

# VIBHRANCE



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## *Synergy*

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INSTITUTE OF MANAGEMENT  
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## NEWS

### INDIAN COMPANIES TO OFFER AVERAGE 9.1% PAY HIKE IN 2020, A DECADE LOW

New Delhi: India Inc will offer an average pay hike of 9.1% to their employees in 2020, lowest in a decade, as companies tighten their purse strings amid a tough economic environment, the Aon annual salary outlook survey showed on Tuesday.

The hike is less than 9.3% paid in the last appraisal season and lowest in 20 years, except 2009 when Indian companies paid an average 6.6% hike in the wake of a global economic meltdown. At 9.1%, the average salary growth would show a successive fall in pay hike since 2015.

### SHOULD EMPLOYERS LET WORKERS REPORT FMLA ABSENCES BY TEXT?

Employees, especially younger workers, often prefer texting and e-mailing to calling. So should employers let them text rather than call in when they're off for Family and Medical Leave Act (FMLA) reasons? In some jurisdictions, workers must be allowed this flexibility, but in many other regions, employers may prefer to enforce call-in policies.



### BLOCKCHAIN AND DATA PRIVACY REGULATIONS

Companies considering using blockchain often wonder how it aligns with data privacy regulations like the European Union's General Data Protection Regulation (GDPR). Gartner's study found 40 percent of respondents cited "data security and privacy concerns" as their top worry about using blockchain, followed by 31 percent who cited "integrating blockchain technology with existing technology architectures."

Cameron said no proprietary data or personally identifiable information from users will be stored on the VNF blockchain platform. "Depending on the approach that's taken with blockchain, you can be 100 percent compliant with GDPR," she said. "In our approach, career credentials are owned by the individual and stored privately in a trusted way on their own devices. You decide as a job candidate or student who gets access to those credentials, when and for how long."

### INTERNAL HIRING REMAINS KEY TO PRODUCTIVITY, IMPROVES RETENTION: LINKEDIN REPORT

New Delhi: Companies are laying off employees across levels but hiring their own people can be beneficial for improving productivity, shows LinkedIn Global Talent Trends 2020 report.

Highlighting the key HR trends across the world, the report suggests that internal recruiting is crucial to employers to improve retention. About 77% of the HR professionals surveyed in India said they are increasingly focussed on employee experience to enhance talent retention, a report by LinkedIn said on Thursday. Employee experience includes people, workplace environment, product and process for the individual, the report said.

The report pointed out that meaningful insights can help in forming decision related to talent at every level of the recruitment cycle and therefore, understanding and capitalising on analytics is quickly becoming a must-have skill in HR

# NEW TALENT TRENDS THAT ARE TRANSFORMING HR

Nowadays, the new virtual age transforms your role as an HR Executive. Along with recruitment, development and support roles, you have an opportunity as a leader in talent management to have a powerful impact on how your organization embraces and initiates disruption. Some of the most related talent management trends are as follows:

## 1. Nexting

According to a study by Nintex, 53% of employees don't expect to stay longer than five years at their companies. That means that the new mantra for the employees is "What's Next?".

To make the best out of it, HR needs to help the employees to identify what's next within their own company. This will make it simpler for employees to move around the organization rather than finding a job elsewhere.

## 2. Treadmill Learning

Just like you can't stand still on a moving treadmill and will fall off the back or be left behind. Similar is the case of learning in a new world of work. If people are not continuously learning, they'll quickly lose relevance and reduce their ability to innovate. As an HR, you must ensure to provide an opportunity and encouragement to integrate learning in daily actions.

## 3. Digital advocacy

Even though a 20-30 year lifelong career within the same company is gone, yet your company requires a loyal workforce. People need to become digital brand ambassadors who help expand the breadth and credibility of your company's brand communications.

## 4. Distance branding

With the demanding flexibility in today's era, people look for "Work Anywhere, Anytime" culture. This has resulted in the use of various communication tools to interact and engage with others. That means you need to build a strong alliance and corporate culture which ensures a more geographically distributed and flexible workforce that is equally inspired and engaged.

## 5. Digital dexterity

Regardless of any industry, one skill that you always need to master is Digital dexterity. People need to disrupt their own roles and create and fill those roles with the latest digital expertise. HR will need to digitally qualify current workforce while recruiting talent that has a mind-set of both disruption and digital fitness.

## 6. YOUcasting

To build strong relationships among the workforce in flexible and remote environments, video is an effective solution for communication. Video is a very powerful medium to replace text and email. Video conferences should become the norm in every organization. It is important to create a corporate culture where everyone is comfortable with—not just ready for—their close-up.

Complied By  
Pragya Grover

# How does Diversity Affect HR Functions?

The diversity in workplace affects the development of interpersonal relationships, how supervisors and managers interact with their staff and see how the employees relate to each other. This also affects various human resource functions, such as record keeping, training, recruiting and the other requirements for HR staff expertise. There are many ways, were workplace diversity increases HR responsibilities and holds the department responsible for the functions by law.

