

ISSUE 3



PEOPLE'S PRESS

THE HR BULLETIN

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News Updates

Flexible working hours not mandated in Malaysia

Ahead of plans to change the Employment Act of 1995 in Malaysia, the government is assuring employers that they won't be forced to offer flexible hours. Instead, the changes will grant incentives to those implementing the scheme, according to Human Resources Minister V. Sivakumar. "With the flexible working hours amendment to the Employment Act 1955, it just becomes a legal form of incentive. However, there is no compulsion. It is meant to be an improvement to the system and the way we work in this country," Sivakumar said in Free Malaysia .To read more about this, [Click here](#)



The impact of rising inflation on employee benefits

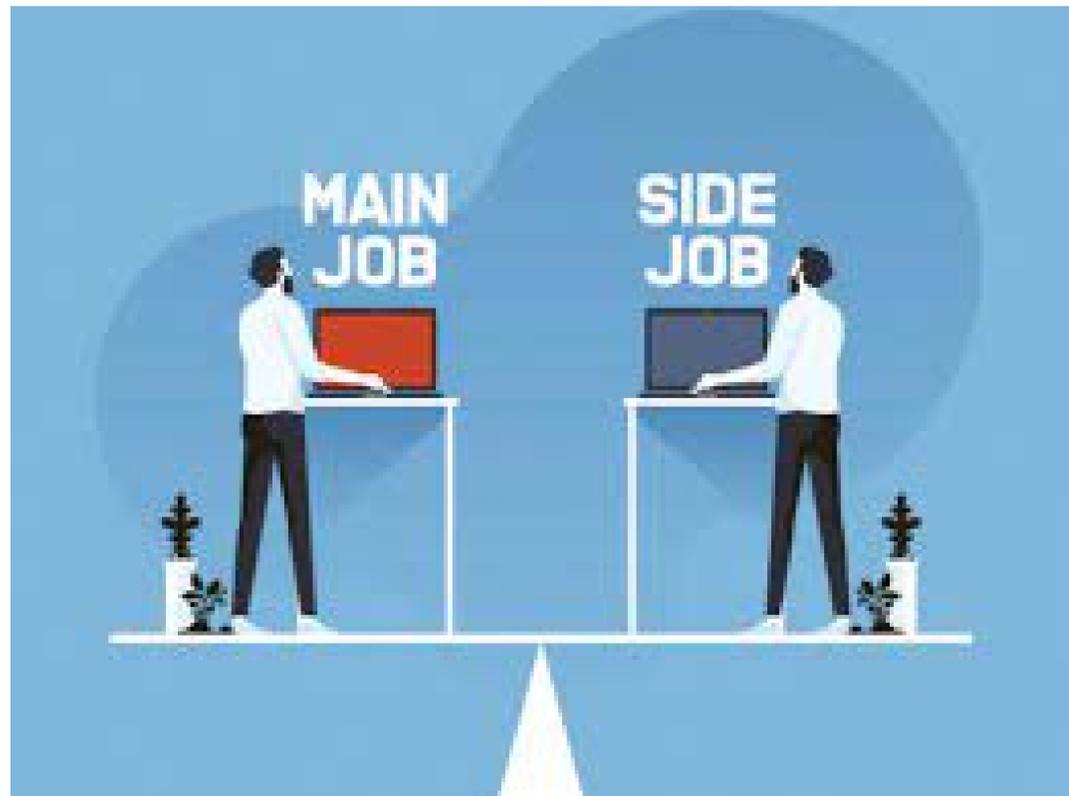
As the global economy faces significant challenges, resulting in higher costs for food, commodities and energy, employees' financial wellbeing is becoming a key concern, not least for organisations that are also facing a massive increase in costs and a potential recession. In addition to normal inflation, organisations face the fast rising expense of employee healthcare, compounded by medical inflation, which can be seven percentage points above general inflation. Many companies are considering up health and wellness benefit packages. To read more about this, [Click here](#)



News Updates

Is moonlighting a fireable offence in India?

