



**DAYANANDA SAGAR
BUSINESS SCHOOL**
Realising the Dream

VOLUME-1
ISSUE- 1

HR IMPERATIVE

(A Quarterly Publication of **Advaita-The HR Club**)



DAYANANDA SAGAR BUSINESS SCHOOL (DSBS) Post Graduate Diploma in Management (PGDM)

(AICTE Approved, Ministry of Education, Government of India, New Delhi)
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HR IMPERATIVE

*(A Quarterly Publication of **Advaita -The HR Club**)*

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DIRECTOR'S MESSAGE:

Introducing the first issue of "HR IMPERATIVE" at the beginning of the 2023 brings me a great deal of joy. Along with providing high-quality education, DSBS aims 360° development of students. This is a great opportunity for the students to express their critical thinking, analysis and opinions in the field of HRM and seek out best solutions.

We sincerely appreciate the efforts of PGDM students to realize their dreams and successful beginning!

Dr. B.S. Patil

Professor & Director
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MESSAGE FROM EDITOR IN CHIEF:

At DSBS, our mission is to inculcate a sense of belongingness, discipline and a true performance culture in our students by translating seemingly difficult objectives into achievable targets. The students of DSBS are always motivated and highly innovative. The contributions of the students to this magazine are extremely commendable.

I congratulate them on this journey and wish them all the very best.

M R Suji Raga Priya

Assistant Professor – Human Resource Management
Dayananda Sagar Business School

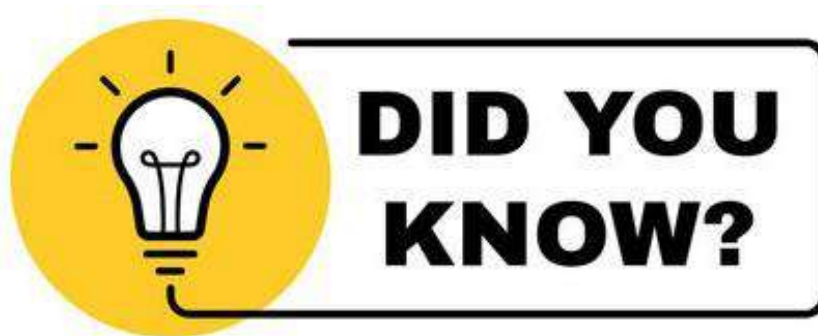
MESSAGE FROM STUDENTS:

We are very happy to be part of this HR Prospects, DSBS always focuses on providing quality education and develops each and every students in their area of interest. We are glad that we got this opportunity and express our views on Human Resource Trends.

People and Human Resources

The People and Human Resources function is key to achieving the firm's mission to attract, develop, excite, and retain exceptional people. The pandemic underscores the urgency for a more dynamic talent and work model. Human-resources leaders can help by focusing on identity, agility, and scalability.

The HR function is spanning talent, recruitment, and professional development, learning, and human resources teams, dedicated to supporting the firm's current and next generation. Future-ready companies share three characteristics: they know what they are and what they stand for; they operate with a fixation on speed and simplicity; and they grow by scaling up their ability to learn and innovate.



Recruitment Statistics

- According to 86% of HR experts questioned, recruiting is becoming increasingly similar to marketing. (Glassdoor, 2021)
- According to 70% of workers, their sense of purpose is determined by their employment. Whether you like it or not, as a corporate leader you have a crucial role in assisting your workers in discovering and living their mission. (The McKinsey and Company)
- In 2023, LinkedIn remains the greatest medium for hiring professionals. (Forbes)

- 67% of HR professionals feel that AI will have a beneficial influence on the recruiting process, while 35% fear that AI might result in overlooking of unique and unusual talent. (Tidio)
- When deciding where to apply for a job, 86% of workers and job seekers consult business evaluators and reviews. (Glassdoor, 2021)

Onboarding Statistics

Onboarding is essential for ensuring that new workers are engaged and effective. Companies are devoting more money to the onboarding process since poor onboarding may hinder employee growth and increase attrition.

- Implementing a proper onboarding programme may enhance employee retention by 50 percent and productivity by 62 percent within the same group. (Harvard Enterprise Review)
- 69% of workers are likely to remain with a firm for three years if they had a positive onboarding experience. (Clickboarding)
- New recruits with allocated onboarding companions were 23% more happy with their onboarding experience at Microsoft. (Microsoft)

Employee Retention Numbers

Retaining excellent personnel is a crucial aspect of human resources, as we all know. A worker might leave for a number of reasons, some of which are completely beyond your control.

