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# BIZ INSIGHTS

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**DEPARTMENT OF BUSINESS MANAGEMENT  
INTEGRAL BUSINESS SCHOOL**

**INTEGRAL UNIVERSITY PHASE-3**

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## **EDITORIAL TEAM**

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# TOP STORIES SHAPING BUSINESS LANDSCAPE GLOBALLY

## Taiwan Faces Growing Talent Shortage

As competition for talent intensifies, agile and people-focused companies are leading the way through digital transformation and innovation. Taiwan's talent gap is widening, with a projected shortfall of 480,000 workers by 2030. A recent survey shows 52% of firms plan to hire more in 2025, yet 71% struggle to fill key roles—especially mid-to-senior positions.

## McKell Institute Study Finds Wage Boost from 'Same Job, Same Pay' Reform

New research from the McKell Institute shows that the Australian government's "Same Job, Same Pay" initiative has led to notable wage increases nationwide. Introduced in 2023 as an amendment to the Fair Work Act, the policy targets the "labour hire loophole," ensuring labour hire workers are paid equally to permanent staff for the same roles.

## U.S. Firms Ramp Up Operations in India

American companies are rapidly expanding in India, especially in Bengaluru. Tech giants like Google and Amazon are highly visible, while JPMorgan Chase leads with 55,000 employees across five cities. Even retailers like Target and Lowe's now employ thousands in Bengaluru, reflecting a broader offshore shift.

## Flexible Jobs Help Women Rejoin Workforce in Chongqing

Duan Yi, a 30-year-old former homemaker, recently landed a data entry role at a flexible employment fair in Chongqing after closing her shop due to economic struggles. The fair, co-hosted by local organizations, offered 5,000 jobs—over 2,000 of which were "mother-friendly," with flexible hours to support caregivers. Li Fangsheng of Chongqing Youjipin highlighted the value of hiring mothers, especially in hospitality. The initiative aims to help women balance work and family, promoting a more fertility-friendly society.

## Japanese Firms Stay the Course on DEI and Green Goals

Despite U.S. policy shifts, over 77% of Japanese companies remain committed to diversity and decarbonisation, a Reuters survey shows. With 84% continuing green efforts and 36% expecting profit growth, firms cite domestic demand as a key driver—though rising costs and U.S. tariffs pose risks.



## **1 in 6 Foreigners in Korea Face Discrimination**

A 2024 Statistics Korea survey found 17.4% of foreigners report discrimination, rising to 27.7% for international students. Nationality was the main reason cited, while language barriers affected non-professionals. Over 64% were employed, with most earning 2–3 million won monthly

## **Qantas Cabin Crew Secure Pay Boost**

Over 750 labour hire flight attendants at Qantas will receive pay rises of up to A\$20,000, aligning with directly employed staff under the “same job, same pay” law. The union says some workers will no longer need multiple jobs. Another 2,400 international crew will shift to direct employment.

## **Sexual Harassment Common in Japan's Hiring Process**

One in three female students in Japan has faced sexual harassment during job applications, a government report finds. Outdated attitudes persist, but growing awareness and company measures—like restricting staff contact with candidates—signal change.

## **North Korean IT Workers Face Abuse**

A Pscore report reveals North Korean IT workers endure long hours, strict surveillance, and must give up most of their income. Even skilled workers are denied basic rights, facing harsh conditions and psychological stress.

## **Singapore's Subtle Push for Women's Progress**

Singapore's Sim Ann describes the nation's approach to women's development as “quiet advocacy,” focusing on collaboration over confrontation. With policies boosting safety, education, and housing, the country ranks 8th in the UN Gender Inequality Index. Female parliamentary representation is now 29%, achieved without quotas.

## **Ping An Uses AI for 2025 Campus Hiring**

Ping An Insurance has launched its 2025 campus recruitment, offering 2,000+ roles via its AI-powered platform. The system handles job matching, interviews, and salary insights, easing HR workload and enhancing the candidate experience.

## **AI Adoption Overwhelms Aussie Workers**

LinkedIn's Dan Shapero says 70% of Australian professionals feel overwhelmed by rapid AI changes, as 80% of leaders plan to adopt AI tools. With 66% of job skills set to evolve by 2030, workers are urged to adapt.

## **PM Wong Unveils Jobs and Skills Strategy**

PM Lawrence Wong announced plans to boost productivity and job growth through a refreshed National Productivity Fund and upskilling via SkillsFuture. He pledged support for all workers amid economic shifts and stressed fair treatment in the job market.