The Indian government has expressed its opposition to “moonlighting,” citing the country's labour laws that prohibit the practice, according to reports. Moonlighting is the practice of undertaking two full-time jobs at the same time, a controversial act that has become popular among employees as remote work granted them more time and freedom. But in India, the government made known that the practice is against its labour laws. The question in India's Parliament came up following reports that many employees, particularly IT professionals, have been undertaking two full-time jobs amid the pandemic. "To know more about this, [Click here](#)



Building capabilities in the workforce to keep up with the pace of growth

Even before the pandemic, the business world was on the brink of transformation. Then Covid-19 and advanced technologies accelerated the pace of business disruption and transformed the core fabrication of the industry with agile operation models and innovative customer solutions. This business paradigm shift has produced a great demand for upskilled, agile individuals with digital skills. As we move toward a digital-first economy, building a pipeline of future-ready employees through tech-skilling and learning solutions is a corporate priority. To know more about this, [Click here.](#)



HR MUST READS

1. The shift to Hybrid Work



Hybrid work drives business transformation, offers flexibility, and improves collaboration. 95% of HR leaders expect at least part of their workforce to work remotely following the pandemic. This transition to hybrid work will drive massive transformation. HR leaders need to be ready to support it. Organizations who use a hybrid work model can offer a better work-life balance to their employees.

They have more flexibility to get work done when, how, and where they're most productive. Workplace experience is one of the important factors in a hybrid work model. Employees may not come to the office daily, but HR should look into the workplace to make it purposeful. HR leaders need to be ready to support it. Organizations that use a hybrid work model can offer a better work-life balance to their employees.

2. Building Skills & Competencies



One of the pillars of organizational success is the skills of its employees. Remuneration, reskilling, and upskilling are increasingly tied to the skills that one has. Therefore, knowing what skills you have are a must to succeed in a labour market and competitive economy. As a result, there is an shift towards testing data-driven skills when hiring. To improve the employees' skills, HR should first invest in themselves in upskilling and equipping them with the right knowledge about hiring the right employees.

HR MUST READS

3. Need for Cybersecurity



Most HR departments have widely adopted the HRMS, and there is a need to ensure its effectiveness and efficiency. However, regardless of the company size, cyber security breaches are destructive and could cost the organization a fortune. HR professionals handle a lot of sensitive business data. This includes employee personal information, salary details, etc., which can cause massive damage if leaked. Thus, HR professionals are in an excellent position to prevent cyber threats. Emerging trends in HRM need HR managers to understand how to secure their data through cybersecurity measures.

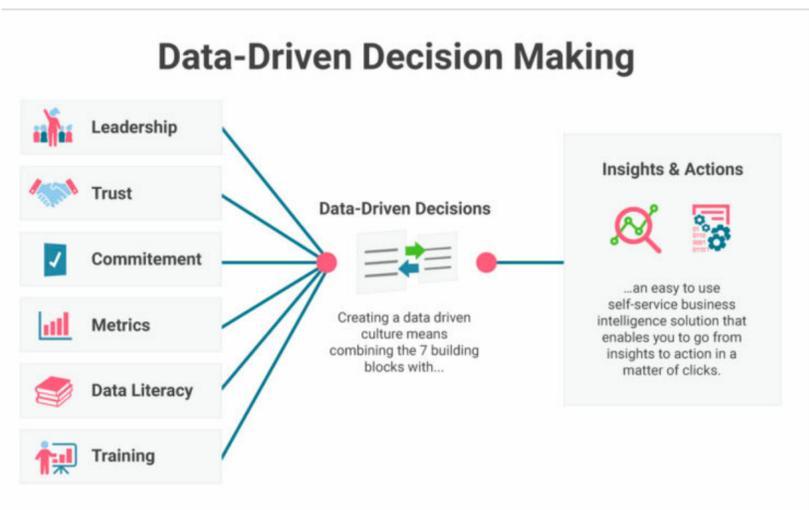
4. Digital Transformation



HR technology is constantly evolving, it will be necessary for HR professionals to acquire more skills to leverage tech at different stages. To be able to understand basic algorithms, they must become digitally proficient. . HR should ensure that the hiring process transformation is managed and measured. HR managers should be leaders in these changes. This will require closer collaboration with all departments within the organization. To be able to understand basic algorithms, they must become digitally proficient. This will enable them to ask vendors the right questions when selecting the right technology for their organization.

