

## ISSUE 4



# PEOPLE'S PRESS THE HR BULLETIN

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## News Updates

### Winning the War for Millennial Talent

Hiring leadership talent is getting more and more difficult in India. Even as companies vie for the brightest digital talent, leaders are seeping out of the conventional market, partly in order to enter the startup ecosystem. This is driving compensation higher and lowering the mean length of career stability. To read more [Click Here](#)



### 'Measured Hiring' Expected from Employers Globally in the Third Quarter .

This coming third quarter, employers across the world are eyeing more "measured hiring" as they put a focus on attracting and retaining critical talent, according to a new report. To read more, [Click Here](#).



## News Updates

### Unlocking Employee Engagement

Lensa, an online job search platform, recently analyzed Google search data to determine exactly what workers want — providing valuable insight that can help companies boost employee engagement and retention. The researchers also examined the data to see which workplace demands are trending, defined in this study as growing the most year over year. To read more, [Click Here](#).



### Oracle Adds Generative AI to HR and Productivity.

Oracle has announced the addition of generative AI-powered capabilities known as Oracle Fusion Cloud Human Capital Management (HCM) to boost their HR functions and productivity. These capabilities will be embedded in their existing HR processes with the help of Oracle Cloud Infrastructure (OCI) gen AI service. To read more, [Click Here](#).



## News Updates

### **30% of LGBTQ+ Workers are Looking for a More Inclusive Employer.**

One-third of LGBTQ+ workers are actively looking for a new job with a new employer that is more LGBTQ+ inclusive, according to a June 22 report from Deloitte Global's 2023 LGBTQ+ Inclusion @ Work Survey. The percentage is even higher for ethnic minority respondents, with more than half of LGBTQ+ employees currently looking for a new role and a new employer. To read more, [Click Here](#).



### **TCS Scam – a Modus operandi Common to Mass Hiring Practices?**

The recent Tata Consultancy Services (TCS) recruitment scam has sent shockwaves through the information technology (IT) industry. It has exposed the unethical practices in mass hiring and internal resource management. To read more about this, [Click Here](#).



## HR Must Reads

### Asynchronous Work

Asynchronous is the future of work. It's an environment where people collaborate and complete tasks without real-time presence or communication. Some industries have relied on asynchronous work for decades. For example, in the software sector, developers often work from wherever it's convenient.



### Employee Experience

Now more than ever, organizations are emphasizing employee experience — including onboarding, workflow, culture, career development, and other aspects of work life. This is because a positive work experience correlates with higher engagement, productivity, satisfaction, commitment, and retention.



## HR Must Reads

### Blockchain Technology

Blockchain technology could be extended to benefit human resource (HR) practices. With the lack of definitions and best practices in the literature on the applicability of blockchain in HR, there is a need to define the terms related to blockchain technology and its possible applications in HR. In addition, it is also important to address the downside and dark side of adopting blockchain in HR practices.



### Green HRM

Green HRM is a concept that is fast gaining prominence in the field of management. This review article discusses Green HRM for implementing best HR practices for reducing employees' carbon footprint and thus leading to sustainable growth within the organization. It explores how Green HRM can achieve the integration of environment-friendly HR practices and activities in order to achieve long-lasting sustainable development and a reduction of the employee carbon footprint.



**Leader Speaks****"The Power of Embracing Authenticity in Professional Growth and HR Leadership"**

**Mr. Subh Maity**  
**Assistant VP-HR,**  
**Deutsche Bank**

Our lives are shaped by the decisions we make, both personally and professionally. The impact of these choices can be profound, influencing the direction we take and the outcomes we achieve. In this piece, I share my personal journey of self-acceptance as a gay individual and how it has influenced my professional growth. From overcoming self-doubt to championing diversity and inclusion as an HR professional, I highlight the transformative power of embracing one's true self and creating a workplace culture that fosters authenticity.

During my formative years in school, my talents were recognized by my teachers and family, yet I questioned whether talent alone was enough. It became evident that self-doubt and low self-esteem could diminish the significance of one's abilities. Recognizing that I was different as a gay individual, I made the courageous decision to confide in one of my family members about my sexuality. While it initially created external turmoil, this step brought me inner peace and marked the beginning of my journey towards self-acceptance, which later became instrumental in my personal and professional development.



Throughout my career, which spanned diverse organizations ranging from startups to Fortune 50 companies, I was open about my sexuality with friends and family. However, I lacked confidence amongst my colleagues and peers, which acted as a barrier to my achieving my full potential at work and I realized that merely being open within a closed circle was not enough. The momentous striking down of Section 377 in 2018, rekindled my courage, enabling me to embrace my sexuality openly in the workplace and recognize that I am just as normal as anyone else. This realization greatly influenced my professional journey and accomplishments.

In one of my previous organizations, where a prominent culture of diversity and inclusion was lacking, I endeavored to make a positive difference. I implemented new initiatives, introduced creative HR programs, and utilized my abilities to venture into Learning & Development and Employee Engagement roles. By sharing personal experiences and organizing awareness talks, I sparked curiosity amongst my colleagues and leaders, facilitating a better understanding of the LGBTQIA+ community. Over time, I successfully created a strong ally network and made significant contribution towards achieving a top 100 ranking in the Great Place To Work Certification. In my current organization, my passion and dedication have led to an exciting opportunity to establish a new dimension of the dbPride India (LGBTQIA+ Employee Support Group) chapter within just six months of joining.

