

# Aikyam

- A Human Resource Newsletter

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## HR Professional Day: A deeper introspection into the role of HR



This day was created to honor HR professionals, and inspire people to take up jobs and career opportunities in human resource management. In fact, it's hard to imagine how an organization would ever be able to operate effectively, let alone thrive, if not for the incessant hard work of its HR executives and leaders.

In order to pay tribute to people working in HR departments and also help raise awareness about the significance of their role, September 26 every year is celebrated as Human Resource Professional Day.

Link: <https://hr.economictimes.indiatimes.com/news/workplace-4-0/hr-professional-day-a-deeper-introspection-into-the-role-of-hr/94442027>

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## Robots as recruiters: Can artificial intelligence hire the right people?



AI is an unstoppable force in the corporate world, which means it must be enforced properly to give all candidates an equal chance at job screening. A research team from Harvard Business School surveyed business leaders in the US, UK, and Germany who said they use AI in saving time and cost for recruitment. The research found that 88% of these executives were aware their tools rejected even qualified candidates.

The HBS research, led by Professor Joe Fuller, helped provide an explanation to how exactly automatic rejections occur. One reason is that the job descriptions in algorithms include too many skills and criteria. Many companies add new criteria to existing job descriptions, which build up into a long list of requirements.

Link : <https://www.peplematters.in/article/hr-technology/robots-as-recruiters-can-artificial-intelligence-hire-the-right-people-35069>

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## Quality over Quantity: Why HR Leaders should prioritise work productivity over work hour



Trusting “Employees” to deliver on organizational outcomes over measuring work hours spent in the office will help Business Leaders – build an environment of trust, matured employer-employee relationships, and empower employees to drive the right outcomes while building the right capabilities. Businesses of tomorrow need to go beyond the concept of measuring the productivity. But rather focus on building the right capabilities and aiding distinct growth opportunities for employee to explore their full potential.

Organization of future needs to create a workplace that builds an apolitical culture – where openness and transparency becomes a virtue and employees are encouraged to “Be Themselves”.

Link : <https://hr.economictimes.indiatimes.com/news/workplace-4-0/talent-management/quality-over-quantity-why-hr-leaders-should-prioritise-work-productivity-over-work-hours/94451264>

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Employing AI-powered HR practices for business transformation.



With the pandemic striking at the heart of business, HR departments must show maximum agility in upskilling teams, scaling up recruitment, onboarding talent and managing people through the use of digital infrastructure .

In today's dynamic business environment, the most common application of AI is in the customer experience domain through the use of bots and assistants so that teams can focus on critical business areas. The other major domain is human resource (HR), through the adoption of automation and AI, even in India.

Link:<https://hr.economictimes.indiatimes.com/news/trends/ai-in-hr/employing-ai-powered-hr-practices-for-business-transformation/94383694>

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The idea of a four-day workweek is no longer a joke. World's biggest trial gets



Six-month pilot programs with over 180 companies are currently underway in a half-dozen countries. Employers typically transition to four-day, 32-hour schedules (with variations depending on role and industry), with no reduction in pay. California lawmakers recently considered, and then shelved, plans for a statewide four-day workweek for some employees.

A survey by Gartner found a shorter week to be a favored recruitment and retention strategy. Nearly all of the participating UK organizations (86%) said they'll likely keep four-day schedules after the pilots finish in November. Almost half, 49%, said that productivity had improved, while 46% said it has remained stable.

Link: <https://hr.economictimes.indiatimes.com/news/trends/the-idea-of-a-four-day-workweek-is-no-longer-a-joke-worlds-biggest-trial-gets-a-thumbs-up/94367646>

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Mahindra's executive VP (corporate HR) Sheebu David quits



This as analysts tracking the developments closely felt that David is moving into a bigger role, of which the details are not yet known. David was the CHRO, South Asia of GE before joining Mahindra. These leaders included Sheebu David, executive vice president (corporate HR); Asha Kharga, chief customer and brand officer; Nidhi Seksaria, chief risk officer; Suman Mishra, chief executive of Mahindra Electric; and Neha Anand, head of digital marketing.

The company is committed to improving overall diversity in the automotive and farm sector. Mahindra has always felt, the transitions into key positions are smoother with internal talent since they are deeply immersed in the organization's culture and core values..

