



N. L. Dalmia[®]
**Institute of Management
Studies and Research**
(A School of Excellence of N. L. Dalmia Educational Society)

NOVEMBER ISSUE 2024

EPISTEME

MAGAZINE



CONTENTS



01

ABOUT EPISTEME

03

WHATS NEW?

04

DIRECTOR'S MESSAGE

05

HR DESK MESSAGE

06

POETIC WORK

07

GUEST SESSIONS

22

WORKSHOPS

26

STUDENT ARTICLES

ABOUT EPISTEME

“Episteme” meaning “Spreading Knowledge”, is our quarterly initiative where our team explores significant HR topics in depth.

We focus on understanding how today's evolving corporate dynamics - shaped by changes in work systems, cultures, and environments - intersect with HR's crucial role in fostering these transformations.

We invite insights and contributions from industry professionals, students, and professors, while also reflecting on key HR lessons gained from guest sessions and workshops led by experts in the field.





Episteme Team:

Ruchika Velinkar

Prapti Save

Nidhi Mevada

DIRECTOR'S MESSAGE



Heartfelt congratulations to the entire **EPISTEME** team! Once again, you've demonstrated an inspiring commitment to excellence, producing a remarkable edition that exemplifies your hard work and passion.

I believe that real growth and success stem from empowering students to shape their understanding and explore beyond conventional learning. Academia should extend beyond classrooms and textbooks, inspiring students to explore, question, and engage with emerging trends. It's not just about staying current; it's about leading the way forward.

The **EPISTEME** team's choice of this edition's theme, "*Navigating the Hybrid Workforce: Alpha Generation*," reflects our dedication to embracing and shaping the future. The insightful articles within open doors to boundless possibilities, where technology and education converge to create new learning paradigms.

I would also like to express my sincere gratitude to our respected faculty mentor. Your unwavering guidance has been instrumental in this journey, inspiring students to channel their potential and create something extraordinary.

To all our aspiring business leaders, I encourage you to actively participate in this vibrant learning journey. Let your passion for knowledge be your compass, guiding you to lifelong growth and success.

Prof. Dr. M.A. Khan

Director

N. L. Dalmia Institute of Management Studies and Research



HR DESK MESSAGE

Generation Alpha, born from 2010 onward, is set to bring unprecedented digital fluency into the workforce, raised with advanced technologies like AI and virtual reality. As they join hybrid workplaces, organizations will need to adapt their structures and policies to engage this tech - savvy and autonomy - seeking generation.

Studies show that this generation, accustomed to digital learning, values personalized work experiences and continuous learning. LinkedIn's 2023 Learning and Development report highlights a growing demand for flexible, adaptive training models, which could be crucial for keeping Alphas engaged in hybrid settings (LinkedIn, 2023). Additionally, McCrindle Research (2020) points to Generation Alpha's preference for purpose - driven work, a trend shared with Millennials and Gen Z, emphasizing that these young professionals are likely to choose organizations aligned with their values.

However, this generation's heavy online presence also suggests potential challenges in interpersonal skills. According to Cornell University's research on digital socialization (2022), extended online interaction could require companies to prioritize training in emotional intelligence and collaborative skills, particularly in hybrid roles.

With effective onboarding and continuous, tailored learning initiatives, organizations can foster an environment where Generation Alpha thrives, both digitally and in person.

References:

McCrindle, M. (2020). Generation Alpha. McCrindle Research.

Cornell University (2022). Effects of Digital Socialization on Interpersonal Skills.

Prof. Dr. Sarika Jain

HOD - Human Resource

N. L. Dalmia Institute of Management Studies and Research

THE HYBRID DANCE OF GENERATION ALPHA

In a world where lines now blur,
Work and life in dance confer,
Alpha minds with visions bright,
Hybrid paths, both day and night.

Digital dreams and coffee sips,
Collaboration's gentle grips,
Flexibility, their guiding star,
Reimagining just how far.

In shared screens and quiet nooks,
Innovation in their books,
With hearts and tech intertwined,
A future bold, uniquely designed.



 LABDHI FIFADRA





GUEST SESSIONS

THE EVOLVING ROLE OF HR AS A STRATEGIC PARTNER

Report submitted by: Vanshita Purohit



CEO Prof. Dr. Seema Saini presented Mr. Sanjeeb Lahiri with a bouquet

Speaker - Mr. Sanjeeb Lahiri

The HR Expert Talk team of N. L. Dalmia Institute of Management Studies and Research organized an interactive guest session on “The Evolving Role of HR as a Strategic Partner” for the HR students of 2023-25 and 2024-26 on 30th September 2024. The session was coordinated under the guidance of faculty in - charge Prof. Dr. Chandrakant Verma, with Ms. Manali Kumari as the student lead. The guest speaker was Mr. Sanjeeb Lahiri, CHRO of GRP Ltd. The guest session was attended by CEO Prof. Dr. Seema Saini and Prof. Dr. Joyeeta Chatterjee.

The guest session, led by Mr. Sanjeeb Lahiri, focused on the evolving role of HR in a rapidly changing work environment. Introduced by a second-year HR student, Ms. Purnkriti Tripathi, and felicitated by CEO Prof. Dr. Seema Saini ma'am, the event opened with Mr. Lahiri encouraging students to reflect on HR's role in the modern workplace. His presentation emphasized how HR must adapt to changes in work dynamics, influenced by his extensive experience in managing 2.5 lakh employees across 60 countries.

