

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 49, OCTOBER, 2025

HR TRENDS

Circular economy: From environmental concept to HR imperative



The article explains how the circular economy, once an environmental framework focused on reducing waste and reusing resources, is now becoming central to HR strategy. HR's role is evolving to include hiring people with green skills, providing sustainability-focused training, and integrating eco-friendly values into workplace culture and performance systems. As companies move from a "take-make-dispose" model to a more sustainable one, HR must enable collaboration, redesign work processes, and align people strategies with environmental goals. This shift positions HR as a strategic driver of innovation, resilience, and sustainable growth rather than just a support function.

RPG's Supratik Bhattacharyya joins Adventz Group as G-CHRO

Supratik Bhattacharyya, a veteran HR and business leader, has joined the Adventz Group as the Group Chief Human Resources Officer (G-CHRO). He brings with him extensive experience in strategic HR leadership, having previously served at the RPG Group. Bhattacharyya holds an MBA from Maastricht School of Management and has been recognized for his focus on leadership development, organizational culture, and talent transformation. His appointment at Adventz Group reflects the company's commitment to strengthening its people strategy and fostering a performance-driven, future-ready workforce.



How Siemens India is navigating workforce transformation in the age of AI



'Job hugging' refers to employees staying in their current positions primarily due to fear—fear of economic instability, limited career alternatives, or an unpredictable job market—rather than genuine engagement or satisfaction. This phenomenon results in a disengaged workforce, where employees perform out of necessity rather than passion. HR departments need to recognize the underlying reasons for job hugging and implement strategies to boost motivation, engagement, and skill development. Initiatives like career

counseling, upskilling programs, and transparent communication about growth opportunities can help employees feel secure while fostering genuine commitment to their roles.

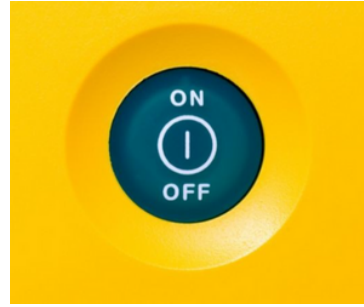
CXO MOVEMENTS

- Microsoft India & South Asia appointed Dahmesh Dilkhush as CTO for India/South Asia region.
- Google Cloud appointed Karthik Narain as Chief Product & Business Officer.
- Britannia Industries elevated Varun Berry as CEO (in addition to MD & Exec VC) from 8 May 2025.
- Tata Motors (India) appointed Shailesh Chandra as MD & CEO effective 1 Oct 2025.

HR PRACTICES

The day HR tried to switch off & failed spectacularly

Many HR professionals find it challenging to truly disconnect from work despite being the ones who advocate for employee wellbeing. They create wellness programs and encourage others to take breaks, yet often fail to do the same for themselves. Sriharsha Achar emphasizes that real rest requires mental discipline and a change in mindset, where silence isn't mistaken for laziness. Mukul Chopra explains that constant connectivity has become a habit driven by fear of missing out, urging organizations to limit after-hours communication.



Emmanuel David adds that total detachment isn't realistic in all industries, such as healthcare or oil, where balance depends on context. The article ultimately reveals the irony that HR promotes wellbeing but rarely experiences it, concluding that true balance lies in setting boundaries and building a culture that values rest as essential to productivity.

Case-in-Point: Productivity vs Privacy

The article discusses the growing conflict between maintaining productivity and protecting employee privacy in today's hybrid work environment. It describes how a company facing a slight drop in performance considered using AI-based monitoring tools to track employee activity. While leaders believed it would improve efficiency, employees saw it as intrusive and distrustful. HR experts emphasized that genuine productivity should be measured through results and accountability, not constant surveillance. They warned



that monitoring can harm morale, increase turnover, and damage organizational culture. The piece concludes that organizations should balance visibility with privacy by promoting transparency, employee trust, and outcome-based performance evaluation for long-term success.

HowPOV: Is upskilling the employer's or the employee's responsibility?



In an era of rapid technological change, continuous upskilling has become essential. The article explores whether the primary responsibility for upskilling lies with the employer or the employee. Some HR leaders argue that upskilling begins and ends with the individual — self-motivation, discipline and curiosity are crucial.

Others believe that while employees must take initiative, employers have a role to play by creating enabling environments, aligning training with business needs, and ensuring learned competencies can be applied. The common conclusion is that upskilling is most effective when seen as a partnership: organisations invest in a learning culture, and individuals take ownership of their growth.

Employee Well-Being Initiatives Idea

- On-site Health Camps
- Healthy Canteen Options
- Cultural Evenings
- Learning for Life
- Family Day @ Workplace
- Employee Wellness Champion Award
- Mindful Mondays



Citigroup Shifts 1,000 Tech Jobs to India Amid Global Overhaul



Meta is set to lay off around 600 employees from its AI Superintelligence Labs division by November 21, as part of a major restructuring effort. During the notice period, affected employees will not be required to work or access internal systems but can apply for other internal roles. The company stated that the move aims to create smaller, more efficient, and “load-bearing” teams to improve agility and reduce decision-making delays. Despite these layoffs, Meta clarified that it remains committed to investing in artificial intelligence and will continue hiring skilled AI professionals. The restructuring is seen as a strategic shift to streamline operations and strengthen the company’s focus on high-impact AI initiatives.

Amazon commences largest job cuts since 2022; HR team to be affected too

Amazon is reportedly planning to lay off around 30,000 employees, marking its largest round of job cuts since 2022. The layoffs will affect multiple departments, including HR, operations, devices, services, and AWS, as part of CEO Andy Jassy’s broader effort to cut costs and boost efficiency. Following the pandemic-era overhiring, Amazon is now focusing on streamlining operations and integrating AI tools to enhance productivity and reduce redundancies. The company has also tightened its expense and travel policies to reinforce a culture of financial discipline. While these measures aim to strengthen long-term performance, they have also raised employee concerns about job stability and future restructuring plans.



Exxon faces questions over layoff plans



Exxon Mobil is under scrutiny over its planned layoffs, though details on affected roles remain unclear. CEO Darren Woods indicated the cuts are part of efforts to streamline operations and boost cost efficiency. The move mirrors similar actions across the energy sector — Exxon's subsidiary Imperial Oil plans to cut 20% of its workforce by 2027, while Chevron and TotalEnergies have also reduced staff to improve competitiveness.

The trend highlights how even major oil companies are tightening costs and restructuring to stay resilient amid global market fluctuations.



Editor in Chief Prof (Dr.) Rakesh Patil
Managing Editor Dr. Diksha Swaroop
Editors Ms. Vaishnavi Bhoya, Mr. Prem Singh
Contributors Humanagers