




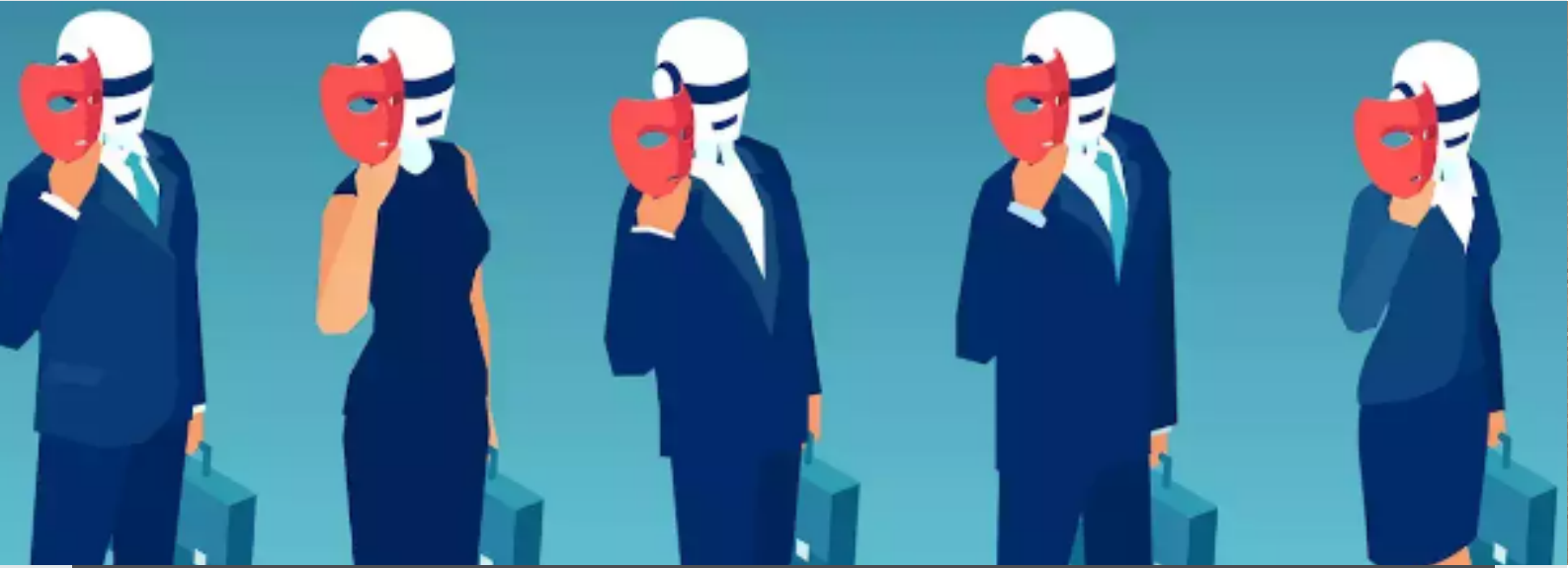
STORCH CONSULTANCY HR NEWSLETTER

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



Whom to hire and why: How organisations are dealing with various hiring biases

- To mitigate unconscious biases, TTK Prestige has implemented interview panels in the recruitment process. This human-based approach allows for diverse perspectives and insights during candidate evaluations, reducing the potential impact of biases in the selection process.