HR MUST READS

5. Taking Data-driven Decisions



Businesses realize that it is more challenging to implement analytics in HR departments. Understanding data is one of the major bottlenecks HR business partners face while implementing analytics effectively in the organization. HR managers must access dashboards to retrieve the relevant data to provide better advice. Additionally, HR analysts will be more efficient when combining financial and business data to support their analysis.

6. Evolving Hiring Process

A 3-STEP GUIDE TO THE CANDIDATE SCREENING PROCESS

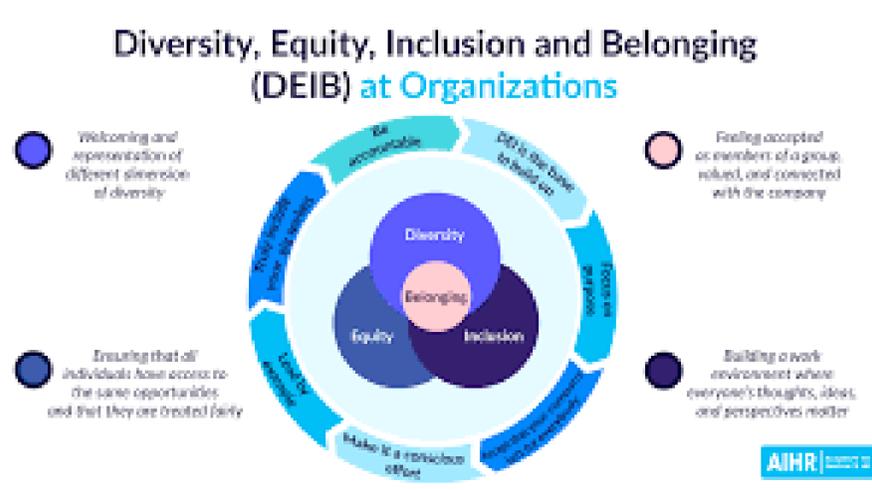


HR has a vital role in ensuring that the hiring process transformation is managed and measured. With their experience and expertise, HR managers should be leaders in these changes. This will require closer collaboration with all departments within the organization. Recruitment is not only an essential part of a successful business, it is also the path that allows graduates to match their qualifications and skills to the right career.

From small operations that only employ a handful of people through to multinational corporations that have staff in various locations, matching the right person to each role can be the make or break difference for a business. The recruitment process has changed over the years to reflect both sides of the job market and it continues to evolve to take into account changing demands, demographics and technologies.

HR MUST READS

7. Need for Equity, Diversity, Inclusion & Belongingness



All stakeholders in HR, both internally and externally, are pressing for real progress towards diversifying leadership. This will help create a better workplace and enhance productivity. Workforce diversity, equity, inclusion, and belonging are not necessarily synonymous but when brought together, they help organisations realize the true benefits.

8. Talent Allocation & Management



Talent management is a constant process that involves attracting and retaining high-quality employees, developing their skills, and continuously motivating them to improve their performance. Talent marketplaces are a way to connect employees within an organization or sector with internal career opportunities. These can include job openings but also cross-departmental projects and temporary assignments.

9. Focusing on Employee Well-being



HR needs to focus on employees' mental health and well-being, trust between leaders, teams, individuals, and the work environment (e.g., feelings of inclusion).

Leader Speaks



Mr. Vivek Anand
Founder
Business Enablers

What Sort of Revolution This New Era Would Bring?

After the internet was invented, the digital revolution has started. And now, after the pandemic, we can call this revolution the hybrid revolution.

And no wonder, the hybrid revolution has also unimaginably impacted HR.

Can you imagine that organizations are turning 32% of the workforce into a contingent workforce to save costs and make room for better prospects?

So, here are the few aspects that are completely shifting in HR post-pandemic:

A Drastic Increase in Remote Working

According to the research, 48% of the workforce would like to work remotely post-pandemic (at least some of the time) which was just 30% before COVID-19 hit.

Even the organizations are also promoting remote working that is saving infrastructural costs (to a large extent) and seeing better results when their employees are working remotely.

