HR Connect

Futuristic HR

Volume 01 (2024-25)

A MAGAZINE BY MET PGDM HR CLUB

MET
Bhujbal Knowledge City
MET INSTITUTE OF
POST GRADUATE DIPLOMA IN MANAGEMENT

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MET INSTITUTE of PGDM VISION & MISSION

Vision:

To produce global management professionals & entrepreneurs embedded with strong value system & conscience who create wealth for the society at large.

Mission:

To impart value-based quality management education that nurtures global competencies, entrepreneurial acumen, and a strong commitment to social responsibility.

Mission statements:

1. Empower aspiring management professionals with contemporary global management concepts, skills, and theories through experiential learning.

2. Develop leadership and entrepreneurial capabilities by fostering innovation, providing support systems to create sustainable and socially responsible businesses.

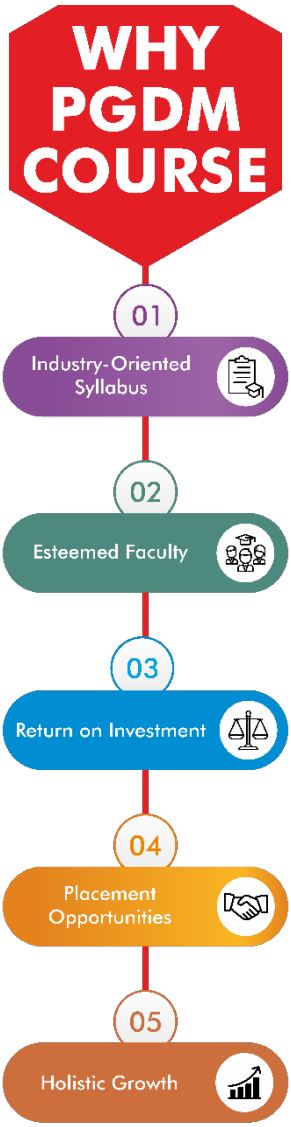
3. Nurture social responsibility and sustainability through value based, community-focused, and environmentally conscious management education.

MUMBAI EDUCATIONAL TRUST

Mumbai Educational Trust (MET) is a conglomerate of premiere educational institutions, driven by a single-minded focus on imparting quality education, to make students sharp. Training is imparted round - the-clock, seven days a week. Projects and assignments are given utmost importance and students learn on the job. Application-oriented knowledge, garnered in the lecture halls, is applied to industry assignments. The faculty spares no effort to make the students razor sharp, so that they make their mark in the corporate world. No effort has been spared, to create an environment that encourages students, to push the limits of their minds. All this, to help young professionals face the challenges of life and make their mark in the corporate world.

- **Bhujbal Knowledge City, Mumbai**
- **Institute of Management**
- **Institute of Post Graduate Diploma in Management**
- **Institute of Mass Media**
- **Asian Management Development Centre**
- **Centre for Insurance Training, Research & Development**
- **Institute of Pharmacy**
- **Institute of Information Technology**
- **Institute of Software Development & Research**
- **Institute of Computer Science**
- **Institute of International Studies**
- **Rishikul Vidyalaya (IGCSE)**
- **Bhujbal Knowledge City, Govardhan, Nashik**
- **School of Architecture & Interior Designing**
- **Bhujbal Knowledge City, Adgaon, Nashik**
- **Institute of Management**
- **Institute of Pharmacy**
- **Institute of Engineering**
- **Institute of Technology (Polytechnic)**
- **Institute of Information Technology**
- **Institute of D. Pharmacy**
- **Bhujbal Academy of Science & Commerce (Jr College)**
- **Meena Bhujbal School of Excellence (CBSE Board)**

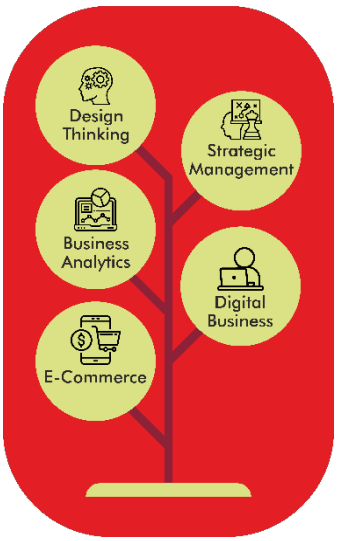
ABOUT PGDM PROGRAMME



Mumbai Educational Trust (MET) had launched a multidimensional approach in providing professional education in the field of management and had set up both the MMS and autonomous Management Programmes way back in the 1990s. However, in order to offer the structured learning systems under the aegis of AICTE it set up the autonomous PGDM programme which was primarily styled on the lines of the prestigious IIMs and other best B-Schools in India and overseas. Recently the AICTE in its wisdom decided to promote higher educational institutions of eminence under the stand-alone programme in management, and thus, was born the MET Institute of Post Graduate Diploma in Management (MET Institute of PGDM) under the direct affiliation of AICTE.

PGDM program at MET, ranked as a top PGDM course in Mumbai was launched in the year 2007. Since then, desire to get into one of the best B-school in India has been driving Engineering, BBA, BMS, BCom, BMM & Pharma graduates alike from all over the country to MET. PGDM at MET is more than an MBA since its content and pedagogy empower budding managers with technological tools and understanding besides honing their managerial prowess. It is evident by the fact that a few thousand MET PGDM alumni are gainfully employed in senior positions in leading corporate Houses, making their presence felt, many being successful entrepreneurs too.
Since the world and Indian environment are continuously changing; business and society is changing along. The pandemic has changed the way of life and business practices. A new world order has emerged post pandemic. Hence PGDM at MET is being continuously updated to meet its original purpose of providing trained managers well versed with latest management techniques to the Corporate World.

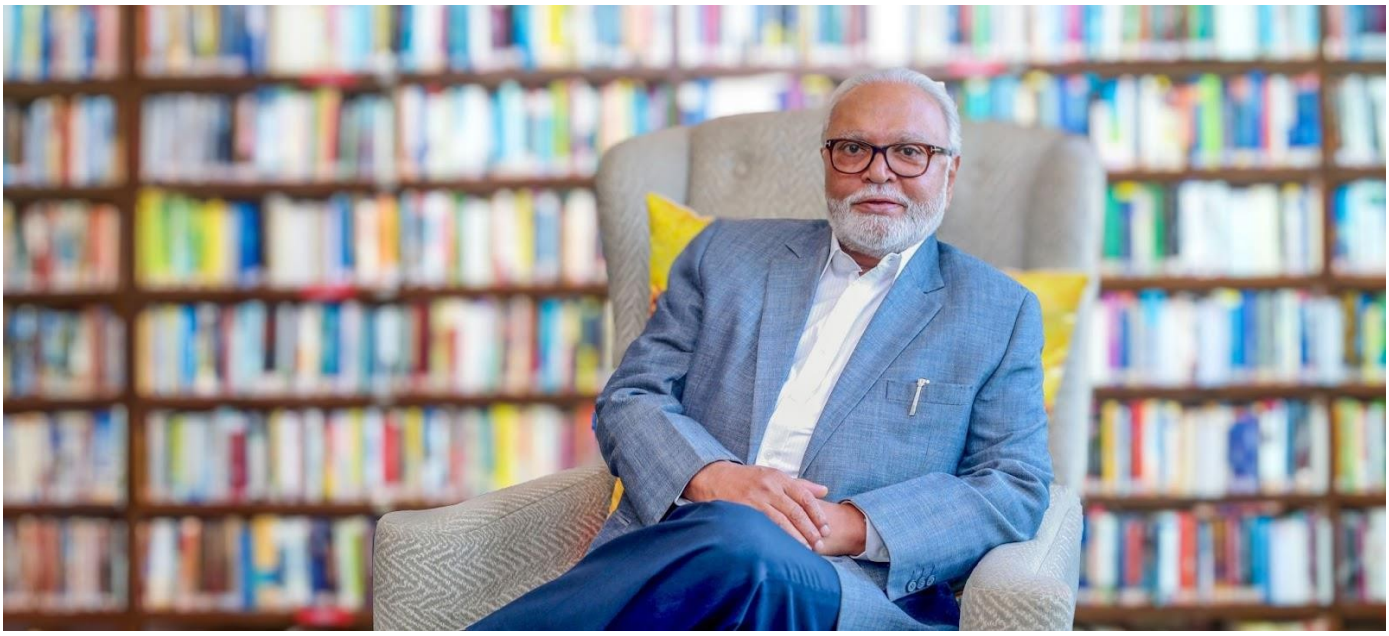
Unique Specializations



Along with Conventional Specifications offered in Trimester III & IV in Marketing, Finance, HR, Operation and Systems PGDM at MET has also introduced following additional NEW AGE specializations in Trimester V.

- FinTech
- MarTech
- Business Analytics
- Media & Entertainment
- Start-ups and New Enterprise Management

CHAIRMAN'S ADDRESS



Dear Readers,

It gives me immense pleasure to pen this address for an inaugural edition magazine that stands as a testament to the vision, intellect, and creativity of our student community. As we unveil this edition centred on Futuristic Human Resources, we are not merely presenting a collection of articles, but a forward-looking narrative crafted by the bright minds who will soon lead this vital domain.

We live in an era defined by rapid transformation. The business landscape is being reshaped by technology, globalization, and evolving human values. In such times, the ability to anticipate the future, not just adapt to it, becomes the hallmark of true leadership. This magazine embodies that spirit of anticipation.

HR Connect presents thought-provoking perspectives on the evolving employer–employee relationship. From AI-driven recruitment to the growing emphasis on emotional intelligence and hybrid workplace dynamics, this section reflects the human face of tomorrow's organizations. Our students have explored how HR leaders can balance empathy with efficiency and foster workplaces where innovation and inclusivity thrive.

