

EDITION 01

APRIL 2022

HR TABLOID

HR NEWSLETTER

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT





FROM PRINCIPAL'S DESK



We think that everyone has the ability to grow and learn at SDNB Vaishnav. Everyone develops at a different rate and has different topic areas of expertise as well as varied learning styles. This knowledge is evaluated in a variety of ways. We stimulate their curiosity and encourage them to fearlessly venture into unknown area.

I'm delighted to congratulate the PG Department of Human Resource Management on the newsletter release. We make learning a fun experience that will not only be remembered but also act as a reference point in the future. Each issue of our magazine marks a turning point in our students' lives, showing their creativity and bringing our concepts to life. It unlocks a plethora of creative abilities, ranging from writing to editing to magazine design.

I congratulate the Department Faculty members, Newsletter coordinators and students for their contribution to this newsletter and wish them the very best for all their future endeavours.

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PANDEMIC AND HR PROFESSIONALS

Akshaya R, Alumni

COVID-19, an unexpected epidemic, has impacted people from all walks of life. People are still pondering what else this pandemic has in store for us. COVID-19 has severely hampered people's ability to earn a living.

COVID-19 has only had a little impact on corporate operations. Prior to the pandemic, remote working had been more popular among businesses since it allowed for an unbroken flow of labour in critical conditions. It was not, however, intended to be the rescuer of future workplace culture. In the not-too-distant future, organisations are likely to adopt remote working as a permanent work culture. Given all of this, HR professionals will find it much more difficult to fulfil their responsibilities.



Health being topnotch priority

Organizations are now placing a premium on their employees' health and well-being. Not only in terms of physical health, but it's past time for HR professionals to take on the role of counsellors and advocate for employees' mental health as well. Companies are designing a more improved version of their employee's Health and Safety policies and perks to provide

maximum protection to their personnel as the world tries to get out of the crisis and rebuild the diminishing economy.

Organizations must also cover the medical costs of employees and their family members, as well as conduct frequent medical checkups in the workplace to prevent the virus from spreading throughout the community.

With the current pandemic and remote working scenarios, HR managers are finding it difficult to engage staff and maintain normal levels of productivity. HR experts' responsibility is to coordinate with all employees and ensure that they have the resources they need to do their tasks and meet the company's objectives.

Staff engagement is essential for increasing employee productivity. It is critical to engage workers



and assure their job satisfaction during times of crisis, such as a global pandemic, in order to retain talented staff and return the business to normal operations and profitability. Trust and mutual support from the company will result in a much stronger bond and affection.

Virtual On-boarding

Since remote working has become the new normal, firms will be able to recruit talented and skilled employees electronically to a greater extent than in the past. HR experts must devise more efficient methods for conducting virtual recruitment processes. Recruiters will face a hurdle in hiring individuals that satisfy the job and organization's needs by being entirely remote and not being able to see the prospects in person.

Performance appraisals

Companies are laying off staff at a higher rate as a result of recent business setbacks. Companies are attempting to retain the greatest possible staff pertaining to the best of abilities in order to combat the financial crisis and return to normalcy. It is vital to adequately monitor staff performance levels in order to achieve this.



Organizations must implement appropriate training programmes to keep employees up to date and skilled in order to comply with current work culture and norms. Performance assessments must be completed on a regular basis in order to keep efficient personnel and to recognise them for their consistent work, even during pandemics. HR professionals are also responsible for acting as career counsellors and guiding employees. Industries on the other hand

When it comes to industries, however, remote working circumstances are not as prevalent as in the IT sector. Workers must be physically present at the industrial facilities in order to resume their production process. In order to safeguard workers from COVID-19, HR professionals must establish strict safety standards. The number of contracts laborer's recruited might be lowered for a set length of time to provide improved levels of safety for the organization's employees while also lowering the financial outlay.

Because the level of education and awareness among workers in the industries is comparatively lower, HR managers must take constant measures to ensure that the workers' physical and mental well-being is maintained, as well as cultivate strong relationships with trade unions to assist them in obtaining welfare benefits and maintaining Industrial Peace.

Collective Intelligence is the need of the hour, and HR Professionals must impart it in order to deal with such situations and achieve mutual upliftment.

TECHNOLOGICAL TRENDS IN HUMAN RESOURCES

Sandhya S, Alumni

The world of work has been facing a drastic change. It is also understood that the window of HR has transformed as well. The current trends will influence organizations in almost every aspect and they need to keep an eye on it and adapt to them as these trends are in line and will be followed worldwide in the coming years.



• Virtual Recruitment

Shortlisting a candidate is not easy as it sounds. It does take a long time for a single hire. AI recruitment helps in filtering a large volume of profiles based on skills, job requirement, and job designation. This would not only reduce time but also reduce the biases. Right from sourcing, screening, interviewing, on boarding and beyond AI plays a vital role.

This COVID pandemic has made the world vulnerable to black swans. Such unplumbed events may put a pause to things but are not the end. It in fact is a beginning to explore new doors.

The emerging trends in HR that will rule the future and those already in reign are:

1. Artificial Intelligence

Artificial Intelligence (AI) is a term that has been heeded for the past couple of years and now is the talk for the hour. AI provides in-depth innovation in various industries like IT, Banking, Healthcare, etc. As far as an organisation is concerned, AI is to be adopted in the majority of the aspects or processes.

• Human Capital Management

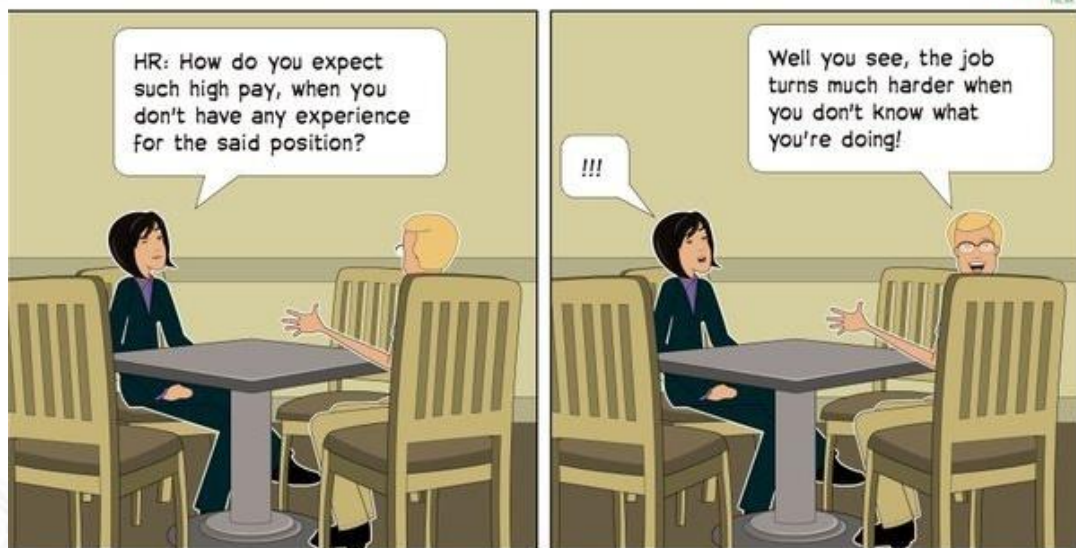
HCM is effective employment and development of a company's employees with strategic and tactical practices and applications that helps maximize their economic value. It impacts workforce planning, career avenue, leadership and coaching.

