

June 2024

Dear Colleagues, welcome back!

Did you know your grin could be a key to career success? A positive attitude plays a significant role in your professional journey.

Andy Jassy, Amazon's CEO, emphasises the power of positivity in leadership, suggesting it can empower teams and foster a thriving work environment.

So, a smile can go a long way!

This month's HR headlines:

Happy Employees = Happy Bottom Line

While raising salaries is a natural reaction for HR professionals for retaining talent, a new report sheds light on another powerful tool often overlooked: internal promotions.

Yes, you heard it right!

This approach not only rewards loyalty and recognises existing skills, but also fosters a sense of career progression within the company, ultimately boosting employee morale and reducing turnover.

Skills-First Hiring: The New Way to Find Top Talent

The traditional hiring game has changed. College degrees and past jobs no longer hold the sole key to landing a position.

Skills-based hiring, which focuses on a candidate's abilities and competencies, is on the rise.

In fact, a [report](#) shows that a whopping 70% of employers now view skills as a more effective way to judge candidates than just their resumes.

Per the report by [Forbes](#), this approach not only expands the pool of qualified talent for HR teams, but also helps fill positions more quickly.



📌 The Black Box of AI Hiring: Why Recruiters Are Sticking to Analog Methods

You know what's the funniest thing about the job market?

Everyone has a job role they are offering. Also, everyone is looking for a job. But but but, no one is getting it.

Aaaand AI Is Not Helping (Yet)

How come?

The blessed peeps at WIRED [interviewed 7 recruiters](#) and hiring managers across tech and other industries and all they got were mixed feelings, mostly in favour of the traditional, analogue hiring methods.

This, because they feel much is still unknown about how and why AI makes the choices it does, and it has a history of making biased decisions.

They want to understand why AI-HR tools are making the decisions they do, and to have more room for nuance before inducting AI into their talent acquisition teams.

And Where's The Disconnect?

🗣️ To explain it simply, "to a job seeker and a recruiter, the AI is a little bit of a black box," says Hilke Schellmann, whose book *The Algorithm* looks at software that automates résumé screening and human resources.

"What exactly are the criteria of why people are suggested to a recruiter? We don't know."

Stuff We Are Watching Now 👁️

1 Regular breaks aren't slacking off - they're recharging, per this [report](#)! They boost focus, creativity, and energy, leading to higher productivity and achievement for both employees and organisations. Meanwhile, you can know more about [performance management solutions](#) to boost performance of your employees and drive your organisation.

2 Not Koo..l Anymore: Koo, the Indian microblogging app once proclaimed as a X (Twitter) beater, has stopped paying salaries to all its employees from April 2024 onwards, citing financial constraints. Employees beating the office doors at Koo are [without answers](#)...

3 More than half (54%) of the respondents in India to a private online survey said that they expect a major shift in their roles within the next five years.

Source: [The Economic Times](#)



Your monthly dose of humour

From Waiting Room to Rock Star!

A company was conducting virtual interviews and one candidate accidentally left their video on during their wait.

The twist?

The candidate wasn't waiting patiently; they were belting out a powerful rendition of a heavy metal song, complete with air guitar!

The interviewers, initially startled, ended up laughing and impressed by the candidate's passion (and potentially hidden talent).

The story hit social media and became a lighthearted reminder that even in the professional sphere, unexpected things can happen!

Just in case you are looking for HR solutions and finish some last minute work in an ongoing project, [get in touch](#) with us right away. Clearing the deck in 3...2...1.

That's all for this month!

💡 Simply hit reply to this email and get instantly connected to a team of human resources experts to start any kind of conversation, or to solve burning revenue problems for your business within a realistic timeframe.

See you next month!

Team OMAM