## Employment Laws

The U.S. Equal Employment Opportunity Commission publishes notices that employers must post in conspicuous areas throughout the workplace, example employee interval time rooms. The posters provides employees with information about their civil rights and federal laws that give equal opportunity for employment, regardless of disability, genetics, national origin, race, religion etc. HR must have periodic walk-throughs to ensure that the company's posters are up to date.

## Recruiting

The workplace diversity goals can require modifications to recruitments to recruitment strategy or outreach to identify a diverse pool of qualified applicants.

If we take a example such as recruiting from historically black colleges and universities may yield diverse candidates as will joining the Organization of Women Architects and Design Professionals to gain access to qualified women in a predominately male profession in current scenario. When posting requirements such as "equal opportunity employer" are the HR functions that encourage diverse applicants to submit their resumes for their further consideration.

## Record Keeping

The companies that do business with the federal government must comply with executive order requirements if they employ over 20 employees and sell than Rs. 30000 in goods or services to the government. This order requires that employers develop written affirmative action's plans. HR staff members are responsible for developing the affirmative action programs, which also include the record keeping rules for applicant logs, adverse impact analyses and workforce utilization calculations to support the company's outreach efforts to achieve workplace diversity.

## Training

Companies look for HR staff to recommend diversity trainers or to supply the in-house diversity training resources. HR functions include contracting with the diversity experts or evaluating training methods that are suitable for the workforce. HR is involved in determining whether to make diversity training compulsory if the state law doesn't require such training. The decision to mandate workplace diversity training is a strategic function of HR because it involves an assessment of the climate of workplace training and to see if the supervisors and managers would benefit from mandatory training or if the informal activities are sufficient to support the company's workplace diversity.

# TESTIMONIALS

From supporting top management through analytics in Long-Term Wage settlement, to partner business with recruitment, training and engagement, it has been an amazing 2 years of learning so far that I have as a HR professional. In the era of rapid change, the role of an HR has transformed from a support function to a strategic partner, who can collaborate with business in every aspect.

Understanding business and how it works in your organization will give you an edge over others. Plus as a HR professional you will always be expected to understand and align your key stakeholders.

The key is to remain confident and listen to people around you. It will always help.

Amanpreet Bains  
Associate Manager  
Hero MotoCorp



The academic experience at Christ University has endured me with lifelong career excellence. As I look at this holistic experience where we had been trained with a blended learning approach which includes all managerial skills and personality development skills like self-awareness, leadership & adaptability.

The college had given us many opportunities to sharpen our knowledge & mold our attitude to be ready for stepping into the industries.

Going ahead with my organizational experience, I would like to draw your attention to the 4th industrial revolution which shows that many of the organizational functions would become obsolete soon. Technologies such as machine learning, big data, automation, even gamification will transform our work experience.

So, we as a human should avoid the stupidity that can hurt our job and we should make ourselves ready to use these technologies as part of our business excellence.

Himanshu- HR Officer  
JSW MI Steel Service Center Pvt. Ltd.

# HR FACTS

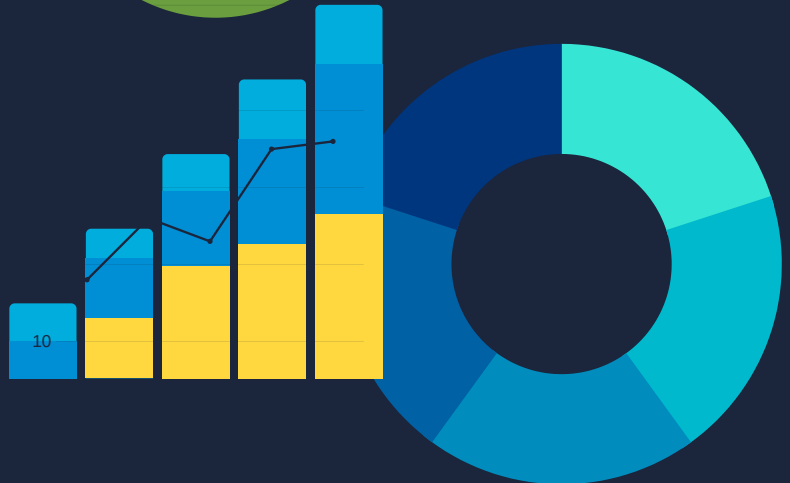
Highlights of the KPMG survey report, 2019

(The survey involved more than 1,200 HR executives across the globe)

- About two-thirds of HR executives agree that HR has undergone or is undergoing a digital transformation. But only 40% of HR leaders said they have a digital work-plan in place at the enterprise or HR level.
- Most HR executives (70%) recognize the need for workforce transformation.
- Approx. 37% – feel “very confident” about HR’s actual ability to transform and move them forward via key capabilities like analytics and AI.
- Workplace culture is considered a top barrier to digital transformation for 41% of respondents. (35%) said their current culture is more task-oriented rather than innovative or experimental.



HR execs who believe HR has a strategic role in their business are more likely to be pursuing digital transformation (67%) compared to 48% who view the HR role as unchanged.



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