The question now is how you would manage a workforce that works remotely. As an HR, you need to devise different sets of strategies and create better systems so that you can track how your employees are working and whether it's affecting the organizations' bottom line.

From 'Efficiency' to 'Resilience'

The core focus of organizations before the pandemic was efficiency. It was more about how productive your workforce is, how you could improve your results and systems, processes, technology, and maximize the value of the shareholders.

Now, post-pandemic, the focus has shifted, though the end remains the same. It's more about how resilient your workforce is, how you can ensure their well-being, and see whether they need anything to provide the results you're looking for.

As an HR, this is a transformative shift because from 'what's in it for me', the focus has changed to 'how may I serve?' It isn't an easy change, but COVID-19 made it possible.

Expansion of Gig Economy

Before the pandemic, the organizations used to think a while before hiring the contractual and contingent workers. The reasons were –

- First of all, they were not sure whether the contractual worker could do justice to their projects since they won't get the necessary cultural training and organization mindset upgrade
- Secondly, hiring a full-time employee became more appealing since they thought that by hiring one they could get a lot done while hiring a contractual employee may increase their project-wise cost

But now, everything has shifted. Companies are now aiming to hire only for the work they have instead of investing in a full-time employee. As a result, they're able to cut the cost on the non-performing areas and improve profits.

As an HR, you also need to see how you can handle the contractual and contingent employees (along with full-time employees). It's not an easy task since you need a special set of skills to handle them (the gig economy).

A Drastic Increase in The Usage of Employee Monitoring Tools

Since most companies are going remote, it has become essential to track their productivity. Organizations are using Hubstaff, Clockify, etc. to track the hours of work for their employees so that they can be accountable. Gartner remarked that 16% of employers are using technologies to track their employees' work.

But as an HR, you shouldn't encourage a culture of micro-managing. More micro-managing you would try to enforce upon your employees, less would be their belongingness to the organization and productivity.

Rather as Daniel Pink pointed out in his book 'Drive', you should give them autonomy and see whether they're providing you the desired results. If yes, you can encourage them, and if not, you can conduct skill-gap analysis and train them to achieve the shared goals of the organizations.

How is This Shift Impacting The HR?

The HR role has also been shifting drastically to become more humane rather than ensuring only the organizations' willingness to make profits.

And there will also be a drastic difference in HR strategy, how the recruiting works, how you conduct manpower planning, how you evaluate the performance of your full-time employees and contractual & contingent employees, how you conduct skill-gap analysis and set aside a budget for internal training.

You need to see HR in the new light – not only in the context of how you can extract more out of your existing employees, rather how you can serve them best as an organization.

HR Essentials



Diverse Workplace

From an exaggerated ask on data to prove the business case for diversity to now accepting it as the ‘right thing to do’ has been an interesting trend. “Conversations on gender as the key diversity factor to track, to accepting visible and invisible aspects of diversity like cognitive differences, fluidity of gender, sexual orientation, varied disabilities, differing sociocultural factors, and even emotional well-being, HR practices have evolved in multiple ways to accommodate changing needs. Diversity in the workplace will also increase employee morale and instill a desire to be more effective and work more efficiently. This will greatly increase the productivity of your business.

Legal Essentials for Business

The last decade has also seen some progressive statutes. Starting with “the PoSH Act to the extension of maternity leave, the Company’s Act of having a woman on boards of public companies, RPWD Act, reading down of Sec 377, the Transgender Rights Act, and ESG reporting, we have come a long way. These ‘Protections’ for traditionally disadvantaged groups have not only nudged organisations into action but are also helping to embed new practices for the long term.



HR Essentials



Social Movements

Crucial social movements like MeToo and Black Lives Matter have also influenced company policies and HR has kept pace remarkably with these changes, including gearing up for a potentially more litigious workforce. Social movements are behind the most powerful changes around the world. From voting rights, to political upheavals and the fight for racial equality – social movements can change mindsets, enact laws and shift policies



