

School of Management

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MANAGEMENT BULLETIN



Inside This Volume

NEWS FEED

WORKPLACE TRENDS

TECHNOLOGY IN HR

SOCIAL LEARNING FOR
UPSKILLING

CXO MOVEMENT



“You know one person can
make a difference and
everyone should try.”

John F. Kennedy
Former President of USA

NEWS FEED

■ Infosys ends Work-from-Home option



Infosys has informed its employees in the United States and Canada that the work-from-home option will no longer be available to them. The Bengaluru-based IT services company has announced that employees will be required to obtain special permission if they wish to work remotely. It has issued a warning regarding potential disciplinary action for employees who do not adhere to the newly implemented regulations concerning remote work.

■ HackerRank announces 9-day Paid Recharge Break for all Workers

Companies are recognising the significance of providing employees with brief breaks and the positive impact it can have on their overall productivity. From July 1st to July 9th, HackerRank, a technology hiring platform that is the standard for assessing developer skills for over 3,000 companies around the world, has implemented a company-wide break with the intention of allowing employees to unwind and rejuvenate. During this period, employees will not be addressing any work-related calls or emails, and responses will be provided after July 9th.



■ Oracle Introduces Generative AI Capabilities to support HR Functions 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. The aim is to enhance HR functions, drive faster business value, improve productivity, facilitate HR strategies, and enhance candidate and employee experience.

RECENT WORKPLACE TRENDS

▪ SHIFT TO HYBRID MODE

Hybrid work facilitates business transformation, provides adaptability, and enhances collaboration. Following the pandemic, 95% of HR executives anticipate at least a portion of their workforce to work remotely.



▪ GREATER USE OF AI & AUTOMATION

The emergence of ChatGPT, an advanced AI tool available to the public, has raised public awareness of the importance and rapid growth of artificial intelligence (AI). As AI and automation unlock new opportunities in the workplace, companies will need to invest in upskilling and reskilling their employees to work with these technologies.

▪ INCREASED DIVERSITY, EQUITY & INCLUSION (DEI) EFFORTS

GoodHire survey found that 81% of respondents would seriously consider quitting their jobs if the company failed to demonstrate a true commitment to DEI. In addition to potential turnover issues, failing to prioritize DEI can lead to major financial losses. Accenture has found that companies are losing over a trillion dollars a year due to their lack of DEI efforts.

▪ AN EMPHASIS ON STRATEGIC TRANSFORMATION

Key Facts About Strategic Transformation

■ Typically a response to changing market pressures	■ Requires change across the entire organization
■ Can involve pivoting products or services, or realigning how a company operates	■ Efforts should be taken proactively rather than at a critical breaking point

