

Published on 1st January, 2025

Business Manager

Vol. 27 No. 07 January, 2025 Single Copy Rs. 125/-

Making HR People Complete



2025

Work & Workplace

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2025 Work & Workplace

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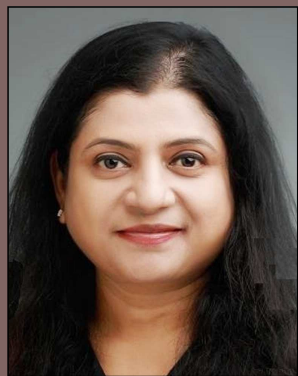
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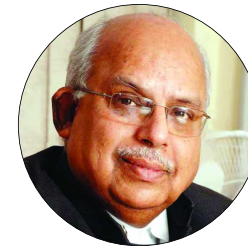
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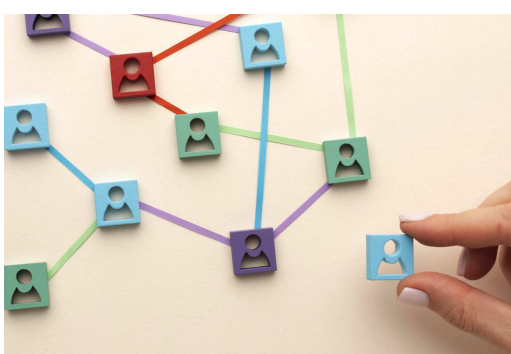
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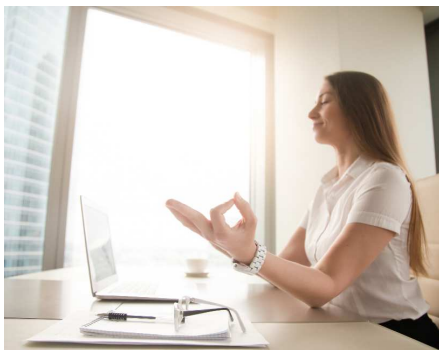
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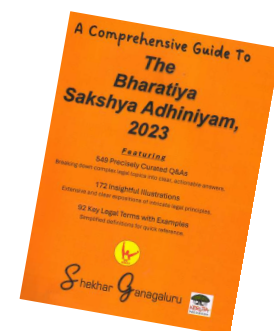


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Actual Salary Paid by Contractor has to
be the basis of compensation under EC
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94 pc of Indian desk employees feel
urgency to master AI: Report

This Year Will See Changing Work Models

With rapid technological advancements, HR increased emphasis would on human skills.

Significant trends shaping the future of work in 2025?

AJ Several key trends are expected to shape the workplace landscape in 2025:

- ◆ **AI and automation integration:** AI and automation will become more deeply embedded in workplace processes, augmenting human capabilities rather than replacing them entirely. This will increase productivity and efficiency and require workers to adapt to new ways of working alongside intelligent systems.
- ◆ **Emphasis on reskilling and upskilling:** With rapid technological changes, there will be a greater focus on continuous learning and development. Organizations will invest heavily in reskilling and upskilling programs to keep their workforce relevant and adaptable.
- ◆ **Rise of the gig economy:** The gig economy will continue to grow, with more workers opting for flexible, project-based work arrangements. This trend will require organizations to develop new strategies for managing a blended workforce of full-time and gig workers.
- ◆ **Human-centric leadership:** As AI takes over traditional managerial tasks, leaders will need to focus more on cultivating deeper connections with their teams. Empathy, emotional intelligence, and the ability to guide teams through technological transformations will become crucial leadership skills.
- ◆ **Immersive online workspaces:** Virtual and augmented reality technologies will transform remote work experiences, creating more engaging and collaborative digital environments. This will bridge the gap between physical and digital workspaces.
- ◆ **Data-driven HR practices:** HR departments will increasingly leverage AI and data analytics for talent development & management, from recruitment to performance evaluation. This shift will allow HR to become a more strategic talent/ people partner in organizational decision-making.

Essential skills for employees in 2025 and addressing skill gap challenges?