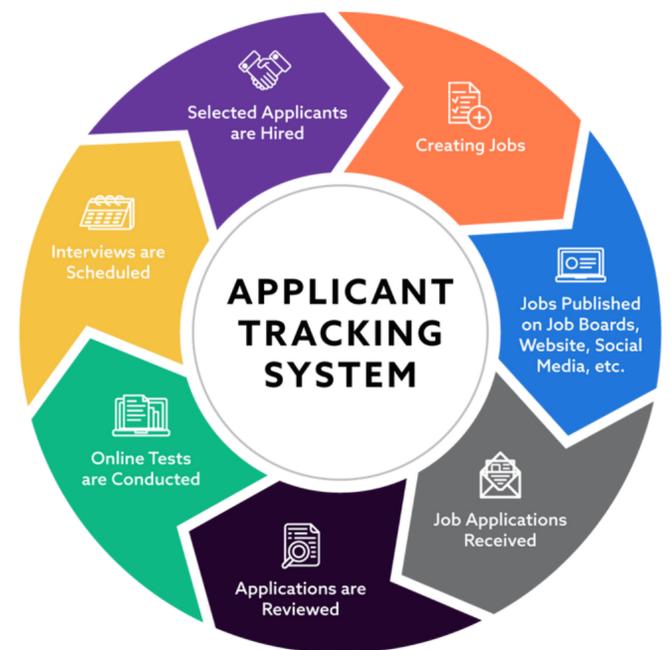
Offbeat Employee Engagement

Engaging with employees in offbeat indoor and outdoor activities can prove to be real good icebreaker sessions, such as having an outdoor brunch meeting or playing simple game of pictionary, where you are likely to see more of their personality traits clearly as compared to their professional selves. “In the last decade, leaders started taking care of overall employee well-being, such as reimbursing therapy bills while also having a transformational coach who can guide and direct the team. Employee engagement is a workplace method designed to improve an employee's feelings and emotional attachment to the company, their job duties, position within the company, their fellow employees, and the company culture.

Types of HR Softwares

APPLICANT TRACKING SYSTEM (ATS)

- A recruiting software for HR that simplifies the hiring process.
- Manages tasks such as storing job applicant data, posting job openings to multiple job boards.



ONBOARDING

- A software that streamlines and tracks the process of introducing new hires.
- Includes electronic signature, training tracking, employee questionnaires and ensures the HR team provides efficient onboarding experiences.

HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

- An HRIS recruits and tracks applicants, manages payroll and benefits, stores employee data and profiles, etc.
- An HRIS can be a standalone application or the central database in an all-in-one HR system.



EMPLOYEE ENGAGEMENT

- A Platform that helps improve individual and team engagement
- It is achieved through feedback, coaching, analytics and everyday work priorities.

HRise Club Events

ज्ञानodaya 4.0- HR Conclave

HRise successfully held its annual HR conclave "Gyanodaya 4.0" on September 10th, 2022. The conclave provided future leaders with the opportunity to interact with business experts, learn from their experiences and expertise, and gain a better understanding of the HR perspective. Dr. Vinita.S. Sahay, Director of IIM Bodh Gaya, launched the programme. There were two panels at the event.

Dr. Manaswita Bharadwaja, Assistant Professor at IIM Bodh Gaya, welcomed the event's first panel. Mr. Debashish Ghosh, Vice President and County Head HR, Berkadia; Mr. Vivek Anand, founder of Business Enablers; Mr. Ashish Banga, Vice President, HR Paytm; and Mr. Suman Arunagiri, Senior Director & Head - Talent Acquisition, Razorpay were among the distinguished speakers on the first panel. The speakers discussed on the topic of "Retention and Employer Loyalty in the Era of GenZ and Great Resignation".

Dr. Soumyajyoti Banerjee, Assistant Professor, IIM Bodh Gaya, welcomed the event's second panel. Mr. Guhan Ramanan, President, Business Transformations, Neeyamo; Ms. Meena Kumari, Vice President & Global Head HR, Hiver; Mr. Mridul Chakravorty, Vice President - Talent Supply & Zonal Recruiting Head (South), Accenture; and Dr. Remya Lathabhavan, Assistant Professor & Area Head, OB & HRM, IIM Bodh Gaya were among the speakers on the second panel. Dr. Mathew Swerdloff, EdD, Senior Executive in the Education and Non-Profit Sector, also participated in the conversation. The second panel's speakers discussed "Technology and Analytical Tools Shaping HR for the Future."