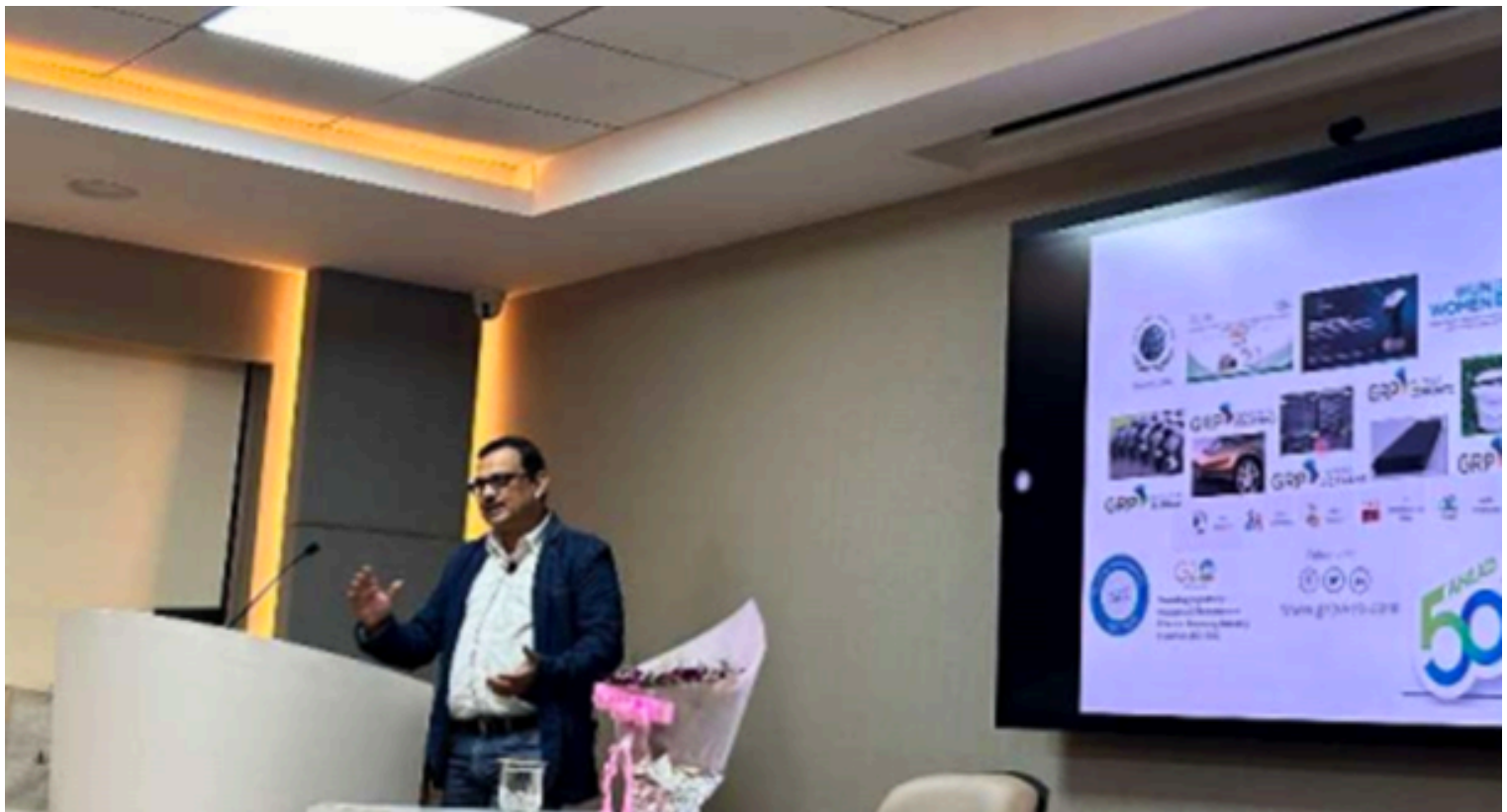
Mr. Lahiri discussed the future of work, touching upon organizational culture, HR Business Partner (HRBP) maturity, and future workforce trends. He highlighted the importance of an open-door culture, explaining that this principle should go beyond formal policies and be genuinely embedded in organizational values. Mr. Lahiri stressed that HR's role is not just administrative but strategic, adding value to the business through proactive integration with leadership and data-driven decision-making.

Central to the session was the HRBP Maturity Model, which links HR strategies to business goals. Mr. Lahiri explained how HR professionals should focus on business integration, data-driven initiatives, and continuous learning. He also outlined three critical aspects of HR's function in an organization - defining organizational values, operating flexibly in changing markets, and fostering employee growth through lifelong learning.

Mr. Lahiri identified key trends transforming HR, including enhanced employee experience, workplace flexibility, and the increasing emphasis on diversity, equity, and inclusion (DEI). He stressed the shift from traditional talent management to team and work management, emphasizing the need for HR to manage both individual and team dynamics in today's complex business environment.

Citing Dave Ulrich's work, Mr. Lahiri reinforced that HR competencies are essential for driving business results, advocating for integrated HR solutions that streamline recruitment, employee engagement, and development efforts. He introduced the A.S.K. (Attitude, Skills, Knowledge) Framework, which underscores the importance of a growth mindset, digital skills, and continuous learning for HR professionals.

In discussing future HR trends, Mr. Lahiri elaborated on evolving employee skills, including



"Mr. Sanjeeb Lahiri, CHRO of GRP Ltd., sharing insights on HR as a Strategic Partner."

I - shaped (deep expertise in one area),
T- shaped (cross-functional knowledge),

M-shaped (expertise in multiple fields), and V-
shaped (adaptability and collaboration across
teams). He emphasized the T- shaped model's
relevance for HR professionals, as it combines
specialized HR expertise with broader business
understanding.

Concluding the session, Mr. Lahiri urged HR
leaders to navigate the VUCA (Volatile, Uncertain,

Complex, Ambiguous) world by embracing
Liberalism, Exuberance, Agility, and Partnership
(LEAP). He stressed that HR's partnership with
the business, along with its ability to adapt and
innovate, is crucial for organizational success in
uncertain times.

The session was concluded with a vote of thanks
delivered by Ms. Udeshta Saikia followed by a
token of appreciation presented by Prof. Dr.
Joyeeta Chatterjee ma'am to Mr. Sanjeeb Lahiri
for his valuable insights.



Mr. Sanjeeb Lahiri sir with the students of HR Batch 2023-2025 and 2024-2026

ROLE OF CULTURE IN DETERMINING ORGANIZATIONAL STRUCTURE

Report submitted by: Anuj Bhuwad



Dr. Subhash Mali with HR batch 2023-25

Speaker - Dr. Subhash Mali

On September 14th, 2024, from 1:30 PM onwards, the HR students of batch 2023-25 had the opportunity to attend a workshop on “Role of Culture in Determining Organizational Structure”, held by esteemed guest Dr. Subhash Mali, Chief People Officer, H.K. Designs, as organized by the HR Expert Talk team, in N. L. Dalmia Institute of Management Studies and Research.