This magazine is not only a platform for academic and creative expression but also a mirror to the future-ready mindset that we encourage in our institution. I applaud every student, faculty mentor, and editorial team member who contributed to this exceptional endeavour. Your passion and dedication remind us all that the future is not something we enter—it is something we create.

Let us continue to question, imagine, and lead. The future is bright, and it starts with each one of you.

With best wishes,

Shri Chhagan Bhujbal
Hon. Founder Chairman – MET

TRUSTEE'S ADDRESS

Dear Readers,

The inaugural edition of HR Connect, the magazine of our specialization clubs, offers a visionary perspective on the evolving business landscape. Focusing on Human Resources, this student-curated publication highlights the necessity of foresight and adaptability in an ever-changing world.

The Futuristic HR section examines the impact of digital tools, remote work, and a tech-driven yet human-centric approach on workplace culture.

It reflects how organizations must evolve to nurture both efficiency and empathy, preparing leaders who can balance technology with the human touch.

HR Connect exemplifies the curiosity, creativity, and forward-thinking mindset of its contributors, aiming to inspire critical thinking and innovative ideas for the future of this vital domain.

With best wishes,

Shri Pankaj Bhujbal
Hon. Trustee

Dear Readers,

The inaugural edition of HR Connect, the specialization club magazine, presents a forward-focused narrative built around its central theme: Futuristic Human Resources. It underscores the importance of not only adapting to the rapid pace of global and technological change but also proactively shaping the future.

This magazine serves as a dynamic platform for students to share their insights into the evolution of this core business domain. The Futuristic HR section delves into the transformation of workplace dynamics, highlighting the growing emphasis on empathy, inclusivity, and the integration of technology in hybrid work environments. It reflects how the leaders of tomorrow must reimagine people practices to foster cultures of resilience and innovation.
This edition stands as a beacon of innovation and foresight.

With best wishes,

Shri Samir Bhujbal
Hon. Trustee

DIRECTOR'S ADDRESS

Dear Readers,

It brings me great pleasure to introduce this inaugural edition of our student magazine, a remarkable showcase of ideas, insights, and innovation from our dynamic student community. With the central theme of Futuristic Human Resources, this magazine captures the essence of what it means to be future-ready in today's ever-evolving business landscape.

The world of business is undergoing rapid transformation. Emerging technologies, shifting consumer expectations, and global disruptions have made it clear that traditional approaches must evolve. In this context, I am proud to see our students engaging deeply with the challenges and opportunities of tomorrow.

HR Connect focuses on the human dimension of organizational success. Our students have tackled vital topics such as AI-driven recruitment, employee well-being in a hybrid world, and the importance of inclusive and adaptive workplace cultures. The future of HR is clearly one where technology empowers people, not replaces them.

This magazine is a testament to the academic rigor, creative thinking, and collaborative spirit that define our institution. I commend every student who contributed, as well as the faculty and editorial team who guided this endeavour with dedication and vision.

As you turn these pages, I encourage you to reflect not only on what the future holds but on the role you will play in shaping it. The insights within this magazine serve as a powerful reminder: the future is not just something to predict; it is something to create.

With best wishes,

CA Dr Das, Director
MET Institute of PGDM

DEAN'S ADDRESS

Dear Readers,

It is with immense pride and joy that I present this inaugural edition of our student magazine, an initiative that reflects not only academic excellence but also the bold imagination and forward-thinking mindset of our students.

This year's theme, focusing on Futuristic Human Resources, is both timely and visionary. As the business world continues to evolve at an unprecedented pace, driven by technology, global trends, and shifting societal values, our students have taken a commendable step in exploring what the future holds for this vital domain.

Futuristic HR emphasizes the human element in tomorrow's organizations. It explores how the workforce is changing, how leadership is being redefined, and how technology must be balanced with empathy. The students' exploration of remote work, diversity, and AI in HR showcases their awareness of the human challenges in a digital age.

This magazine is more than a collection of articles, it is a reflection of the values we aim to instill in our students: curiosity, innovation, and a deep sense of responsibility toward the future. I commend the editorial team, faculty mentors, and every contributor for bringing this vision to life with such clarity and creativity.

May this magazine inspire you to not only understand the future but to become an active participant in building it.

With best wishes,

Dr. Vaishali Kulkarni
Dean - MET Institute of PGDM

ABOUT MET PGDM HUMAN RESOURCE CLUB

MET PGDM HR Club is a platform typically established in academic institutions, professional organizations, or companies to provide a collaborative and engaging environment for individuals interested in Human Resources Management. It serves as a hub for HR-related activities, knowledge sharing, skill development, and networking opportunities.

KEY ACTIVITIES OF AN HR CLUB

- **Workshops and Seminars**: Topics like employee engagement, talent acquisition, and performance management.
- **Panel Discussions**: Industry experts sharing insights on HR challenges and innovations.
- **Case Studies and Competitions**: Solving real-world HR problems to foster critical thinking.
- **Role-Playing Activities**: Practicing negotiation, interviews, and conflict resolution scenarios.
- **HR Research Projects**: Exploring new HR technologies, policies, and strategies.
- **Social Responsibility Initiatives**: HR-driven activities like diversity programs and community outreach.

BENEFITS TO STUDENTS

- **Practical Experience**: Exposure to real-world HR scenarios.
- **Professional Development**: Opportunities to learn from HR practitioners and experts.
- **Enhanced Employability**: Improved skills and better preparation for HR roles.
- **Networking Opportunities**: Access to HR professionals, mentors, and peers.
- **Leadership Opportunities**: Managing events, leading teams, and strategizing club activities.

Message from the Editor

Dear Readers,

I am thrilled to present the inaugural edition of “HR Connect”, MET Institute of PGDM’s HR Department magazine, thoughtfully curated by the Editorial Committee. This edition marks a proud milestone as we step into the dynamic world of Human Resources, sharing fresh perspectives and insights on shaping the future of work and people management.

My heartfelt gratitude goes to our Director, CA Dr. Das, Dr. Harshada Mulay and Prof. Getaksha Marwaha for their invaluable support and guidance. A special thanks to my amazing team for their efforts in refining the magazine’s design and layout with constant feedback and attention to detail.

We look forward to publishing more editions, exploring various aspects of Human Resources. I hope this magazine inspires and adds value to our peers and the community.

Happy reading!

Warm regards,

Mugdha Pawar
Editor in Chief, HR Connect

Message from the Editorial Team

Dear Readers**,**

We, the members of the HR Connect Editorial Committee, Batch of 2024–26, are proud to present the inaugural edition of our HR magazine titled, “HR Connect”

This magazine stands as a testament to the innovation, empathy, and strategic thinking that define our HR community.

Through these pages, we explore the evolving world of Human Resources from upskilling and reskilling to preparing for the future, to the growing emphasis on mental health and sustainability at work.

We dive into the impact of digital transformation, the balance between automation and the human touch, and the need for psychological safety in the workplace.

We extend our heartfelt gratitude to our Director, CA Dr. Das, Dr. Harshada Mulay and Prof. Getaksha Marwaha, for their invaluable support and encouragement. We also thank all student contributors, faculty members, and peers for their continuous guidance and for sharing their insights so generously. Your participation has been instrumental in transforming this vision into reality.

As you journey through these pages, we hope you discover inspiration, learning, and a sense of belonging.

Wishing you an enlightening and engaging reading experience!

Warm regards,

The Editorial Committee, HR Connect

Mental Health in the Future Workplace: Prioritizing Psychological Safety

BY BHAVIKA BOHRA

Imagine stepping into a workplace where you don't have to pretend to be okay when you're not. A place where you can share your thoughts, struggles, and ideas without fearing judgment. Sounds amazing, right? Well, this shouldn't just be an ideal scenario it should be the reality of every workplace in the future.

Work is no longer just about getting a paycheck. It's where we spend a huge part of our lives, and our mental health should be just as important as our work performance. Yet, many employees hesitate to talk about their stress, anxiety, or burnout. They fear being labeled as "weak" or worry about losing opportunities for growth.

The result? Silent struggles, exhaustion, and even serious health issues. Research shows that a toxic work environment can lead to burnout, lack of motivation, and even depression. But when companies prioritize mental well-being, employees feel valued, perform better, and stay loyal to the organization.

Unfortunately, many workplaces still fail to take mental health seriously. A heartbreaking example is a young software engineer who couldn't handle the immense pressure at work. He had spoken about his struggles, but no one paid attention. The workplace culture brushed off mental health concerns as "just part of the job." His tragic loss shook the corporate world and forced companies to rethink how they support their employees. But do we really need a tragedy to take action?

What a Mentally Healthy Workplace Should Look Like

Supportive Managers – Leaders should encourage employees to speak openly about stress and struggles without fear.

No Toxic Work Culture – Offices should be free of bullying, extreme pressure, and unhealthy competition.

Mental Health Support– Companies should provide counseling, stress management programs, and mental health days.

Flexible Work Options – Work-from-home days, shorter work hours, and wellness breaks should be encouraged.

Psychological Safety– Employees should feel safe expressing ideas without being ridiculed or ignored.

Companies that take care of their employees' mental health don't just build a happier team they create stronger businesses. Employees who feel safe and valued contribute more, stay longer, and innovate better.

As students, we are the future workforce. Let's ensure that when we step into the professional world, we demand and help create workplaces that care about mental health as much as productivity. Because at the end of the day, happy and healthy employees don't just work harder they work smarter.

Companies Leading the Way in Workplace Mental Health

Many forward-thinking companies have realized that happy and mentally healthy employees lead to better productivity, creativity, and loyalty.

Google – Prioritizing Employee Well-Being
Google has long been known for its employee-friendly policies. The company promotes psychological safety by encouraging employees to speak freely without fear of judgment. It also offers: Free therapy and counseling services Meditation and wellness programs Flexible work schedules Support groups for stress management. Google's efforts have helped reduce burnout and improve overall employee satisfaction.

Why This Matters for Us?