In my current organization, my passion and dedication have led to an exciting opportunity to establish a new dimension of the dbPride India (LGBTQIA+ Employee Support Group) chapter within just six months of joining. My efforts have achieved significant progress, such as being recognized by the global leaders as the first out & proud queer employee in the India office. Moreover, I established and currently lead the first closed safe space group for LGBTQIA+ employees, fostering an inclusive work environment that encourages them to express their authentic selves.





In the realm of Human Resources, balancing human needs with organizational requirements is essential for success. An HR professional plays a pivotal role in developing a culture that empowers employees to be their true selves. When employees feel safe, valued, and respected, a sense of belonging is fostered, that enriches creativity and learning opportunities within the organization. Successful HR professionals possess the ability to connect with individuals from diverse backgrounds. By cultivating a culture that values diversity, equity and inclusivity, an HR professional can create an environment where employees are respected and valued for their unique perspectives and experiences. This inclusive environment leads to heightened engagement, productivity, and overall organizational success.

Embracing authenticity and championing diversity and inclusion are transformative forces that shape both personal and professional growth.

By acknowledging and celebrating the uniqueness of individuals, HR professionals can foster an environment where employees feel valued and empowered. Embracing diversity and creating a culture of acceptance not only creates a more engaged workforce but also fuels creativity and learning opportunities within the organization.

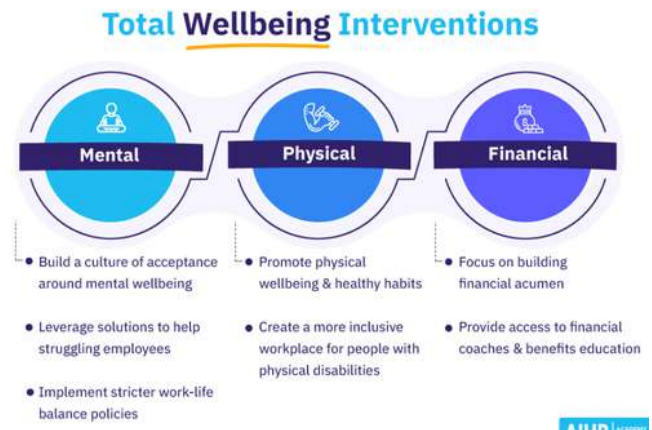
Let us continue to champion diversity, equity, and inclusion; embracing our authentic selves and enabling others to do the same.



## HR Essentials

### Focus on Total Well-being

The first step will be for HR to overcome its own burnout crisis. Although this may go against the nature of Human Resources, which must focus on helping others, HR professionals should put on their own oxygen masks first. Otherwise, the department will not be able to help the rest of the organization. Next, we expect HR to move towards a more proactive approach to wellbeing and resilience. This involves developing a more holistic employee wellbeing approach focusing on mental, physical, and financial wellbeing.



### HR Enters the Metaverse



Gartner predicts that by 2026, 25% of people will spend at least one hour per day in the metaverse. This means that the leading organizations in this space will use 2023 as the starting point for some of these activities, including virtual events, employee onboarding, career fairs, and meetings. HR plays a crucial role in helping the organization figure out how to use the technology best.



## HR Essentials

### The Rise of Algorithmic HR

Our next HR trend is happening right in front of our eyes – but only a few have noticed it. According to the research firm IDC, 80% of global 2,000 companies will use algorithmic managers for hiring, firing, and training workers by 2024. This is already taking place in the gig economy. Also, 40% of the HR functions within international companies have incorporated AI applications, which help grow the candidate pool, enable faster hiring, and improve engagement and retention.

#### Recommendations for implementing algorithmic management

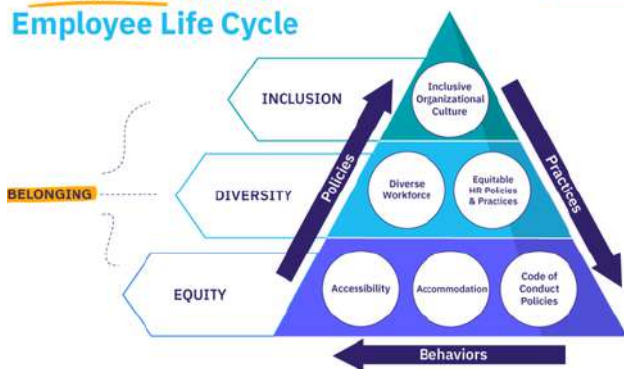


### DEI in the Spotlight

Diversity, equity and inclusion are buzzwords in most organizations and rightfully so. DEI initiatives are a part of addressing bias, discrimination, harassment, unfair wages and other issues in the workplace. The need for DEI has also increased with the evolving work models — from in-person to virtual and hybrid environments.

