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Inside this Issue

- News Updates
- HR Must Reads
- Leader Speaks
- HR Essentials
- HRise Club Events

NEWS UPDATES

Employers across the world proposing 4 Day work Week

According to a survey, the majority of Indian companies believe that the four-day workweek plan will assist boost employee productivity. According to a survey from HR Solutions Genius Consultants, over 60% of employers strongly think that the new 4-day workweek model will be beneficial in improving the overall morale of the organization through job satisfaction and work-life balance, as well as reducing stress and anxiety levels. [Click here](#)



To catalyze a "new normal" for women at work, flexible working methods to be established.

Experts have advised employers to draw lessons from the pandemic and use them to spark a "new normal" for women in the workplace by establishing flexible working models and hybrid systems, warning that the COVID-19 outbreak is pushing women farther into poverty and ill-health. [Click here](#)

Designing HR/OD interventions for mental health and well-being at work

Dave Ulrich cites mental health leading to better employee experience through three dimensions which are believed, become, and belong in his work 'A Blueprint for the Emerging Mental Health Agenda: Why What, and How for HR and Business Leaders,' released on March 8, 2022. [Click here](#)



We360.ai, a Bhopal-based employee monitoring software firm, has raised \$500,000 in funding

We360.ai is a cloud-based employee monitoring platform that provides managers with meaningful insights on employee productivity through analytics via customizable dashboards and reports, regardless of the individual's location. By utilizing the latest capital, the company hopes to reach out to 1 million businesses and their employees, according to the official statement. [Click here](#)

HR MUST READS

DEI IN THE SPOTLIGHT



Diversity, equity and inclusion have been buzzwords in most organizations for a while now, and rightfully so. DEI initiatives are a part of addressing bias, discrimination, harassment, unfair wages and other issues at the workplace. The need for DEI has also increased with the evolving work models — from in-person to virtual and hybrid environments.



BFSI & GEN Z WORKFORCE

Generation Z is the new demographic cohort after the millennials for the BFSI sector. The potential and challenges represented by this generation are unlike anything that the industry has ever seen. , it is a given that they don't want to have to digitally transform their employer. They want new technologies and automation integrated in their workplaces.



MCDONALD IN SEXUAL-HARASSMENT CASE



Protecting vulnerable workers in the fast-food industry is a strategic enforcement priority of HR. Recently the world known food chain MCDONALD has been charged \$1.2 million for a sexual harassment case. The legal spoc of the compant stated "With each passing day, an employer's risk of legal jeopardy may increase."



LEADER SPEAKS



Sajjad Ahmed
Senior Director -HR
Capgemini

When I talk to students I have this envy because I can't go back to becoming what you are today. I had finished my schooling and college long back and it's been two decades since I am in the industry but if given a chance I would love to go back to that classroom environment where I interact with my professors, lecturers and the time that I wasted when I was in college. I am realising the impact of it now and I finished my graduation and immediately I started working. So after working I realised that classroom is where every professional is born and so you can imagine talking to any professional and they will tell you that we want to go back to the classroom, we want to go back to the learning so you have that opportunity right now and I will repeat this is an opportunity to learn and enjoy whatever one year, two years, three years or four years that you have before you actually get into the market, into the industry either to become an entrepreneur or to join an organisation.

I'm sharing something from a book that I read and I thought that it would be very relevant to this conversation, so it's all about your 'Identity'. Right now you must be in that phase of life if you look at the psychology and lifespan development you are somewhere in that early adulthood. You know you are transitioning so your childhood is gone and you are entering into a different space of your life so you have a future ahead of you and you have a past. You have lived through wherever you are today and there is a future ahead of you. In this equation it's you and the people around you. While the focus is on you there are others too, your family members, your neighbours, your teachers and anybody that you came across which is outside of you, They were an important player, so if you look at your own identity as on date and I'm not talking about a future identity but right now you do remember something about yourself that you haven't completely forgotten. If I ask you okay how did you feel when you were five years old? Probably you don't remember it. There are certain things which are so much ingrained in your long-term memory that you are able to retrieve it but a lot of it that you don't.