If companies continue to ignore mental health, we'll face the same toxic environment that so many employees are struggling with today. But we have the power to demand change!

When choosing a future employer, let's look beyond salary and job titles. Let's ask:

Does this company care about its employees' well- being? Do they offer mental health support?

Is the work culture positive and respectful?

A workplace that values mental health creates happier employees, and happier employees work better, stay longer, and contribute more. It's a win- win for everyone

AUTHOR'S BIO: BHAVIKA BOHRA

I am a BCom graduate and a PGDM student with a curious mind and a growing passion for Human Resources. I believe in the power of people to shape organizations and culture. I enjoy exploring how communication, empathy, and strategy intersect in HR to create better workplaces. With an open mind set and a strong drive to turn ideas into action, I'm committed to making a meaningful impact wherever I go.

Future of Work: The Marathon Workweek – Can the 90-Hour Culture Sustain the Future?

BY MUGDHA PAWAR

As workplaces evolve, so do conversations about productivity and work-life balance. In recent times, the concept of a 90-hour workweek has sparked widespread debates.

Proposed by L&T Chairman SN Subrahmanyan, this idea champions extreme dedication to work, drawing both admiration and criticism. But as the world moves towards redefining the future of work, one critical question emerges: can this marathon workweek truly sustain the future?

The Hustle Illusion

The 90-hour workweek symbolizes the hustle culture that glorifies long hours as a measure of success. Proponents argue that such dedication fuels inno- vation and career growth, especially in industries striving to stay competitive. However, this relentless grind often comes at the expense of mental health, physical well-being, and personal relationships.

When Work Replaces What Matters

In the midst of these discussions, Chartered Accountant-turned-mindset coach Nitu Mohanka shared a poignant personal anecdote about the repercussions of hustle culture. In an Instagram post, she reflected on how her relentless focus on work led to missed family moments.

“Hustle culture is seductive. But the promise of ‘grind now, enjoy later’ rarely delivers,” Mohanka wrote. She recounted working 14-hour days, replying to emails at 3 AM, and missing her daughter’s first steps due to client meetings. The turning point came when her 5-year-old drew a family picture and left her out of it, explaining, “Mama is always at the office.” This moment made Mohanka realize how the pursuit of success was eroding her personal life, leading her to reevaluate her priorities.

Challenges of the 90-Hour Workweek

The 90-hour culture raises significant concerns:

Burnout Epidemic: Continuous overwork can lead to chronic stress, exhaustion, and declining productivity. Hustle may look good on a résumé, but burnout doesn’t.

Impact on Family Life: As shared by mindset coach Nitu Mohanka, those extra hours at the office often come at a steep personal cost. Long workdays can create emotional distance at home, leaving relationships strained and precious moments missed.

Health Consequences: A lack of adequate rest, irregular eating habits, and sedentary lifestyles resulting from overwork contribute to serious health issues such as anxiety, sleep disorders and reduced immunity. Without time to recharge, the human body starts to rebel. Lifestyle diseases and mental health challenges are becoming the unwanted side effects of the grind.

Unsustainability for the Workforce: To- day’s professionals, particularly younger generations, are placing increasing value on flexibility, mental wellness, and purpose-driven work. A rigid, marathon-style workweek risks alienating this evolving workforce, leading to dissatisfaction, attrition, and a decline in employee engagement.

Is There a Better Way?

Countries like Japan and Sweden are exploring shorter workweeks to enhance productivity and well-being, providing a stark contrast to the 90-hour proposition. Meanwhile, the idea of a “0-hour workweek” is emerging, symbolizing a radical shift in mindset focusing on outcomes rather than hours worked.

Mohanka’s story is a powerful reminder that success need not come at the cost of personal happiness. As work culture in India continues to evolve, leaders and organizations must balance ambition with empathy, prioritizing employee well-being alongside business goals. The future of work depends not on how many hours we work, but on how effectively we work while maintaining harmony in our personal lives.

As we redefine productivity in the modern workplace, it's time to question what success really looks like. Is it measured by timesheets and sleepless nights, or by creativity, collaboration, and conscious living? Workplaces that prioritize empathy, flexibility, and outcome-driven models are already outperforming those stuck in the grind mindset. Studies by the WHO and ILO have linked long work hours to increased risk of stroke and heart disease proof that hustle without health isn't heroism, it's harm.

Gen Z and millennials the very future of the workforce are vocal about valuing purpose over pressure, well-being over workload. And guess what? They're not wrong.

If the goal is to build resilient organizations that thrive in the long run, the solution isn't to push harder it's to work smarter, healthier, and more human.

The 90-hour culture might win short sprints, but the future of work? That's a marathon that demands balance, boundaries, and bold new thinking.

So, as we gear up for this next era, the question isn't just "Can we sustain the marathon workweek?" it's "Do we really want to?"

AUTHOR'S BIO: MUGDHA PAWAR

I am a creative, detail-oriented, and optimistic individual with a natural knack for leading and collaborating with teams. As a PGDM student with a passion for HR, I aim to streamline hiring processes, reduce attrition, and manage talent with precision. I'm fueled by a love for continuous learning and a mission to build inclusive work cultures that empower people and spark engagement through fresh, innovative strategies. Beyond the boardroom, I'm a sports enthusiast and an artist always ready to channel my energy and creativity into everything I do.

Gen Z and Millennials in Leadership: The New Wave of Change

BY NIKANKSHA KADAM

Leadership is evolving. Gone are the days of rigid hierarchies, corner offices, and leadership built solely on tenure. A new generation is taking the reins Millennials (born 1981–1996) and Gen Z (born 1997–2012). As they step into leadership roles, they're not just filling seats; they're rewriting the playbook.

So, what's changing?

1. Goodbye Boss, Hello Coach

Traditional leadership was often about authority leaders dictated, and employees followed. But Millennials and Gen Z are reshaping leadership into mentorship. They don't want to be the boss; they want to be the coach. Instead of "Do as I say," they lead with "Let's do this together."

Take Airbnb's CEO, Brian Chesky (a Millennial), who fosters a culture where leaders are approachable, employees have a voice, and collaboration is key. This shift makes workplaces more engaging and less about top-down control.

2. Purpose Over Pay Checks

Unlike past generations, who often prioritized job security and paychecks, Gen Z and Millennials seek purpose. They want their work to matter not just to shareholders but to society. Leaders from these generations are prioritizing sustainability, diversity, and ethical business practices. Take Patagonia's former CEO, Rose Marcario (a Millennial-era leader), who turned the company into a powerhouse of environmental activism. Expect to see more leaders prioritizing social good over short-term profits.

3. Flexibility is the New Normal

The 9-to-5 grind? Outdated. Gen Z and Millennial leaders understand the value of work-life balance, remote work, and flexible schedules. They measure success by output, not hours logged in an office. Companies like Shopify and Spotify, led by Millennial and GenZ-friendly leadership, have adopted permanent remote- work policies. The message is clear: Trust employees, and they'll deliver.

4. Mental Health Matters

This generation isn't just talking about burnout; they're actively fighting it. Gen Z and Millennial leaders recognize the importance of mental health, offering wellness programs, therapy stipends, and even implementing four-day workweeks. Microsoft Japan tested a four-day workweek and saw a 40% increase in productivity. More companies are likely to follow suit as younger leaders normalize mental health as a workplace priority.

5. Diversity is Non-Negotiable

Old leadership often viewed diversity as a compliance checkbox. Gen Z and Millennials see it as a competitive advantage. They prioritize diverse hiring, inclusive policies, and workplaces where everyone belongs. Leaders like Melanie Perkins (Millennial CEO of Canva) have built companies with inclusivity at their core. Expect workplaces to become more representative, with leaders ensuring that different perspectives shape decision-making.

6. Tech-Savvy Leadership

Having grown up with the internet, younger leaders are leveraging AI, automation, and digital tools to drive efficiency. They aren't afraid to experiment with emerging technologies, whether it's using AI to improve workflows or blockchain for transparent transactions.

For example, Gen Z entrepreneurs are launching businesses on platforms like Discord, TikTok, and Web3, bypassing traditional corporate structures altogether. Leadership today is about adapting quickly to tech shifts.

7. Radical Transparency

Forget corporate jargon and sugar-coated emails Gen Z and Millennial leaders believe in open, honest communication. Employees now expect leaders to address challenges head-on, whether it's financial struggles, layoffs, or strategic pivots. Yvon Chouinard, founder of Patagonia, set a precedent by giving away his entire company to fight climate change a bold, transparent move that resonated deeply with younger generations.

Final Thoughts:
A Leadership Revolution

With Gen Z and Millennials at the helm, leadership is becoming more empathetic, purpose- driven, and innovative. They aren't afraid to challenge outdated norms and create work environments that prioritize people over profits, collaboration over hierarchy, and impact over tradition. This shift isn't just a trend it's the future of leadership. Buckle up. Change is here.

AUTHOR'S BIO: NIKANKSHA KADAM

I, a HR graduate with hands-on experience from two internships in talent acquisition and HR operations. An organized and motivated individual and aspiring human resource professional, eager to apply classroom knowledge to real-world experiences and skills to foster organizational growth and employee well-being. Currently pursuing masters to enhance proficiency and learn from the potential leaders.

Engaging And Retaining Gen Z: A Comparative Case Study on Trends of HRM Practices at TCS Vs Infosys

BY RUTIKA TORASKAR

Leadership is evolving. Gone are the days of rigid hierarchies, corner offices, and leadership built solely on tenure. A new generation is taking the reins Millennials (born 1981–1996) and Gen Z (born 1997–2012). As they step into leadership roles, they're not just filling seats; they're rewriting the playbook.

The workforce landscape is changing rapidly, and Generation Z (Gen Z) those born between 1997 and 2012 is now entering the job market in full force. With their unique characteristics, values, and expectations

Characteristics of Gen Z as a Workforce Gen Z is distinct from previous generations (Millennials, Gen X, and Baby Boomers) in several key ways. Understanding these traits is crucial for HR departments to effectively manage and engage this new wave of talent.