• Chatbot

Chatbot is a software that can simulate a conversation with a user in natural language through message, mobile apps or even on telephone.



RECRUITMENT PROBLEMS



Move your recruitment process to cloud for hiring the perfect candidates

It is an advanced interaction between humans and machines. Most of us would have had an experience with chatbots in various websites.

2. HR Analytics

Human Resource Analytics helps HR to improve employee engagement and retention in a company. This is a branch of AI called Machine learning. Analytics help in gathering, organizing and analyzing data related to HR functions as HR deals with a huge database. HR analytics plays a vital role in employee retention as it helps in identifying the factors and taking precautionary steps.

3. Gamification

Gamification is becoming more popular and is widely used. It is the use of game techniques in a non-game setting. Gamification is used in:

- Recruitment

While screening a candidate with the use of challenging or analytical games that could help identify the key skills and suitability of the candidate.

- On boarding

While COVID has put a pause on a live in person experience, everything now has become all about technology. On boarding virtually using such technology like giving an online company tour, etc. can make it easy for the company as well as the employee not to feel the breach.

- Learning and Development

Here multiple levels of challenges to be encountered by employees, where, in each level a reward is given to the employee in a way to motivate as well as keeping them engaged with such learning activities.

4. Flexi work

Flexible work mode is said to be beneficial to employees as well as organization more than we think. It is important to have a work-life balance and flexi work helps and especially with the current situation prevailing around us almost all the companies has switched to remote working like - work from home. While this is said to be the “new normal”, adopting such a work option is important as this helps employees balance both personal and professional life.


5. Feedback tools

Employee surveys are important in any organization as it helps understand where an employee stands. Frequent feedback surveys from employees helps a company take corrective measures and can retain the best talent.

6. Gig Employment

While this has been in the shadows has now come to the light. This is popularly known as contract workers, contingent workers who take up freelance jobs that are on demand. These kinds of jobs are done on particular assignments on contractual basis.

Technology has overhauled the way of doing things. When there is a positive side for something there obviously will be negatives, this might sound daunting but we should learn such technology with wariness and should not let such things consume us. Be it education, business or social purpose technology has overtaken things now and the tech world is growing day by day. With the growing technology and the pandemic hand in hand it is important to be updated with technology which is and which will be highly influencing the future as the future is all about technology.



We're going to be able to ask our computers to monitor things for us, and when certain conditions happen, are triggered, the computers will take certain actions and inform us after the fact.



TALENT MANAGEMENT AND ITS NECESSITY FOR ECONOMIC GROWTH?

Nancy Daniel,
Alumni

The primary goal of any firm is to be profitable in the long run. The process by which a business recruits, hires, develops, and retains the most talented and exceptional employees available on the labour market is known as talent management.

Talent management isn't a one-size-fits-all notion. Navigating the complexities of talent management requires sharing a strategic vision across a company, from talent acquisition and Learning & Development to workforce planning and succession management. Using rigorous corporate processes and an inclusive culture, attracting and retaining a pool of bright, engaged, motivated, and agile employees. People are more productive when they are engaged and driven. And productivity is the deciding factor in whether a company succeeds or fails.

As we move into the twenty-first century, talent management may become increasingly important in the new economy. Technological innovation and the rising augmentation of man and machine will continue to drive the economy of the future. The current economic situation necessitates a cost-cutting strategy.

Unfortunately, despite the fact that organisations and leadership are all praise for people management on paper, it is overlooked as a cost centre when it comes to implementation.

Talent management can be at the forefront of the augmented future by leveraging the newest technological advancements and artificial intelligence (AI). The truth is that technology is continually evolving, and it is putting people's ability to learn new abilities to the test. In addition, specialized talents in the fields of data, design, and security are commanding a premium like never before.

The alternative employment tactics are emerging, with AI-based recruiting and networking platforms playing a larger part in the process. Organizations are understanding the strong commercial case for diversity in the workforce, in addition to skills and competences. All of these variables are causing a flurry of fresh ideas and excitement in the employment world.

As we approach 2021, we'll be examining changes in hiring, learning, development, evaluations, incentives, recognition, benefits, 2 diversity, and more. As the use of technology in HR develops and expands, it has an impact on our processes and mindsets. As a result, HR directors must develop a comprehensive strategy for the full range of employee experiences, as well as creative solutions for how technology might help.

When an economic downturn strikes, the first and most important thing a business does is cut costs by removing employment and any costs associated with recruitment and professional development. Even the budget for learning and development is being cut. Maintaining a relationship with these individuals by having him share promotion decisions is the best approach to keep them.

These are critical practices that improve human capital management performance. It is necessary to ensure that they are consistent in order to ensure that the business objectives are met. Talent management is still in its infancy; new processes will be added over time as firms choose to take more measures in this area.



REMEMBER THE CORPORATE GAP

SOUNDARYA S, I MA HRM

The Brundtland Committee Report of 1987 defined sustainable development as meeting current needs without jeopardizing future generations' ability to fulfil their own. The millennials (born between 1981 and 1996) were just going to kindergarten or school three and a half decades ago, and as they grew older, they experienced a technological explosion. They have witnessed firsthand how the many tragedies of our day, largely caused by humans, such as famine, wars, migration, climate change, and deforestation, have impacted their thinking permanently. Millennials and Generation Z are currently discussing their salaries and

benefits, but they are certain that a feeling of purpose and meaning will be baked into the employee value proposition in the future.

Millennials currently make up the majority of the workforce. In many corporations today, older millennials have emerged as decision-makers and influencers. HR should advocate for the inclusion of people from various generations. It should take into account the generational divide between the two generations. They have a wide range of perspectives and opinions. The older generation should lead the important and vital conversations, acting as effective trainers and allowing the newcomers to work in a democratic manner. With elder generations, both

unconscious and conscious bias can be investigated.

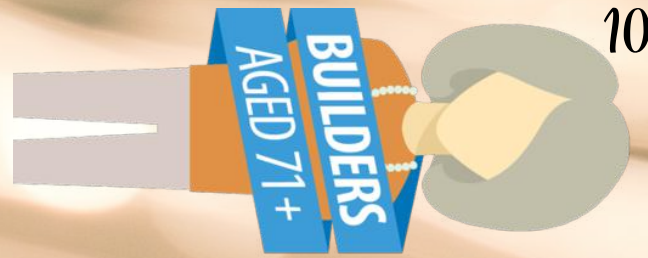
Employers have strong preconceived notions about what employees truly desire. They may do a joint workshop with millennials to learn about each other's perspectives and ideas. A workshop on how to unlearn previous knowledge, even if it served them well, is essential. The two main roadblocks to intergenerational diversity and inclusion are power imbalances across generations and unconscious biases. HR needs to provide courses where workers may continue to unlearn and relearn skills that will enable firms form unique relationships, such as in the social responsibility arena.