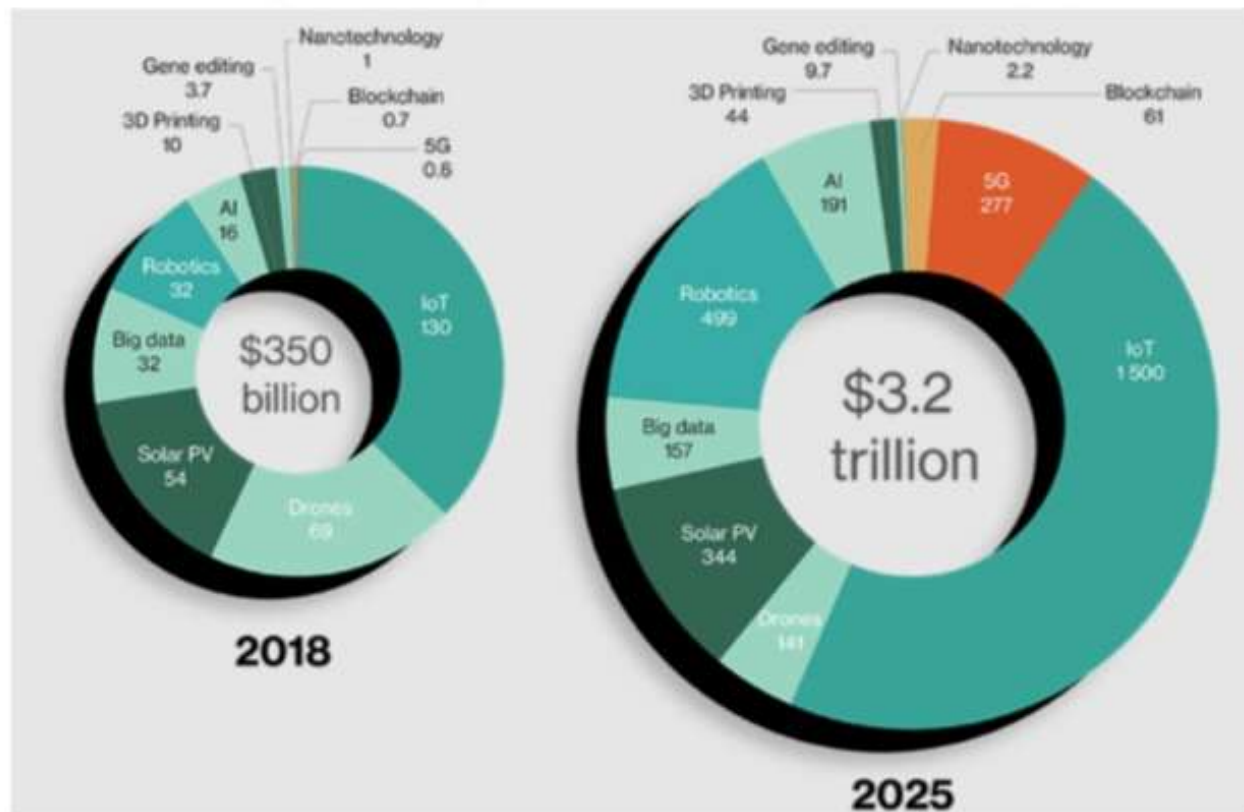
TECHNOLOGIES IN HR

TalentGPT- World's first Generative AI for HR

The innovative generative AI for HR technology, TalentGPT, is designed to deliver personalised experiences for managers, recruiters, candidates, and employees.

Use of Artificial Intelligence and Machine Learning

With the desire to develop the business, 66% of world business leaders and analysts agree AI will drive most innovation in almost every industry over the next 1-5 years. E.g., Mark Hornung, a senior employer brand strategist at exaqueo, believes that AI and ML will help HR managers reduce their workload while improving the overall productivity of their businesses further in 2023.



Source: UNCTAD 2023 report

METaverse-bridges the gap between physical and virtual offices

Managing the workforce efficiently can become challenging, especially with today's remote working scenario. At such a juncture, Metaverse is the perfect solution for HR managers since it has the potential to expand what hybrid work is known now. Employees can leverage augmented reality (AR) and virtual reality (VR) to collaborate efficiently and engage more authentically from remote settings.

Source: peopl matters.in

SOCIAL LEARNING FOR SMART UPSKILLING AND RESKILLING

The primary focus areas of L&D programs in 2022⁴

Percent who selected the focus area as one of their top three choices

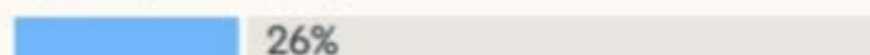
Leadership and management training



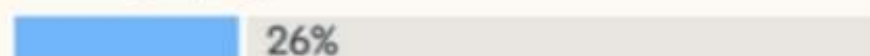
Upskilling and reskilling employees



Digital upskilling / digital transformation



Diversity, equity, and inclusion



72%
focused on skills

Cost-efficiency in upskilling and reskilling employees has always been a factor, but the pandemic has forced business leaders to look again at the balance between what is necessary and what is affordable. So, with HR leaders identifying learning as a priority but many fixed costs of running a business not up for negotiation, finding affordable ways of upskilling and reskilling the large workforce should be a priority.

While competing priorities are pulling L&D pros in many directions, they're still able to rank their focus areas. When we combine the upskilling and reskilling priorities with digital upskilling, skills emerges as the most pressing concern across the world.

CXO MOVEMENT

Tushar Mehta reappointed as Solicitor General of India



BHEL names Krishna Kumar Thakur as Director of HR

Sushanth Tharappan replaces Richard Lobo as Head HR Infosys



Vyomo appoints Sachi Krishana as CHRO

Hinduja Renewables hires Adithiya Venkataraman as CHRO



HR INSIGHT MEMBERS



Dr. Sonia Munjal



Dr. Smita Singh



Ms. Mahima Dogra



Ms. Meenu Chaudhary



Dr. Manju Nandal



Ms. Divya Sahu



Dr. Niyati Shukla



Ms. Simran kaur



Ms. Preeti Singh



Ms. Nishu Chauhan



Ms. Vijaylakshmi



Mr. Deshratan



Ms. Namrata Singh