The workshop commenced at 1:30 PM with an introduction of Dr. Subhash Mali by Ms. Ayushi.

Following this, Dr. Prof. Sarika Jain, the HOD of the HR specialization, extended a warm welcome to Dr. Mali, setting a positive tone for the event. Dr. Mali began by providing a brief history of the Hari Krishna Group and H.K. Designs, enlightening the audience about the company's turnover, business model, and employee strength. He also shared the organization's Vision, Mission, and Values, giving the students a deeper understanding of the foundational principles that guide H.K. Designs.

The focus of the session then shifted to the core topic - organizational culture. Dr. Mali's

interactive approach kept the audience engaged as he explained the types of organizational cultures and their role in shaping a company's structure. Using an engaging PowerPoint presentation, he covered various aspects, including the characteristics of healthy and toxic workplace cultures, their consequences, and how to identify toxicity in an organization.

One of the key takeaways was the importance of fostering a healthy culture, and Dr. Mali elaborated on the benefits it brings to both employees and the organization. He also provided practical insights on how organizations can transform from a toxic to a healthy culture, stressing the signifi-

-nt impact culture has on organizational structure and overall success. The session concluded with a brief Q&A, where students had the opportunity to clarify their doubts and gain additional insights. Before closing, Sarika Jain presented a token of appreciation to Dr. Mali, acknowledging his valuable contribution to the learning experience.

Overall, the workshop was highly insightful, offering students a comprehensive understanding of the crucial role organizational culture plays in shaping structures and the importance of cultivating a positive work environment.



Head of Department - HR, Prof. Dr. Sarika Jain presenting Dr. Subash Mali with a bouquet.

EXPLORING DYNAMIC CAREER PATHWAYS IN HUMAN RESOURCES

Report submitted by: Prerana Dholakia



Head of Department-HR, Prof. Dr. Sarika Jain Ma'am welcomed Ms. Mahima Singh with a bouquet.

Speaker - Ms. Mahima Singh

The HR Expert Talk Team organized a guest session on August 11th, 2024 at 2:00 PM for the first-year PGDM HR students, featuring Ms. Mahima Singh, Assistant Manager- Talent Acquisition at NeoSoft Technologies, on the topic "Exploring Dynamic Career Pathways in Human Resources."

The session began with Ms. Udesha Saikia welcoming the speaker and attendees, followed by an introduction from Prof. Dr. Sarika Jain. Ms. Mahima Singh shared her career journey, highlighting the uniqueness of Talent Acquisition

and the importance of Emotional Intelligence (EQ) in HR. She emphasized how EQ combined with a positive mindset, is essential for professional success, advising students to manage stress through mindfulness and empathy. The session also covered the significance of discipline, integrity, and networking in building a strong personal and professional growth foundation. Ms. Singh discussed the role of AI in HR, cautioning against over-reliance on technology while stressing the importance of ethics and continuous learning.

Challenges in the corporate world were addressed, with a focus on developing a strong thought process, enhancing decision-making, and fostering a high learnability quotient. The session provided a comprehensive view of the HR field, equipping students with valuable insights for their future careers.

Ms. Shriya Shingare concluded the session, conveying heartfelt gratitude on behalf of the students and the institute to Ms. Mahima Singh, the speaker. She also thanked Prof. Dr. Carol D'Cunha for inviting the speaker.



Ms. Mahima Singh with the HR Expert Talk Team



Ms. Mahima Singh with HR Batch 2024-2026

WORKPLACE DISCIPLINE AND MANAGEMENT

Report submitted by: Anuj Bhuwad



Speaker - Ms. Shikha Bhatnagar

The Human Resource Department of N. L. Dalmia Institute of Management Studies and Research organized a student interactive guest session on “Workplace Discipline and Management” for the PGDM HR second-year students’ batch 2023-25 from 2:30 pm onwards on 27th September 2024. The Guest Speaker was Ms. Shikha Bhatnagar, HR Director at Noventiq.

The session began with Ms. Purnkriti Tripathi introducing the guest and briefing them about the session to all the students. Prof. Prachi Chaturvedi welcomed our speaker Ms. Shikha Bhatnagar. After this, Ms. Bhatnagar commenced the session with an interactive approach, engaging the students from the outset.

She encouraged them to share their understanding

understanding of workplace discipline and refined their perceptions through a collaborative dialogue. This interaction set the tone for the session as Ms. Bhatnagar emphasized that workplace discipline extends beyond mere rules and regulations; it is deeply rooted in an employee's values and personal habits. She further highlighted that discipline is a field that incorporates both art and science, underscoring its multifaceted nature within an organizational context.

It then broadened into the details of how workplace discipline relates to the employee's values, thereby regarded as an important habit that needs constant practice. Overlapping theory considerations with real-life usage,

Ms. Bhatnagar exposed the class to a fresh view of workplace discipline. She noted areas for application starting with a code of conduct maintenance and developing accountability as well as respect. Further, the speaker articulated the value of workplace discipline about both individual as well as organization - wide benefits. Ms. Bhatnagar explained that discipline makes the organization successful as it would allow a hard work-conducive environment, and productivity, and minimize situations that can pose problems due to conflicts.

The most memorable points in discussion about the session were as the speaker presented the consequences of indiscipline at work. She explained the qualitative and quantitative losses resulting from indiscipline within the workplace, such as low morale among employees, increased turnover, and even reputational damage to a company. She provided these concepts using real - world examples and case studies that provided students with a rich, practical understanding of how an HR professional can resolve such problems.

Critical case studies have been employed as the most exciting components that kept the session interactive and engaging. The actual life experiences that led to the case studies allowed the students to test their knowledge in the application of the concepts they learned from the session in a real - life environment, hence making the learning more practical and effective. The approaches to critical thinking and problem-solving become very possible when complexities in managing workplace discipline are dealt with through these case studies.

Besides, she discussed the legal and compliance aspects of discipline wherein adherence to employment laws and regulations assumes importance. She further explained how that aspect shapes the policy for disciplinary action against the employees, how legal frameworks affect the policy for discipline by providing for equal treatment of the employee, and why HR professionals need to be aware of the same. The session was a self - facilitative Q&A, wherein the students participated by raising questions that they thought would be relevant to the topic.