GENERATION

X vs Y vs Z

(MILLENNIALS)

WORKPLACE EDITION



PAY PARITY IS HAMPERED BY HIERARCHY

11

Soundarya S, I MA HRM

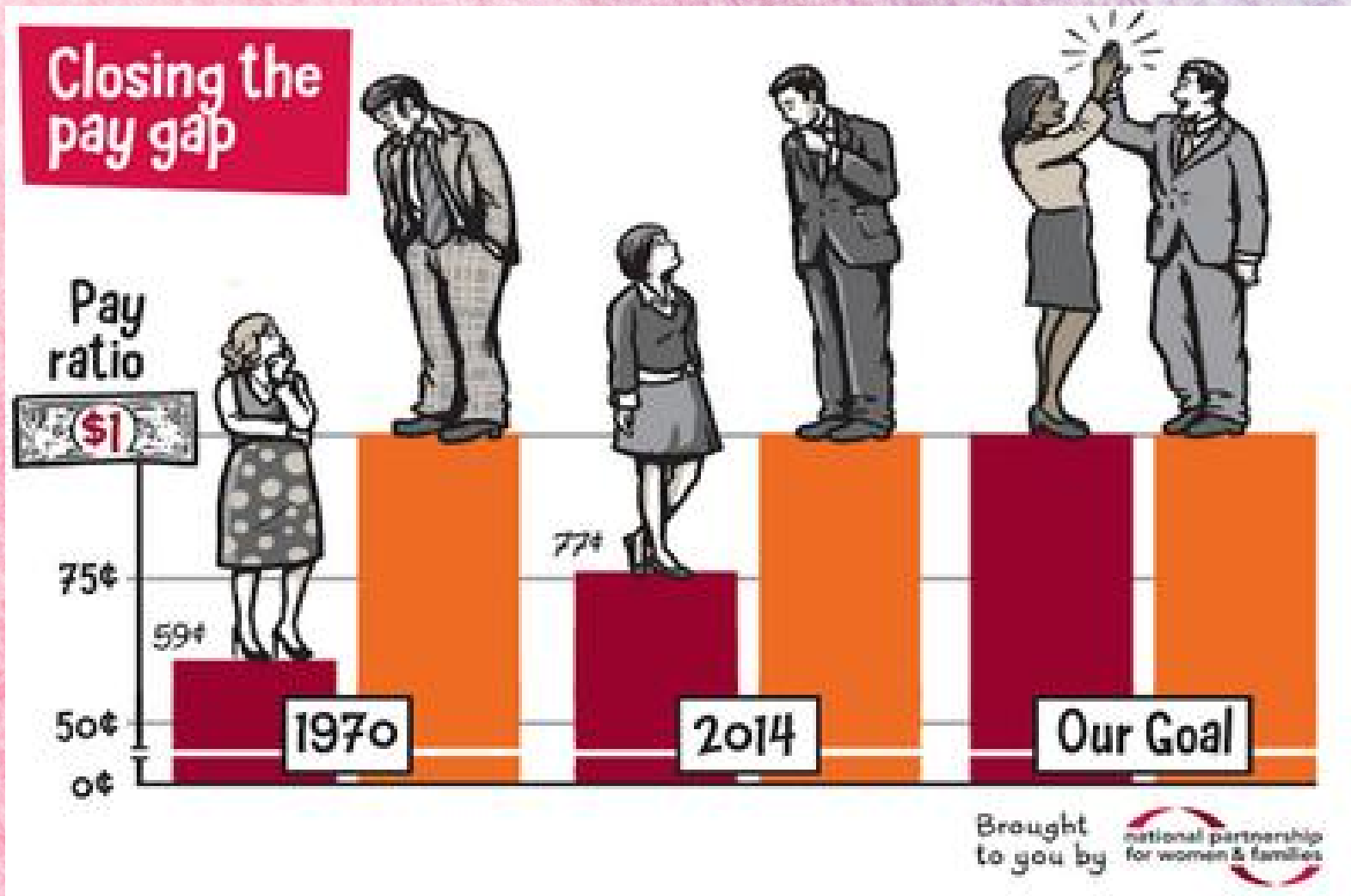


Female labour at the mid-executive level pays 5 to 15% less than male work in the organisation, according to a total remuneration survey done in honour of International Women's Day. Women are not offered equal opportunities to participate in leadership roles or get equal salary, according to the report. However, studies revealed a good trend in professional development across industries, ranging from 20% to 30%. Women held 43 percent of entry-level employment in the tech industry, 12-17 percent of management positions, and 4-8 percent of executive positions. Female representation is higher in IT, customer service, engineering and science, human resources, data analytics, and business intelligence. Women hold the majority of executive positions in HR, IT, and data analytics, which is surprising. In legal, compliance, and auditing responsibilities, as well as sales, marketing, and product management, there is a lack of representation.

Hierarchy was discovered to have a bearing on remuneration. At the entry level, the female to male pay ratio was 95-99 percent. Women executives at mid to senior levels, on the other hand, earned only about 87-95 percent of their male counterparts. "Gender equality is enshrined in the Indian Constitution." Organizations are generally committed to diversity and inclusion, but there appears to be a lack of internal responsibility to drive development," stated Mansee Singhal, Sr Principal, Rewards Consulting Leader India.

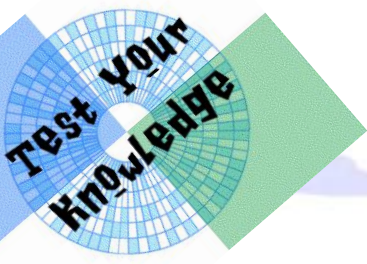


PROGRESSIVE PRACTICES IN INDIA



India Inc. has used innovative techniques to close the pay equity and inclusion gap over the years, including:

- Workshops for recruiters and hiring managers to become more sensitive.
- Recruiting for diversity on campus is a priority.
- Career relaunch and rehiring of women alumni.
- Women's professional and career advancement.
- Women's hyper-local, proactive safety solutions.
- Identified high-potential female leaders for succession.
- Increasing the number of women in leadership positions with a specific focus.
- Top management's commitment to a culture of inclusive leadership is being fueled.
- Employees who are advocates for gender diversity and inclusion are male employees.



**ARE YOU A TRIVIA
ENTHUSIAST? HERE'S A
BUNCH OF INTERESTING HR
QUIZ FOR YOU TO ENGAGE !**

HAVE FUN !!

1

Abreviation for HRIS

- a) Human Related Information System
- b) Human Resource Integrated Source
- c) Human Resource Interrelated System
- d) Human Resource Information System

2

Who took over as chief human resources officer, GE South Asia?