Key Characteristics of Gen Z:

Tech savvy: Gen Z has grown up in a world of smartphones, social media, and constant connectivity. They are highly tech-savvy and expect digital tools and technology to be integrated into their daily work experience. They value remote work, digital collaboration, and flexibility.

Goal Driven: Gen Z tends to align themselves with companies that support sustainability, inclusivity, and social justice. They are more likely to choose employers that align with their personal goals.

Entrepreneurship: Gen Z workers are entrepreneurial and interested in side projects or free- lance work. They want the opportunity to create, innovate, and experiment.

Gen Z's Expectations from Employers

To effectively engage, retain, and foster their growth of Gen Z workers HR departments must address their distinct expectations which include:

Hybrid Work Models: Gen Z is accustomed to working from home and online collaboration, so they expect employers to offer hybrid work models a mix of in-office and remote working options.

Flexible Hours: A rigid 9-to-5 schedule is not as appealing to Gen Z workers. They prefer flexibility in their hours to accommodate personal commitments and lifestyles.

Work-Life Integration: Gen Z seeks work-life integration, where they can achieve balance without compromising career growth.

Challenges in Managing Gen Z Workforce:

While Gen Z brings fresh energy and perspectives, managing this generation does come with unique challenges:

High Expectations: Gen Z's high expectations in terms of workplace culture, flexibility, and career growth.

Job Hopping: Gen Z has been labeled as a "job-hopping" generation due to their desire for quick career advancements and opportunities.

Adapting to New Technology: HR professionals need to stay ahead of technological trends to meet Gen Z's digital-savvy expectations.

Gen Z's entry into the workforce presents both opportunities and challenges for HR. This generation is tech-savvy, value-driven, and entrepreneurial, and they are looking for flexibility, purpose, and growth in their careers. HR departments must adapt to these evolving expectations by embracing technology, fostering diversity, and offering flexible work environments.

Comparison of trends in HRM Practices of TCS and Infosys:

TCS TATA CONSULTANCY SERVICES Vs Infosys

Both Tata Consultancy Services (TCS) and Infosys are global leaders in the IT services sector, and both companies recognize the significance of Generation Z (Gen Z) as an emerging workforce demographic. While their HRM (Human Resource Management) practices

are tailored to attract, retain, and engage employees, each company has adopted its unique approach.

Employee Recruitment Practices:
For employee recruitment TCS uses
Digital Recruitment Channels: TCS uses online platforms, campus recruitment drives, and social media channels like LinkedIn and Instagram to attract genZ talent. TCS is also known for its Ninja hiring program that targets fresh graduates.

Hackathons and Competitions: TCS organizes hackathons and coding competitions (like TCS Code- Vita) to scout for top talent, which appeals to the entrepreneurial and problem- solving nature of Gen Z.

Infosys:
Campus Engagement and Online Recruitment: Infosys has a strong presence in campus recruitment, by online tests, technical interviews, and video-based assessments, which resonate well with Gen Z's comfort with technology.
Infosys Springboard: Infosys launched the Infosys Springboard platform, which is designed to help students and young professionals upskill and prepare for the future of work.

Employee Engagement strategies: TCS
Continuous Learning and Development: TCS has robust learning and development pro- grams such as TCS iON and TCS Academy, which provide Gen Z employees with access to upskilling, and certifications.

TCS Digital Platforms: The company integrates cutting-edge digital tools into daily operations, providing collaboration platforms like TCS COINTEL and Slack to make work more interactive and efficient.

Mentorship Programs: TCS offers mentorship programs for career guidance.

Infosys:
Learning and Upskilling Platforms: Its Infosys Wingspan platform allows employees to access a wide range of training materials, including emerging tech certifications (AI, Data Science, etc.).

Employee Engagement Programs: Infosys has survey and feedback mechanisms that allow employees to voice their opinions, which resonates with Gen Z's desire for openness and transparency in the workplace.

Diversity and Inclusion Initiatives: Infosys places significant emphasis on diversity, inclusion, and gender equality.

Work-Life Balance and Flexibility - TCS:
Work-from-Home (WFH) and Flexible Hours: TCS has introduced flexible work arrangements, especially post-COVID-19. Gen Z, who values work-life balance, appreciates TCS's policies that offer remote work options, flexible hours, and a focus on employee well-being.

Infosys:
Flexibility and Remote Work: Infosys offers flexible working hours and has been transitioning to a hybrid work model. This approach, which gives employees the choice between working from home and office, is particularly attractive to Gen Z, who seek work-life integration.

Career Progression and Opportunities: TCS
Clear Career Pathways: TCS offers structured promotion frameworks and role-specific growth paths, which are key for Gen Z.

Internal Mobility and Innovation: TCS encourages internal mobility, giving Gen Z employees the chance to explore various roles within the organization.

Infosys:
Clear Growth Opportunities: Infosys also emphasizes on clear growth trajectories. The company's focus on learning and innovation allows employees to pursue new challenges and take on leadership roles earlier in their careers, aligning with Gen Z's desire for rapid growth and autonomy.

Innovation and Hackathons: Infosys offers innovation-focused programs such as Infosys Innovation Fund and TechSparks. These programs help Gen Z employees channel their entrepreneurial spirit and creativity.

Compensation and Perks: TCS

Competitive Pay and Benefits: TCS offers a competitive compensation package, including performance bonuses, stock options, health benefits, and a variety of employee perks aligned to Gen Z.

Infosys:

Attractive Salary and Benefits: Infosys offers competitive salaries along with bonus structures, employee stock options, and retirement benefits. The company also provides health and wellness programs tailored to the mental and physical needs of Gen Z workers.

Conclusion

To successfully manage Gen Z talent, HR strategies should focus on continuous learning, personalized experiences, and creating a workplace that aligns with their values. By doing so, companies can tap into the potential of Gen Z and ensure they thrive in the workforce of the future.

Both TCS and Infosys have adopted modern HR practices that cater to the unique needs of Generation Z.

TCS emphasizes digital recruitment, learning platforms, work-life flexibility, and employee wellness, which resonates with Gen Z's desire for career growth, autonomy, and well-being.

Infosys, on the other hand, focuses on continuous learning, employee engagement, inclusive work culture, and sustainability, appealing to Gen Z's values of purpose-driven work and social impact. Clearly both companies have distinct yet complementary approaches to engaging Gen Z, offering an environment that balances innovation, work-life flexibility, and employee growth opportunities, all while addressing Gen Z's desire for purpose, transparency, and inclusivity in their workplace.

AUTHOR'S BIO: RUTIKA TORASKAR

I, a PGDM student (2024–26) driven by a passion for innovation and emerging technologies. I aspire to contribute to a more inclusive, sustainable, and efficient future by applying strategic thinking and a deep understanding of evolving industry trends.

Remote Work and Talent Acquisition: A Borderless World

BY SAKSHI CHORDIYA

The world of work has changed forever. The rise of remote work has shattered geographical barriers, opening doors to a truly global workforce. Companies are no longer limited by city lines or country borders when seeking the best talent.

Instead, they can tap into a worldwide pool of skilled professionals, creating a diverse and dynamic workforce like never before.

The Talent Revolution: Why Remote Work is here to stay a few years ago, remote work was seen as a perk something offered to a lucky few. Today, it has become a fundamental part of how businesses operate. With digital collaboration tools and cloud-based systems, employees can work effectively from anywhere. This shift is more than just a trend; it's a revolution in talent acquisition and workplace culture.

For companies, this means access to a broader and more diverse range of professionals.

For job seekers, it means opportunities that were once out of reach are now just a video call away. The best person for the job is no longer the one who lives nearby it's the one who brings the right skills and perspective, no matter where they are in the world. The Benefits of a Borderless Talent Strategy

1. Access to a Global Talent Pool
Gone are the days of limiting hires to a single city. Companies can now find top talent from all corners of the world, bringing in unique perspectives and fresh ideas.

2. Diversity and Inclusion
Hiring beyond borders means embracing different cultures, experiences, and ways of thinking. A diverse workforce fosters innovation and helps businesses connect with a global customer base.

3. Cost-Effective Hiring
Remote work allows companies to optimize costs by hiring talent from regions with different living expenses while still offering competitive wages. It's a win-win for both employers and employees.

4. Improved Employee Satisfaction and Retention
Remote work gives employees the flexibility to create a work-life balance that suits them. Happier employees are more productive and more likely to stay with a company long- term.

Challenges and How to Overcome Them:
While the benefits are clear, hiring across borders does come with challenges. Different time zones, cultural differences, and legal considerations can create roadblocks. However, with the right strategies, these challenges can be navigated effectively.

Time Zone Management: Use overlapping work hours, asynchronous communication, and collaboration tools to keep teams connected.

Cultural Sensitivity: Foster an inclusive company culture that celebrates diversity and encourages under- standing.

Legal Compliance: Work with local experts or global employment platforms to ensure compliance with labor laws and regulations in different countries.

The Future of Work is Without Borders
The shift to remote work is more than just a work-place trend it's a transformation that is redefining how companies grow and innovate. By embracing a borderless workforce, businesses can unlock potential beyond their local talent pools and create teams that are more skilled, diverse, and engaged.

For job seekers, this means more opportunities than ever before. Whether you're a designer in Brazil, a software developer in India, or a marketing expert in Germany, the world is now your job market. The future of work isn't just remote it's limitless. The only question is: Are you ready to embrace it.

AUTHOR'S BIO: SAKSHI CHORDIYA

"People are the heartbeat of every great company and I'm here to keep it strong."

I, a passionate HR professional who believes that real success starts with genuine human connection. From nurturing workplace culture to empowering individuals to shine, I'm driven by the idea that people aren't just part of the business they are the business. Every day, I aim to turn potential into performance, and workplaces into communities.