- The top priority for firms in 2023 will be employee retention at 20%, followed by recruitment at 14% and corporate culture at 12%. (HRReporter)
- In December 2022, 46,6 million Americans will have left their occupations, compared to 47 million in December 2021. (Statista)

- 95% of HR managers agree that fatigue has the greatest negative impact on employee retention. (Forbes)

Employee Motivation Statistics

As you're undoubtedly aware, one of the most challenging duties of the HR department is keeping workers motivated in their work and the firm. Utilize the following data to inform your employee engagement initiatives:

- 70% of workers say that the quality of the team leader fosters more employee engagement and better work relationships. (Gallup)
- Early in 2022, Gallup issued research indicating that 32% of full-time and part-time workers are now engaged in their employment, while 17% are disengaged. (Gallup)
- Younger workers are more likely to report feeling emotionally fatigued as a result of their employment (45%). (SHRM)
- Executives are eight times more likely than other workers to believe that their purpose at work is fulfilled, but parents are the group most dependent on purpose-driven employment. (McKinsey&Company)

Management of Performance Statistics

Keeping track of staff performance is difficult at the best of times, and it becomes more difficult as your business expands. In addition, there has been an upsurge in performance assessments and comments in recent years. Utilize the following data to enhance your performance management.

- 75% of Senior HR Managers agree that cooperation, frequent communication, and a mentoring culture between managers and teams will become the new standard for high-performing workplaces in the future. (Cision)

- This year, 22% of organisations are requesting that managers place more emphasis on behaviours than results when measuring performance, while 12% are requesting the opposite. (HRD, 2021)
- 80% of workers would rather get weekly, monthly, or quarterly feedback than wait for performance assessments. (EmploySure)

Employee Appreciation Rates

- 64% of workers believe that employee recognition and gratitude are more crucial while working remotely. (Human Resource Executive)
- 37% of workers believe that personal recognition would motivate them to do better job. (Fortune)
- 82% of working Americans believe their managers do not adequately acknowledge their accomplishments. (Harvard Business Review/Organization for Economic Cooperation).

Diversity and Inclusion

A diverse workforce is essential for a variety of reasons. You want to ensure that your firm represents the demographics of your consumers and that it encourages a variety of viewpoints and ideas, which is ideal for determining the best course of action for your business.

- Minority groups will attain majority status by 2044. (U.S. Census Bureau)
- 48% of Generation Z is racially diverse, with the majority identifying as non-white minorities. (Forbes)
- A quarter of Black, Hispanic, and Latino workers have encountered workplace discrimination.

(Gallup)

- Research found that blind applications boosted the chance of hiring women from 25 to 46%. (The Harvard College)
- According to Forbes, 90 percent of Fortune 500 businesses are currently implementing employee resource groups to assist with diversity and inclusion initiatives. (Forbes)

Employee Retention Rates

Employee burnout is an additional hot concern. This phenomenon is influenced by high levels of stress, lengthy work hours, and limited time off. Unless it is prevented, it costs businesses money and personnel.

- Nearly three-fifths of workers reported negative effects of job-related stress, such as a loss of interest, motivation, or energy (26%), and a lack of effort at work (19%). In addition, 36% experienced cognitive tiredness, 32% indicated emotional exhaustion, and a staggering 44% reported physical fatigue, an increase of 38% from 2019. (American Psychological Association)
- At 43%, middle managers are the workforce category with the highest rate of burnout. (Forbes)
- 75% of managers believe that obtaining additional assistance from their bosses would assist them in prioritising their job and coping with stress. (CNBC)
- Female employees suffer burnout 32% more often than male employees. (Forbes)

It is apparent that persistent stress is a problem that will ultimately lead to burnout, and that female managers, in particular, are particularly prone to burnout.

Employee Health and Wellness Rates

Employee wellness promotion is one method for preventing burnout. Reducing stress and anxiety and promoting wellbeing in the office will keep your staff satisfied and engaged.

- 68% of executives list mental health and wellbeing as their number one concern for 2023. (Forbes)

- The meditation software Headspace revealed that corporate interest has surged by over 500%. (MIT Sloan)
- 33% of employees said in research that flexibility is the most essential measure their company takes to assist their mental health. (Benefits Canada)

As we continue to navigate a tumultuous globe, ensuring the mental health of employees has become a top issue. Organizations may assist by providing access to mental health treatments, as well as flexibility and work-life balance.

Remote and Hybrid Working

The stigma that surrounded flexible employment before the epidemic has diminished, but not everyone is now persuaded.

- A poll revealed that one in five workers want to be in the workplace two to three days each week. (Gallup)
- 43% of workers indicate that not feeling included in meetings is the most difficult aspect of working remotely. (Statista)
- Flexible work schedules, such as remote or hybrid work environments, promote productivity, connection, and business culture. (Forbes)

The majority of employees prefer remote or flexible work arrangements, and further evidence supports a beneficial effect on motivation and productivity.

The transition to remote work is also having an effect on businesses' intentions for the workplace and how it should be used.



“Moonlighting is Here to Stay: Big Tech”



Ms. Kavya S
PGDM
(BATCH 2021-23)

Moonlighting refers to the additional job a person holding apart from his/her primary job. It usually or often taken by employee without the knowledge of the employer. It mainly directly or indirectly affects the performance of the employee in the organization.