Ms. Shikha Bhatnagar and Prof. Prachi Chaturvedi with HR batch 2023-25

Ms. Bhatnagar answered each question with an ever - increasing depth of explanation while maintaining simplicity. In short, the session with Ms. Shikha Bhatnagar sparked novel insights in the students on one of the central functions of Human Resources. Students understood better the meaning of workplace discipline, its importance, and its application by the end of the session. What she told them added knowledge for them in their broader academic visions and equipped them with conceptual clarity on their quest to manage this critical aspect of HR in their future careers.

The session ended with Prof. Prachi Chaturvedi felicitating the guest and presenting a token of appreciation on behalf of the institute and students.

In short, the session with Ms. Shikha Bhatnagar sparked novel insights in the students on one of the central functions of Human Resources. Students understood better the meaning of workplace discipline, its importance, and its application by the end of the session. What she told them added knowledge for them in their broader academic visions and equipped them with conceptual clarity on their quest to manage this critical aspect of HR in their future careers.

The session ended with Prof. Prachi Chaturvedi felicitating the guest and presenting a token of appreciation on behalf of the institute and students.

USE OF TECHNOLOGY IN HUMAN RESOURCES

Report submitted by - Labdhi Fifadra



Speaker - Mr. Shashikant Patil

On August 24th, 2024, Mr. Shashikant Patil, Corporate HR at Eureka Forbes, conducted a guest session focused on HR technology and processes. After an introduction by Ms. Ayushi Sinha and a warm welcome by Prof. Dr. Minati Sahoo, Mr. Patil discussed key topics:

- HR Software Systems: He outlined the HR Information Systems (HRIS) used to manage employee data, attendance, leave, and payroll, with integration examples with platforms like SAP and Oracle. He also demonstrated Eureka Forbes' HRIS system, detailing various modules.
- Organizational Structure and HR Roles: The session covered the layers within an organization's structure and HR's role in managing these.
- Consolidation of Labor Laws: Mr. Patil explained key labor laws and their relevance, such as the Payment of Wages Act, the ESIC Act, and the Social Security Code.
- Importance of Documentation: He emphasized the need for accurate HR documentation for compliance and efficiency.
- Terms of Employment and Cost to Company (CTC): Key elements of employment contracts and the calculation of CTC were discussed.
- Types of Leaves and Leave Calculation: The session included methods for calculating and managing different types of leave.

- Performance Management System (PMS): Mr. Patil provided an overview of PMS, including 360 - degree feedback and the bell curve for performance distribution.

The session was concluded by Ms. Manali Kumari, who conveyed heartfelt gratitude on behalf of the students and the institute to the speaker, Mr. Shashikant Patil. She also extended her thanks to Prof. Dr. Chandrakant Varma for inviting the speaker.

In conclusion, the session highlighted the integration of technology in HR, the importance of labor laws, and the significance of documentation and performance evaluation in modern HR practices.



Mr. Shashikant Patil with the HR Expert Talk Team



HR Batch 2023 - 2025 with Mr. Shashikant Patil

INDUSTRIAL VISIT TO RELIANCE DISTRIBUTION CENTER

Report submitted by: Shruti Suvarna & Nandini Patil



HR batch 2023 - 25 at the Reliance Distribution Center

On August 3rd, 2024, as a part of the Industrial Relations course, the HR students of batch 2023-25 had the opportunity to visit the Reliance Distribution Centre (Sapatshree) at Padgha, Bhiwandi.

Key Learnings from the Visit:

The distribution center's adherence to the Maharashtra Shops and Establishments Act 1948, aligns with OSHA's (Occupational Safety and Health Administration) principles of providing a safe and healthy workplace. The presence of safety features like fire extinguishers, emergency exits, a safety house, and a stretcher demonstrates a commitment to compliance.

The students gained insights into regular safety inspections and audits, maintaining safety registers, Saptrashree safety dashboard & Kaizen dashboard, a core component of OSHA compliance programs. To enhance employee well-being, the center provides essential amenities like overhead fans, drinking water, a pantry, and a cooler. The distribution center's adherence to the Maharashtra Shops and Establishments Act 1948, aligns with OSHA's (Occupational Safety and Health Administration) principles of providing a safe and healthy workplace. The presence of safety features like fire extinguishers, emergency exits, a safety house, and a stretcher demonstrates a commitment to compliance. The students gained insights into regular safety inspections and

audits, maintaining safety registers, Saptrashree safety dashboard & Kaizen dashboard, a core component of OSHA compliance programs. To enhance employee well-being, the center provides essential amenities like overhead fans, drinking water, a pantry, and a cooler. The students observed that the distribution center prioritizes employee safety and compliance through comprehensive training programs. These programs cover a wide range of topics, including safety orientations, emergency procedures, and equipment handling, to equip employees with the knowledge and skills necessary to work safely. By investing in ongoing training, the center demonstrates its commitment to

maintaining a safe and compliant workplace, fostering a culture of continuous improvement. This experience gave us a practical understanding of how industrial regulations influence daily operations and the importance of compliance in Human Resources.

The HR Department would like to express its sincere appreciation to the management of N. L Dalmia Institute of Management Studies and Research for their invaluable support. We extend special thanks to CEO Dr. Seema Saini, Director M.A. Khan Sir, and HOD Dr. Sarika Jain for their guidance and mentorship. Additionally, we would like to acknowledge the meticulous planning, execution, and management of this event by Prof. Prachi Chaturvedi. We are also grateful to Dr. Chandrakant Verma for joining us.





Workshops

HARNESSING AI IN HR: TRANSFORMING TALENT MANAGEMENT

Speaker - Mr. Wahid Syed

Report Submitted By - Meghna Agarwal

The Human Resource Department of N. L. Dalmia Institute of Management Studies and Research organized an interactive and informative workshop on "Harnessing AI in HR: Transforming Talent Management" for second-year PGDM-HR students, held on the 24th and 25th of September 2024. The guest speaker was Mr. Wahid Syed, a seasoned educator with over a decade of experience training students from high school to MBA aspirants at top business schools and universities. His expertise includes Teaching Data Science, AI/ML, and Life Skills courses to Bachelor's, Master's, and PhD research students from various universities.

