

The Future of Work in FMCG



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State of Talent in The Indian FMCG Sector



01

Redefined Job Roles and Requirements

With the rise of automation and increase in interaction with tech, roles and skill requirements will need to be redefined. Identifying how existing experiences can translate to new roles and being clear on how aptitude can support the development of new skills will be key.

02

Need for Reskilling & Upskilling of Talent

Advances in technology will not take away jobs, but simply change them. The onus is on talent teams to look at their existing talent pool and find out how it can be upskilled through tailored initiatives to meet both the needs of the business and the knowledge bases of employees.

03

Rise of the Culture of Employee Ownership

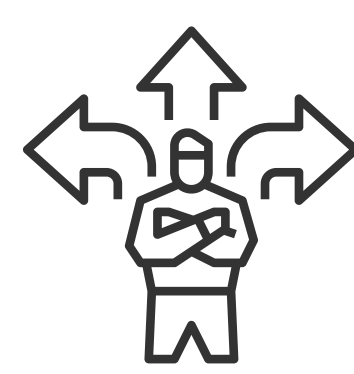
Constructive ownership across all levels in the organisation has led them to do more with less. Imbibing technology in the organisation culture to tackle problems faced by employees who are constantly on the go has benefitted the companies significantly in the current context.

04

Survival Strategies from Long Term Operational Changes

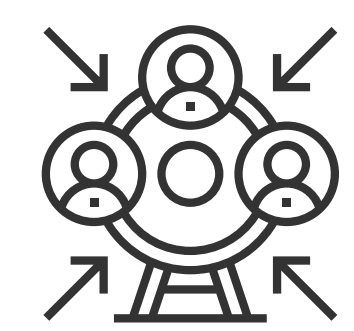
In the wake of a pandemic, organisations have come up with several strategies that have helped them survive through turbulent times. Whether these strategies will continue to profit the organisation post the pandemic is something that the organisation needs to decide.

Employee Wellness Trends in the Changing Workplace



Need for Flexibility and Employee Well-Being

In order for organisations to meet the shifting needs of the workforce, they will have to offer flexibility that takes wellbeing into consideration and builds upon the critical steps within the worker's pyramid of needs.



Focus on Employee Engagement in Remote Mode

Employee engagement activities such as online competitions or catch ups, frequent leadership check-ins, etc. can go a long way in maintaining their trust in the organisation. This can have a proportional relation to their efficiency and the overall performance of the company.



Empowering Employees to Take Better Decisions

In the new workplace of today, expectations are divergent and so are the deliverables. Giving your employees the freedom of identifying roadblocks, setting up and delivering on their goals will make all the difference.



Survival of the ~~fittest~~ most adaptive



As much as the pandemic has forced organisations to rethink how they make money, it has forced workers to reskill and upskill to adapt to the changing work environment.



FMCG companies' need for traditional skills will decline significantly, while their need for technical skills will intensify.