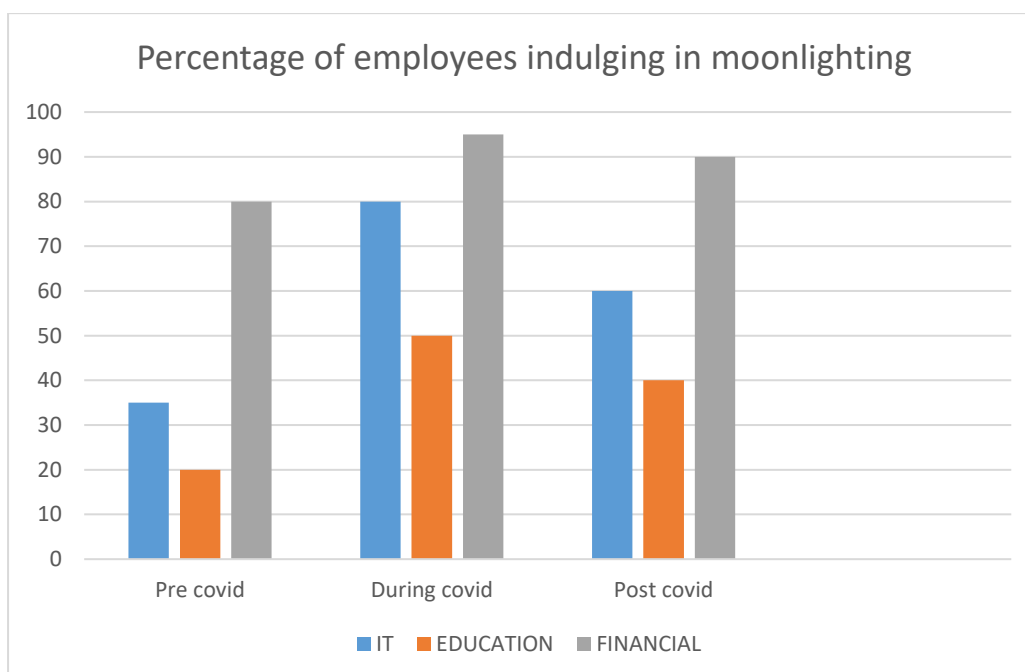
Therefore, an employee working on the secondary job apart from the primary (normal job) 9 to 5 at day. Works extra at night for extra money. Private business employee who works there may be subjects to company policies regarding moonlighting. Certain company doesn't want their employees to work additionally.

According to a recent report by Indeed India- economictimes.indiatimes.com, one out of five employees in India. one out of five employees in India is inclined towards side gigs alongside their

current job. It also mentioned that more than 40% of employees in the Indian IT sector find moonlighting.

Factors enabled moonlighting:

- Flexible work hour: Due to covid -19 all the company enabled its employees to WFH which helped the employee to take up another job to support their financial needs.
- Technology: as technology updating and every process of working is done in online mode the person is not required to be present physical in the work location.
- Gig economy: the free-market system where people will be appointed for short or temporary work loads like part-time workers and free lancers. So multiple jobs can be done together by individual.
- Digital economy: digital economy is activity which will be thoroughly in online mode/ digital format. Which have enabled to open up the new opportunities.



Source: 300 Respondents from Bangalore Location

‘Quiet quitting’ or soft quitting which refer to doing the absolute bare minimum in the job, recently emerged as a trend on social media. Another phenomenon disrupting the work landscape today is “moonlighting” this term dates back to 1950’s and owes its origin to the working by the light of the moon but today, moonlighting refers to when an employee takes on additional jobs in addition to their primary employment.

Quiet quitting as a phenomenon might seem inherently unfair to the employer but it reflects faulty resources management. A research centre survey indicates that some of the main reasons for quitting include low pay, lack of opportunity for advancement, feeling disrespected at work, childcare issues, lack of flexible hours and not having good benefits. According to 2022 wellness at work study 53 percent of employee say they feel burnt out from work and 52 percent rate their work life balance as poor. Psychological contracts are belief of one in the exchange arrangement between employees and their organizations. It is a balance between employee contribution and organizational demands; also, a balance between organizational opportunity and employee desire.

Psychological contracts have two common patterns, namely. relational psychological contracts and transactional psychological contracts. Relational psychological contracts, formed based on long-term social and emotional cohesiveness (e.g., loyalty, support, etc.), are positively related to perceived trust of employees and a sense of belonging to an organization. In parallel, transactional psychological contracts are based on economic exchange without much emotional involvement, thereby the employees perceive more extrinsic motivations, such as remunerations, rewards, promotions, etc., from the organization.

A recent news report states that a survey of 400, IT professionals in India revealed that 65% engaged in moonlighting while working from home. Another report states that 70% of those surveyed said that side-hustles are the real shot to fame and 69% shared that they want to earn from their hobbies. While Indian companies are in dilemma over moonlighting, IT major Infosys sent an email to its employees, reminding them that they were not allowed to hold dual employment. Wipro fired 300 employees over allegations of moonlighting.

