ABSTRACT
There has been a tremendous change in the workplace of today. In the present time where we talk about Millennials or the Google generation the overall aspect of organization has transformed where more emphasis is on creating and sustaining an employee friendly organization and creating a highly flexible and accommodative work environment. A new perspective and dimension which will help employees to unleash their true potential and hence the capability will be by focussing on creating a truly liberated, highly aware and emotionally balanced approach which will make employees aware of themselves and thus understanding their true self. It is important to understand this as an emerging perspective because with HR perspective it is important to make individuals acquainted of themselves first which will help in improving rapport, understanding, integrity in behaviour and action resulting into high morale, low conflicts, high commitment, better understanding, constructive attitude, focus on self and thus will help in building a peopled driven and positive work culture. The present paper talks about the relevance and need of understanding concept of Liberation in organizational context, generic problems in understanding our true freedom, possible remedies with intervention of HR as a platform to implement such practices to create truly free work culture based on value, ethics and morals which will help them to liberate them from their limited thinking, self centered motives and thus liberating the workplaces from shackles of these biased thoughts and action. This paper provides insight for HR Practitioners, trainers and policy makers to redesign or train and counsel employees to create high level of self awareness becoming emotionally competent, and thus liberating themselves and surrounding to create distinct culture thus building strong employer brand and ensuring sustainable competitive advantage.

KEYWORDS: Liberated workplaces, liberated mindsets, workforce utilization.