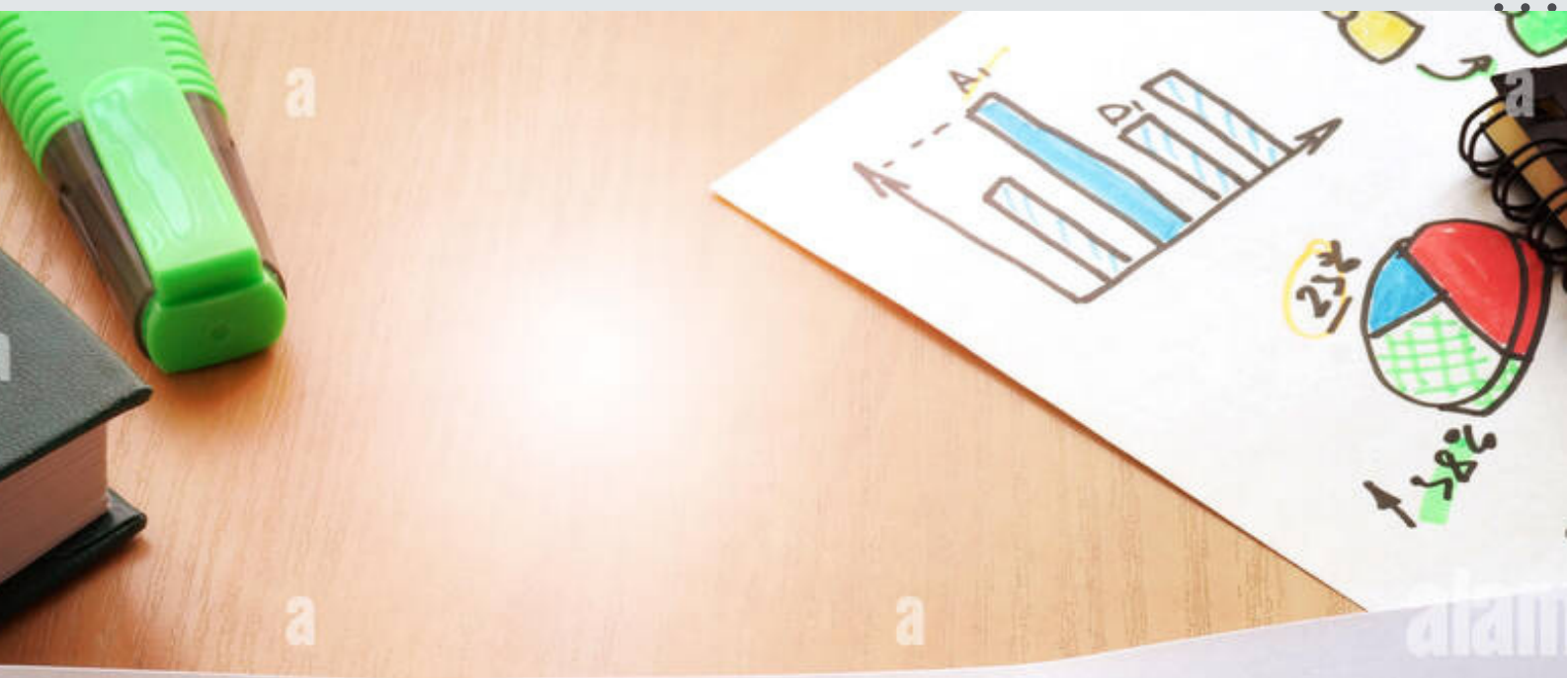
- Priya Mathilakath of Titan said freshers are hungry to learn and come into the workplace with a strong desire to acquire new skills and contribute to the organisation's success, whereas experienced talent reduces the learning curve.



