

HR INSIGHT

VOLUME 5

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**HUMAN
RESOURCES**

LATEST WORKPLACE TRENDS

Combatting Quiet Quitting

For quite a while now, quiet quitting has been having a moment and which may stretch to 2023. For those unaware of the term, quiet quitting is an application to work to rule wherein employees work within defined working hours

Examples of this might include not answering calls/emails during evenings or passing over assignments that fall outside their core responsibilities.

Quiet quitting is about people taking steps to improve their work-life balance.

**“Quit saying you don’t have time. You have time for what you make time for in life.” ~
Bryant McGill.**

**QUIET
QUITTING
MOOD**

INSIDE THIS VOLUME

- LATEST
WORKPLACE
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- CXO MOVEMENT
- DELOITTE 2023
GEN Z AND
MILLENNIAL
SURVEY

Tech at Work: Transforming Employee Experience with Conversational AI & Intelligent HRMS.

We have entered an era of radical development where digital is taking over every niche and corner, including talent and experience management. Increasingly more organizations are looking to make the quantum leap of HR transformation to elevate workplace experiences for their people.

Tools like intelligent HRMS and conversational AI-powered chatbots can revolutionize employee experiences by enabling personalized, seamless, and efficient interaction between HR systems and employees, thus resulting in much elevated and higher levels of engagement, satisfaction, and productivity at workplace.

CXO

Movement

- Rahul Pinjarkar joins Tata Chemicals as CHRO.
- Raja Radhakrishnan joins Ashok Leyland, flagship company of Hinduja Group, as President and Head - HR
- Schaeffler India appoints Sumithasri Eranti as Chairperson
- Tata Electronics appoints Randhir Thakur as CEO & MD
- Mahindra Group appoints Amarjyoti Barua as Executive VP - Group Strategy
- Godrej Consumer Products appoints Aasif Malbari as CFO
- The Leela Palaces, Hotels & Resorts appoints Gautam Srivastava as VP - Corporate HR.

Human Resource Management System



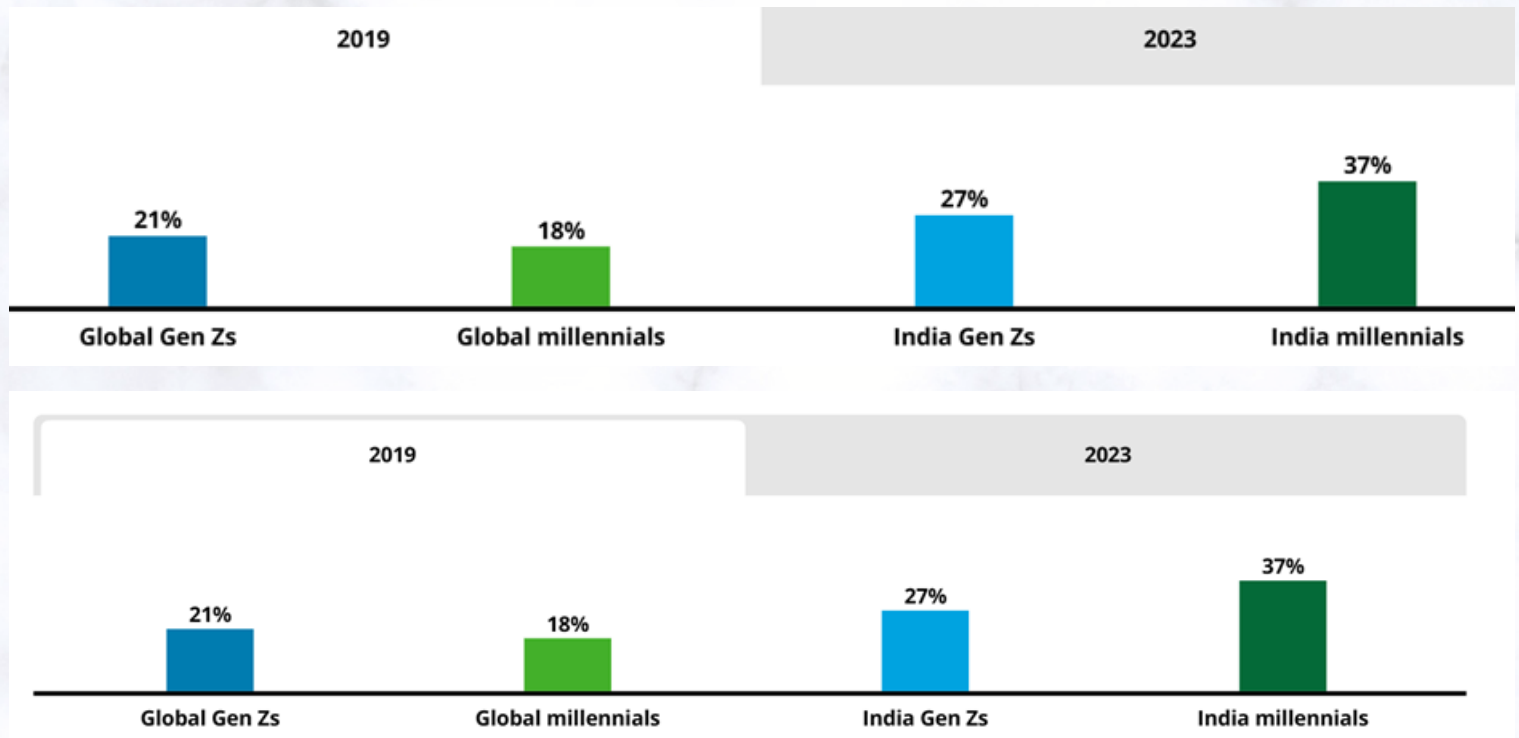
Deloitte 2023 Gen Z and Millennial Survey