The session began with Mr. Anuj Bhuwad welcoming the speaker and all the attendees, introducing the topic and briefing them about the session. Prof. Dr. Sarika Jain (HOD - HR) welcomed our speaker Mr. Wahid Syed. The workshop emphasized how AI's integration into HR processes can enhance efficiency, improve decision-making, and streamline numerous administrative and strategic functions. The session began with a basic understanding of AI, followed by its types, components, applications, and specific relevance in HR.

The primary focus was on AI's growing role in Human Resources. Mr. Wahid explained how AI reshapes recruitment, Talent Acquisition (TA), performance management, employee engagement, and retention. AI streamlines the recruitment process by automating resume screening and matching candidates with suitable positions.



Mr. Wahid Syed and Prof. Dr. Sarika Jain with HR batch 2023 - 25



"Mr. Wahid Sayed engaging with students in an interactive workshop on 'AI Relevance in HR'."

He shared an example of Meghna's resume being successfully matched using AI tools—AI-driven interview platforms such as Spark Hire, Interviewing.io, and Willo. Video allows recruiters to conduct automated video interviews, reducing the need for manual scheduling and enhancing interview efficiency. AI has transformed onboarding through virtual assistants and personalized learning paths. Mr. Wahid discussed a case study on Amazon, HUL, and L'Oreal, where AI tools like Maya (an AI chatbot), and Seedlink (behavioral question sets) reduced recruitment time and eliminated repetitive tasks for recruiters.

AI-powered tools provide real - time feedback and appraisal systems, reducing bias by analyzing data from various demographics. Predictive analysis helps HR forecast employee performance using training and testing data (80% and 20%, respectively). Wahid introduced the Lattice tool, which supports performance reviews, team sentiment tracking, and company-wide goal alignment. During the workshop, an engaging activity was conducted to help

students gain a practical understanding of how AI can address real - world HR challenges. The class was divided into three groups: one group represented the AI developers, while the other two groups were assigned the roles of industries facing distinct HR - related problems. Each industry presented specific issues within the core HR functions, namely recruitment and talent acquisition, onboarding, performance management, and employee engagement and retention. The AI development team was tasked with analyzing these problems and proposing AI-driven solutions tailored to each industry's needs.

This hands-on exercise emphasized how AI can streamline processes such as automating candidate screening, improving onboarding through virtual assistants, using predictive analytics for performance reviews, and applying sentiment analysis to boost employee engagement. The activity effectively demonstrated AI's potential to solve complex HR challenges, providing students with a deeper insight into the strategic application of AI across various industries.



"Students showcasing their learning."

Furthermore, he emphasized that AI tools such as sentiment analysis and automated pulse surveys are revolutionizing how companies monitor and engage with their workforce. By gauging employee mood and providing real-time feedback, these tools offer actionable insights that help HR teams address concerns before they escalate, fostering a positive work culture. Proactive interventions, guided by AI, significantly improve employee retention rates.

The workshop concluded with Ms. Manali Kumari expressing gratitude on behalf of the students and the institute to the esteemed speaker, Mr. Wahid Syed, for his insightful and engaging session. She then invited Prof. Dr. Sarika Jain to felicitate Mr. Syed with a token of appreciation, acknowledging his valuable contribution to enhancing the student's understanding of AI's role in HR. This gesture marked the end of the workshop, leaving the participants with newfound knowledge and enthusiasm for the future of AI in their professional journeys.



STUDENT ARTICLES

Workplace Trends for Future Generations: Adapting to the Needs of Gen Alpha

The workplace is changing quickly, with new trends shaping how companies work. Many businesses now use hybrid work models, where employees split their time between working from home and the office. This offers flexibility and a better balance between work and personal life. Companies are also adopting digital tools like AI and automation to make work smoother and more efficient. In addition, there's a shift towards hiring people based on skills rather than degrees, and many businesses are focusing on diversity and inclusion to create more welcoming environments for all employees.

Generation Alpha, born between 2010 and 2025, will have different expectations when they join the workforce. Growing up with technology, they will expect workplaces to use the latest digital tools and offer flexibility, allowing them to manage both work and personal life easily. They will also look for opportunities to keep learning new skills and will be drawn to companies with strong values, such as social responsibility and ethical practices. Gen Alpha will want jobs that give them a sense of purpose and align with their personal values. Some companies are already preparing for these changes. For example, Microsoft has embraced hybrid work by providing employees with tools like Teams to work from anywhere, and Salesforce promotes a flexible



MANALI KUMARI
PGDM - HR (2023-25)

work environment through its "Success from Anywhere" initiative. Google has implemented learning platforms to upskill employees, while companies like Patagonia focus on sustainability and purpose-driven work. By investing in these areas, businesses are getting ready to meet the needs of Generation Alpha and the future workforce.



Navigating the Hybrid Workforce: Embracing the Alpha Generation



As the Alpha Generation begins to enter the workforce, businesses around the globe are preparing for the profound impact they will bring. Born in the early 2010s and growing up in an era entirely shaped by digital technology, this generation is expected to redefine the way we work, interact, and collaborate. For organizations, understanding the characteristics of this new generation and adapting to their expectations will be crucial to thriving in the rapidly evolving hybrid work landscape.

The Alpha Generation is unique in that they have been immersed in technology from birth. They have grown up with smartphones, tablets, and artificial intelligence as everyday fixtures in their lives, leading them to become natural multitaskers and early adopters of new technologies. This deep familiarity with digital tools sets them apart from previous generations, as they are not just comfortable with technology they expect to be fully integrated into every aspect of their personal and professional lives. Their adaptability, coupled with a desire for innovation, will make them one of the most dynamic generations to enter the workforce.

As the hybrid work model continues to gain momentum in the post - pandemic era, it aligns perfectly with the preferences of the Alpha Generation. Hybrid work combines the best of both worlds by offering employees the flexibility of remote work with the collaborative benefits of

in - person interactions. The Alpha Generation, having grown up in a world where virtual and physical experiences are seamlessly intertwined, will gravitate toward workplaces that embrace this hybrid model. For them, the ability to work from different locations whether at home, in a café, or in the office without compromising productivity is a key expectation.