- a) Anand Bhatt
- b) Amaresh Singh
- c) Mandeep Mitra
- d) Rajan Dutta

3

Who is an HR Director of Google

- a) Sujata Das
- b) Claude Silver
- c) Florencia Porcaro
- d) Sonia Sahgal

4 Which is an recent 2022 HR Trends?

- a) Developing and Retaining Talent
- b) Diversity and Inclusion Initiatives
- c) Developing Employees through Leadership Psychology
- d) All the above

5 HR Leaders Should Focus on _____ Approach.

- a) Holistic Approach
- b) System Approach
- c) Reactive Approach
- d) Management Approach

6 OneBanc Partners with peoplestrong for automation of _____ Banking.

- a) Transaction
- b) Credit
- c) Payroll
- d) Capital

7 Tools a Company uses to manage employees are?

- a) HR Tools
- b) HR Practices
- c) HR Challenges
- d) HR Department



**CONGRATULATIONS!!!
YOU'RE ALMOST THERE !!**

“

**TIME SPENT
LEARNING IS
NEVER A
WASTE**

8 MHRD Full Form

- a) Ministry of Human Resource Development
- b) Ministry of Human Resource Developing
- c) Ministry of Holistic Resource Development
- d) Ministry of Human Research Development

9 Who laid the Foundation of Human Resource Management Practice?

- a) Elton Mayo
- b) Roethlisberger and Dickinson
- c) Peter Drucker and Douglas MC Gregor
- d) David C. MC Clelland

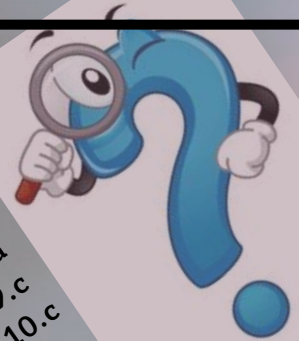
10

What does HRP stand for?

- a) Human Resource Process
- b) Human Resourceful Planning
- c) Human Resource Planning
- d) Human Research Planning

Answers:

- 1.d 6.c
- 2.b 7.b
- 3.c 8.a
- 4.d 9.c
- 5.a 10.c



**REFRESH
POINT**

Human Resources



What my friends think I do.



What my mom thinks I do.



What society thinks I do.



What my boss thinks I do.



What I think I do.



What I actually do.

BEING A
HUMAN RESOURCES
 PROFESSIONAL
 MEANS

LOTS OF
 COFFEE



RECRUITING & HIRING
 ❤️ Caring About Others

LISTENING
 & HELPING

*Finding
 Stars*

TRAINING & EDUCATING

Humanize
 Understand
 Manage
 Analyze
 Nurture



Helping Others To Succeed

SO MUCH TO DO...
 SO LITTLE TIME



Teamwork Makes The
 Dreamwork

YOU WILL NEVER BE BORED


INTERVIEWS
 MEETINGS & PAPERWORK



EMPOWERMENT



Creating a Positive Space



"Leadership is not just about giving energy, it is unleashing other people's energy"

**LEENA NAIR, CEO
OF CHANEL.**



LEENA NAIR AND LEADERSHIP

18

Sree Lakshmi. K R, I MA HRM

Leena Nair, CEO of Chanel is a British Indian executive. She formerly assisted at Unilever as a chief human resource officer (CHRO). She was accountable for human capital that operates across multiple regulatory and labor environments which has spread over 190 countries. She was the Head of diversity and Inclusion agenda to ensure that under her leadership there is diversification and inclusion in the organization. The Unilever have been mentioned number one “FMCG” graduate employer of choice in 54 countries during her leadership. Her service also includes advocate for human-centered workplaces and compassionate leadership.

ACHIEVEMENTS :

- On 2021, she received role model of Year, The Great British Business woman's Awards.
- On 2021, her name was listed in the Fortune India's Most Powerful Women's List.
- On 2020, Global Indian of the Year – The Economic Times' Prime Women Leadership Awards.
- From 2018-2020, she was in the LinkedIn Top Voice.
- On 2019, Thinkers50 List – Thinkers Who Will Shape the Future of Business.



CAREER:

Nair turn out to be “first female, first Asian, youngest ever” as chief human resource officer in Unilever. In December 2021, she was appointed chief executive officer of Chanel. And she is the mentee of Indra Nooyi, former CEO of PepsiCo. She did her schooling in Holy Cross Convent High School in Kolhapur, She was also student of The New College Kolhapur. Before graduating from XLRI – Xavier School of Management as the gold medalist (1990-1992), she studied Electronics and Telecommunication (E&TC) engineering at Walchand College of Engineering, Sangli (Maharashtra).

She renewed her service in three different factories in Kolkata, Ambattur, Tamil Nadu and Taloja, Maharashtra. After working at Jamshedpur.





“

**By becoming a
leader we can
push ourselves,
Beyond our
own boundaries
and achieve
newer heights.**

**CAPTAIN PRANAV PRASOON THAKUR,
EX-INDIAN ARMY OFFICER AND
HR OF RENAULT INDIA.**



gg67486549 www.gograph.com

CAPTAIN AND HIS DIARIES

Sree Lakshmi. K R, I MA HRM

Capt. Pranav Prasoon Thakur, Ex-Indian Army Officer is heading the HR Department of Renault India. He is expertise in managing the vast spectrum of Leadership & Human Resource Management, he also deals with Talent Management, Talent Development, Change Management and Operations Management. With over 17 years of extended experience in HRM, he is in control of human resource development and in project development.

ACHIEVEMENTS :

> On 15th Feb World HRD Congress honored him with a award of the top HR Minds of India award.

> His passion to represent the struggles and sacrifices of the armed forces drove him to publish the best selling book, "Those Unknown" and "Fallen ".

> He is the leader of the 'People Strategies and Initiatives' for over 16 years. He has trained more than 50,000 students & employees in 'Leadership & Resilience.



- > He has trained officers & employees in various forums on
- > Leadership-self motivation-communication-conflict management- resilience.
- > He is specializes in Strategic HR Initiatives, Leadership development and Cross Cultural Sensitization.

CAREER:

Prasoon has been engaged in developing organizations, restructuring, designing C&B framework, and spearheading people strategies. He was an Alumnus of IIM, Lucknow. During his childhood two chapters oriented him towards the Army, first was the 'Param Vir Chakra'-the Greatest of the Ultimate Brave. Secondly a poem in his English book, The Princess: Home They Brought Her Warrior Dead – based on a fallen soldier. There was a line that deeply touched him inside and lingered long. Unknowingly it became his first love when he discovered that the Army was deep in his heart already in his teens. After retirement his leadership skills made him to become a Head of the HR Department at Renault India.



The best advice for excelling in Human Resources boils down to doing a few simple things well. Here are just a few of those things.

by Alan Collins @ www.SuccessInHR.com

1 MAKE YOURSELF INDISPENSABLE

Become the HR go-to person in your specialty or area of the business. Create demand for your services by doing things that others can't or won't do.

2 KNOW YOUR BUSINESS COLD

Master how your organization operates and generates revenue. It's easy to impress clients with your knowledge of HR ...when you've impressed them with your knowledge of their business first.

3 GO THE EXTRA MILE

Earn a reputation for over-delivering. Get things done faster, better or cheaper. Perform beyond your HR job description and you'll inspire confidence & gain respect.

4 QUANTIFY YOUR CONTRIBUTIONS

Use metrics and hard numbers (#, %, \$) to demonstrate your value to others...and show that your HR programs & key initiatives have clear impact and enables the business to perform even better.

