



# STORCH CONSULTANCY HR NEWSLETTER

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*Human Resource Management involves creating personnel policies and procedures that support the objectives and strategic plans of the organisation. Establishing an environment that reflects fundamental values and gives employees the resources they need to be as productive as possible is important for accomplishing this goal. This article outlines the emerging trends in Human Resource Management.*



# INDUSTRY TRENDS



36	
54	
70	
77	
124	6
165	69
876	69
888	938
888	798



## This is how Airtel increased its gender diversity from 10% to 16.5% in just about a year

- Airtel runs 14 campus programmes. Last year, the company brought in close to 300 people through campus programmes, and the gender diversity in that was just about 20 percent.
- This year, the company will bring in close to 700 people, with 70 per cent women, through its various campus programmes.
- Earlier, Airtel used to cover campuses across 13 cities. Today, the company covers campuses across upwards of 30 cities.



## Facebook co-founder Mark Zuckerberg explains why tech companies are cutting jobs

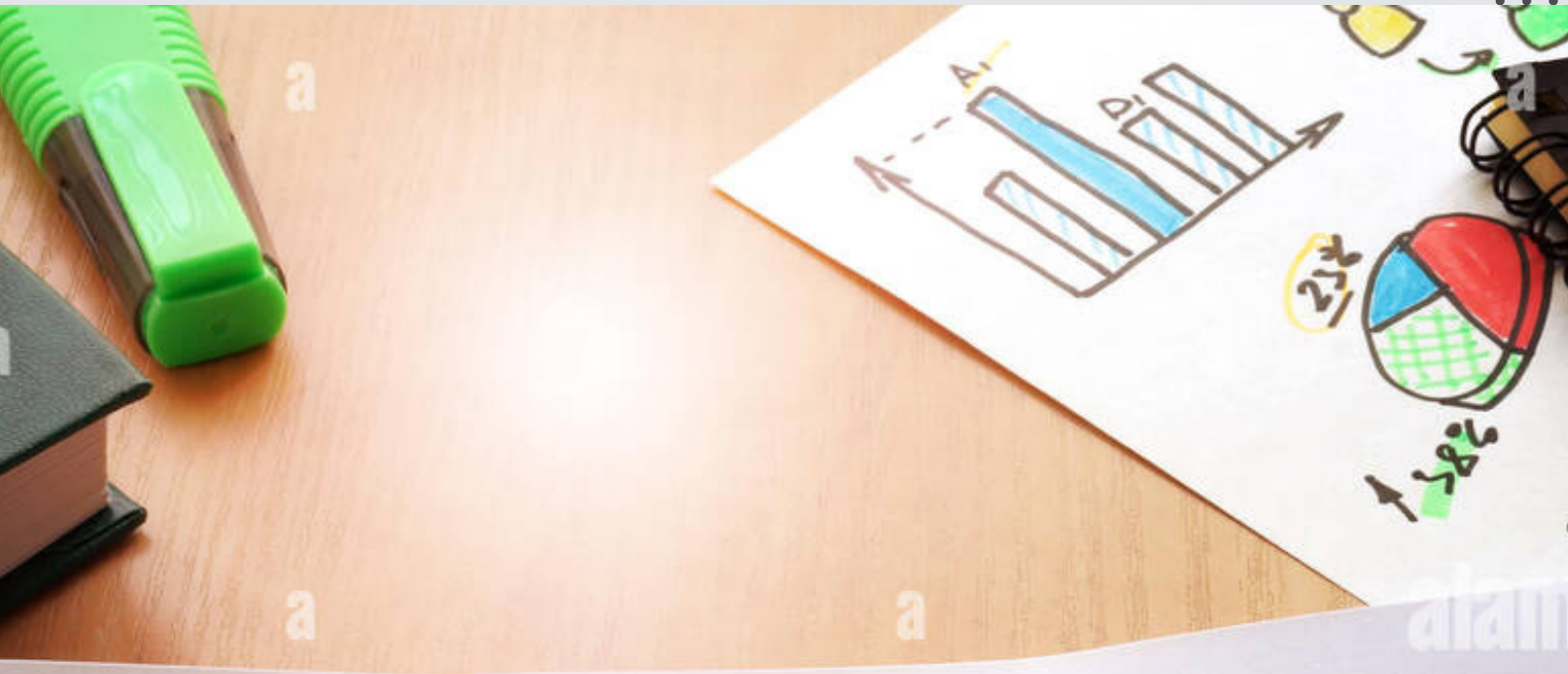
- The tech sector continues to experience job cuts in 2024, with Meta, Amazon, startups, and Unity among the companies laying off employees. Mark Zuckerberg discusses the benefits of companies becoming leaner and more effective after the layoffs.
- The rise of automation and AI is also seen as a factor, with repetitive tasks becoming increasingly automated.
- Zuckerberg stated, downplaying the role of automation or specific technologies like AI. "At least for us, the AI stuff was not a major driver for that," the Meta CEO said.



