

Weekly Newsletter



23 March 2024



Here's what has happened in the last Week and what's to come!

Welcome to our weekly newsletter! We are thrilled to share with you the latest developments in Human resource Domain to make a positive impact in our community.

Firstly, we would like to express our gratitude to all of our readers and well-wishers who have continued to support us during these challenging times. Your generosity and dedication have allowed us to keep our publication running smoothly and effectively.

In terms of our recent activities, we have successfully launched a new initiative to provide education and resources to future HR Leaders globally. This program aims to build Tech enabled HR to improve HR function efficiency and promote a business success via people strategies

We are also excited to announce that we will be hosting our first finest HRTech & Talent virtual conference next week. This event is a practical knowledge pack and cutting edge resources to support business via Tech enabled HR and talent activities, Masterclasses, panel discussion & Tech tools showcase. We hope to see you there!

Finally, we want to remind everyone that our efforts relies on the kindness and support of our community. If you are able to create the impact in growing global HR community denote your time or resources, please do not hesitate to reach out to us.

Together, we can make a real difference in the lives of future HR leader, today & tomorrow. Thank you for your continued support!

Enjoy this week's newsletter!

- Bir R Sanghvi

In this newsletter you can expect:

HR News Updates

Our Next HR Event

Stories of Impact

Labour law Spotlight

HR Learning & Update

CHRO Highlights





HR News & Updates

The workforce priorities of 2024—balancing growth, bridging skill gaps, and enhancing experiences through future technologies like Gen AI—must be addressed in light of this forward-looking strategy.

The CHROs' top priorities for 2024:

- **Balancing act: Growth vs. Reality**
- **Investing in skills: learning without a roadmap**
- **Harnessing AI: Appetite exceeds readiness**

[Read more.....](#)

The UK is now more willing to hire HR specialists from across the world; as a result of the new immigration laws, HR will pay the highest wages in the country

The new law will increase the minimum salary requirement for [HR managers](#) and directors from £36,500 to £49,400.

Instead of the existing £36,500, HR managers and directors will need to be paid a minimum of £49,400 (based on a 37.5-hour week, unless any trading points apply). It is an enormous additional expense

[Read more.....](#)



Labour Law Spotlight

An employee can claim interest on delayed retirement benefits payments. P.V.NANDAKUMAR NANDAKUMAR vs. STATE OF KERALA, case no.: WA no. Of 2023, Kerala HC Justices Anu Sivaraman and C. Pratheep Kumar ruling in the question of whether recipients of delayed retirement benefits are entitled to interest was covered by the March 4th, 2024,

The justices stated that “an employee may claim interest under Part III of the Constitution relying on Articles 14, 19, and 21 even in the absence of statutory rules, administrative instructions, or guidelines.”



HR Event News

Join us for our upcoming HR Tech & talent conference and help us make a difference in HR community. Let's work together to make stronge HR leader and provide support to make HR tech enabled need.

Here are the details:

Date: 31 March 2024

Time: 13: 30pm-18pm

Location: Zoom live

All are welcome to participate and make the difference with the art of possible.

Let's make a positive impact in HR community and help each other.



CHRO Highlights



Rashmi Govil

Indian Oil Corporation Limited, a public-sector Fortune 500 energy company, has been promoted Rashmi Govil to the position of Director of Human Resources. She is now the second woman to occupy a functional position on the petroleum refinery company's leadership board. Rashmi brings more than 30 years of industry expertise to her current position.

[Read more.....](#)



New HR Trends

Managing critical HR procedures is a never-ending task for HR managers, regardless of the size of the workforce. Employees may look for work elsewhere if major HR tasks like payroll processing, onboarding, off boarding, and benefits administration are not completed on a daily basis.

- AI-driven HRIS
- Using generative AI
- Mobile-first HRIS
- Making HRIS more user-friendly
- Using proven API connections

[Read more...](#)



Arun Kakatkar

Microsoft India appoint Arun Kakatkar as the General Manager of Human Resources for India and South Asia.

Arun succeeds, Ira Gupta the Chief Human Resources Officer for India and South Asia, who stepped down from the role recently.

Arun brings over 28 years of HR leadership experience across engineering, manufacturing, software and technology sectors



Judgement

Employer can't treat a worker as contract labour when employed to perform a perennial/ permanent nature of work. SC held in MAHANADI COALFIELDS LTD. v/s BRAJRAJNAGAR COAL MINES WORKERS' UNION case - 2023

A worker engaged in a permanent or perpetual nature could not be classified as contract (worker) workers under the terms of the Contract Labour (Regulation & Abolition) Act, 1970, in order to prevent them from receiving the benefits of regularization.

[Read more...](#)



A Few Circulars To Remember

- [ECI Notification Paid Holiday for Parliament Elections – 21 March 24](#)
- [ESIC- circular- regarding-state-wise-list -of-notified-and-non-notified-districts-under-esic-scheme – 18 March 24](#)
- [EPFO circular on SOP for processing joint declarations for member profile in EPFO](#)
- [Tripura State Gazette notification under the employment exchanges compulsory notification amendment act 2024](#)
- [The-Maharashtra Labour welfare fund amendment act 2024](#)
- [Rajasthan State conditions for employing women workers during night shift.](#)





Stories of impact: this week’s story is about how the employee sentiments are changing about using gig’s and AI at work.

Over 80% of the workforce feels traditional employment is not enough, can dig with gig’s. Survey

A recent study conducted by [Genius Consultants Limited](#), a company involved in the workforce & [HR solutions market](#), indicated a significant shift in viewpoints. Remarkably, 83% of participants predicted that gig workers would eventually overtake the traditional labor force, indicating a paradigm shift in the nature of work.