The survey of more than 22,000 Gen Zs and millennials across 44 countries examines their shifting relationship with work, how they continue to make lifestyle and career decisions based on their values, and underscores continuing concerns about finances, climate change, and mental health



WORK/LIFE BALANCE

Percentage who are very satisfied with their current work/life balance in their job



· Overall satisfaction with work/life balance has increased vs 2019, with Indian Gen Zs and millennials showing higher satisfaction in this area than their global counterparts.

STRESS AND BURNOUT

- Half of Gen Zs and millennials in India feel anxious/stressed, with both groups above the global average.
- Concerns about mental health are the top stress driver for Indian Gen Zs, while the health/welfare of their family is the top stress driver for Indian millennials.

Percentage of respondents who say they feel anxious or stressed all or most of the time



of Gen Zs in India
vs. **46%** of
Gen Zs globally



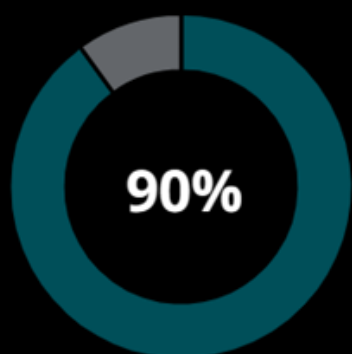
of millennials
in India vs. **39%** of
millennials globally

WORKPLACE MENTAL HEALTH

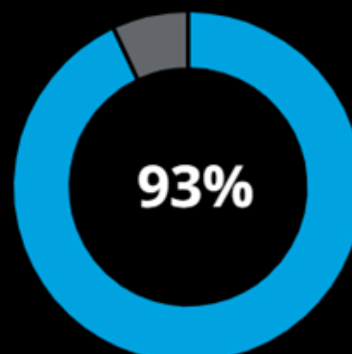
Indian Gen Zs and millennials are significantly more likely to believe that employers take mental health seriously versus their global counterparts.