5 STAY ON TOP OF YOUR GAME

Get coaching. Seek out stretch assignments. Go to seminars & workshops. Read articles. Embrace new technology. Stay sharp because just when you think you're winning the rat race...along come faster rats!

FROM A CHILD BRIDE TO A MILLIONAIRE: LIFE JOURNEY OF

KALPANA SAROJ

Sujitha, II MA HRM



Kalpana Saroj is a female Indian Entrepreneur and a Ted X Speaker. She is the chairperson of Kamani Tubes in Mumbai, India.

INTRODUCTION

Kalpana was born on 1961 at Roperkheda, Maharashtra, India and she was married at the age of 12 because of the societal pressure. She used to live in a slum in Mumbai with her husband and in laws. There she was treated like a maid after her marriage. She was beaten as hell. They starved her and made her look like a walking corpse.

When her father went to see her after 6 months, he was not able to recognize her and he decided to take her back to their village. With the help of her father she was able to end her marriage.

After returning home, she tried to resume her studies but as usual self-proclaimed judges in our society didn't let her do it. And her whole family was under pressure because the society started to taunt them and put unnecessary comments on their decisions.

After all this she decided to end her life by consuming poison but she got saved by her family. And because of this incident she came to know how important her life is. And she decided to move to Mumbai because there were no job opportunities at her village. She started her job with two rupees in a garment factory. She mastered the art of operating sewing machine and became senior tailor and was able to get on track again. Many things made her realize the importance of money like her sister death which happened due to no money for medical bills, and she

was not satisfied with her ordinary job. And that when she took a decision to become an **ENTREPRENEUR**.....

STRUGGLE TO SUCCESS

She heard about a government loan for scheme on radio. She applied for it and within few months she got the money. With this money, she started her business by installing some swing machines and started working 16 hours a day. And this was not enough for her. With the profit from her business, she invested her money in some furniture business. She got married again at the age of 22 to Samir Saroj, a businessman involved in steel furniture business and has two kids from this marriage. Her husband died as a result her marriage didn't last long.

One day a man came to her with a proposal of buying his land at a price of 2.5 lakhs. The land was caught in some trouble and he needed urgent money. She any how arranged the advance money of 1 lakhs and paid the remaining within few months. She bought the legal battle for two years and finally got it cleared from all the issues. The price of the plot within some time shoot up to 50 lakhs and it made her entry to the real estate and construction business.

Impressed by her skills, the workers union of Kamini tubes approached her under massive debts and she took charge and with her entrepreneurship skills, the Kamini Tubes got back her on the track.

**IF SOMEONE
TELLS YOU
"YOU CAN'T"
THEY'RE
SHOWING YOU
THEIR LIMITS.
NOT YOURS.**



Kamini Tubes was established in 1960 and was closed in 1985 due to conflict between management and workers union. In 2000 the workers approached her to run this company as they were not getting their wages from last 3 years. Initially, she was reluctant but the condition if 3500 workers compelled her to take this challenge. As she was able to relate with them. Within some time, Kamini Tubes started sailing smoothly to become profitable company again.

She involved in various social welfare activities and has founded—Kalpana Saroj foundation. Plus she was awarded Padma Shri in 2013 in the field of Trade and Industries. Ninth Rajiv Gandhi awarded for women entrepreneurs in 2006. She is now recognized entrepreneur worldwide. And she's considered as India's First Women entrepreneur.

AWARDS AND RECOGNITION

- Kalpana Saroj was awarded the Padma Sri for trade and industry in 2013.
- She was appointed to the board of directors of Bhartiya Mahila Bank Primarily for women, by the Government of India.
- She also serves on the Board of Governors of Indian Institute of Management, Bangalore.
- She is a TEDX Talks speaker.
- BBC news has covered a story of her life in the name of from child bride to multi-millionaire.
- And also LA times covered her life with the name "untouchable," with a Midas touch.

CONCLUSION

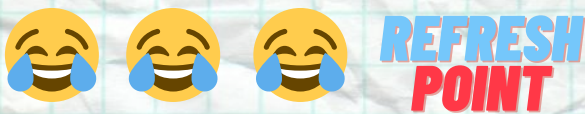
So what I wanted to convey through her story is no matter what you do, from where you

belong, what your life is offering you. There is always something good for you. Just look at the mirror and ask yourself

- 1.What are the things that make me different from others?
- 2.What is the one thing in me that I appreciate?
- 3.What is the one thing in me that makes others happy?
- 4.What is the one thing I want to do?
- 5.What is the one thing I want to change?

Then smile once more.

Today you may not find answers to many of that question but sooner or later you find a change in you and the day you realize your growth and how mature you have become, there won't be questions like this. All you have is smile.



"I understand how HR thinks, but was it really necessary to replace our coffee with diversitea?"



HR POLICIES



MENSTRUAL LEAVE POLICY

The menstrual leave policy was introduced by Ninong Ering (Member of Parliament of Arunachal Pradesh) the bill was passed in Indian Parliament on 2017 the policy was officially passed. Under this bill, women working in both the public and private sectors will be provided leave for 2 days during their menstrual cycle. Adding up to 24 days per year women can take leave to would be paid or unpaid leave. This can help women to reduce their physical pain during menstruation.



SEXUAL HARASSMENT IN THE WORKPLACE POLICY

The 9 years old act which passed in 2013 in the name of Sexual harassment in the workplace 2013 act. This act is storming the Indian business



world. Every organization should take extra care about harassment in the workplace. The company should form 10 people committee to investigate harassment in the workplace. After enquiring, if the person harassed women in the workplace he would be warned or fired from the organization.