Rethinking Employee Value Propositions for Gen Z and Millennials

BY RUTUJA VYAVAHARE

The modern workplace is undergoing a transformation, and at the center of this change are Gen Z and Millennials. By 2025, these two generations will make up over 70% of the global workforce, bringing with them new expectations, priorities, and work values. Unlike previous generations, they are not solely driven by job security and financial compensation. Instead, they seek purpose, flexibility, career growth, and a strong workplace culture.

For HR professionals, this shift demands a complete rethinking of the Employee Value Proposition (EVP) the set of benefits and values an organization offers to its employees in exchange for their skills and commitment. A well-crafted EVP is no longer just a nice-to-have; it is now a strategic necessity in the race to attract, engage, and retain top talent.

So, what exactly do Gen Z and Millennials want from their employers, and how can HR leaders evolve their EVPs to meet these expectations?

The New Workplace Expectations

Traditional EVPs focused on job stability, hierarchical promotions, and standard benefits packages. However, for today's workforce, these are no longer enough. Instead, Gen Z and Millennials prioritize:

1. Flexibility

The Non-Negotiable Demand Work is no longer about sitting in an office from 9 to 5. These generations value hybrid and remote work models, allowing them to balance work with personal life.

Example: Companies like Airbnb and Spotify have embraced fully remote work policies, enabling employees to work from anywhere. As a result, they've not only improved employee satisfaction but also expanded their talent pool globally. Conversely, companies enforcing strict office return policies have faced backlash, increased resignations, and difficulty in retaining top talent.

2. Career Growth & Continuous Learning

Unlike Baby Boomers, who often stayed in one role for years, Gen Z and Millennials prioritize fast-tracked career growth and continuous skill development. They expect mentorship, upskilling opportunities, and clear career paths.

Example: Deloitte introduced a "Choose Your Own Adventure" career model, where employees can switch departments and explore different roles. This approach has significantly boosted retention by providing a dynamic career experience.

3. Purpose-Driven Work

Beyond Just a Paycheck. For Gen Z and Millennia's, work is not just about earning money it's about making an impact. They want to work for companies that align with their values, social responsibility, and sustainability efforts.

Example: Patagonia, a leader in sustainability, has attracted purpose-driven employees by embedding environmental activism into its culture. Their "Don't Buy This Jacket" campaign encouraged customers to reduce waste, reinforcing their commitment to sustainability. Companies that fail to integrate Corporate Social Responsibility (CSR) into their business strategies risk losing talent to organizations with stronger ethical values.

4. Mental Health and Well-Being

Workplace burnout and mental health have become critical concerns. Gen Z and Millennials expect mental health support, wellness programs, and a culture that prioritizes well-being.

Example: Google offers on-demand mental health coaching and "reset weeks", allowing employees to disconnect and recharge. These initiatives have been instrumental in reducing stress and improving productivity. In contrast, companies with toxic work cultures that ignore mental health concerns have seen higher attrition rates and decreased engagement.

5. **Inclusive, Collaborative, and Engaging Work Culture**

Diversity, Equity, and Inclusion (DEI) are not optional anymore. Gen Z and Millennials expect a workplace that fosters open communication, collaboration, and inclusivity. They thrive in flat hierarchies where their voices are heard and valued.

Example: Microsoft has implemented AI-driven inclusive hiring programs and mentorship initiatives that promote diversity at all levels. By doing so, they have created a more engaging and innovative work environment. Companies that fail to foster inclusivity risk alienating top talent and facing reputational damage.

Why Companies Must Evolve or Risk Losing Talent

The competition for skilled employees is at an all-time high, and organizations that fail to adapt their EVP will struggle with higher attrition and lower engagement. A 2023 study by McKinsey revealed that companies with strong EVPs experience 50% lower turnover rates compared to those that don't. Employees are no longer hesitant to leave jobs that don't align with their values leading to movements like "The Great Resignation" and "Quiet Quitting."

Companies that resist change, enforce rigid work policies, or fail to offer career development opportunities will find themselves losing their best employees to competitors.

How HR Can Redefine EVP for the Future to stay ahead, HR leaders must rethink their approach by:

Personalizing career paths – Employees should be able to switch roles, explore new domains, and develop diverse skills.

Enhancing benefits beyond salary – Mental health support, wellness programs, and work-life balance policies should be core EVP components.

Fostering trust and transparency – Open communication, pay transparency, and inclusive decision-making build long-term loyalty.

Investing in technology – AI-driven HR solutions can provide personalized learning, data- driven career development, and remote work enablement.

Final Thoughts: The Future of EVP

The future of HR isn't about forcing employees to fit into outdated corporate structures it's about adapting to meet the evolving needs of today's workforce. Organizations that listen, evolve, and prioritize employee experience will win the war for talent. As an MBA student and future HR professional, I believe that companies must embrace change, prioritize employee well-being, and redefine work itself. The workplaces that succeed will be those that create flexible, inclusive, and purpose-driven environments.

AUTHOR'S BIO: RUTUJA VYAVAHARE

I am a PGDM-HR student who loves blending creativity with people-first thinking. Whether it's planning events or diving into HR strategy, I enjoy collaborating, learning, and making a difference. With a keen interest in compensation and benefits, I aim to build workplaces that are both fair and future-ready.

Virtual Reality in Training and Development: The Next Frontier

BY SHRIYA ALWE

Imagine stepping into a training session where you're not just listening to a lecture or reading a manual you're actually inside a fully immersive, interactive world. You're a firefighter navigating a burning building, a doctor performing a complex surgery, or a corporate employee practicing difficult conversations with AI-powered colleagues. This is not science fiction; this is the reality of Virtual Reality (VR) in training and development. As technology continues to evolve, VR is making waves across industries by transforming the way employees learn, practice, and retain new skills. It's engaging, effective, and most importantly it's changing the game for workforce training.

How VR is Reshaping Training

Traditional training methods often rely on manuals, videos, or classroom instruction. While these can be effective, they sometimes lack engagement and fail to simulate real-world conditions. VR, on the other hand, immerses learners in a hands-on experience that feels real.

Take Walmart, for example. They've adopted VR to train employees on customer service and handling high-pressure Black Friday sales. Instead of just reading about stressful situations, employees actually experience them virtually so they know exactly what to expect. UPS is using VR to train drivers on how to navigate city streets, recognizing potential hazards before they even get behind the wheel.

Even law enforcement agencies are using VR to prepare officers for dangerous situations, like de-escalating conflicts or handling active shooter scenarios. These experiences allow them to make mistakes and learn in a safe, controlled environment rather than in the field, where the stakes are much higher. In education, VR is creating exciting new ways to learn. Imagine medical students practicing surgeries in a risk-free virtual space or history students walking through ancient civilizations instead of just reading about them. VR is turning learning into an experience rather than just a process.

Why VR is a Game-Changer for Learning So, what makes VR such a powerful tool for training?

1. It's More Engaging

Let's face it traditional training can sometimes be boring. Watching long presentations or reading endless manuals doesn't always capture attention. VR, on the other hand, is interactive and immersive, making learning more engaging and memorable.

2. It's Safe and Risk-Free

Some jobs involve high-risk training. Pilots, surgeons, and military personnel, for example, can't afford to make mistakes in real life. VR provides a space where they can practice, fail, and learn without real world consequences.

3. Standardized and Scalable Learning

In big companies, it's tough to ensure that every employee receives the same quality of training.VR solves this by providing a consistent learning experience, no matter where someone is located.

4. Immediate Feedback for Faster Learning VR can track performance in real time, allowing trainees to receive instant feedback. This means they can immediately correct mistakes, helping them learn faster and more effectively.

Challenges That Come with VR Training

Of course, no technology is perfect. While VR is exciting, there are still some hurdles that companies need to overcome before it becomes mainstream.

1. High Costs

Developing VR training programs requires expensive equipment and software. However, as VR technology advances, costs are expected to decrease, making it more accessible.

2. Technical Limitations

Some users experience motion sickness when using VR, and the technology requires a certain level of digital literacy to navigate properly. Additionally, VR headsets can be bulky and expensive.

3. Content Creation Takes Time

Unlike traditional training materials, VR training needs to be carefully designed and developed, which can take months or even years. Companies need skilled professionals to create realistic, high-quality simulations.

What's Next for VR in Training?

The future of VR in training and development looks incredibly promising. As artificial intelligence (AI) integrates with VR, training programs will become more adaptive and personalized, tailoring experiences to each individual learner. And as costs go down, we can expect VR to be widely adopted across more industries making learning more engaging, accessible, and effective.

VR isn't just the next frontier in training it's already here, and it's changing the way we learn and grow. Companies that embrace it now will have a competitive edge, building a smarter, more prepared workforce for the future.

So, are we ready to step into this new reality?

AUTHOR'S BIO: SHRIYA ALWE

I am a zoology graduate and PGDM student with a keen interest in HR, L&D, and analytics. She combines analytical thinking and creativity to explore smart, practical solutions in learning, people development, and workplace strategy.

Cross-Cultural Teams: Managing Diversity in a Global Workplace

BY SHUBHAM MOTE

In today's interconnected world, businesses operate across multiple geographies, bringing together employees from diverse cultural backgrounds. While cross-cultural teams offer a competitive edge by fostering innovation, creativity, and varied perspectives, they also present unique challenges that organizations must navigate to ensure effective collaboration. Managing diversity in a global workplace requires strategic leadership, cultural intelligence, and an inclusive work environment.

The Growing Importance of Cross-Cultural Teams

Globalization has led to an increase in multinational companies, remote work, and international collaborations. Companies like Google, Microsoft, and Toyota have diverse teams working across different continents, bringing varied expertise and cultural insights to the table. Cross-cultural teams are not just a trend; they are a necessity for companies aiming to stay competitive in global markets. When managed effectively, these teams drive innovation and enhance problem-solving capabilities by combining different viewpoints and work styles.