Percentage of respondents who strongly agree/agree with the following statements related to workplace well-being/mental health



of Gen Zs
in India
vs. **81%** of
Gen Zs
globally

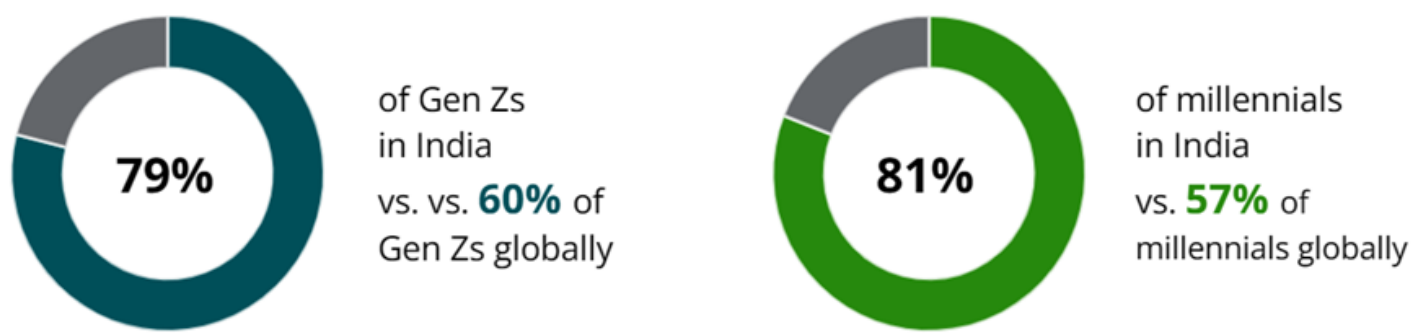


of millennials
in India
vs. **82%** of
millennials
globally

CLIMATE ANXIETY AND HEALTH

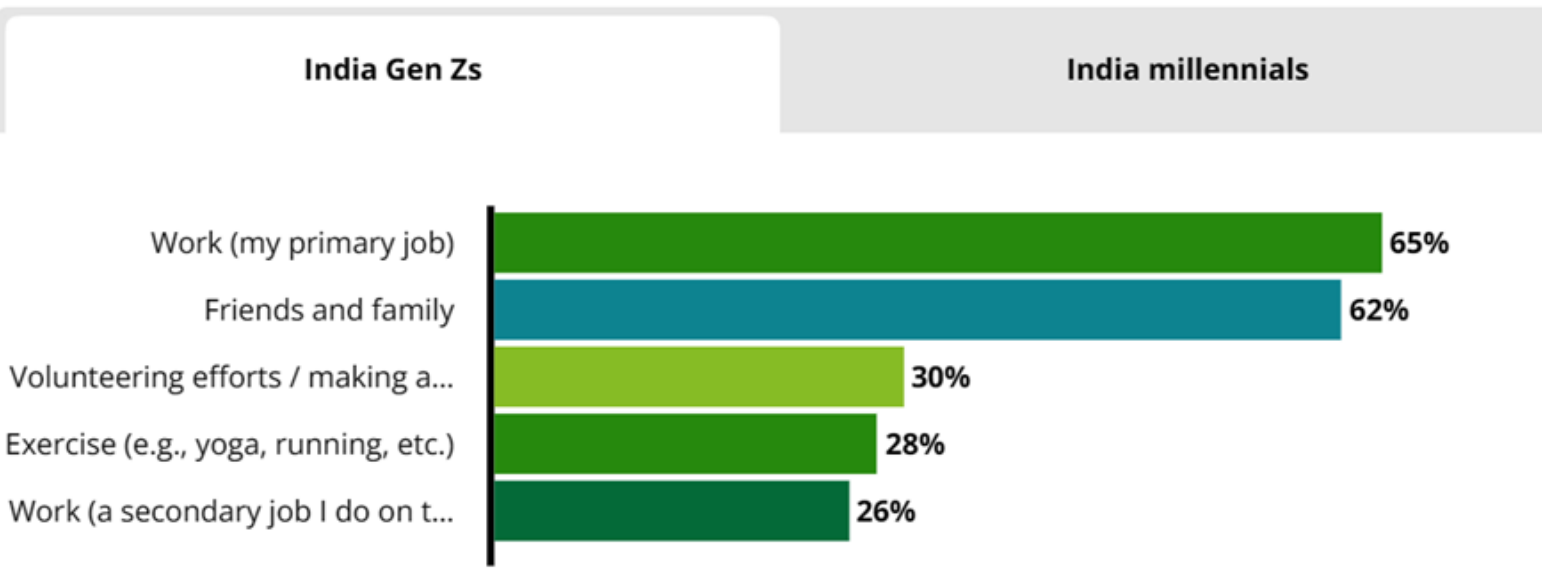
- Indian Gen Zs and millennials show higher levels of climate concern than their global counterparts and are more willing to pay higher prices for sustainable products or services.
- To reduce their environmental impact, Indian Gen Zs and millennials are eating vegetarian/vegan diets, avoiding fast fashion, making their homes more energy efficient, and researching companies before purchasing from them.