There is a need for a frame work for ethical moonlighting with representation from all stakeholder including labor department, industry bodies, companies and employee representatives.

Moonlighting policies and awareness campaigns should be created. The policy framework must allow flexibility for employees and set clear performance goals. While clarifying on the confidentiality aspects. This would foster a healthy environment and win -win for all concerned.



“Impact of Agility: How to Structure Your Business for Competitive Advantage”



Ms. Meghana K. R
PGDM
(BATCH 2022-24)

Everyone is talking about agility; internet searches for "agile transformation" return over 100 million results, and the tales of well-known pioneers are widely circulated. But, is this only a marketing ploy, or are there actual advantages to be had? Is agility only the IT department's chatter, or is it an opportunity that needs the attention of the executive team? And if agility is advantageous, what is the formula for success?

Dexterity is tied in with thinking and understanding ideas rapidly. As the speed of the world revives so too should HR's reaction to it. We start by completely characterizing what spryness is and the way that it works.

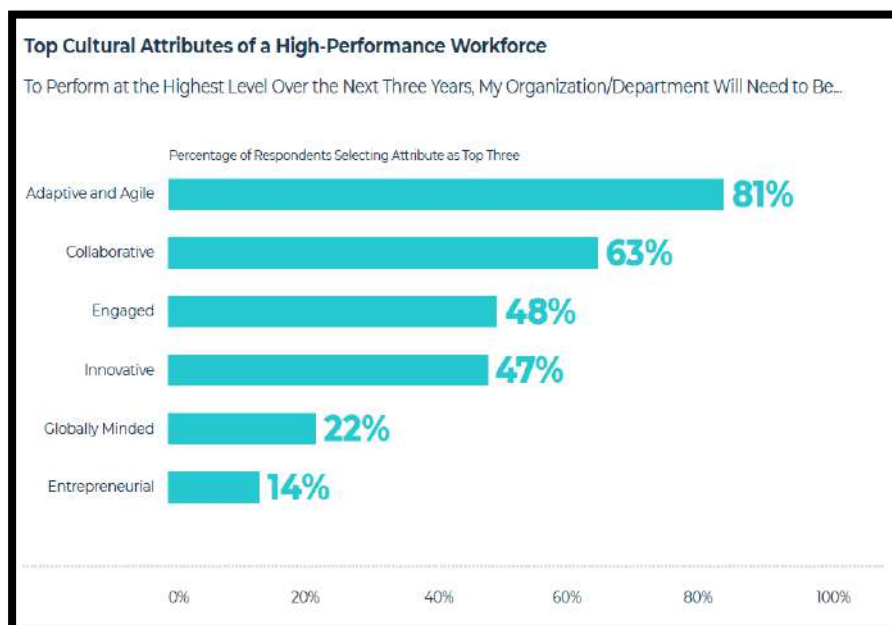
For HR, dexterity is the cycle by which a huge venture, for example, is separated into more modest pieces. Those more modest pieces are then allotted to various gatherings and the work starts. Over

the span of the undertaking those gatherings are in consistent correspondence and are changing and refreshing the venture routinely. Furthermore, the work is going on in a non-straight style, meaning a few bits of the task are finished before others.

Organizations not drawing in with a coordinated procedure risk being abandoned. What's more, the numbers support that thought. 71-percent of associations utilize spry methodologies no matter how you look at it. 98% of those see some type of achievement.

Culture IQ worked with Bloomberg to study 300 senior leaders about the Eventual fate of Work. In that examination, one of the primary things they learned is work is turning out to be more complicated. How? Organizations are turning out to be nimbler either forcibly or naturally. Chiefs realize they need to do this to stay serious. Truth be told, Presidents perceived that quite possibly of the main calculate their association's exhibition for the following three years was guaranteeing their association was lithe.

Culture IQ says dexterity positioned higher than different traits like cooperation, commitment, or advancement.



Why a nimble HR?

With regards to embracing a coordinated outlook, the best spot to begin is with HR. Payal Sondhi, a HR Directors with SILA, says it checks out given the reality HR is the division offers "business esteem regarding development abilities, effectiveness and cost investment funds."

What's more, HR is the most ideal to assist an organization with realigning its methodology with nimbleness as the basic part. Sondhi proposes a three-stage way to deal with executing a light-footed HR division.

In the first place, she says to begin little. Try not to acquaint spryness with the whole HR office. Pick one group and afterward try from that point. More than 45-percent of associations say deftness is difficult to acknowledge in light of the fact that it isn't upheld inside. Sondhi says acquainting it with one group initially permits an organization to test dexterity and to demonstrate its worth to the bigger HR association. Also, there should be consistency. Sooner or later, the technique should be carried out to each work that falls inside the HR umbrella. Not doing so will prompt an unequal office; some will advance quicker than others.

Highly successful agile transformations result in a step change in performance, with impact achieved in multiple dimensions.