AJ To thrive in the 2025 workplace, employees will need to develop a mix of technical and soft skills:

Essential skills:

- ◆ Analytical thinking and innovation
- ◆ Active learning and learning strategies
- ◆ Data orientation and insight generation
- ◆ Complex problem-solving
- ◆ Critical thinking and analysis
- ◆ Creativity, originality, and initiative



Dr. Aman Jain

About the Author

Dr. Aman Jain currently is Vice President & Head - Corp. HR at Sterling Holiday Resorts. He is a distinguished HR and organizational development expert with over 15 years of experience in Consulting, Retail, Pharma, Manufacturing, IT, FMCG, & Hospitality Industries. With a Doctoral degree from IIM Kashipur, his research explores learning analytics, gamification, and intergenerational learning.

- ◆ Leadership and social influence
- ◆ Technology use, monitoring, and control
- ◆ Technology design and programming
- ◆ Resilience, stress tolerance, and flexibility
- ◆ Reasoning, problem-solving, and ideation

Addressing skill gap challenges:

Organizations can address skill gap challenges through the following strategies:

- ◆ Implement comprehensive reskilling and upskilling programs as a sustained learning engagement
- ◆ Foster a culture of continuous learning
- ◆ Collaborate with educational institutions to align curricula with industry needs through strategic partnerships
- ◆ Leverage AI-powered learning platforms for personalized skill development
- ◆ Encourage cross-functional training and job rotations
- ◆ Develop mentorship and knowledge-sharing programs

Challenges in managing gig workforce and organizational preparedness?**AJ Challenges:**

- ◆ Competition for skilled gig workers
- ◆ Ensuring consistent quality and adherence to company standards
- ◆ Managing worker scheduling and availability
- ◆ Time tracking and visibility of work progress
- ◆ Maintaining worker engagement and retention
- ◆ Navigating complex legal and compliance issues

Organizational preparedness:

- ◆ To effectively manage gig workers, organizations should:
- ◆ Develop a strong employer brand to attract top gig talent
- ◆ Implement robust digital platforms for worker management and communication
- ◆ Create clear performance metrics and quality standards for gig workers
- ◆ Offer competitive compensation and benefits packages
- ◆ Provide opportunities for skill development and career growth
- ◆ Ensure compliance with evolving labour regulations related to gig work

**Evolution of the hybrid work model?**

AJ The hybrid work model is likely to evolve and remain relevant in the coming years:

- ◆ **Increased customization:** Organizations will offer more flexible hybrid arrangements tailored to individual and team needs
- ◆ **Technology-enabled collaboration:** Advanced collaboration tools and AI will enhance remote work capabilities, making hybrid models more effective.
- ◆ **Focus on employee well-being:** Hybrid models will incorporate more elements to support work-life balance and mental health.
- ◆ **Redesigned office spaces:** Physical workplaces will be reimagined to facilitate collaboration and social interaction when employees are in the office.
- ◆ **Performance measurement shifts:** Organizations will move towards output-based performance metrics rather than time-based measurements.

Role of soft skills in a technology-dominated work environment?

AJ Soft skills will become increasingly crucial in a technology-dominated workplace:

- ◆ **Emotional intelligence:** As AI handles more routine tasks, human workers will need to excel in areas requiring emotional intelligence, such as relationship-building and conflict resolution.
- ◆ **Adaptability:** The rapid pace of technological change will require workers to be flexible and open to learning new skills continuously.
- ◆ **Communication:** Clear and effective communication will be essential for collaborating in diverse, often remote teams and explaining complex technical concepts to non-technical stakeholders.
- ◆ **Critical thinking:** As AI provides more data and insights, humans will need strong critical thinking skills to interpret and make decisions based on this information.
- ◆ **Creativity:** While AI can process vast amounts of data, human creativity will be crucial for innovative problem-solving and generating novel ideas.

