

April 2024

Dear Colleague, skip the sangria, embrace synergy.

Looking for ways to boost team spirit as the weather warms up?

Here's a thought: explore exciting alternatives to the bar scene. Great bonding experiences don't require a hangover.

Happy hour is out, nap pods are in: Welcome to the age of wellness hours! 🌀

This month's HR headlines:

📌 With the fast pace of AI and digital technology, companies are worried about plugging skill gaps in their workforce.

But for employees who want to upskill, it's not always easy to know where to begin.

A recent [Gartner survey](#) of 3,500 employees found that nearly half (46%) are unhappy with their career advancement opportunities.

📌 Hiring these days feels like searching for El Dorado - everyone's on the hunt, but nobody knows exactly where it is, and the journey might leave you lost in the jungle.

Sure, HR wants to get it right, but the process feels like an endless loop of interviews and assignments.

Meanwhile, top candidates, these mythical creatures, are getting snatched up by faster-moving competitors.

So, how can hiring managers find the right person without the marathon interview process?

Read the [Interviewing Etiquette 101](#) for hiring managers and headhunters to increase the chances of better outcomes and transparency.

📌 Hard work deserves a pat on the back, but many employees feel unseen, research suggests.

Per the [survey](#), which was done on more than 1000 people, *more than half (53%)* said they seldom receive praise from their leaders.

💡 Did you know?

A [report](#) has revealed that **80%** of employees would work harder, if they felt better appreciated and it can result in reduction of attrition rate by almost **31%**.

🚀 If employers want to retain their talent, they may have to step up and offer recognition when deserved.



Stuff We Are Watching Now 👁️

- 1 Seeking innovative solutions to the talent landscape, some companies are re-evaluating a time-tested approach - *job sharing* - which offers potential benefits for both employers and employees. Read more [here](#).
- 2 As India's manufacturing sector teeters on the edge of rapid expansion, it faces numerous talent challenges that must be addressed. These include retaining talent and bridging the growing skills gap, crucial steps for ensuring a resilient and prosperous future. Read more [here](#).
- 3 The ongoing discourse on *menstrual leave policies* in India underscores the call for inclusive approaches, urging companies to prioritise employee well-being for a more equitable work environment. Read more [here](#).

That's all for this month!

📌 If you're seeking information or simply want to bounce ideas around, please don't hesitate to reply to this email to start any kind of conversation.

See you next month!

Team OMAM