Impact achieved by highly successful' agile transformations



Source: The impact of agility: How to shape your organization to compete- McKinney

“If done correctly, agility provides a step shift in performance and positions you to outperform even firms that were born agile”



“The Human Element: The Necessity for Rapid Up Skilling & Reskilling Acquisition”



Ms. Uppu Ruchitha
PGDM
(BATCH 2022-24)

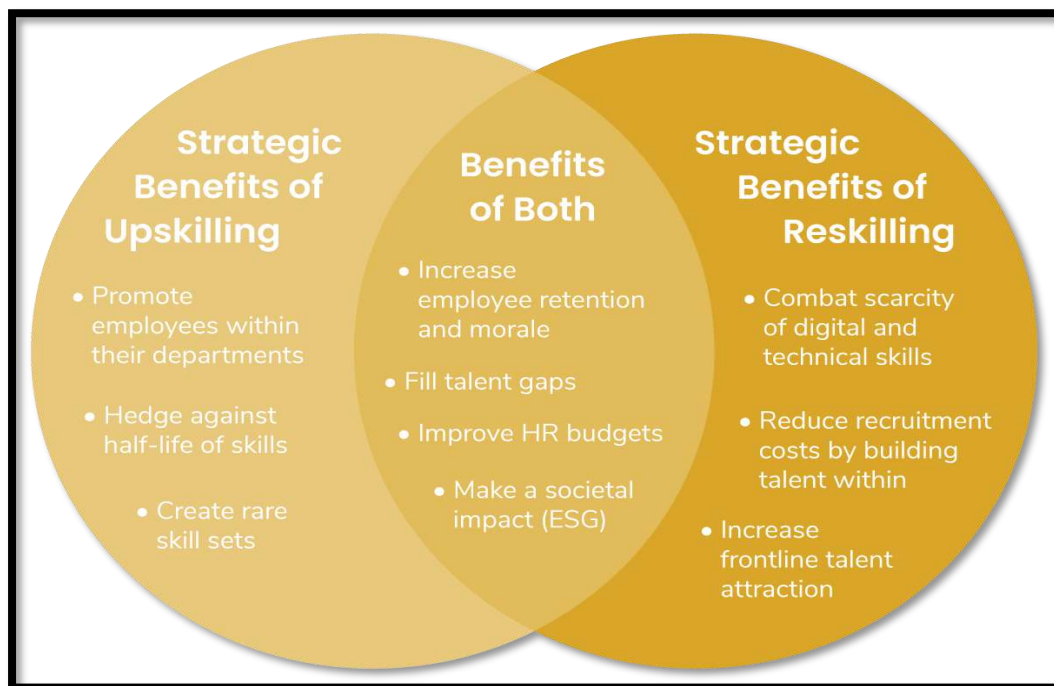
Reskilling and up skilling may help your company keep up with demand for new talents. The Forum estimates that a change in work between humans and technology might eliminate 85 million jobs by 2025. Technology and digital change will produce 97 million new jobs. 40% of key abilities will change for talent that stays in current professions. This stresses the urgent need for reskilling and up skilling in every position, department, and firm. With big change coming by 2025, the time to start is now.

The Cambridge dictionary illustrates:

- Up skilling is the process of acquiring or imparting new skills to employees.
- Reskilling is the process of acquiring new skills in order to do a different job or teaching someone to perform a different profession.

Both are excellent tactics for businesses to address what is anticipated to become an ongoing skills gap.

60% of CEO's say a strong up skilling program positively impacts a company culture. Workforce up skilling is a program given to employees to develop their personalities and solve the company problems in a smart way. Up skill your workforce bring profitable benefits to the organization. Up skilling your employees leads to increase your employment performance. It will be more helpful for organization and employees can detect the problems and resolve it within a short period of time.



Source: Guild

Challenges of skilling employees:

Some of challenges when employee starts up skilling

- High cost: Training your employees for upgrading skills is of high cost. The organization have to pay for the training itself. And it also explain the cost productivity while employees are off their normal duties.
- Additional period of time: Training the employees takes a time. Employees needs more time to learn the new skills and to apply them practically. These can disturb the normal business operations and leads to loss of productivity.