In conclusion, the future of work in 2025 will be characterized by rapid technological advancements, changing work models, and an increased emphasis on human skills. Organizations and individuals that can adapt to these changes and continuously develop relevant skills will be best positioned to thrive in this evolving landscape. **B M**

An essential practical guide for every woman to
understand, respond and protect herself from

SEXUAL HARASSMENT AT WORKPLACE

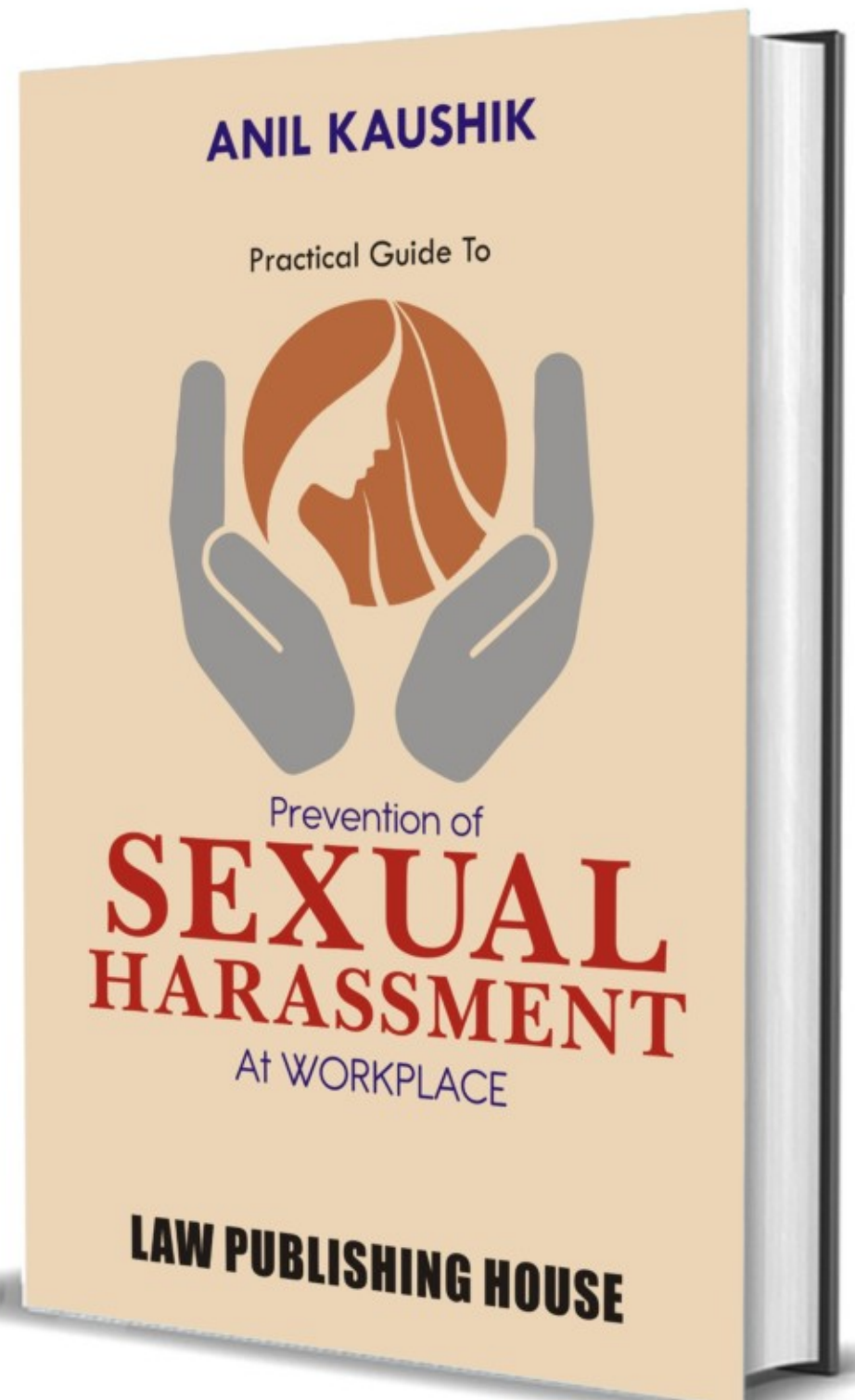
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ISBN 978-81-89639-77-8

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