor Dr. Diksha Swaroop
Editors Ms. Sakshi Gala, Ms. Anjali Singh
Contributors Humanagers