



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



23BAE718 – Workplace Modernization and Advancement

Unit V-FUTURE TREND AND CHALLENGES IN HR



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Redesigning Common Mind & Business Towards Excellence

		
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Build an Entrepreneurial Mindset Through Our Design Thinking FrameWork



Guess the Topic!!!



FUTURE OF WORK





Recap

HR'S ROLE IN NAVIGATING
TECHNOLOGICAL DISRUPTION.





Introduction

How to address HR future of work challenges and capitalize on opportunities

What Does the Future of HR Hold?

In a nutshell, things are going to change drastically in the future in the world of HR.

Let's dive into the future of HR.





1. Employee Experience Will Have to Meet Expectations
2. Companies Will Welcome Dynamic In-Office and Remote Policies
3. HRs Will Lead the Charge on Organizational Flexibility
4. People Analytics Will Become a Necessity
5. HR Automation Will Mean Admin Liberation
6. Diversity, Equity, Inclusion, and Sustainability Will Become More Important

HOW THE ENVIRONMENT CHANGE





HR TECHNOLOGY



	AI Integration and Machine Learning		The Role of VR and Immersive Learning
	Tech That Supports Hybrid Work Model		Skills-Based Hiring and Soft Skills
	The Employee Experience Platform		Change Management
	Retaining Employees With Learning Development		Blockchain Integration



HR SKILLS





LABOUR FORCE IN AGEING

4 ACTIONS FOR AN AGE-INCLUSIVE WORKPLACE

ANALYZE THE IMPACT OF AGE ON EX

Focus on examining how age might influence hiring, onboarding, development opportunities, and even exit interviews. Look for patterns in the data and employee feedback that point to potential age-related gaps.

CREATE A CROSS-GENERATIONAL SKILLS MARKETPLACE

Set up a platform (a simple intranet page or a dedicated workshop) where employees list skills they want to learn and can teach. Emphasize that this is open to everyone, breaking down the assumption that knowledge flows only in one direction.

RETHINK ONE INTERNAL COMM CHANNEL

Choose newsletters, company-wide meetings, or your intranet. Analyze its current tone, language, and visuals for potential age bias. Implement changes to make it accessible and engaging to a multi-generational audience.












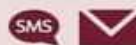







ADVOCATE FOR AGE-INCLUSIVE BENEFITS

Review your current benefits package through the lens of age diversity. Are there options that cater to different life stages and needs? Partner with your benefits team to identify potential gaps or opportunities for more flexible, inclusive offerings.





OVERVIEW OF GENERATION

Characteristics	Maturists (pre-1945)	Baby Boomers (1945-1960)	Generation X (1961-1980)	Generation Y (1981-1995)	Generation Z (Born after 1995)
Formative experiences	Second World War Rationing Fixed-gender roles Rock 'n' Roll Nuclear families Defined gender roles — particularly for women	Cold War Post-War boom "Swinging Sixties" Apollo Moon landings Youth culture Woodstock Family-orientated Rise of the teenager	End of Cold War Fall of Berlin Wall Reagan / Gorbachev Thatcherism Live Aid Introduction of first PC Early mobile technology Latch-key kids; rising levels of divorce	9/11 terrorist attacks PlayStation Social media Invasion of Iraq Reality TV Google Earth Glastonbury	Economic downturn Global warming Global focus Mobile devices Energy crisis Arab Spring Produce own media Cloud computing Wiki-leaks
Percentage in U.K. workforce*	3%	33%	35%	29%	Currently employed in either part-time jobs or new apprenticeships
Aspiration	Home ownership	Job security	Work-life balance	Freedom and flexibility	Security and stability
Attitude toward technology	Largely disengaged	Early information technology (IT) adaptors	Digital Immigrants	Digital Natives	"Technoholics" — entirely dependent on IT; limited grasp of alternatives
Attitude toward career	Jobs are for life	Organisational — careers are defined by employers	Early "portfolio" careers — loyal to profession, not necessarily to employer	Digital entrepreneurs — work "with" organisations, not "for"	Career multitaskers — will move seamlessly between organisations and "pop-up" businesses
Signature product	 Automobile	 Television	 Personal Computer	 Tablet/Smart Phone	Google glass, graphene, nano-computing, 3-D printing, driverless cars
Communication media	 Formal letter	 Telephone	 E-mail and text message	 Text or social media	 Hand-held (or integrated into clothing) communication devices
Communication preference	 Face-to-face	 Face-to-face ideally, but telephone or e-mail if required	 Text messaging or e-mail	 Online and mobile (text messaging)	 Facetime
Preference when making financial decisions	 Face-to-face meetings	 Face-to-face ideally, but increasingly will go online	 Online — would prefer face-to-face if time permitting	 Face-to-face	 Solutions will be digitally crowd-sourced



EVALUATION





Volatility, Uncertainty, Complexity, and Ambiguity





CHANGE MANAGEMENT



AI IN HR

Generative AI Priorities for HR Leaders



HR COMPLEXITY



SUMMARY

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Thanks!