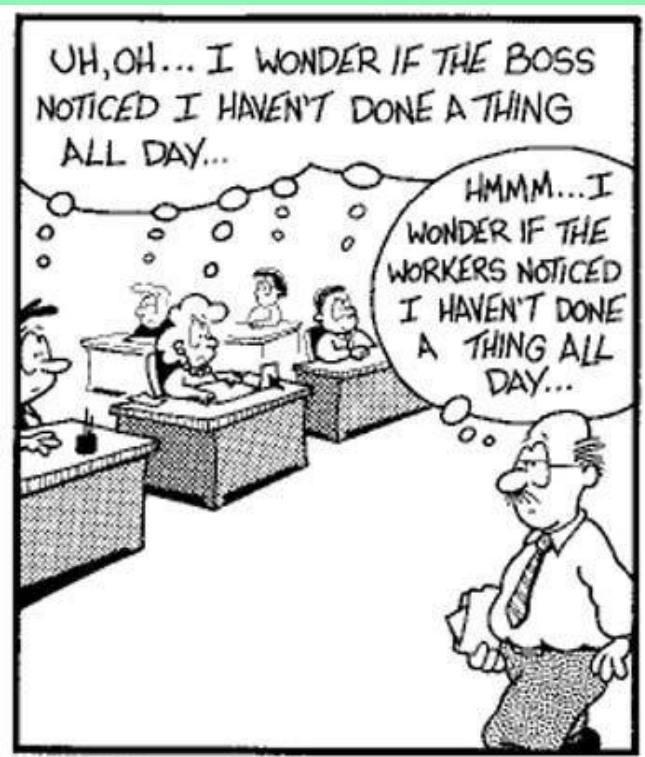
WORK FROM HOME POLICY

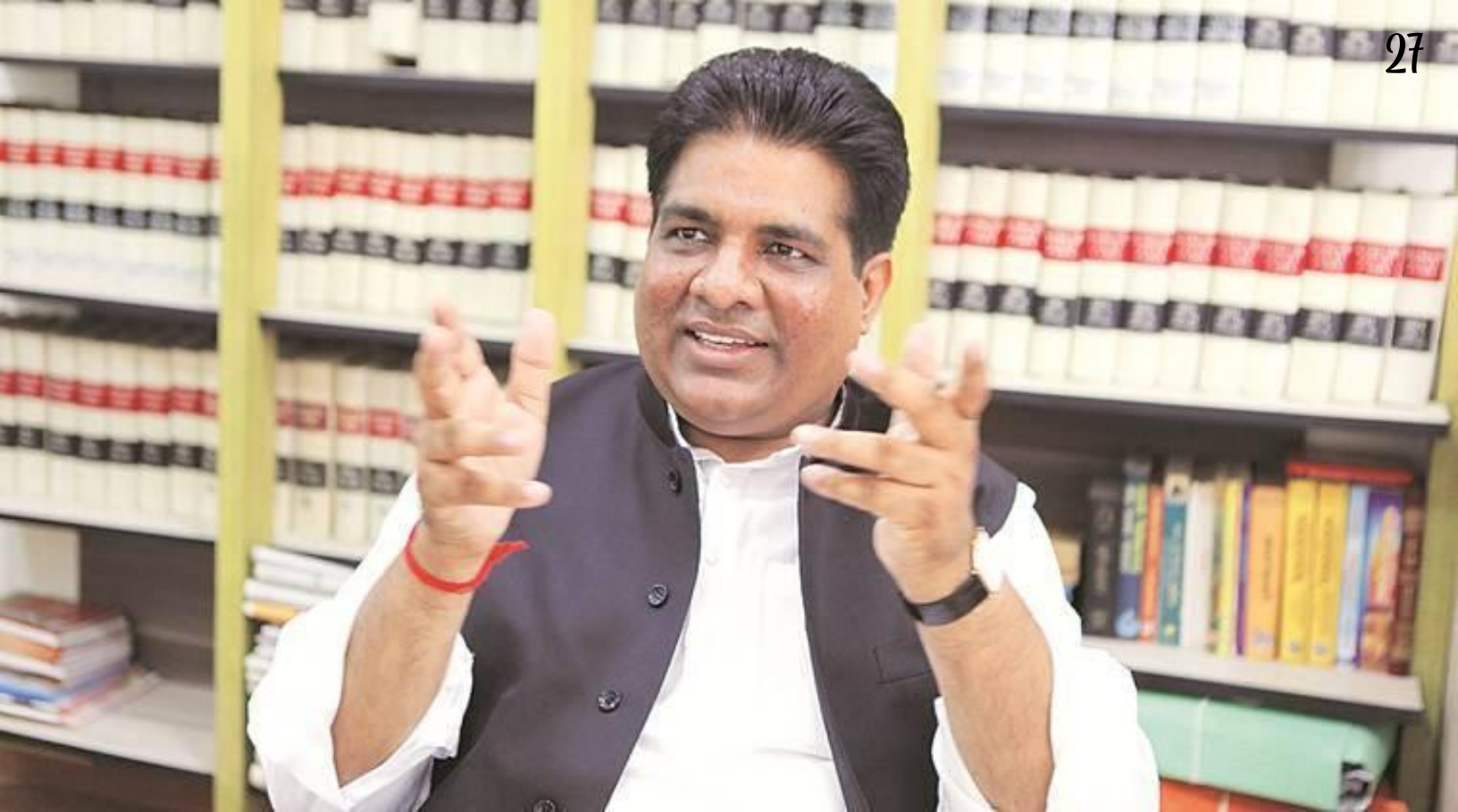
The agreement between employer and employee regarding work from home. The policy should be clear about working timings and so on. There is no specific law for work from home the government provided rules and regulations about the work from home. It should be strictly followed by all companies in India.



MATERNITY AND PATERNITY LEAVE POLICY

The maternity act is one of the most important Acts in India. The Act was enforced as Maternity Benefits(Amendment) 2017 Act. Women can work for 80 days and they go paid leave 26 weeks for their first two childbirth. During 2017 Paternity leave was passed but not in India. Parents applauded the government for giving equal rights to both parents.





AN INTERACTION OF BHUPENDRA YADAV, LABOUR MINISTER OF INDIA

REGARDING LABOURLAW BILL , 2021

Soundarya S, I MA HRM

This is a interview between Minister of Labour Bhupender Yadav and ET Yogima Seth Sharma and Deepshikha Sikarwar regarding Labour Law bill 2021.

- There is a lot of speculation on the timing of implementation of the Labour Codes. When are these likely to be rolled out?

The labour code will be enforced as soon as possible. Nearly 26 states are working in codes of Labour and specifying rules on all the four codes . We are partly used social security code but now we working all four codes which can be implemented in the comprehensive manner. The government will go everything through consensus and in a transparent manner.



- There are differences between employers and employees on Wage Code. What is the way out?

There is no difference as for now certain things will be sorted out through the law. We are having regular meeting with trade unions and heads of human resources department of companies.

- Will we go ahead with the present structure of the Codes or is there a possibility of tweaks?

Codes are already passed in the parliament. All the states in India are drafting rules on their code based on the consensus.

- What is the government's assessment of the recovery in the labour market?

The government is depending on the Periodic labour force survey, the result of survey shows that there is an increase in employment in rural areas. In the organised sector, we have the payroll data of the Employees Provident Fund Organisation and the Employees State Insurance Corporation (ESIC), which shows there has been an increase in formal sector employment. We also have the Labour Bureau's Quarterly Employment Survey and its second report shows there are an additional 0.2 million jobs created and the number of registered units have gone up. We believe in data sanctity and have produced transparent data, which has no rebuttal. Altogether, these data sets show a positive picture of employment generation in the country.

- What is your assessment of the unorganised sector workers?

There is a need to match the job opportunities with skill sets available in the country. We are working on this through the National Career Service portal and the e-Shram portal going forward. In the unorganised sector, which is 90-94% of the country's total workforce or an estimated 380 million, we have collected data for nearly 260 million unorganised workers carefully for other sectors through the e-Shram portal and

Labour Reforms Delayed

Govt defers notification of Rules across Labour Codes | **Labour Codes** were expected to be effective from April 1

Centre wants some states to firm up and notify their rules

This, it says, will prevent any legal void | **It is necessary** for effective implementation of the Codes



have recognised 400 occupations. Our Labour Codes are futuristic. India is one of the few countries in the world that has recognised gig and platform workers in our Codes and they have been registered on the e-Shram portal. Most importantly, we are also addressing their concern for social security and medical benefits and once the Social Security Code comes in, we will expand the scope of benefits of the Employees State Insurance Corporation.