## Manufacturing, EV, engineering sectors to drive 2024 hiring activity

- Manufacturing, electric vehicle, and engineering companies are hiring at their fastest pace in five years, according to a study by Adecco. The hiring intent for 2024 is 19.8%, the highest since 2020.
- The engineering sector, including automobile, aerospace, defense, chemical, agricultural, electrical, electronics, and industrial engineering, is expected to outperform the rest in hiring. Companies in these sectors are likely to offer pay hikes of 8% to 12%.





# HUMAN RESOURCE DEVELOPMENT





## Equipping HR for tomorrow: Mastering skills for a Viksit Bharat @2047

- The transformation of HR from a primarily administrative function to a strategic partner in business success demands a new approach. Today, HR professionals must align their initiatives with overarching business goals, leveraging data to assess and drive their efforts' impact.
- The evolving demands and competencies required for HR professionals to navigate this dynamic job market successfully are as follows:-

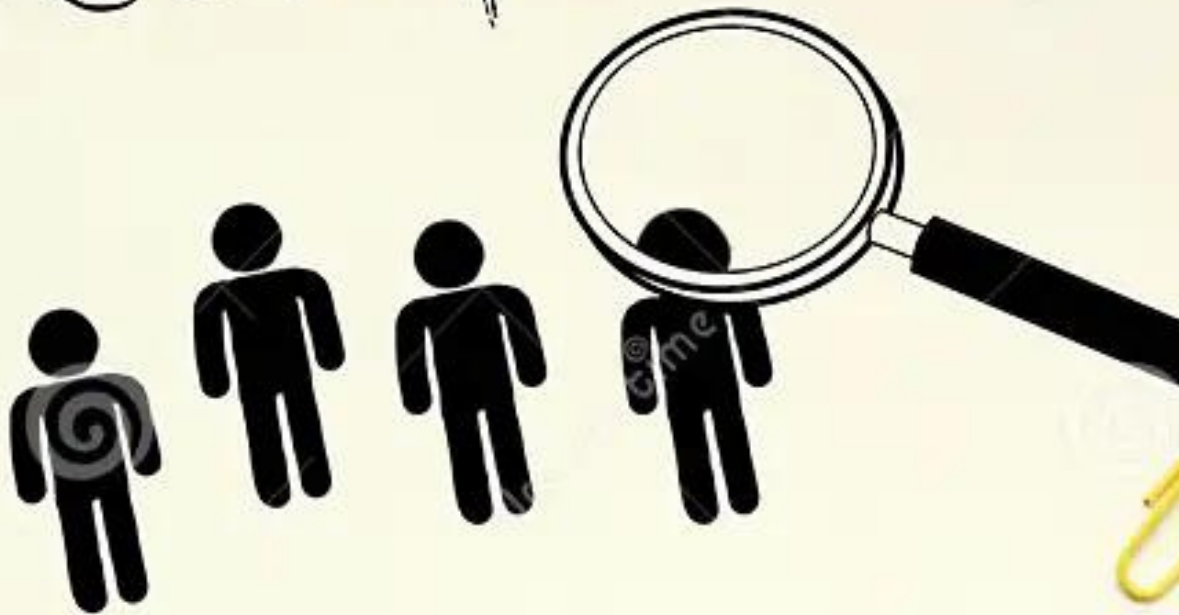


## Equipping HR for tomorrow: Mastering skills for a Viksit Bharat @2047

- The Evolution to Strategic HR
- Essential Core Skills for HR Professionals
- Talent Acquisition & Management
- Change Management
- Employee Engagement & Wellbeing
- Digital Fluency
- Soft Skills
- Sector-Specific Skills



HR compliance





## Florida bill would expand working hours for minors

- A bill making its way through Florida's legislature would loosen child labor law to allow minors to put in more hours at work. The move follows similar efforts elsewhere that are dividing statehouses largely along party lines.
- The alterations also would allow those over the age of 15 to work more than six consecutive days a week and to work more than four consecutive hours without a 30-minute meal break — a provision currently limited to those 18 and older.



## Maximum Duration for Unemployment Insurance in Vietnam: 12 Months

- The issue of the duration of unemployment insurance in Vietnam is significant for workers, especially in the current dynamic labor market. According to the regulations in Article 50 of the 2013 Labor Code, the duration of receiving unemployment benefits is calculated based on the number of months of unemployment insurance contributions as follows:
- For those who have contributed for 12 to 36 months, they are entitled to 3 months of unemployment benefits.
- Subsequently, for each additional 12 months of contribution, they are entitled to an extra 1 month of unemployment benefits, but the maximum duration should not exceed 12 months.

# STORCH

## ABOUT US

*Storch Consultancy is:-*

- A professionally managed company providing Hiring Solutions, Manpower outsourcing, Payroll Solutions and other HR Process outsourcing solutions.*
- Revered for professional ethos and technical expertise, drawn on perspicacity of over three years and a team of highly competent professionals, we provide efficacious solutions to our client's needs, running into deep engagements.*
- A place providing professional services and maintained motivated work force, client retention, high integrity, dedication, sincerity, quality of service and professionalism.*
- A combination of philosophy, principles and values which are so strongly weaved in our culture fabric that our beliefs are shared amongst all and which helps us earn our client's trust and respect.*



**THANK YOU**