What makes this generation even more distinct is their focus on flexibility, autonomy, and purpose. Alphas are accustomed to having choices tailored to their individual needs. This is evident in the personalized experiences they encounter in education, entertainment, and even shopping, where algorithms curate content specifically for them. As they enter the workforce, they will seek similar flexibility in their professional lives. They will look for organizations that empower them to take control of their work schedules, allowing them to balance their well-being with productivity. In a hybrid work environment, this might mean allowing employees to choose when and where they are most productive, rather than



adhering to a rigid nine-to-five schedule. In addition to flexibility, the Alpha Generation is highly collaborative, though their collaboration extends beyond traditional boundaries. They are as comfortable working with colleagues in virtual spaces as they are in physical ones. Many of their social interactions, even during formative years, have occurred online through social media and gaming platforms. This means that businesses must create hybrid workspaces that facilitate both physical and virtual collaboration. Video meetings, shared digital workspaces, and cloud-based platforms will become essential tools for fostering creativity and teamwork among this generation.

Moreover, the Alpha Generation is deeply purpose-driven. They seek more than just a paycheck - they want to work for organizations that align with their values, particularly in areas such as sustainability, diversity, and social responsibility. For businesses, this means that a strong company culture is more important than ever. Companies will need to ensure that their core values and mission are communicated and lived by both in-office and remote employees.

To successfully navigate the rise of the Alpha Generation in the hybrid workforce, organizations must be proactive. It is essential to invest in advanced digital infrastructure that supports seamless transitions between remote and in-office work. Businesses should focus on creating a flexible work culture that prioritizes autonomy, while also fostering collaboration and creativity across both virtual and physical spaces. Furthermore, companies must actively embrace diversity, sustainability, and social responsibility, as these are the values that will resonate most with the Alpha Generation.

The Alpha Generation is set to reshape the future of work in profound ways. With their innate technological skills, desire for flexibility, and passion for purpose-driven careers, they will challenge traditional work norms and push organizations to innovate continuously. Companies that are willing to adapt to the needs of this new generation will not only attract top talent but will also build a workforce that is more dynamic, creative, and resilient than ever before. As we enter this new era, the key to success lies in embracing change and creating environments where the Alpha Generation - and all generations can thrive in the hybrid world.

Generation Alpha in the Workforce: How Organizations are Adapting to the Next Digital Natives

The digital age has initiated a new era of work, marked by flexibility and remote collaboration. As we embrace hybrid work models, organizations must adapt to accommodate the needs of the next generation: Generation Alpha. The generation that will be alive to see the 22nd century, born from 2010 onward, is the first generation to experience their life entirely in the digital era. The kids of Generation Y and siblings of Generation Z are the Alpha Generation. This group has grown up immersed in technology, shaping how they interact with the world and building unique characteristics and expectations for their environment, with the attention span of a 2-month-old Golden Retriever high on experiencing life to its fullest. Organizations should shift toward more responsive structures to keep Gen Alpha engaged and productive. Considering this there are a few other features of this generation including high social consciousness, purpose - driven approach, collaborative and interactive learning preferences, and high comfort with AI and Automation.

To bridge the generational gap, organizations must:

- Embrace digital transformation: Invest in technology to facilitate seamless remote work.
- Offer flexible work arrangements: Accommodate diverse needs and preferences.
- Foster mentorship and coaching: Facilitate knowledge sharing and skill development.
- Prioritize well - being: Promote mental health and work - life balance.



VANSHITA PUROHIT
PGDM - HR (2024-26)

- Cultivate a purpose - driven culture: align with Gen Alpha's social impact and sustainability values. Indian companies like TCS and Infosys are leading the way in adapting to the hybrid future. By embracing these strategies, organizations can create a future - ready workplace that empowers employees of all generations to thrive.

To understand this better here is an example of Hilton and how it's adapting to this experience prioritizing generation: Recognizing that Gen Alpha highly influences family travel decisions, Hilton in India has adapted its offerings to provide family - friendly, digital - friendly experiences. By integrating interactive and culturally enriching activities, Hilton caters to this generation's love for tech - enabled, immersive experiences, aligning with their parents' cultural values. Additionally, Hilton has focused on expanding its reach in APAC, positioning itself as a top choice for young, travel-savvy families who prioritize connectivity and entertainment.

Navigating the Hybrid Workforce: Preparing for Generation Alpha



AYUSHI
PGDM - HR (2023-25)

As the workforce undergoes a significant transformation, businesses must prepare for the arrival of Generation Alpha those born from 2010 onward. Emerging from an inherently digital world, this generation will redefine the future of work. The challenge for organizations is not merely to accommodate this shift but to lead it, creating hybrid work environments that seamlessly blend technology, flexibility, and human connection.

Gen Alpha will be the most technologically immersed generation to date. Raised in a landscape dominated by AI, automation, and smart devices, their expectations for work will transcend traditional office settings. For them, work isn't a place; it's a dynamic ecosystem. To attract and retain this new talent, organizations must adopt cutting-edge tools that allow for fluid collaboration, regardless of location. Virtual reality offices, AI - powered workflows, and cloud-based systems will be the foundation of how they operate. Companies that fail to integrate these technologies will not just fall behind they will become irrelevant.

Yet, technology alone will not suffice. This generation will demand more than just tools; they will seek meaning. Work must offer purpose, align with their values, and promote a culture of well - being.

Gen Alpha is expected to prioritize mental health, diversity, and sustainability over the corner office or traditional career paths. They will gravitate toward employers that empower them to make a difference, fostering environments where personal growth and professional achievement are intertwined.

Mentorship, too, will evolve. Gone are the days of top-down hierarchies. Gen Alpha will look for leaders who are not just managers but visionaries those who mentor through empathy, adaptability, and foresight. Continuous learning will be crucial as they navigate a world where change is constant, and skills need to be updated in real-time.

To navigate this brave new world, businesses must shift from merely surviving the hybrid model to mastering it. Organizations that innovate at the intersection of technology and human needs will thrive, setting the standard for the future of work.