Benefits of Cross-Cultural Teams

1. Increased Innovation and Creativity

A diverse team brings unique perspectives and ideas, fostering a culture of innovation. Employees from different cultural backgrounds approach problems differently, leading to more creative solutions.

2. Expanded Market Understanding

Global businesses require an understanding of local markets, consumer behaviors, and cultural preferences. A diverse workforce helps organizations cater to various demographics, making their products and services more accessible worldwide.

3. Enhanced Employee Engagement and Learning

Working in a cross-cultural team allows employees to develop cultural intelligence, communication skills, and adaptability. Exposure to different work styles and perspectives fosters continuous learning and professional growth.

4. Improved Problem-Solving and Decision-Making

A heterogeneous team is better equipped to analyze challenges from multiple angles, leading to more effective decision-making. Studies have shown that diverse teams outperform homogeneous ones in problem-solving and strategic thinking.

Challenges of Managing Cross-Cultural Teams

Despite the benefits, managing diversity in a global workplace comes with its own set of challenges.

1. Communication Barriers

Language differences and varying communication styles can lead to misunderstandings. Some cultures prefer direct communication, while others rely on subtle, context-based messaging.

2. Cultural Misinterpretations

What is considered acceptable behavior in one culture may be inappropriate in another. For example, while some cultures value assertiveness, others may view it as aggressive or disrespectful.

3. Differing Work Ethics and Attitudes Cultural perspectives on work-life balance, hierarchy, and time management vary significantly. Some cultures prioritize punctuality and strict adherence to schedules, while others may be more flexible.

4. Conflict Resolution Styles

Different cultures have different approaches to conflict resolution. While some may favor open discussions and direct confrontation, others may prefer mediation and indirect negotiations.

Strategies for Effective Management of Cross-Cultural Teams

1. Foster Cultural Awareness and Sensitivity

Organizations should provide cultural training to employees, helping them understand different

customs, values, and communication styles. Encouraging employees to learn about their colleagues' cultural backgrounds can improve empathy and teamwork.

2. Encourage Open and Clear Communication

To bridge communication gaps, companies should adopt common working languages, use simple and clear messaging, and encourage active listening. Providing tools like translation software and multilingual support can also be beneficial.

3. Build an Inclusive Workplace Culture

An inclusive workplace fosters mutual respect and belonging. Leaders should celebrate cultural diversity by recognizing important festivals, traditions, and milestones of employees from different backgrounds.

4. Set Clear Expectations and Goals

Clearly defined roles, responsibilities, and objectives help align team members towards a common vision. Leaders should ensure that all employees, regardless of their cultural background, understand what is expected of that.

5. Promote Collaborative Leadership

Culturally competent leaders who appreciate and leverage diversity play a crucial role in managing cross-cultural teams. Encouraging participative leadership and decision- making ensures that all voices are heard and valued.

6. Leverage Technology for Collaboration

Virtual teams need digital tools to stay connected. Platforms like Slack, Microsoft Teams, and Zoom enable seamless communication and teamwork across different time zones.

7. Develop Conflict Resolution Mechanisms

Having a structured approach to resolving disputes ensures that cultural misunderstandings do not escalate. Leaders should be trained in cross-cultural conflict resolution and encourage mediation when necessary.

Case Study: How IBM Successfully Manages Cross-Cultural Teams

IBM, a global tech giant, is known for its diverse workforce spanning multiple countries. The company has implemented several best practices to manage cultural diversity effectively:

- **Cultural Training Programs:** Employees undergo training to understand cultural differences and develop global leadership skills.
- **Diversity and Inclusion Policies:** IBM promotes a culture of respect through policies that encourage equal opportunities and diverse hiring practices.
- **Global Collaboration Tools:** The company uses AI-driven communication platforms to facilitate teamwork across continents.
- **Flexible Work Policies:** Recognizing that different cultures have varied work preferences, IBM allows flexible work arrangements to accommodate diverse needs.

Conclusion

Cross-cultural teams are an asset in today's globalized business environment. When managed effectively, they enhance innovation, expand market reach, and drive business success. However, organizations must be proactive in addressing communication challenges, cultural misunderstandings, and differences in work ethics. By fostering an inclusive culture, leveraging technology, and promoting collaborative leadership, companies can turn diversity into their greatest strength, ensuring a more productive and engaged workforce.

AUTHOR'S BIO: SHUBHAM MOTE

I, a dynamic PGDM (HR) student with a keen interest in cross-cultural management, organizational development, and strategic HRM. Passionate about fostering inclusive workplaces, he blends academic insight with practical thinking to address real-world HR challenges, aiming to become a transformative leader in the field of human resources.

Upskilling for the future: The role of lifelong learning

BY ADITYA YUVRAJ BANSODE

The world is evolving at an unprecedented pace, driven by rapid advancements in technology and shifting job market demands. In this dynamic environment, the key to staying ahead is continuous learning. Lifelong learning isn't just a concept it's a necessity. Whether you are an experienced professional or a fresh graduate, up skilling is the bridge between present competencies and future opportunities.

Global Trends and Initiatives

1. United States: Companies like Amazon and Google are investing billions in workforce up skilling programs, offering certifications and training in AI, cybersecurity, and data science to ensure employees remain competitive in the digital era.

2. European Union: The European Commission launched the "Pact for Skills," encouraging lifelong learning through partnerships between industries and educational institutions to close the skills gap in digital transformation and sustainability.

3. India: With the rise of automation, the Indian government has introduced Skill India programs aimed at enhancing employability through vocation- al training in emerging sectors like AI, robotics, and renewable energy.

Benefits of Upskilling

1. Enhanced Career Growth: Professionals with updated skill sets are more likely to secure pro- motions and leadership roles.

2. Job Security: In an era of automation, up skilling reduces the risk of job displacement.

3. Increased Productivity: Employees who continually learn are more efficient and adaptable to workplace changes.

4. Innovation and Creativity: Continuous learning fosters a culture of problem-solving and in- novation within organizations.

Challenges and Considerations

1. Cost of Education: Not all employees or organizations can afford high- quality up skilling programs.

2. Time Constraints: Many professionals struggle to balance work and learning due to tight schedules.

3. Resistance to Change: Employees accustomed to traditional work methods may resist learning new technologies or skills.

Future of Lifelong Learning

1. AI-Powered Personalized Learning: Adaptive learning platforms tailor courses based on individual progress and performance.

2. Virtual Reality (VR) Training: Industries like healthcare and manufacturing are leveraging VR for hands-on skill development.

3. Hybrid Learning Models: A mix of online and offline education will dominate up skilling strategies, making learning more accessible.

The future belongs to those who invest in continuous learning. Up skilling is no longer an option but a necessity for success in an ever-evolving world. By embracing lifelong learning, individuals can unlock limitless career opportunities, stay relevant in their fields, and contribute meaningfully to society. The journey of learning never truly ends it only evolves.

AUTHOR'S BIO: ADITYA BANSODE

I am pursuing an MBA in Human Resources and have a background in hospitality and aviation. I've worked with Taj Exotica, Licious, and Indigo Airlines. I'm passionate about people management, customer service, and continuous learning, aiming to grow as a dynamic HR professional.

The 4-Day Workweek: Is It the Future of Productivity?

BY BHUMIKA MHATRE

The traditional five-day workweek has long been the standard in many industries. However, a growing number of companies and countries are experimenting with a four- day workweek, aiming to enhance productivity, employee well-being, and work-life balance. Could this shift represent the future of work?

Global Adoption and Trials United Kingdom:
As of January 2025, approximately 200 UK companies, employing over 5,000 people, have permanently adopted a four-day working week without reducing pay.

These organizations span various sectors, including marketing, technology, charity, and consulting.

Proponents argue that this model improves employee well-being and productivity, aiding in talent attraction and retention.

Japan:
Known for its rigorous work culture, Japan has initiated efforts to promote a four- day workweek to address labour shortages and encourage a healthier work-life balance.

Despite government endorsements, adoption has been gradual, with only 8% of companies offering a three-day weekend.

Companies like Panasonic have implemented flexible schedules, but widespread acceptance remains limited.

Iceland:
Between 2015 and 2019, Iceland conducted trials reducing the workweek to 35 hours without pay reduction for 2,500 workers.

The results showed “dramatically increased” well-being, improved work-life balance, and maintained or improved productivity across most workplaces.

Benefits Observed
Enhanced Productivity:
Companies like Atom Bank in the UK have reported increased profitability and sustained productivity after transitioning to a four-day workweek.

Improved Employee Well-Being:
Employees have experienced reduced stress and burnout, leading to higher job satisfaction and morale.

Talent Attraction and Retention:
Organizations adopting a four-day workweek have found it easier to attract and retain top talent, as the model appeals to workers seeking better work-life balance.

Challenges and Considerations
Operational Feasibility:
Not all industries can seamlessly adopt a four-day workweek, especially those requiring continuous service or client availability.

Potential for Increased Daily Hours:
Some implementations involve longer workdays to compensate for the reduced workweek, which could lead to employee fatigue.

Cultural Resistance:
In regions with entrenched work cultures, such as Japan, there may be resistance to reducing work hours despite potential benefits. The four-day workweek presents a promising alternative to traditional work schedules, offering potential benefits in productivity, employee well-being, and talent management. While challenges exist, the positive outcomes from various global trials suggest that, with thoughtful implementation, the four-day work- week could become a viable model for the future of work.

AUTHOR’S BIO: BHUMIKA MHATRE

I am 24-year-old HR professional, classical dancer, and art enthusiast based in Mumbai. I blend my love for people and performance, managing talent by day and expressing creativity through dance and my art page by heart. Currently pursuing my PGDM and always exploring where strategy meets soul.