Percentage of respondents selecting strongly agree or agree to the following statements



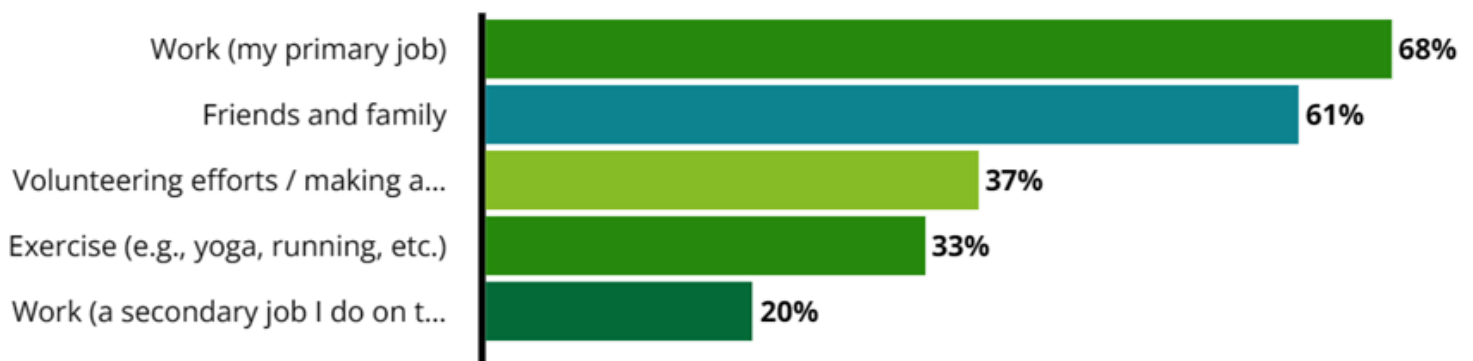
SENSE OF IDENTITY

Top five factors selected as the most important to their sense of identity



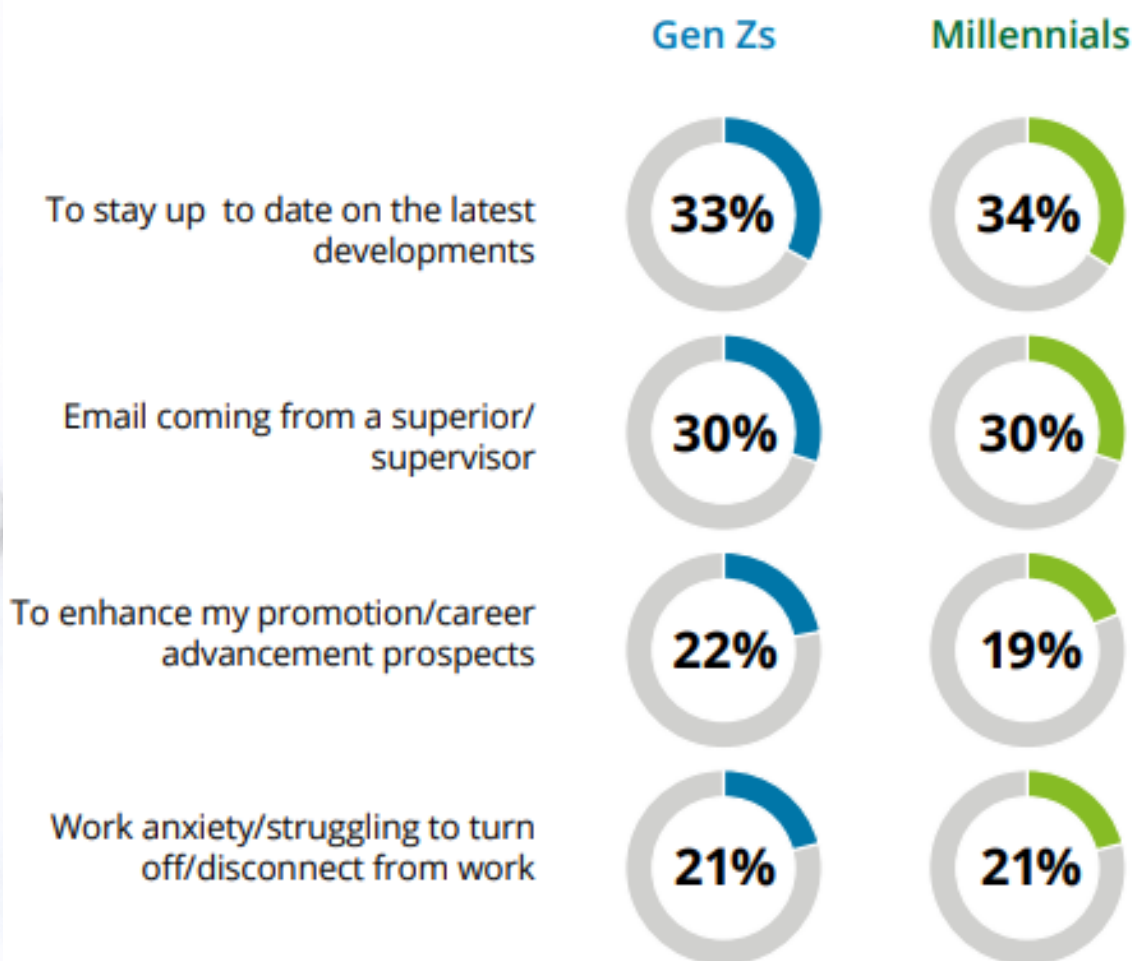
India Gen Zs

India millennials



Employers have made progress since pre-pandemic times, but business is still not meeting expectations.

Main reasons for responding to work emails/messages outside of normal working hours:



Over six in 10 Gen Zs (61%) and half of millennials (49%) have experienced harassment or microaggressions at work in the past 12 months.



Climate concerns also play an important part in career decisions. Over half of Gen Zs (55%) and millennials (54%) say they research a brand's environmental impact and policies before accepting a job from them. One in six Gen Zs (17%) and millennials (16%) say they have already changed job or sector due to climate concerns, with a further 25% of Gen Zs and 23% of millennials saying they plan to do this in future.

While six in 10 Gen Zs (59%) and millennials (60%) are willing to pay more for sustainable products and services, more than half (53% of Gen Zs/55% of millennials) think it will become harder or impossible to do so if the economic situation does not improve.



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77%
of Gen Zs

75%
of Millennials

who are currently in remote or hybrid roles **would consider looking for a new job if their employer asked them to work on site full-time.** About one in six (16% of Gen Zs and 15% of millennials) would immediately start looking for a new role.



Ethnic minorities, LGBT+ respondents, and those with disabilities are even more likely to say they'd immediately start looking for a new role.