#### Inclusion Across Employee Life Cycle

AIHR | ACADEMY FOR INCLUSIVE HR





## HR Softwares

### Workday

- Workday is a cloud-based HR management system that offers a range of HR functions, including employee records, payroll, benefits administration, and talent management. You can find more information on their official website : <https://www.workday.com/>



### BambooHR

- BambooHR is an HR software solution designed for small and medium-sized businesses. It provides features such as employee onboarding, time-off tracking, performance management, and applicant tracking. For additional details, you can visit their website: <https://www.bamboohr.com/>



### ADP Workforce Now

- ADP is a well-known provider of HR and payroll solutions. ADP Workforce Now offers features like HR management, payroll processing, time and attendance tracking, and benefits administration. You can find more information on their website: <https://www.adp.com/>



## HR Softwares

### Qandle Smart Hr

- Ideal for startups and growing organizations, Qandle takes care of all the core HR tasks, manages payroll, travel, and expense management, and helps you manage your workforce efficiently. Here are some of their features: You can visit their website for more information: <https://www.qandle.com>

The logo for Qandle, featuring a blue 'Q' followed by the word 'andle' in black.

### Oracle HCM Cloud

- Oracle HCM Cloud is an integrated HR management system that encompasses various HR functions, including HR administration, talent management, etc. You can visit their website for more information: <https://www.oracle.com/human-capital-management/>



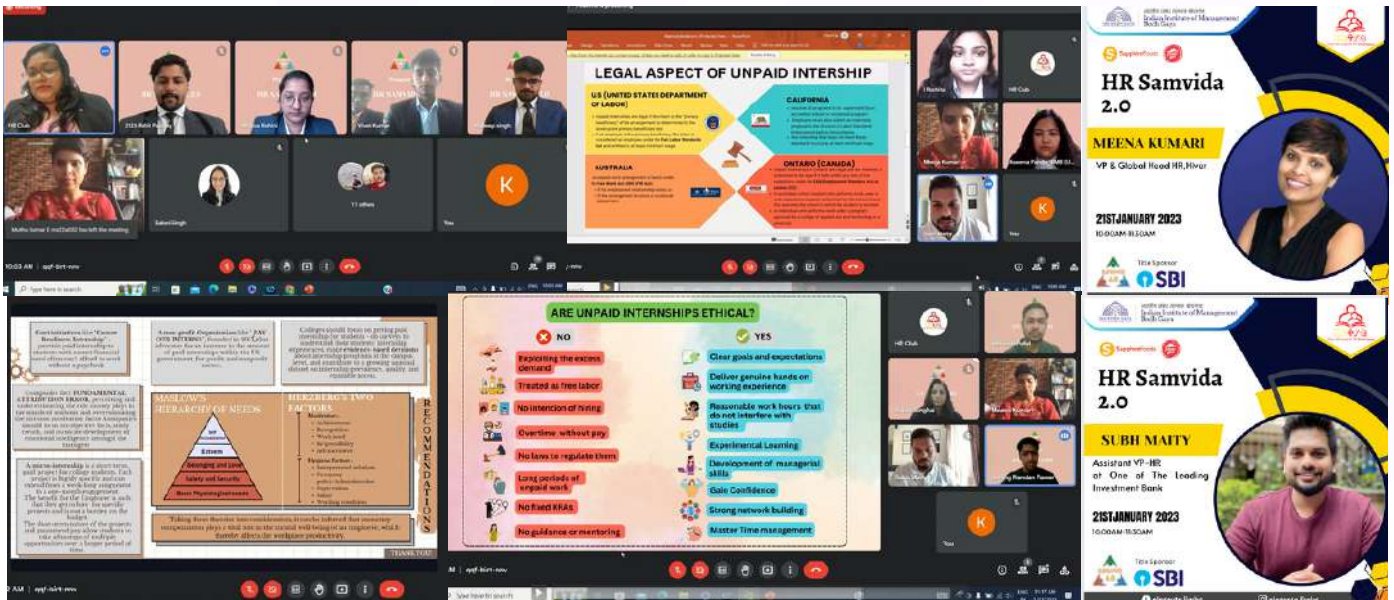
### SAP Success Factor

- SAP SuccessFactors is a cloud-based HR software suite that covers a wide range of HR processes, including talent acquisition, performance management, and many more. Their official website provides more details: <https://www.sap.com/products/human-resources-hcm.html>

The SAP SuccessFactors logo, featuring the text 'SAP SuccessFactors' in blue followed by a yellow heart icon.

## HRise Club Events

### HR Samvida 2.0 - A Business Case Study Competition



HR Samvida 2.0 -a business case study competition held by HRise as part of IIM Bodh Gaya's annual management, cultural, and sports event Elegante 6.0. The event included a case study on "Payless Internships," and students from several business schools around the country participated and presented their findings. Mr. Subh Maity, Assistant VP HR at DEUTSCHE BANK, and Ms. Meena Kumari, VP & Global Head HR at HIVER, served as our esteemed judges. The event was an incredible success where team PARKOUR from IIM Ranchi bagged the 1st position, 2nd- HR RIVALS & 3rd-THRIVE both from XIMB. The event wrapped up on a high note with many insightful comments from both students as well as the judges.