Automation vs. Human Touch: Finding the Perfect Balance

BY DEVANG ZARAPKAR

Balancing Automation and Human Touch: The Future of Work is Hybrid

In today's fast-paced digital world, businesses are constantly on the lookout for ways to do more with less faster. Enter automation a game-changer that's helped streamline processes, slash costs, and take repetitive tasks off people's plates. From AI chat- bots to automated workflows, the tech takeover is real. But here's the million-dollar question: how do we balance tech efficiency with the irreplaceable hu- man touch?

Spoiler alert: The answer isn't either/or. It's both.

The Power of Automation

Let's give automation its flowers. It's a major upgrade for business operations, and here's why:

Efficiency at Scale: Tasks that once took hours now get done in seconds giving teams time to focus on big-picture strategy.

Cost Savings: Fewer manual tasks = reduced labor costs.

Smart Decisions: AI-driven data gives you the power to make sharper, faster choices.

Accuracy & Consistency: Machines don't call in sick or get tired they deliver standardization with minimal errors.

Always-On Service: Chatbots and virtual assistants offer 24/7 customer support no coffee breaks required. Automation's got receipts, and the benefits are real. But let's not get carried away.

Why the Human Touch Still Matters?

People don't want to be treated like ticket numbers. They want to be seen, heard, and understood. That's where humans win, every time.

Empathy is Everything: Only humans can truly pick up on tone, frustration, or subtle cues.

Genuine Personalization: AI can make recommendations, but only humans can relate.

Creative Thinking: Machines follow code. Humans break the mold and build what's next.

Relationship Building: Trust is earned through conversations, not just conversions.

Complex Problem Solving: The tough stuff still needs human brainpower and nuance.

Let's face it people connect with people. That emotional layer? Still 100% human territory. Striking the Balance: Tech + Human = Dream Team So how do we get the best of both worlds without tipping too far in either direction? Here's the playbook:

1. **Automate the Mundane:** Use tech for routine tasks so your team can focus on high-impact work.
2. **Human-in-the-Loop:** Let bots handle FAQs but escalate tricky issues to real humans.
3. **Support, Don't Replace:** Use AI insights to empower employees, not side line them.
4. **Design for Experience:** Don't let automation make your service feel robotic build in seamless handoffs.
5. **Personalize at Scale:** Use tech to inform personalization, but let humans deliver it.
6. **Optimize with Feedback:** Keep refining your balance with real-time data and customer input.

Who's Getting It Right?

Across industries, some brands are nailing this hybrid approach:

- **Amazon:** AI powers suggestions, but humans
- are ready for complex support issues.
- **Healthcare Startups:** AI handles initial triage; doctors' step in for care.
- **Modern Banks:** Algorithms catch fraud, but real advisors give financial advice.
- **Hotels:** Chatbots help with bookings, but concierge teams deliver tailored guest experiences.

The common thread? Automation handles the "how," while humans deliver the "why."

Looking Ahead: The Hybrid Future

The future of business isn't about man vs. machine it's about man with machine. As tech evolves, the true differentiator will be how businesses blend automation with emotional intelligence. Companies that get this mix right will not only thrive but connect on a deeper level.

Final Take

In the end, automation should enable humans, not erase them. The real magic happens when technology does the heavy lifting and people bring the heart, soul, and spark that customers truly remember.

AUTHOR'S BIO: DEVANG ZARAPKAR

I, a business management student with a strong interest in Human Resources, Organizational Development, and Business Strategy. With a knack for problem-solving and a passion for people-centric growth, he focuses on aligning talent practices with strategic goals. He blends critical thinking with innovative approaches to drive effective workplace solutions and foster high-impact employee engagement.

Green HRM: Building a Sustainable from the Inside Out

BY NEHA SHARMA

When we think about sustainability, we often picture wind turbines, solar panels, or electric cars. But sustainability isn't just about technology it's about people. At its heart, a sustainable workplace is one where employees, leaders, and organizations work together to minimize their environmental footprint and foster a culture of responsibility. This is where Green Human Resource Management (Green HRM) steps in, bridging the gap between sustainability goals and everyday workplace practices.

The Human Side of Green HRM

For many employees, the idea of sustainability at work may seem like a corporate buzzword until it becomes personal. Imagine a workplace where:

- You start your day with a reusable coffee cup in- stead of a single-use one.Your office is designed to optimize natural light, reducing the need for artificial lighting.
- Instead of paper-heavy processes, digital work- flows make things seamless and eco-friendly.

Leadership actively supports initiatives like bike-to- work programs, carbon offset incentives, and green volunteer days.

These small shifts, encouraged by HR policies, create a ripple effect that extends beyond the office walls. Employees feel empowered when they see their workplace genuinely committing to sustainability, not just talking about it.

HR's Role in Sustainability

HR professionals hold a unique position in shaping an organization's green journey. They are not only responsible for recruitment, training, and employee engagement but also for embedding sustainability into the company culture.

Recruitment & Onboarding

Hiring employees who share a companies sustainability values is key. Job descriptions now highlight eco-friendly practices, and on boarding programs introduce new hires to the company's green policies from day one.

Employee Engagement & Training

It's not enough to set sustainability goals; employees need to be part of the process. Green HRM promotes workshops on energy conservation, recycling programs, and even mindfulness practices that encourage people to value their surroundings. Gamification such as rewarding employees for car- pooling or using public transport keeps engagement high.

Sustainable Work Policies

HR teams can champion policies like remote work options (reducing carbon footprints from commuting), sustainable office procurement, and paperless systems. Simple changes, like setting double-sided printing as a default or encouraging video conferencing over travel, add up to significant environmental savings.

Leadership and Culture: The True Game-Changers

A company's sustainability efforts are only as strong as its leadership. When executives and managers actively participate in green initiatives, employees follow suit. Encouraging transparency like publishing annual sustainability reports builds trust and accountability.

But beyond policies and reports, fostering a culture of sustainability means making it part of everyday life at work. It's about celebrating Earth Day with action, not just words, and making sure employees see real change in their surroundings.

Why Green HRM Matters Now More Than Ever

Climate change is no longer a distant threat it's a present reality. Companies that fail to adapt risk losing talent to organizations that align with employees' values. The modern workforce, especially younger generations, increasingly seeks purpose-driven work. A strong Green HRM strategy signals that a company is forward-thinking, responsible, and genuinely committed to making a difference.

Green HRM isn't just a trend it's a movement that recognizes the deep connection between people, business, and the planet. By making sustainability an integral part of workplace culture, organizations don't just reduce their environmental impact; they create a workplace where people feel proud to contribute. And when people care, real change happens not just in offices, but in communities, industries, and the world at large.

AUTHOR'S BIO: NEHA SHARMA

I, a psychology graduate with industry experience at Godrej Capital and Marriott International. I'm passionate about understanding people and organizational dynamics. With strong communication skills and a curiosity-driven mindset, I thrive in collaborative environments. I aim to combine my academic background and corporate exposure to create meaningful impact in human resources.

Upskilling for the Future: The Role of Lifelong Learning in HR

BY SOUMYA PANDEY

Imagine a workplace where HR professionals are expected to drive organizational success, foster talent development, and stay ahead of industry trends. Now, imagine if they stood still in this ever-evolving corporate landscape. What happens? They become outdated. This is why lifelong learning is not just an option for HR professionals it's a necessity.

The Evolving Role of HR in the Workplace

The rise of artificial intelligence, automation, and digital transformation has reshaped the HR function. Traditional HR roles are expanding into HR analytics, employee experience design, and strategic workforce planning. According to reports, nearly 50% of HR roles will undergo significant changes by 2030. What does this mean for HR professionals? The skills that once defined success in HR may no longer be sufficient. The only way to stay ahead is to continuously upskill and reskill.

Beyond Policies: The Learning Mindset for HR Professionals

Lifelong learning in HR goes beyond mastering labour laws and policies. It's about developing a growth mindset the ability to adapt, innovate, and embrace new skills that drive employee engagement and business success. The HR leaders of tomorrow will be those who are proficient in people analytics, emotional intelligence, leadership development, and digital HR solutions. Whether it's understanding AI-driven recruitment, fostering DEI initiatives, or enhancing workforce agility, continuous learning ensures that HR remains a strategic partner in business growth.

The Power of Upskilling: Real-Life Impact

Think about the HR leaders who inspire you. What sets them apart? Their ability to learn, unlearn, and relearn. Consider Leena Nair, Global CEO of Chanel and former CHRO at Unilever. Her leadership in re- defining HR functions was not just about compliance but about continuous learning, innovation, and a people-first mindset. Similarly, HR professionals who once focused solely on administrative tasks are now transitioning into HR data scientists, talent strategists, and change agents by upskilling in areas like digital HR, behavioral psychology, and advanced employee engagement strategies. The key takeaway? HR professionals who invest in lifelong learning thrive, while those who resist it risk obsolescence.

Strategies to Make Lifelong Learning a Habit in HR

Now that you understand the importance of lifelong learning, how do you integrate it into your HR career? Here are some practical steps:

1. **Stay Updated on HR Trends –** Follow HR blogs, industry reports, and LinkedIn influencers to keep pace with evolving best practices.
2. **Leverage Online Learning Platforms –** Platforms like Coursera, Udemy, LinkedIn Learning, and AIHR offer cutting-edge courses tailored for HR professionals.
3. **Engage in HR Communities –** Join HR networks, participate in SHRM or NHRD events, and exchange insights with industry experts.
4. **Learn from HR Analytics –** Data-driven HR decision-making is the future; start exploring HR analytics and people data insights.
5. **Apply New Knowledge –** Use the latest HR tools, experiment with AI in recruitment, and implement feedback-driven learning programs in your organization.

The Future of HR Belongs to Continuous Learners

The HR professionals of the future will not be those with the most experience but those who have embraced continuous learning and adaptability. The business world will continue to change, but your ability to learn will be your ultimate asset.

