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HR Trends
HR Practices, Global HR

HR Scoops

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HR TRENDS

Setting the Hybrid Work Model for Collaboration:



A flexible work model accommodates the workforce's diverse needs. As a result, the shift to hybrid and remote work models continues to gain momentum in 2024.

For one, businesses save money with reduced office space requirements, utilities and overhead costs with hybrid and remote work models. More importantly, this gives employees more control over their work-life balance, reducing commuting time and increasing job satisfaction, which can help attract and retain employees.

Focusing On Employee Well-Being:

A recent Forbes article found that 76% of employees experience workplace burnout at some point, and 40% of US workers express that their jobs negatively impact their mental well-being.

Burnout isn't just a minor hassle. It can harm overall performance, elevating turnover rates, increasing absenteeism and costing businesses 15% to 20% of payroll, primarily due to voluntary turnover.

Generative AI To Enhance HR Processes:

Generative AI is a transformative force in HR, streamlining talent acquisition, employee engagement, and workforce management. Its applications range from crafting personalized job descriptions to developing virtual assistants for routine HR inquiries. It enables the creation of personalized job descriptions and virtual assistants to handle routine HR inquiries.

CXO MOVEMENTS:

Expansion into new sectors or greenfield and global capability centers (GCCs) can trigger CXO movements.

Derisking can be a factor in CXO movements.

The arrival of global brands can positively impact leadership hiring dynamics.

HR PRACTICES

India Inc extends gender diversity push to temporary hiring for festive season:



India Inc is pushing for gender diversity in temporary hiring during peak periods like the festive season. Sectors such as ecommerce, logistics, retail, and BFSI are actively onboarding more women workers. Companies are offering flexible hours, transportation, and skill development programs to attract female talent, with safety measures being significantly enhanced.

Holistic view of employee wellbeing: India Inc wants

staff to be 'fit' enough for hikes:



Corporate India is stepping up its focus on employee health and wellness, crafting a range of programmes to provide holistic support, boost productivity, and reduce absenteeism and attrition. Recognising that employees are increasingly prioritising optimal health

and well-being alongside professional success, a clutch of companies such as Deutsche Bank, Aditya Birla Health Insurance, upGrad, Philips, Thales and Meesho are integrating health goals into performance reviews.

ET World Leaders Forum: Skilling can help close gap

between college and career for India's youth:



Greater focus on internship and apprenticeship programmes by India Inc., building learning agility skill sets of students by educational institutes, constant assessment on skill readiness both at the workplace and academic institutes, and deeper penetration of online courses are

some key solutions to making the workforce job ready, said prominent industry executives and HR experts.

Employee Well-Being Initiatives Idea

- **Walking Meetings**
- **Mental Health Support**
- **Create Outdoor Break Spaces**
- **Career Development**
- **Work-Life Balance**
- **Health Coaching**
- **Financial Wellness Program**

GLOBAL HR

Employee engagement to climate engagement: How the HR value chain is getting updated: It is important to integrate organisational culture with stated values and mission. With environmental, social and governance (ESG) norms becoming a critical area of discussion globally, forward-thinking organisations are thinking strategically about these initiatives and integrating them into HR practices and corporate culture.



Sebi withdraws staff misguided by external elements statement:

The Securities and Exchange Board of India, helmed by Madhabi Puri Buch, has taken back its September 4 press statement in which it had blamed “external elements” for employee agitation at the market regulator.

The employees, however, haven’t withdrawn their complaint to the finance ministry about what they termed unfriendly HR practices at Sebi.

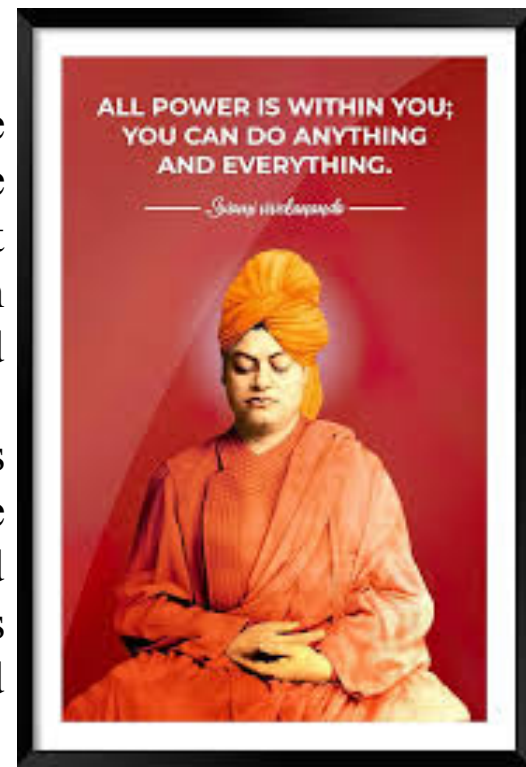


Quick commerce war expands into battle for leadership talent:

Amid a raging battle for supremacy in the quick-commerce space, an equally fierce war for leadership talent is playing out between new entrants and incumbents alike.



Poaching is rampant and Rs 2-3 crore salaries plus millions in stocks are on offer for top talent as the likes of Swiggy Instamart, Zepto, Blinkit and Flipkart focus on beefing up their leadership teams in the face of intensifying competition, recruiters and industry folks said.



HS

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