10% of workers, however, disagree with the statement. According to the poll, a sizable majority of participants—79%—think that the gig worker structure is more affordable and cost-effective than traditional permanent and contractual talent.

This raises possible benefits for companies using [gig arrangements](#).

[Read more...](#)

AI skills lead to over 54% salaries hike to Indian employees: AWS Research

The [AWS research](#) indicates that professionals in India with AI skills might see a pay increase of more than 54%. The sectors most likely to gain are research and development (R&D) and information technology (IT), with prospective compensation increases of 62% and 65%, respectively.

[Access Partnership](#) carried out a study titled “Accelerating AI Skills: Preparing the Asia-Pacific Workforce for Jobs of the Future,” which was commissioned by AWS. In order to gather information about new trends in AI usage and the demands for workforce training, a thorough study that polled over 1,600 employees and 500 companies nationwide was conducted.

[Read more.....](#)

Thank you for reading!

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HR TECH & TALENT CONFERENCE -2024



HR TECH & TALENT VIRTUAL CONFERENCE

31.03.2024

DESIGN FOR THE UNCONVENTIONAL PARTICIPANTS GUIDE

TIME SCHEDULE

13:30 - 13:40 PM	Virtual Conference Check-in & Welcome
13:40 - 14:40 PM	People Manager HR Tech & Talent Conference 2024: Kick-Off
13:45 - 14:00 PM	Welcome Note : The Art of the Possible: Design for the Unconventional Get ready to be inspired & challenged to embrace new modes of thinking, leadership, and technology and achieve greater impact for your organization! The session sets the tone for the conference's overarching theme: The Art of the Possible and starts the conversation on creating meaningful journeys, touchpoints, and platforms for 2024 and beyond.
	 Dr. P. Singh Editor-in-Chief, People Manager
14:00 - 14:30 PM	Opening Keynote: HR & AI: What's Possible, What's practical & What You Should Implement (Or Not) AI is going to impact almost every HR process and application, while vendors are racing to add AI everywhere they can. However, just because you can get this new capability doesn't always mean you should. HR leaders should to maximize value, minimize risks and enhance service levels to the business operations they empower. Join HR industry expert Indwin E Joel & Dr. Vivek Trivedi as they will describe the art of the (AI) possible in HR and which of these technological opportunities should be pursued (or left on the shelf).
14:15 - 15:00 PM	 Indwin E Joel Vice President, HR Consultant Autodesk Technologies Full-time
	 Dr. Vivek Trivedi Founder & CEO Shikshaji.com
14:30 - 15:15 PM	Unlocking Next-Gen HR Tech to drive the best EX Explore the cutting-edge use cases of next-gen tech in 2024, showcasing how businesses revolutionize employee engagement, productivity, and satisfaction through innovative Tech-driven solutions. By leveraging Tech-powered tools, routine tasks could be automated, empowering employees to focus on more meaningful work and boosting engagement and productivity. Additionally, emerging technologies like predictive analytics can help organizations take proactive measures to improve retention rates. A well-integrated Tech can ultimately enable organizations to take their EX strategy to the next level.
	 Sriniv R Mathur Tech Coach Management & Entrepreneurship Professional Skills Council

*The sessions are subject to change. Please stay tuned with this page for the latest updates.

*This is as on date & subject to changes.

HR TECH & TALENT VIRTUAL CONFERENCE

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TIME SCHEDULE

15:00 - 15:45 PM	CHRO Panel: The New Mandate for CHROs in 2024 CHROs today are tasked with upgrading HR through tech and new ways of working. The challenge? Keep the people's side intact. It's about blending innovation with a personal touch—ensuring HR doesn't just evolve but stays human-centric, fostering growth, employee happiness, and long-term success. How is the role of CHROs evolving in 2024, and how are they expanding the influence and range of their responsibilities?
	 Debash Prashar GM HR SIBRANGE
	 Dr. Anup Singh CHRO Leading Public Sector Bank
	 Dr. Vivek Trivedi Founder & CEO Shikshaji.com
16:50 - 17:30 PM	Advisory Board-Solving The Talent Equation: Innovation, Value & Growth In the world of business, Advisors/experts are constantly seeking the perfect formula — one that transforms investments in talent into unparalleled innovation, heightened shareholder value, fortified brand strength, and robust business growth. Explore how talent decisions directly impact the bottom line. Join top executives as they dissect the delicate equilibrium between talent investments, cost considerations, and the imperative to deliver sustainable returns.
	 Parvathi Venkatesh VP HR Avantra PEEK
	 Tej Ashwini Jirga CEO HCCO PRIVATE LIMITED
17:30 - 18:00 PM	Keynote: The Blueprint for Mastering HR Tech Implementation & product showcase Navigating HR Tech implementations is no walk in the park. Shockingly, almost one-third of these projects end up blowing their budget, half are tagged as not fully successful or flat-out failures within two years, and a whopping 30% miss their implementation deadlines. And we haven't even discussed the big A (Adaptation) yet! Why is this happening? There's more to it than the usual suspects like "bad planning" or "lack of stakeholder buy-in". Join MAHUR VAKODE as he unpacks the story behind less-than-successful HR Tech transformations and explores the less-talked-about things that decide the life of HR Tech implementation.
	 MAHUR VAKODE HEAD HR ASWAN INDUSTRIES P LTD.

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<https://peoplemanager.co.in>

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