- What is holding back the labour ministry from implementing the social security scheme for gig workers?

We wanted to do it in the holistic manner and by taking everything stakeholder on board and we want to implement all the codes through consensus.

- What is the status of the migrant workers survey and the survey on domestic workers being done by the Labour Bureau?

We are conducting regular meeting with trade union and representative of the domestic workers. Domestic workers in various field are giving their regular feedback except household domestic workers. We are waiting for the findings of the survey regarding their working conditions and social security of the domestic workers.

- What are the measures being considered to increase female labour force participation?

Female participation in the work force is one important in the process of making this code. In this code gender equality is highly encouraged and the government is concerned about the issues.

- Is the ministry deliberating on guidelines for work from home, considering that it has become a new form of work during and is here to stay?

Based on the survey we are framing guidelines for the work from home. We came out guidelines for IT sector and we thinking



70 1975 1980 1985 1990 1995 2000 2005 2010 2015 20

THEN

How HR Tech
has changed the way
things are done

The Practice of HUMAN RESOURCES

NOW

Compliance

Back in the 80s, HR were mostly occupied with compliance and legal issues - filling out paperwork, following anti-discrimination laws and generally avoiding being sued by employees and contractors!

Org Psychology

HR was responsible for figuring out how much employees should be paid and making sure they got paid. Even if this is still the case, we're seeing the emergence of HR specialists in the field who focus on specific HR areas..

Admin

The advantage goes to the ones that have the hard numbers. 25 years ago, it was much easier for finance and operations to prove their value, letting HR focus on tactical and administrative tasks.

FOCUS

Business

HR leaders are now considered Strategic Business Partners who act as advisors to top executives and work closely with departments to achieve overall business goals through targeted recruiting, talent and retention strategies.

Innovation

Contemporary HRM is driven towards continuous innovation as a consequence of globalisation and new technology. These changes means that HR Pros need to stay aware of the world's economics, develop their corporate governance and focus on their employees' work-life balance.

RESEARCH

Executive

Thanks to advances in people analytics, HR Managers now sit at the executives' table and are responsible for advising the leadership team.

RESPECT

A DATE WITH HR!

Annapoorna, Alumni

This interview is intended to share ideas and experiences of Mrs. Maheswari Nangunuri, Founder and Managing Partner of Green Start placement consultancy and Green Start Ventures.

Green Start was established in the year 2014 with a vision to provide consultancy services in staffing & training to businesses across the country. It has served business like Banks & NBFCs.

As a founder and managing partner of Green Start, Mrs. Maheswari has over 13+ years of professional experience in Financial services, Sales & Marketing, executive search, hr consulting at various capacities in companies like Citigroup, Barclays, Abn amro and Expat in varied senior positions.

A few students from our department went for an internship in her company and had a discussion about her career development.

- **What motivates you to take this career path?**

HR is the most inspiring career path. It gives opportunity to transform people's life and families also see transformation in their lives. Green start is a company where we have only women employees and with my team support and hard work, we have transformed more than 500 plus people's life.

HR gives immense job satisfaction when you add value to others life. Being an entrepreneur perfect work life balance. Working in various MNC's gave me lot of insights about market, learnt people management skills, which in turn helped me to venture into my own HR recruitment firm.



Right Opportunity to build your fortune



- What are the greatest professional strengths?

My strengths customer focus, discipline, commitment, market knowledge, people management.

- How do you motivate your employees in tough times?

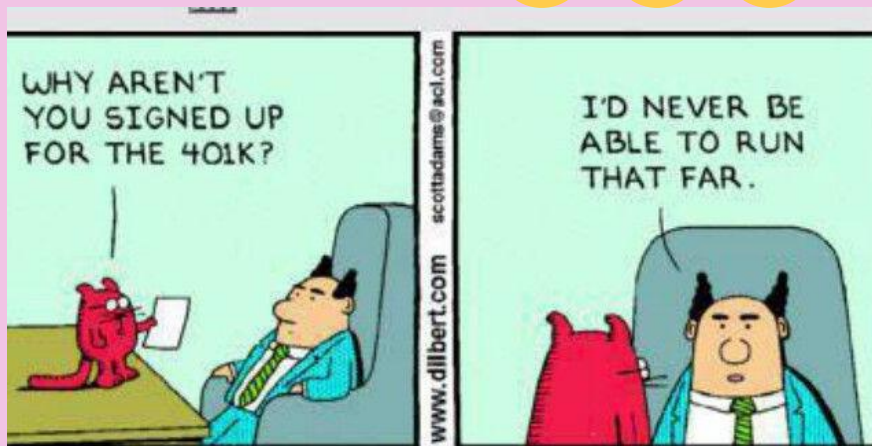
First and foremost it is important to understand employees concern, so listening and empathizing is very important skill. Team building activities. Creating a purpose for job they are doing. Rewards and recognition.

- What do you like to do outside of work?

Spending time with my kids and family holiday.

- What are 2 to 3 key achievements that lead to overarching impact?

Last few years period company has shown steady increase in profits. Increase in customer base and customer satisfaction. Green start transformed more than 500 people's lives.



A DATE WITH A HR AND A CASUAL CHAT ON CORPORATE AFFAIRS

With Maheswari Nangunuri

- How do you balance your personal and professional life?

HR is my passion. I enjoy all the challenges. When work is passion its never stress. As entrepreneur I should be open to work anytime, same I have flexibility to spend time with family when it is necessary. Yearly twice family holiday and sundays are my family time and no gadgets detoxification time.

WHEN YOU DECIDE TO LEAVE THE COMPANY AND HR BEHAVES LIKE A MOM BY SAYING-



"We'll Keep You Posted About Further Job Openings In Our Company".



➔ COLGATE APPOINTS NEW CEO:

Oral company Colgate-Palmolive appoints Prabha Narasimhan as the new CEO. She has been working in HUL for 15 years. Prabha will be taking over as new managing director and CEO from 1st September. She is currently the executive director of an oral care company. She has 23 years of experience in the FMCG company. She started her career in Hindustan Unilever Limited in the year 2006 due to her progress of development in creating new business strategies she has achieved greater heights.

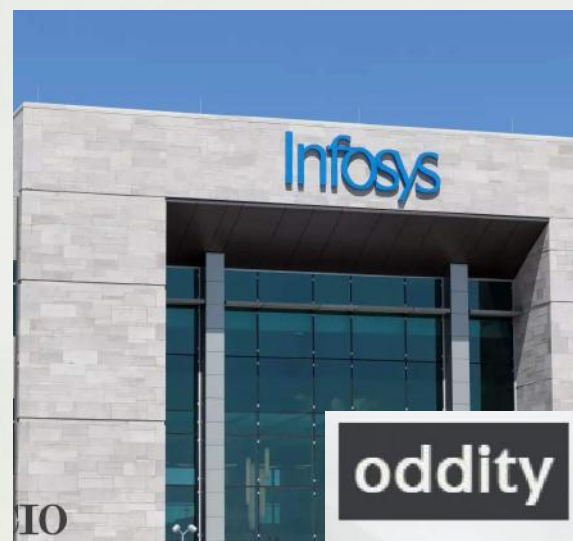


REMOTE WORK CULTURE AND WOMEN EMPLOYEES CAREER PROGRESSION ➔

The pandemic paved the way for the Hybrid system in the IT sectors. This is majorly among female employees because it helps them to make better work-life balance. If they are working in the non-Hybrid they feel they are less productive. But working in the Hybrid helped them in the major development in their career and personal life too. In the survey, it was found that both money and time can be saved. It can reduce their traveling from home to work. Fatima Koning, Group Chief Commercial Officer of IWG said that a Hybrid system will make a great change among female employees.