## **DBS to Cut 4,000 Roles, Add AI Jobs**

DBS will cut 4,000 roles over three years as AI takes on more tasks, mainly through natural attrition of contract staff. About 1,000 new AI-related jobs will be created. Permanent staff won't be affected.

## **HR Exec Denies Role in Slater + Gordon Email Leak**

Mari Ruiz-Matthyssen says being falsely blamed for a leaked staff email has caused serious distress. She denies any involvement and is pursuing legal action, calling the firm's handling of the situation damaging to her and her family.

## **Samsung Seeks Worker Safety Amid Tamil Nadu Plant Protests**

Samsung has urged the Tamil Nadu government to protect its workers amid rising tensions at its plant. Protests broke out after the suspension of three union officials, leading to a district-wide strike. The company stressed its commitment to a safe workplace, while union leaders accused it of violating labour laws by hiring unlisted temporary workers. Police dispersed the five-hour protest.

## **Woolworths Restructure Sparks Office Job Cuts**

Woolworths is making office staff redundancies as part of a restructure, though the cuts are not expected to be significant. The move follows a new hybrid work policy. Annette Karantoni has been appointed managing director of Woolworths Retail.



## Pohang Steel Sector Hit by U.S. Tariff Threat

Pohang's steel industry faces major strain from a planned 25% U.S. tariff. Mayor Lee warns of national economic risks, while experts predict significant impact. Job cuts have already begun as global competition intensifies.

## Quirky Leave Perks Help Japanese Firms Retain Staff

Facing labour shortages, firms like TrustRing offer unusual leave—like hangover or “celebrity loss” days. The approach has helped maintain zero turnover and strong performance.

## Meta Starts Layoffs, Speeds Up AI Hiring

Meta has begun global layoffs, excluding some European countries due to local laws. Meanwhile, it's fast-tracking the hiring of machine learning and other key engineers.

## 65% of Trans Workers in Singapore Face Discrimination

An NUS study found most trans individuals in Singapore face workplace bias. A new law is coming, but lacks clear gender identity protections.

## Japan Sees Rise in Job Switching

Job changes hit 940,000 in 2023, driven by labour shortages and better pay. Mid-career and female workers lead the trend, as the government boosts reskilling efforts.

## UN: AI May Affect 40% of Jobs

The UN warns AI could impact 40% of global jobs by 2033, urging people-first policies and digital investment for fair growth.

## Dutch employers add religious holiday exchanges

More Dutch employers add religious holiday exchanges to labour agreements. Like taking Eid off in exchange for working Christmas—supporting cultural and religious diversity without reducing leave days

### SUVICHAAR

“The most effective leaders are all alike in one crucial way: they all have a high degree of emotional intelligence.”

----- Daniel Goleman ”





# IN-FOCUS

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## Global Markets Reel After Trump's Tariff Bombshell

On April 2, 2025, President Trump announced a sweeping 10% tariff on all U.S. imports—rising to 54% on Chinese goods—triggering global market turmoil.

### Market Fallout:

- **U.S. Stocks** : Dow dropped 3,910 points in two days. S&P 500 and Nasdaq fell nearly 6%, wiping out \$6.6 trillion.
- **Investor Panic** : Bill Ackman warned of an "economic nuclear winter," urging a 90-day pause.

### Global Shockwaves:

- **Europe** : FTSE 100 hit a one-year low; DAX and CAC also tumbled.
- **Asia** : Japan's Nikkei fell 8%; Hong Kong's Hang Seng had its worst day since 1997.

### Economic Concerns:

- **Recession Risk** : Goldman Sachs raised recession odds to 45%.
- **Inflation Spike** : Tariffs may lift prices by 2.3%, costing U.S. households \$3,800 on average.

### White House Stance:

Trump defended the tariffs as "medicine" for trade imbalances. Treasury Secretary Bessent stressed long-term restructuring over short-term pain.

Markets remain volatile as investors watch for retaliation and further U.S. moves.

# SHARPEN YOUR EDGE

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**"Leading with EQ in 2025: The Human Advantage in a Tech-Driven World"**-In 2025, the world of work is more digitally advanced, diverse, and fast-paced than ever before. While technical skills and AI tools are transforming industries, it's Emotional Intelligence (EQ) that ensures humans continue to lead, connect, and thrive in this evolving landscape. A true leadership goes beyond assigning tasks and tracking performance. A manager with high Emotional Intelligence (EQ)

understands the emotions, motivations, and challenges of their team, such managers do not just manage people—they inspire them

As the value of Emotional Intelligence becomes increasingly clear These forward-thinking companies are not just acknowledging EQ—they're actively investing in training, coaching, and programs that help their employees develop skills like self-awareness, empathy, emotional regulation, and effective communication. Few examples are below

**Google** : Runs programs like Search Inside Yourself, which focuses on mindfulness, emotional intelligence, and self-awareness. To enhance collaboration, reduce burnout, and foster emotionally intelligent leadership.