Link:[https://economictimes.indiatimes.com/news/company/corporate-trends/mahindras-executive-vp-corporate-hr-sheebu-david-quits/articleshow/93350346.cms?utm\\_source=contentofinterest&utm\\_medium=text&utm\\_campaign=cppst](https://economictimes.indiatimes.com/news/company/corporate-trends/mahindras-executive-vp-corporate-hr-sheebu-david-quits/articleshow/93350346.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)



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TCS wins deal to digitise global HR operations of Nokia



Nokia has selected TCS as its transformation enabler and TCS consultants will work closely with Nokia to drive its humancentric, cloud-first model. Tata Consultancy Services (TCS) said on Wednesday that Finnish telecom gear maker Nokia had selected the IT service provider to restructure the HR processes of its global workforce in more than 130 countries.

Nokia is replacing its on-premise HR systems with a new cloud-based Human Capital Management (HCM) platform to standardize HR processes on a common data platform. This will enable Nokia to provide a consistent employee experience across teams and more easily manage and scale HR services globally.

Link: [https://economictimes.indiatimes.com/tech/information-tech/tcs-wins-deal-to-digitise-global-hr-operations-of-nokia/articleshow/94059655.cms?utm\\_source=contentofinterest&utm\\_medium=text&utm\\_campaign=cppst](https://economictimes.indiatimes.com/tech/information-tech/tcs-wins-deal-to-digitise-global-hr-operations-of-nokia/articleshow/94059655.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)

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EY, PwC, Deloitte and KPMG hiring more fresh graduates amid a surge in business



The order book from businesses is steep due to the post-Covid recovery in the market, so we expect hiring to keep pace with that," said SV Nathan, partner and chief talent officer at Deloitte India.

Sunit Sinha -Partner and Head of People, Performance and Culture, KPMG in India, said, "Our campus hiring is going to see record numbers this year with an over 150% jump in numbers compared to 2019 or 2020."

EY India partner and talent leader Sandeep Kohli said it will hire more than 6,000 graduates from campuses across arts, commerce, humanities and engineering colleges for all its service lines and global delivery centre.

Link :[https://economictimes.indiatimes.com/jobs/ey-pwc-deloitte-and-kpmg-hiring-more-fresh-graduates-amid-a-surge-in-business/articleshow/87727355.cms?utm\\_source=contentofinterest&utm\\_medium=text&utm\\_campaign=cppst](https://economictimes.indiatimes.com/jobs/ey-pwc-deloitte-and-kpmg-hiring-more-fresh-graduates-amid-a-surge-in-business/articleshow/87727355.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)

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## Salary Negotiation Strategies for HR Professionals



The largest raises you'll ever get in your career typically come from quitting a job and joining a new employer, though not everyone wants to jump ship. Learning how to negotiate for a pay raise whether you are job hunting or staying put is critical if you hope to earn what you're worth in the market.

For example, an HR person may have a lower salary because they've stayed too long where they are and are underpaid," she explained. They fail to see that they only earned an annual merit increase, typically 2 percent to 3 percent. If your employer had to replace you and hire someone for the same job, they'd most likely have to offer a significantly higher salary.

Link: <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/workers-expect-employers-to-hire-people-with-prior-convictions.aspx>

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## Workers Expect Employers to Hire People with Prior Convictions



The National Employment Law Project estimates that nearly 700,000 individuals are released from incarceration each year. Those who re-enter the job market experience discrimination in the recruiting process, making it more difficult to return to a normal life. While businesses may remain ambivalent about hiring these workers, a recent report by Indeed showed that employees are becoming more open-minded about working alongside people with prior convictions.

92 percent said that they are comfortable working alongside a co-worker who has a nonviolent criminal record. 91 percent said that providing fair job opportunities to individuals with a criminal record is essential to society. 73 percent would prefer to work for a company with fair-chance hiring practices

Link : <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/workers-expect-employers-to-hire-people-with-prior-convictions.aspx>

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## New Rules Require Japanese Companies to Disclose Their Gender Wage Gap



From 2023, Japanese companies with more than 301 employees on a regular basis that fall within the categories of "large company" under the Act on Promotion of Women's Participation and Advancement in the Workplace (the "Act") will be required to disclose the wage gap between men and women on their websites or by other relevant methods. The policies identify that a wage gap has significance in companies' mid-term and long-term growth.

With the new disclosure rules, Japanese companies need to improve their gender equality to attract favorable candidates in the job market as well as more investors in the securities market.

Link: <https://www.shrm.org/resourcesandtools/hr-topics/global-hr/pages/japan-gender-wage-gap.aspx>

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## DISCLAIMER

Our Newsletter is for general information of IEM's students and faculty members of the Management Department only and should not be taken to be the views and opinions of the editorial team. The information has been collected from the sources shown along side the relevant news items.

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