➔ INFOSYS ACQUIRED GERMAN MARKETING COMPANY

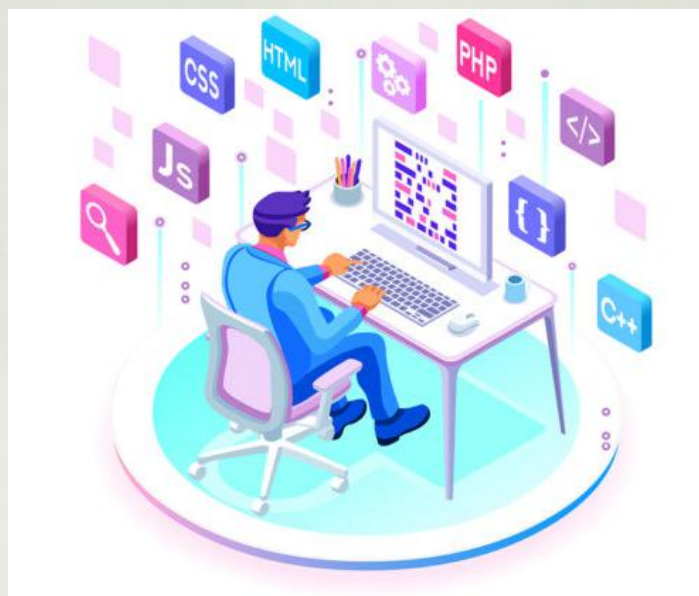
Infosys is getting help from Oddity, a German-based Marketing company. The company tries to expand their market by creating their branding to show their commitment to their clients and helps us to show their digital transformation journey. Infosys shows its digital impact by joining its new network around the world. Design hubs will be in five cities in India.





➔ TALENT 500 SURVEY SAYS NEW JOB OPPORTUNITIES FOR TECHIES BY 2022

According to the latest survey conducted by Talent500 it was found that 87% of tech employees will consider a new career opportunity due to behaviour changes in the post-pandemic world. The company feels that the employee should be flexible in the Hybrid system in order to reduce their costs. The company is thinking of re-evaluate employee skills due to highly competitive jobs in the market.



NEWS BULLETINS

FLIPKART'S NEW WOMEN CENTRIC POLICY

Flipkart has introduced the much needed policy of "Period Leave." According to this policy, 1 leave would be credited every month to all women employees, including trans women. My uterus is doing happy backflips as I write this, relieved at getting this time to rest and recover.

Acknowledging the biological differences between genders, the new period leave policy takes the effort to provide a supportive and equitable ecosystem for everyone to bring their best selves to work.

Period leaves are a government-backed policy in Indonesia, South Korea, Taiwan, and Zambia. In a first in India, over three years ago, an MP from Arunachal Pradesh tabled The Menstruation Benefit Bill seeking paid menstrual leave in the Lok Sabha.

Do Companies Have Menstrual Leave in India?

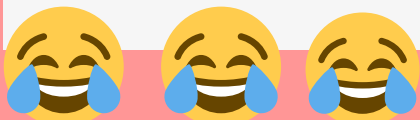
Flipkart



Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.

Sheryl Sandberg
COO of Facebook





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INSIGHTS

from working women experiencing menstruation and menopause

The Victorian Womens Trust conducted an online survey of 3,400 participants about their experiences with menstruation and menopause

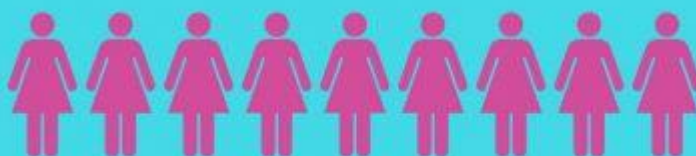


58% of respondents who experience menstruation said a day off to rest would make their period a better experience every month



26% of respondents who experience menopause said that being able to take time off would have helped their transition.

of respondents said that being able to ask for what they need from their employer would make their period a better experience **24%**



The result?

A comprehensive menstrual leave policy, providing opportunities for restful working circumstances and self-care for employees experiencing symptoms of menstruation and menopause



HR GLOSSARY

01

RETRENCHMENT

It is terminating an employee due to the surplus of labor or incapacity of employees to match the performance standards of the company.

02

TALENT ACQUISITION

The process of identifying organizational staffing needs, recruiting qualified candidates and selecting the candidates best suited for the available positions.

03

LAYOFF

The suspension or permanent termination of employment of workers by their employer.

04

EMPLOYEE ONBOARDING

The process of familiarizing a (new) employee with the organizations policies, the employees role in the organization, and the organizations culture.

05

ATTRITION

A gradual but deliberate reduction in staff numbers that occurs as employees retire or resign and are not replaced.



HR GLOSSARY

06

EMPLOYEE ENGAGEMENT

The level of enthusiasm and dedication a worker feels toward their job.

08

PERFORMANCE MANAGEMENT

An ongoing, continuous process of communicating and clarifying job responsibilities, priorities, performance expectations, and development planning that optimize an individual's performance and aligns with organizational strategic goals.

07

COMPENSATION AND BENEFITS

The compensation/salary and other monetary and non-monetary benefits passed on by a firm to its employees.

09

EMPLOYEE TURNOVER

The total number of workers who leave a company over a certain time period. It includes those who exit voluntarily as well as employees who are fired or laid off—that is, involuntary turnover. Turnover is different from attrition.

10

JOB ENRICHMENT

The process of adding motivators to existing roles in order to increase satisfaction and productivity for the employee. This can be done through increasing autonomy, skill and task variety, providing feedback, and so on.



GRATITUDE NOTE

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R E F E R E N C E S

News bulletin

- <https://www.peoplesmatters.in/news/appointments/colgate-palmolive-india-names-huls-prabha-narasimhan-as-new-ceo-33137>
- <https://www.peoplesmatters.in/news/life-at-work/over-half-of-female-office-workers-say-hybrid-working-aided-their-career-progression-33122>
- <https://www.peoplesmatters.in/news/funding-investment/infosys-acquires-germany-based-digital-marketing-firm-oddity-for-up-to-50-mn-euros-33290>
- <https://www.peoplesmatters.in/news/talent-management/87-of-all-tech-professionals-will-look-for-new-job-opportunities-in-2022-survey-33293>

Article

- <https://www.peoplesmatters.in/news/diversity/hierarchy-weighs-heavily-on-pay-parity-mercier-survey-33072>
- <https://www.thehindubusinessline.com/opinion/mind-the-generation-gap-in-the-corporate-world/article38022766.ece>





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