**Microsoft** : Emphasized empathy and emotional intelligence as part of a cultural transformation, Under Satya Nadella's leadership, to reviving innovation and promoting a more inclusive, compassionate workplace.

**Deloitte** : Offers leadership development programs that include emotional intelligence, resilience, and well-being. To strengthen leadership effectiveness and employee engagement in a high-pressure consulting environment.

**PepsiCo** : Uses emotional intelligence as a core component of their leadership model and talent development strategy. Leaders with strong EQ are better at managing global teams and driving performance through people.

**Johnson & Johnson** : EQ was found to directly correlate with better leadership performance and team outcomes., hence J&J Developed the Emotional Intelligence Leadership Program for high-potential managers.

**Amazon** : Though known for its high-performance culture, Amazon has been increasingly integrating EQ into manager training to enhance psychological safety and communication. To retain top talent and improve leadership behaviour in a rapidly scaling workforce.

**Salesforce** : Promotes EQ through programs focused on trust, inclusion, and well-being, and encourages leadership through empathy. To strengthen its value-driven culture and enhance both internal and customer relationships.

**American Express** : Invests in EQ coaching for leaders to improve emotional regulation, employee morale, and customer interactions. To drive employee satisfaction and strengthen brand reputation through emotionally intelligent service.

## INTERNATIONAL HIRING LANDSCAPE

- Cathay Pacific Airways, based in Hong Kong, is set to recruit more flight attendants and pilots from the Chinese mainland to enhance its operations.
- Chinese lawmakers are calling for action against age discrimination in the job market. NPC deputy Zheng Gongcheng highlighted that many institutions impose a hiring age limit of 35 for PhD graduates, which he argues violates fair employment principles. This bias is exacerbated by a competitive job market, where companies favour younger, lower-paid employees, especially in the tech sector
- India is under pressure from Bangladesh to restore normal medical visa services, which have dropped from 5,000–7,000 daily to under 1,000 due to staffing issues and strained ties after Muhammad Yunus took over as interim leader. Meanwhile, China is stepping in, investing over \$230 million in Bangladesh and exploring medical tourism opportunities. The growing China-Bangladesh relationship signals a shift in South Asia, challenging India's traditional influence in the region.
- Tesla has posted 13 job openings in India, focusing on roles like consumer engagement and store management, as per its LinkedIn page. The move comes shortly after Prime Minister Narendra Modi's meeting with Elon Musk, where they discussed space, mobility, and innovation. Most roles are based in Mumbai, with a few in New Delhi.
- At a recent job fair in Shanghai, over 1,000 employers offered 26,000+ roles, mainly in AI, biomedicine, and integrated circuits. The event also promoted family-friendly workplaces, with 350 roles supporting work-life balance for

mothers.

- Hiring Drops at iPhone City as Apple Loses Ground in China ,Apple's Zhengzhou plant is cutting back hiring due to falling market share and Foxconn's production shift abroad. Fewer jobseekers and lower wages add to the slowdown, while foreign employment in China dropped 15% in 2023—its steepest decline since 1990.
- Nepal's embassy in Muscat has started legalising undocumented Nepali workers in Oman through a live enrolment program. The initiative includes labour law awareness and social security registration, aiming to help workers access legal rights and benefits.

## BUZZWORD

- **Bare Minimum Mondays** : Prioritizing 3-4 smaller, achievable tasks on Mondays to reduce burnout and boost overall productivity for the remainder of the week.
- **"Fauxductivity"** : It is the illusion of being productive. It's the act of staying busy—often frantically so—without delivering meaningful results. Fauxductivity can look impressive from the outside, but it does little to advance personal, team, or organizational goals. Instead, it creates a cycle of activity that feels important but fails to generate value."

## New-collar JOBS

New-collar jobs are on the rise. They require advanced skills in areas like cybersecurity and AI but do not necessarily require advanced degrees. New-collar jobs offer significant opportunities for skilled (often blue-collar) employees who:

- Have the mindset to learn new skills through practical experience or occupational training or;
- Already have the necessary soft skills.



# WHAT'S HAPPENING IN IBS?



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