In this emerging era, those that embrace the values and aspirations of Generation Alpha will not only be seen as employers of choice but as pioneers shaping the workforce of tomorrow. In leading this evolution, companies will secure their place as visionaries, driving progress not just for their organizations but for the entire global workforce.



Preparing for Generation Alpha: Embracing a Hybrid Work Model for the Digital - First Workforce

As Generation Alpha (born after 2010) gets ready to join the workforce, organizations need to prepare for their unique needs and expectations. This new generation has grown up with technology all around them, which shapes how they think and work. Organizations must adapt to a hybrid work model where employees can work both in the office and remotely while understanding the digital - first mindset of Gen Alpha.

Generation Alpha has been using smartphones, social media, and apps since they were kids. They are comfortable with digital tools and expect workplaces to provide seamless technology to help them work effectively, no matter where they are. Companies should invest in tools like cloud - based software, video conferencing platforms, and real-time collaboration apps to ensure Gen Alpha can work efficiently in a hybrid setup.

Flexibility is one of the most important things for Generation Alpha. They want the freedom to work when and where they feel most productive. Generation Alpha loves to learn, and they value opportunities to improve their skills. Companies need to offer regular training and development programs, both for technical skills and soft skills like communication and leadership. Providing access to online courses, workshops, and mentorship programs will help them grow and stay motivated at work.

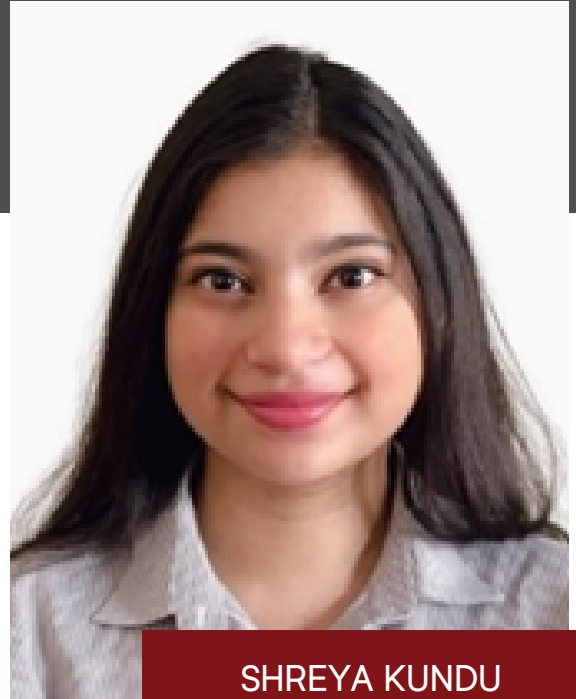


NIKITA MENON
PGDM - HR (2023-25)

As Generation Alpha enters the workforce, organizations need to adapt to a hybrid work model that matches their expectations. By embracing technology, offering flexible work options, and supporting continuous learning, businesses can attract and retain this new generation of workers. The hybrid workforce, when managed well, can lead to greater innovation and productivity.



Today's children will shape the future of work in profound ways that would seem unimaginable attitudes, and preferences are already being affected by both the proliferation of technology and the uncertain times we live in. This generation was named Alpha because Alpha is the first letter of the Greek alphabet and it's the first demographic born entirely in the 21st century. Growing up during a pandemic, recession, mental health epidemic, remote work experiment, and technological revolution will both define the Alpha's as a generation and have a lasting influence on whom they become as they eventually enter the workforce. Like the prior generation, Alpha's will be the most diverse and educated which will impact workforce composition in a positive way. You will see more female and minority leaders because organizations will have a more diverse talent pool. They also grew up in a time of great racial, social, and political division and witnessed the unnecessary conflicts that have had dire consequences for our civilization. By the time Alpha enters the workforce, there will be enough diversity in leadership positions that they'll already think diversity is the norm and will see no barriers to ascending the corporate hierarchy. They'll want their generational composition to reflect that of their employer and it will. Gen Alpha will be the most educated generation but will redefine what a "real education" resembles.



SHREYA KUNDU
PGDM - HR (2024-26)

For one, they will prioritize skills over degrees, real - world simulations, and on - the - job training over classes and will expect highly personalized and engaging training. They will take classes and have experiences in their childhood that will prepare them to run future workplaces. With an early introduction to smart tools, an affinity to voice, AI, and machine learning, they will learn at a faster pace and be able to apply that learning in new ways. They believe in shared learning since they are highly collaborative, and want education to come to them, and not them to it. This means that virtual learning will continue to be in high demand, especially classes that are gamified because they are playing and watching games from an early age. Alpha's will think of collecting skills like collecting coins in a video game, allowing them to level up their careers. very generation has access to more of everything in their childhood because technology continues to advance at an accelerated pace.

E - Alpha's have access to more tools, resources, and people at an earlier age than any other generation. This accessibility gives them a massive competitive advantage as they age but has the side effect of further expanding the generational digital divide. Older generations will struggle to connect with Alpha workers, whose technology dependency has made them want instant gratification and prioritize texting and voice over human interaction. By learning about topics like artificial intelligence and coding in school, unlike prior generations, they will eventually be able to fill the growing labour demand, potentially leaving everyone else in the dust. Their knowledge of the skills and topics that are transforming our society will force every other generation to follow their lead.

Alpha's look at phones that don't take pictures as fossils. They view Alexa, Siri, and chatbots as companions helping them to accomplish their goals and serve their needs. They believe a smartphone is a human right and would gladly trade their privacy for more social media followers and a more efficient lifestyle.

Alpha's take technology for granted to a point where they might define it as something else entirely, drawing no distinction between real life and virtual life. Technology to the Alpha's isn't meant to just serve their needs to collaborate with their peers, but also as a channel to transform the world around them.

Finally, the fast - paced changes in technology mean that skills will evolve rapidly, so a continuous learning environment will be crucial. Micro-learning modules, interactive e - learning platforms, and regular upskilling opportunities can support Generation Alpha's need for ongoing development. By creating an adaptable training program that reflects industry changes and personal growth goals, organizations can retain and inspire this generation of workers.

In summary, preparing for Generation Alpha in a hybrid workforce requires flexibility, digital integration, purpose - driven initiatives, and a culture that prioritizes well - being and growth. This approach will help organizations tap into their potential and adapt to a workforce that values autonomy, connectivity, and a clear impact on the world.