So, the next time you think, “I’ve mastered HR,” remind yourself HR is evolving, and so should you. Stay curious, stay relevant, and most importantly, stay ahead. Are you ready to upskill for the future of HR?

AUTHOR’S BIO: SOUMYA PANDEY

I am a creative and curious individual with a unique blend of psychology, psychiatry, art, human behavior, and law. I stay positive and adaptable, connecting effortlessly with others through empathy and insight. Loyal, integrated, and always exploring opportunities for self-improvement, I strive to make a meaningful impact in everything I do.

Revolutionizing HR: Where Technology Meets Human Touch

BY AMBIKA HUNDEKAR

In today's fast-paced digital landscape, businesses must adapt to remain competitive. The Human Resources (HR) function is no exception. Deloitte's innovative approach to HR is a shining example of how technology can enhance the employee experience, drive innovation, and foster a supportive work culture.

Harnessing the Power of AI and Cloud-Based Solutions:

Deloitte leverages AI-driven tools to predict employee performance, identify potential career paths, streamline recruitment, and track employee progress in real-time. This data-driven approach enables HR leaders to make informed decisions, optimize talent management, and improve employee engagement. For instance, Deloitte's AI-powered recruitment tool helps identify top talent by analyzing resumes, social media profiles, and other publicly available data. This not only streamlines the recruitment process but also reduces bias and increases diversity.

Moreover, Deloitte's cloud-based HR platform provides employees with a personalized experience, enabling them to access HR services, training programs, and benefits information from anywhere, at any time.

Fostering a Diverse, Flexible, and Supportive Work Culture

Deloitte prioritizes creating a work environment that supports the well-being and growth of its employees. This includes:

1.Flexible work models: Deloitte offers flexible work arrangements to promote better work-life balance. This includes telecommuting, flexible hours, and compressed workweeks.

2.Diversity and inclusion initiatives: Deloitte drives innovation and collaboration through diversity and inclusion programs. This includes training programs, mentorship initiatives, and diversity-focused recruitment strategies.

3.Continuous learning opportunities: Deloitte University provides employees with access to continuous learning opportunities, including online courses, workshops, and degree programs.

4.Employee well-being programs: Deloitte supports employee mental health and wellness through programs such as mindfulness training, mental health days, and access to counseling services.

Deloitte's success demonstrates how digital transformation can create a more connected and supportive work culture. By integrating technology with a human centred approach, HR leaders can drive innovation, flexibility, and employee-centric strategies.

As we look to the future of HR, we can expect to see even more innovative applications of technology. Some trends to watch include:

1. **AI-powered chatbots:** AI-powered chatbots will become increasingly prevalent in HR, providing employees with instant access to information and support.

2. **Virtual reality training:** Virtual reality training will become more mainstream, providing employees with immersive and interactive learning experiences.

3. **Predictive analytics:** Predictive analytics will play a larger role in HR, enabling leaders to forecast talent gaps, predict employee turnover, and identify areas for improvement.

Case Study: Deloitte's Digital Transformation Journey

Deloitte's digital transformation journey is a testament to the power of technology in HR. By leveraging AI, cloud-based solutions, and other digital tools, Deloitte has:

- Improved employee engagement and retention.
- Enhanced talent management and recruitment
- Increased diversity and inclusion
- Supported employee well-being and mental health Deloitte's success serves as a model for HR leaders looking to harness the power of technology to drive business outcomes.

The future of HR is all about striking a balance be- tween technology and human touch. By leveraging AI, cloud-based solutions, and other digital tools, HR leaders can create a more connected, supportive, and inclusive work culture. As Deloitte's example demonstrates, this approach can drive innovation, flexibility, and employee-centric strategies, ultimately leading to business success.

AUTHOR'S BIO: AMBIKA HUNDEKAR

I, a driven professional who thrives on new challenges and continuous learning. Reliable and organized, she excels in managing multiple tasks with precision. Embracing 'Learn, Unlearn, and Relearn,' Ambika is a dedicated work-in-progress, striving for growth and improvement always, with a strong work ethic and commitment."

Upskilling and Reskilling: Preparing Employees for the Future of Work

BY MITTAL CHITRODA

In today's fast-paced, technology-driven world, the future of work is constantly evolving. From advancements in artificial intelligence to the rise of remote work and digital transformation, businesses must stay ahead of the curve which means investing in their most valuable asset: their people. Upskilling and reskilling have become buzzwords and essential strategies for companies looking to thrive in the face of rapid change.

Why Upskilling and Reskilling Matter According to a 2023 report by the World Economic Forum, 50% of all employees will need reskilling by 2025 as technology and automation transform the job market. This shift has made it clear that traditional job roles are evolving, and entirely new roles are emerging. Organizations that prioritize upskilling and reskilling programs ensure their work- force remains competitive while boosting employee satisfaction and retention.

Upskilling and Reskilling

While the terms are often used interchangeably, they serve distinct purposes:

- Upskilling: Focuses on enhancing an employee's existing skills to keep them updated with industry trends. For instance, marketing professional learning advanced data analytics to stay relevant in a digital-first environment.
- Reskilling: Involves training employees in entirely new skill sets to transition them into different roles. For example, a factory worker learning to operate and maintain robotic equipment as automation becomes the norm.

Building a Culture of Continuous Learning

Creating a culture where learning is valued and encouraged is the cornerstone of successful upskilling and reskilling initiatives. Here are some actionable strategies:

1. Assess Future Skills Needs: Conduct a skills gap analysis to identify the competencies required for emerging roles within your organization.

2. Leverage Technology: Use e-learning platforms, virtual reality, and gamification to make training more engaging and accessible.

3. Collaborate with Experts: Partner with educational institutions, online platforms like Coursera, or industry experts to provide high-quality training.

4. Encourage Peer Learning: Foster knowledge sharing through mentorship programs, hackathons, or team-based projects.

5. Provide Clear Pathways: Offer employees a roadmap for career growth that aligns with the skills they're acquiring.

Live Example: PwC's Digital Transformation Journey

One standout example of upskilling is PwC's "New World. New Skills." program. Recognizing the growing importance of digital skills, PwC invested $3 billion to train its global workforce in data analytics, automation, and AI. Beyond traditional training methods, the company introduced a gaming feed app where employees earn points and badges for completing courses, making learning interactive and motivating. This initiative not only equipped employees with future-ready skills but also fostered a culture of innovation and adaptability within the organization.

Benefits of Upskilling and Reskilling Investing in these programs offers a win-win situation:

For Employers: Improved productivity, better talent retention, and reduced recruitment costs.

For Employees: Increased job security, career growth opportunities, and higher job satisfaction.

Final Thoughts

As we prepare for the future of work, the importance of upskilling and reskilling cannot be over- stated. Organizations that proactively invest in their workforce will not only adapt to change but lead it

Whether it's through large-scale initiatives like Amazon's or innovative programs like PwC's, the message is clear: the future belongs to those who are willing to learn.

AUTHOR'S BIO: MITTAL CHITRODA

An enthusiastic MBA student specializing in Human Resources. I, Mittal Chitroda, am passionate about people management, organizational development, and strategic HR practices. With a keen interest in training, performance, and employee engagement, I aim to contribute meaningfully to the evolving HR landscape through innovative and people-centric approaches.

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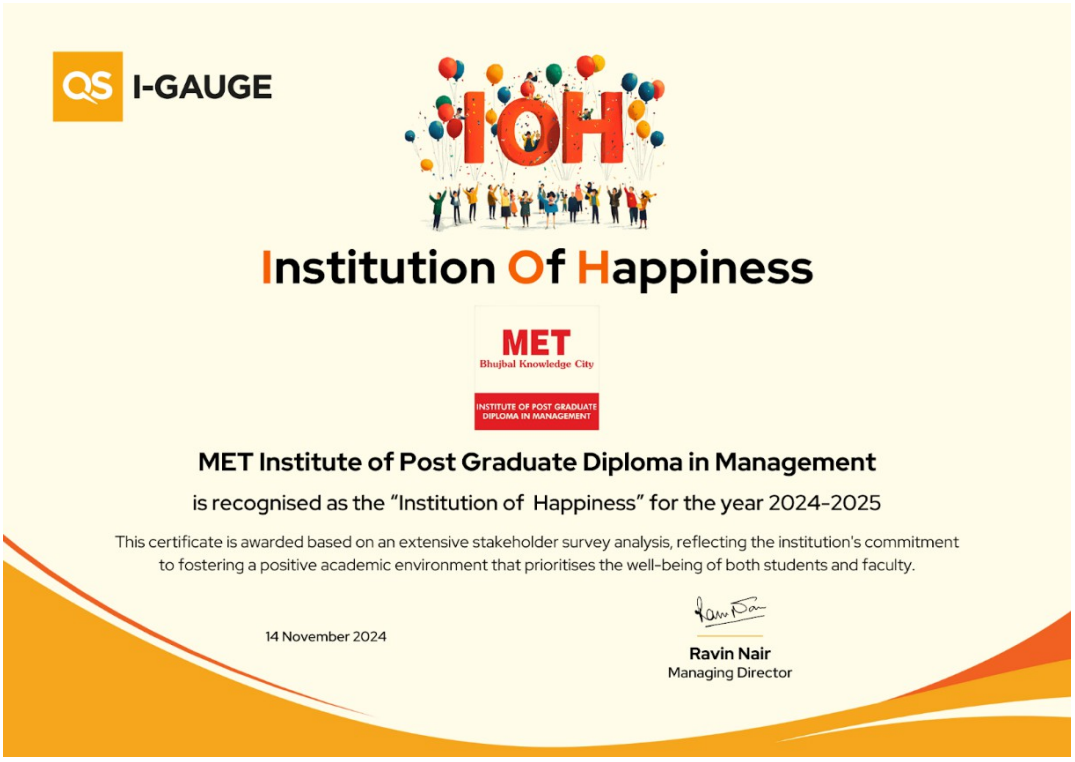

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