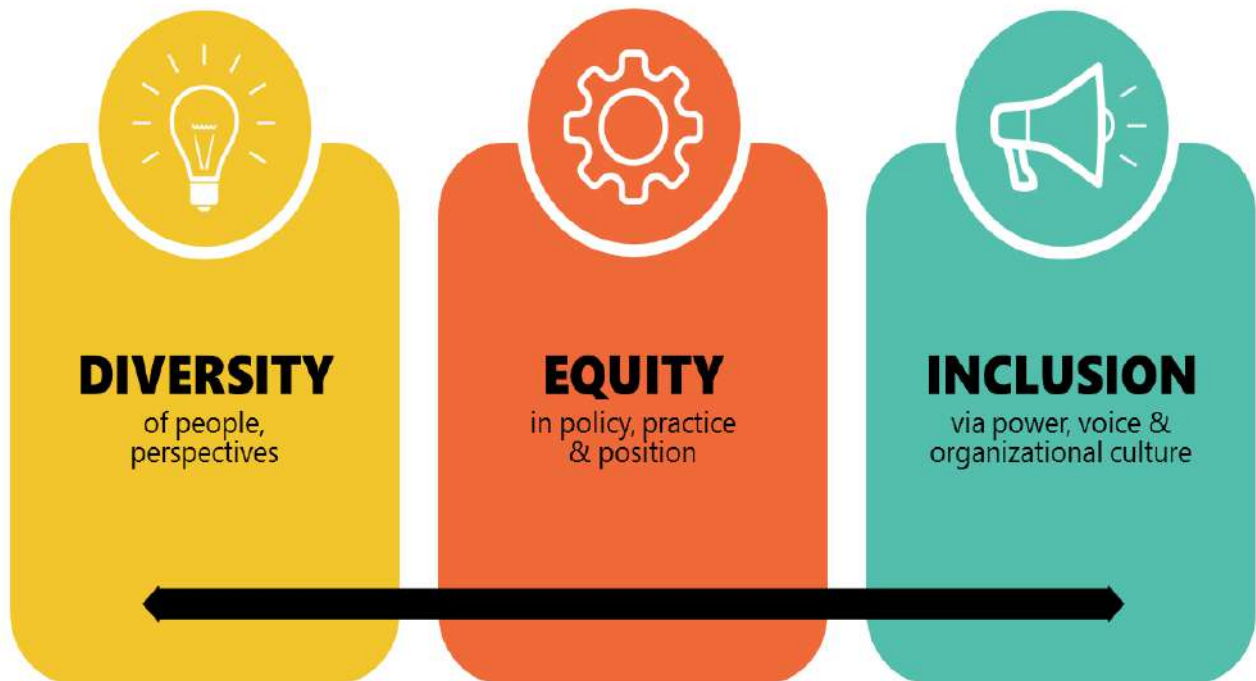
- Quality of training: The organization have to be sure that employees are getting the best possible education employees who are not being up skilled may feel like jobs are at stake of being automated or replaced by someone.

"What is the solution? Let's investigate professional paths"

Providing workers with organized career paths is one of the most effective methods to implement reskilling and up skilling in a business. Career path is the process through which an employee plans their own professional progression. By implementing a career path, you may bring both reskilling and up skilling tactics into your firm in order to link your workers' career aspirations with your organization's business goals.

A competency-based strategy yields successful career progression options. This enables your firm to examine and assess the precise competences necessary for each individual capacity, as well as comprehend the skill development required for people transitioning to new roles.

A career path is unique to each employee and assists them in breaking down the steps necessary to attain their long-term professional objectives and advance their careers either laterally or via promotion. It necessitates a grasp of the requisite information, abilities, and personal characteristics and aids in identifying the specific talents and extra training necessary to achieve those goals.



“A Diverse Mix of Voices Leads to Better Discussions, Decisions, and Outcomes for Everyone.” — Sundar Pichai.



Mr. Jaswanth L
PGDM
(BATCH 2022-24)

Our focus on diversity, equity and inclusion is both important and necessary in our evolution as a business. Our Power of Difference communities are collectively raising our consciousness of the company and helping us build a platform for equitable change. As a discipline, it is any policy or practice designed to make people of various backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities in the workplace.

Diversity refers to the presence of differences within a given setting; in the workplace, that may mean differences in race, ethnicity, gender, gender identity, sexual orientation, age and socioeconomic background. Equity is the act of ensuring that processes and programs are impartial, fair and provide

equal possible outcomes for every individual. Inclusion is the practice of making people feel a sense of belonging at work.

WHY DIVERSITY MATTERS?

Diversity in the workplace is important because with different backgrounds come different points of view, which ultimately leads to better ideas and solutions.

“From a business standpoint, different perspectives directly influence a product — how it’s made, who it serves, how it functions and so on,” said Colman. “More perspectives make for a better product.” People from different backgrounds with varying life experiences will be able to provide new perspectives that help refine and enhance processes.

WHY EQUITY MATTERS?

In order to ensure equal circumstances for all individuals across the organization, equity requires that employers recognize barriers and advantages. This is the crucial difference between “equity” and “equality.”

“Equity takes into account the fact that not everybody is starting at the same level,” explained Colman. “Take home ownership, for example. A bank can make the statement that the loan application process is equal and that they will not discriminate based on race, gender or ethnicity. That doesn’t take into account student loans, familial debt, socioeconomic status, what have you. These are prohibitive factors that hold some individuals back from receiving a loan.”

WHY INCLUSION MATTERS?

While the workplace does require professionalism and etiquette, an inclusive culture should not bar individuals from being themselves. “Employees should not worry about code-switching or shielding part of their identity,” said Colman. “They should be able to walk through the door without feeling like something about them has to change.”

Inclusion is what maintains diversity. Without it, employees will simply leave the organization. “If a candidate walks into a workplace and they’re the only woman or BIPOC (Black, Indigenous and People of Color) employee, they’re going to question the employer’s authenticity and values,” said Colman.