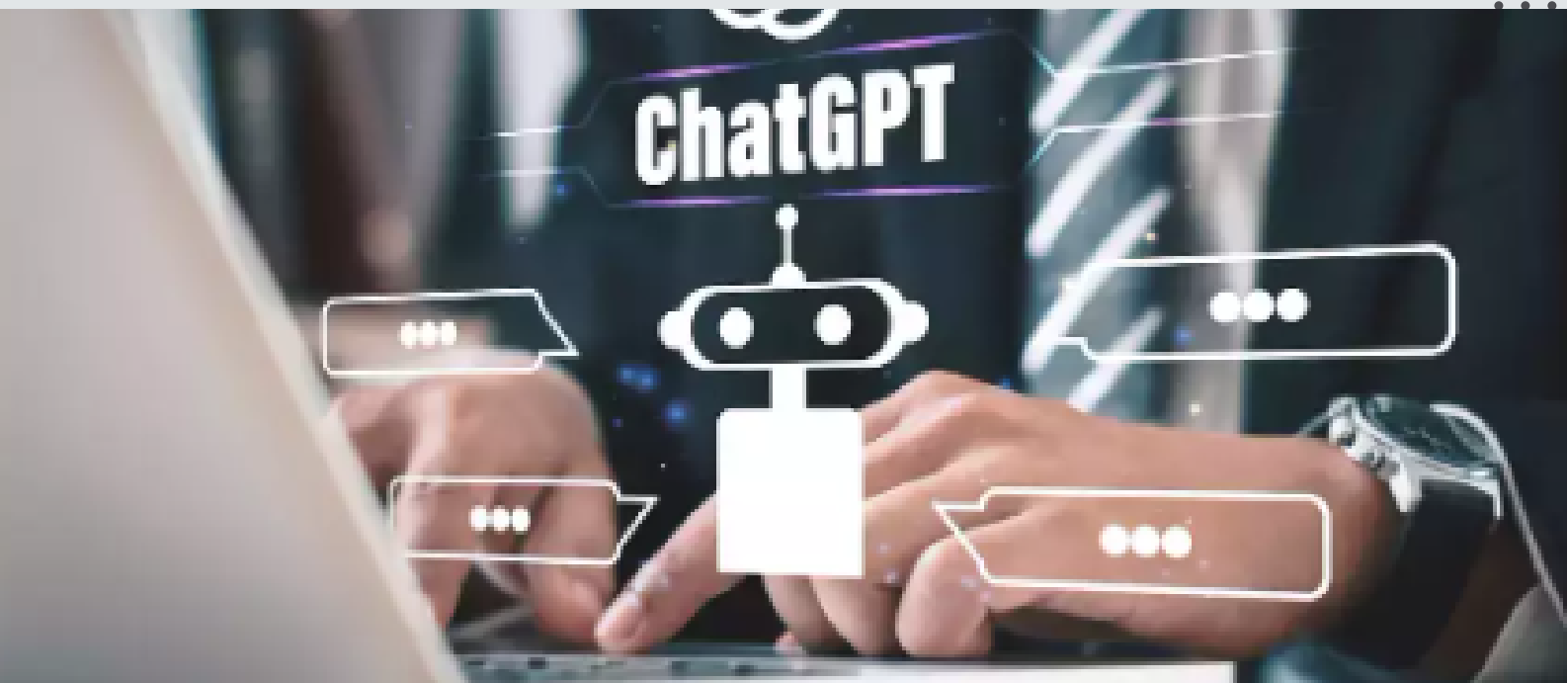
Embracing the power of generational diversity in modern workplace

- The multigenerational workforce is a treasure trove of insights, perspectives, and experiences, capable of igniting innovation and driving collective success. However, this potential can only be fully harnessed when every generation feels valued, understood, and accepted.
- Some factors to be worked on for building better work environment.
 - Bridging the communication divide
 - Navigating the tech terrain
- - Recognition across generations
 - Forging the path to inclusion
 - Unlocking the full potential



