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Jaipur | Rajasthan

### **The New Age HR- Strong Focus on Learning and Development**

An HR department is crucial for a company because it manages all aspects of the workforce, including recruitment, hiring, onboarding, employee benefits, performance management, training, employee relations, and ensuring compliance with labor laws, ultimately aiming to attract and retain top talent while maintaining a positive work environment and maximizing employee productivity. To ponder upon the subject with experts, World Trade Center Jaipur organized a round table discussion at the conference room, WTC Jaipur.

Guest speaker, Mr. Amit Jain, Managing Director, Impactica Solutions, Jaipur deliberated, “In today’s perspective, New age HR essentially refers to a modern approach to Human Resources that focuses heavily on employee experience, data-driven decision making, strategic partnerships with business leaders, and leveraging technology to foster a positive workplace culture, going beyond traditional HR functions like hiring and payroll to actively contribute to an organization's overall success and adaptability in the digital age; essentially, HR that is more proactive, employee-centric, and aligned with business strategy.”

Mr. Jain continued by saying, “in present times, key aspects of new age HR are well accepted as to prioritize employee well-being, engagement, and career development through customized initiatives and open communication channels for Employee experience focus, Utilizing data to understand workforce trends, predict talent needs, and make informed decisions about recruitment, training, and retention for data analytics, Actively promote a diverse workforce and creating an inclusive workplace culture for Diversity, Equity, and Inclusion (DEI), Embrace technology like AI, automation, and cloud-based platforms to streamline HR processes and improve efficiency for Digital transformation. Moreover, the new role involves partnering with business leaders to develop talent strategies that directly support organizational goals for Strategic alignment. The new age HR differs from the traditional HR, there is a Shift from compliance to culture, instead of primarily focusing on rules and regulations, new age HR prioritizes creating a positive and engaging work environment, there is Proactive talent management by Identifying and developing high-potential employees within the organization, not just filling open positions and there is now Continuous learning and development by providing ongoing learning opportunities to upskill employees and adapt to changing business needs.”

Participants appreciated the guest speaker’s response to various queries related to compensation and technology.

Mr. Navneet Agarwal, Assistant Director, World Trade Center Jaipur proposed vote of thanks.

In the pic: Mr. Amit Jain, Managing Director, Impactica Solutions, Jaipur engaging with the participants