WHY DEI IS IMPORTANT

DEI is vital to creating and maintaining a successful workplace, one founded on the principle that all people can thrive personally and professionally.

Bringing together people of various backgrounds leads to new and creative ideas. More importantly, a DEI strategy contributes to a space where all employees feel they have intrinsic worth, not in spite of their differences but because of their differences.

“Every employee should feel valued at work, by their peers and their employer,” said Colman. “It’s not about just opening the invitation to everyone — it’s about making sure that every individual knows and feels they are welcome at your organization.”

HR’s Responsibility in DEI

For employers and people management professionals alike, the biggest challenge is knowing where to start. “There’s no quick fix,” said Colman. “A lot of people immediately jump to figure out how they can make their company more diverse, but you can’t underestimate the importance of inclusion and equity. Without those two pieces, you’re not going to achieve true diversity.”

Understanding how each element of DEI builds upon the others is important to creating a work environment that is equitable and inclusive of all individuals. Just like DEI is a multifaceted process, Colman encourages employers to lean on each other.



“Prioritizing Mental Health and Wellbeing for All”



Ms. Damanti Mawrie
PGDM
(BATCH 2022-24)

Employers have the opportunity to move the needle on burnout, to explore ways to help workers struggling with mental-health and well-being challenges, and to explore ways to create the healthiest environments for employees.

Mental health and wellness in HR are becoming top priorities for employers. In fact, HR leaders named mental health and wellbeing as their third biggest problem, behind the Labor shortage and retaining talent, in the latest HR Exchange Network State of HR report. In addition, those surveyed also said burnout was the top consequence of the pandemic. “Blurring of work and personal life” and “burnout” tied, with 28% of the vote each, as the biggest challenges to employee engagement. And 30% of respondents said employee engagement and experience was their top priority.

Mental health refers to the condition of an employee's state of mind, whereas wellness refers to his or her general health. Sometimes, even those in HR use the word wellbeing interchangeably with wellness, but there is a distinction. Wellbeing refers to job satisfaction or one's contentment at work. Certainly, wellbeing is related to mental health and wellness.

If employees are experiencing anxiety, high stress, or burnout, which are associated with both mental health and wellness, they may experience negative feelings at work. Therefore, their wellbeing also will be at risk.

Clearly, mental health and wellness is related to the employee experience, and the expectations in the new normal require HR leaders to provide support, empathy, and guidance for helping those who need it. To begin, they need to understand the nuances of mental health and wellness.

The U.S. government defines mental health as the emotional, psychological, and social wellbeing of an individual. Obviously, one's mental health contributes to how he thinks, feels, and acts, and it relates to his resiliency and relationships with others. Considering this definition, HR leaders can focus on insurance that covers mental health conditions and connecting people to appropriate specialists just as they would for employees with physical ailments, for example. Tending to mental health needs is slightly different than those of wellness.

On the other hand, wellness refers to the totality of health – both mental and physical – of an employee, according to the Society for Human Resource Management. When employers focus on wellness, they are aiming to provide employees with preventative solutions to avoid illnesses and long-term health problems. For example, gym memberships, yoga classes, and meditation sessions are among the ways HR leaders may support the wellness of workers.

Here are some relevant benefits that employers may provide, and HR leaders can consider:

- Medical Insurance that Covers Mental Health.
- Employee Assistance Programs
- Mental Health First Aiders
- Training for Managers, Leaders, and Peers

- Yoga, Meditation, Workshops, Zen Rooms, etc.
- Mental Health Days
- Parameters around Work Hours/Flexibility/Respecting People's Time

Right thing to do is to take care about employees' wellness.



“ PEOPLE ANALYTICS– Define and Structure Your Problem Up Front ”



Ms. Daisy D
PGDM
(BATCH 2022-24)

Data-driven HR is the practice of using data to inform decisions about all aspects of HR, from recruiting and hiring to compensation and benefits. The most popular HR functions that are optimized by data are employee safety and wellbeing.

According to Gartner, recruiting and hiring, employee management are the areas where AI and data analytics are being used the most to improve workforce management decisions.