Generation Alpha's Vision for the Workplace: AI, VR, and Sustainability in the Hybrid Era

As Generation Alpha prepares to enter the workforce, businesses face a profound shift in workplace culture. Born between 2010 and 2025, this generation has grown up with technology seamlessly integrated into their lives, shaping how they learn, communicate, and work.

1. AI and Automation as Integral Tools:

For Generation Alpha, AI-driven tools are not a novelty but a daily reality. As they enter the workforce, they will expect AI-powered systems to be core drivers of productivity and decision-making. This generation will use AI for task automation, workflow optimization, and creative work, expecting personalized experiences based on their work habits. Companies that fail to integrate AI-powered solutions into their processes risk losing both productivity and talent appeal.

2. AR and VR for Immersive Collaboration:

While video conferencing dominates hybrid work today, Generation Alpha will push for Augmented Reality (AR) and Virtual Reality (VR) to become the standard. These immersive technologies will allow teams to collaborate in virtual 3D spaces, eliminating the limits of geographical distance. By investing in VR platforms, companies can create engaging, interactive virtual offices, enhancing both creativity and communication among hybrid teams.



KANISHKA MOONDRA
PGDM - HR (2023-25)

3. Hyper-Customized Workspaces:

Generation Alpha will demand personalized work environments, from flexible schedules to adaptable technologies. Using AI-driven insights, companies could offer dynamic work hours that reflect employee productivity patterns. Personalized digital workspaces, whether physical or virtual, will enhance focus and creativity, making the workplace more engaging and aligned with individual preferences.

4. Sustainability and Hybrid Work:

They will expect companies to adopt eco-friendly practices, particularly in reducing the carbon footprint of their operations. Hybrid work already offers an opportunity to cut down on commuting, but Gen Alpha will push organizations to adopt green technologies, such as energy-efficient data centers and carbon - neutral remote work policies, ensuring that environmental responsibility is a core part of company culture.

5. The Role of Gamification in Work Engagement:

Having grown up in the age of gaming, Generation Alpha will expect workplaces to incorporate gamification to maintain engagement. Turning work tasks into game-like experiences through challenges, leaderboards, and badges could increase collaboration and productivity, making daily tasks more enjoyable and interactive.

Conclusion:

Generation Alpha will drive the evolution of the hybrid work model, with demands for advanced technology integration, sustainability, and personalization. Organizations that embrace these changes will be well positioned to attract and retain this generation. Ultimately, navigating the hybrid workforce for Generation Alpha is about creating a seamless, innovative, and sustainable environment that reflects their values.

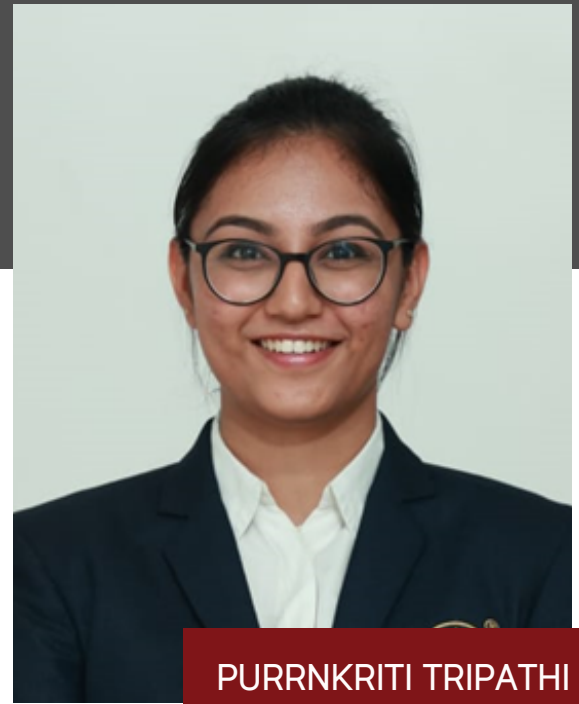


Generation Alpha's Vision for the Workplace: AI, VR, and Sustainability in the Hybrid Era

As Generation Alpha, born from 2010 onward, prepares to enter the workforce, organizations must adapt to their unique expectations and digital-first mindset. Unlike previous generations, Gen Alpha has been raised in a world where technology is deeply embedded in everyday life. From smartphones and AI - powered devices to virtual classrooms, they are accustomed to instant access to information and seamless digital interactions. As a result, their expectations for the workplace will center around technology, flexibility, and innovation.

One significant shift that organizations must embrace is the hybrid work model, which gained momentum during the COVID - 19 pandemic. For Gen Alpha, flexibility in when and where they work will be seen as a standard, not a perk. The traditional 9 - to - 5 office job may feel outdated to this generation, as they prioritize work - life balance and autonomy over rigid schedules. Employers will need to offer flexible work arrangements, allowing employees to split their time between the office and remote locations to meet the preferences of this tech - savvy group.

To attract and retain Gen Alpha talent, organizations must invest in advanced digital tools that enable smooth collaboration, communication, and project management in a hybrid work environment. Technologies such as cloud - based platforms, video conferencing,



PURRNKRITI TRIPATHI
PGDM - HR (2023-25)

and AI-driven tools will be crucial in meeting their expectations for efficiency and innovation. Moreover, creating an inclusive and engaging company culture will be essential, particularly in hybrid models where employees may not interact in person regularly. Gen Alpha values diversity, equity, and inclusion (DEI), so companies must prioritize these aspects in their culture.



While technology is key, it is equally important for businesses to strike a balance between automation and human connection. Gen Alpha may prefer tech - driven solutions for tasks, but they will also seek meaningful human interactions in the workplace.

By fostering a flexible, technologically advanced, and inclusive environment, organizations can successfully navigate the hybrid workforce while attracting and retaining Generation Alpha as they begin their professional journeys.





N. L. Dalmia[®]
Institute of Management
Studies and Research

(A School of Excellence of N. L. Dalmia Educational Society)

Srishti Complex, Sector I, Mira Road (E) Mumbai Metropolitan Region - 401 107
Maharashtra, India

T: +91 6389 222 555 | episteme@nldalmia.edu.in