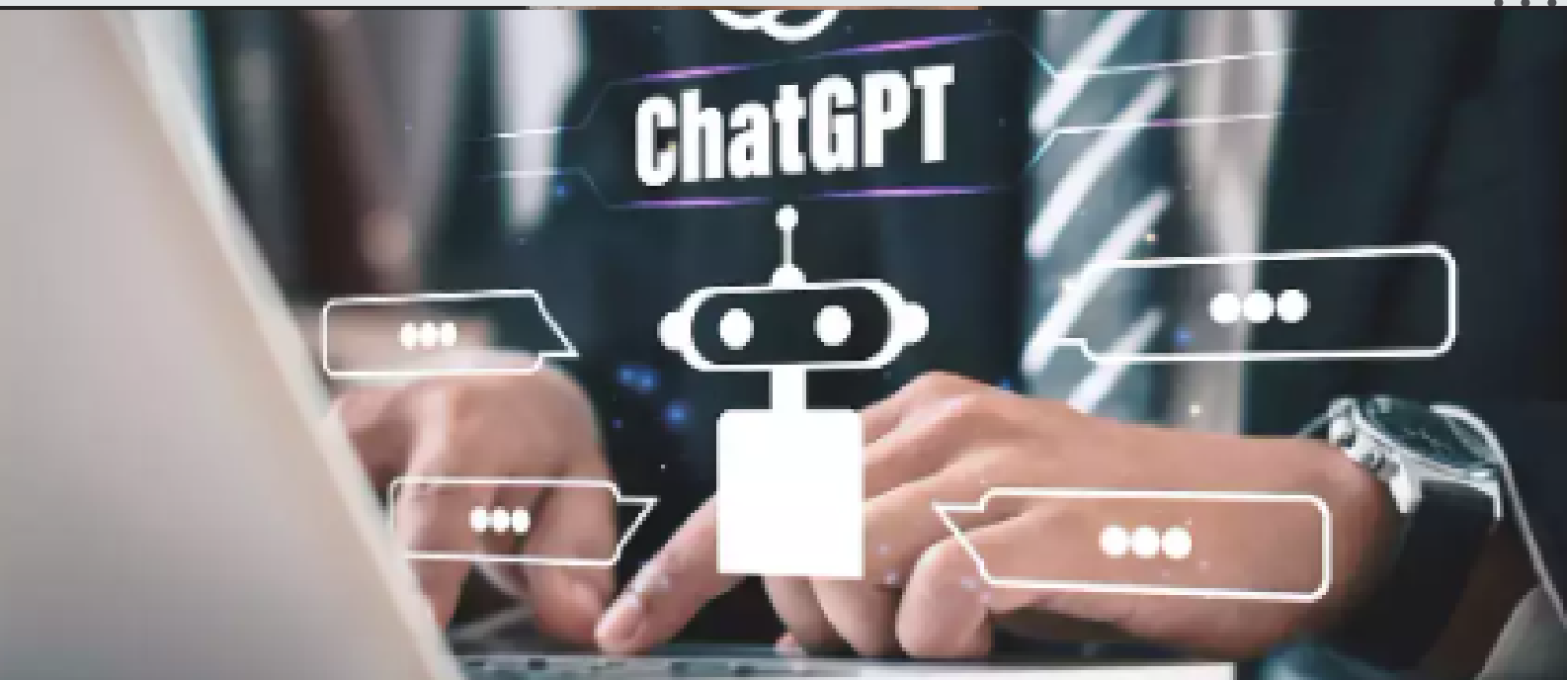


HUMAN RESOURCE DEVELOPMENT



How will ChatGPT impact HR?

- Below are some of the advantages (“low hanging fruit”) of using ChatGPT in HR
 - Effectiveness: ChatGPT can handle many routine and repetitive HR tasks, reducing the workload on HR staff and allowing more focus on value-added work.
 - Efficiency: ChatGPT provides quick responses, which is especially useful when there is a need for speed in providing an answer to management or assistance to an employee.



How will ChatGPT impact HR?

- Availability: ChatGPT is available 24/7, meaning that employees or job applicants can receive support and guidance whenever they need it.
- Improved Candidate Experience: ChatGPT provides immediate responses to candidates queries.
- Natural Language is not the same as fluency: ChatGPT may not fully understand the nuances of human communication, which could lead to misunderstandings or or misinterpretations.





Unused leave exceeding 30 days will be compulsorily paid by employers under new labour laws

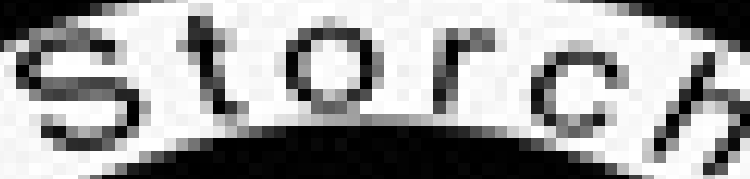
- One of the labour laws – the Occupational Safety, Health and Working Conditions Code – states that an employee cannot accumulate more than 30 days of paid leave in a calendar year.
- If the accumulated paid leave due to an employee exceeds 30 days in a calendar year the company (employer) will have to pay for the excess leave. In this case, 'employee' means those workers who are not in managerial or supervisory position.



POSH POLICY

Annual Compliance for Employers in India Under Prevention of Sexual Harassment (POSH) Legislation

- The Prevention of Sexual Harassment (POSH) Act in India and its corresponding Rules require a mandatory annual report to be submitted by the employer to the District Officer and is also part of reporting obligations to the Registrar of Companies.
- Annual report to the employer and district officer: The annual report is prepared by the Internal Complaints Committee (constituted under the POSH Act) of the organization and submitted to the employer and the District Officer, respectively.

The logo for Storch, featuring the word "Storch" in a stylized, white, serif font. The letters are slightly shadowed, giving them a three-dimensional appearance as if they are floating or attached to a dark, curved surface that resembles a bird's beak or a wing.

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