Skills for Data Analyzing

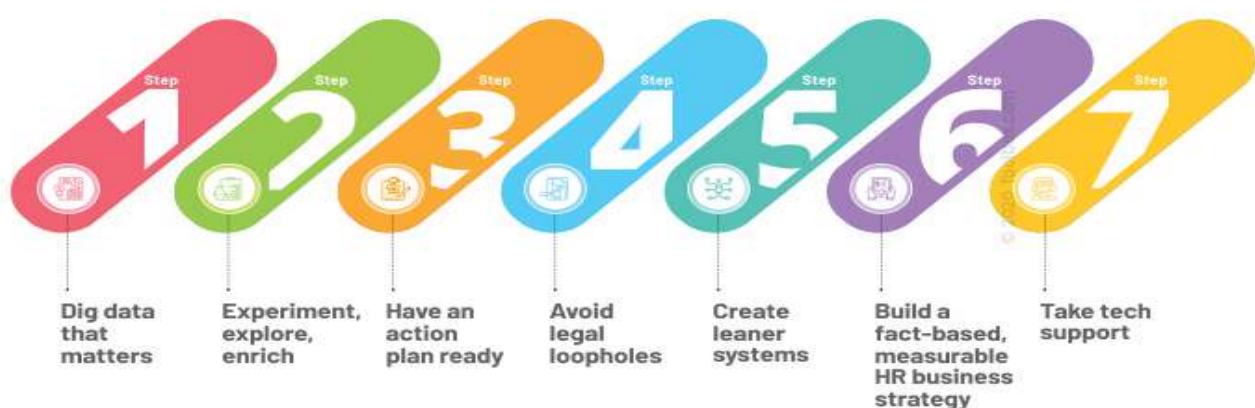
To operate with data sourced in people analytics, HR specialists should have knowledge that lets them understand the data: data literacy, statistical modeling, scientifically validated diagnostic and cross-functional analysis and also have a micro and macro thinking.

In Gallup's conducted survey 86% corporate leaders said data science and analytics skills will be required of "some" or "all" HR managers. So, the need for data analytics may request up skilling and training.

Data Analytics & talent recruitment

Due to data analytics the HR team finds talents faster and are 3x more likely to reduce costs. "The recruiting organization that figures out how to extract the value of data will define the future of talent acquisition" said Brendan Browne, Senior Director of Global Talent Acquisition. In LinkedIn's survey 77% recruiters said comprehension of market and talent pool they're recruiting from makes them more efficient.

The Process Of People Analytics



Source: <https://www.spiceworks.com/>

"People analytics is 50% cold, hard statistics and 50% common sense"

The report presents five key findings:

- Competitive advantage with analytics is waning
- Optimism about the potential of analytics remains strong
- Achieving competitive advantage with analytics requires resolve and a sustained commitment to changing the role of data in decision making
- Companies that are successful with analytics are much more likely to have a strategic plan for analytics, and this plan is usually aligned with the organization's overall corporate strategy, and

Most companies are not prepared for the robust investment and cultural change that are required to achieve sustained success with analytics.



“Talent Acquisition – To Hire is to take People Higher... ”



Ms. Anusha A M
PGDM
(BATCH 2022-24)

Acquisition of talent is more scalable than recruiting.

Recruitment is not scalable since it is focused on urgent need. Recruiters can only achieve so much in a day. A small number of open positions is one thing. However, too many job postings without a defined strategy for filling them may be detrimental to a firm. This suffering manifests as employee burnout, decreased productivity, and lost money.

The acquisition of talent is enhanced by preceding strategic planning. Acquiring a business, introducing a new product, or establishing a new location abroad? You will likely need additional individuals with specialized knowledge and expertise, possibly in engineering, brand reputation, or cyber security.

From a more productive cross breed work model to the metaverse, 2023 will be the year when impending HR patterns increase the value of the new change that the HR business has seen.

- Following the pandemic, furnishing representatives with the choice to telecommute or in a half and half setting has arisen as a developing pattern that is probably going to proceed. For example, as per LinkedIn information, remote positions — which represent around 20% of every single accessible position — got over half of all applications!
- Employers who perceive this change in the work market and give valuable open doors to workers to work from a distance or crossover are bound to find Top entertainers who may not be available to work from the workplace.
- Accordingly, a rising number of businesses will keep on furnishing representatives with expanded adaptability and virtual office choices instead of the conventional all day full-time in-office plan.
- The area ought not to be the essential thought while pondering the eventual fate of work. Rather than discussing the upsides and downsides of distant versus in-office work, organizations ought to consider how to keep up with shared trust and representative inspiration paying little heed to area.

As a developing number of organizations take on the half breed work model, it will without a doubt essentially affect HRM in the years to come.

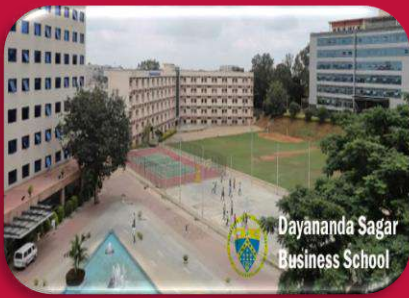
Talent Acquisition Strategies:

- Align your recruitment approach with your company objectives.
- Utilize data and marketing to develop more effective acquisition materials.
- Expand outreach efforts.
- Develop your company's brand.
- Highlight the corporation's social responsibility.
- Increase the DE&I department's funding.
- Provide current work choices.

- Create a comprehensive and competitive benefits package.
- Encourage internal diversity
- Partner with local colleges to develop a pool of applicants.

“We regularly confuse people with roles and confuse talent with broad skill pools. In many organizations, roles today bear no resemblance to what they’d look like if you were designing them from scratch.” —*McKinney*

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