LEADER SPEAKS

Still there are few things that you remember about yourself and you have been repeatedly going back into that past about your own experiences because of which you have felt that you are what you are today. Life is all about us and the people around us. We are social animals and we have a society that we live in. There is an environment, in that environment people have reflected about you, about your past, your friends will keep telling you what you have done and all that stuff which reinforces your identity. It is just not about you alone thinking about yourself but what others have been feeding you. Whatever we have spoken so far is about your past now you are in a meeting and you're looking forward to a brighter future. Again people might have told you what you will be or what you can be. Let's say a couple of guests are at your home and you sang a song. They said you will be a great singer or there is a wedding in the family and you organize everything and somebody said you will be a good event manager. When they said these somewhere you took it on the face value of it and especially if it comes from an authority figure then it is like that has to be the truth. So they have already kind of put that seed in your mind that you will be better at this.

But what I want to tell you is that what is it that you want to be has to be answered by yourself but at this point in time probably you are thinking like Sir, that is the problem I don't know what I want to be. But I want you to think what is it that you really want to be so if you're thinking that okay this guy is going to leave us with that question and we are still clueless so let me help you with something that came across this wonderful book called 'Ikigai'. It's a Japanese word and it refers to the search that you have to do within yourself. So the first thing is what you love to do.

Understand what is it that you would love to do, like I love to talk to younger people so that i know what i have missed and i want to tell them at that stage, to course correct their life so that they see success early on or they are happier souls and stuff like that. You will have to figure out what it is that you love to do.

HR ESSENTIALS

STRATEGY TWEAKS AND NEW INITIATIVES



DARWINBOX

Darwinbox is the leading provider of cloud-based Human Resources Management Software (HRMS). Our SaaS platform engages and empowers employees across the entire lifecycle (hire-to-retain) with a smarter, simpler & mobile-first HR Tech experience powered by Artificial Intelligence (AI) and Machine Learning (ML).

MONDAY.COM

The monday.com Work OS is an open platform that democratizes the power of software so organizations can easily build work management tools and software applications to fit their every need. The platform intuitively connects people to processes and systems, empowering teams to excel in every aspect of their work while creating an environment of transparency in business.



BREEZY HR



Breezy HR is end-to-end recruiting software designed to optimize your recruiting process and delight your entire team. Bring everyone on board in less time (and with less hassle) with our user-friendly, feature-rich platform. Hiring process gets a productivity boost with our unique, visual approach to pipeline management.

HRISE CLUB EVENTS

ELEGANTA 5.0 - HR SAMVIDA

HR samvida was the event conducted by the HR club in one of the biggest fests of IIM Bodhgaya Eleganta 5.0. Under this inter college event, we have invited several peer IIMs to participate in this.

The competition consists of 3 rounds, which are

Round 1: This is the primary challenge

Unlike a routine quiz, one has to solve a crossword puzzle with questions designed to assess conceptual understanding in Human Resources, Organizational Behavior, and Industrial Relations, as well as current events.

Round 2: The qualifying teams were provided a Case problem which included solving real-life strategy hurdles and identifying potential solutions.

Round 3: In the final round, Top 8 teams in round 2 will get an opportunity to present the solution of the given case before the esteemed jury.

We got a registration of 400+ students for HR Samvida along with this to make this competition more fair, we have invited several panel members from the industry holding good positions in their respective organizations.



Employee Appreciation Day

The HR rise club has also hosted an employee appreciation day on March 4th (first Friday of March).

The primary motive of this event is to appreciate faculty and non faculty members of IIM BG for their work and let them know how much their colleagues appreciate and admire their work.

During pre- covid time, we used to host this in offline mode with the help of posters , banners, and gifts, but due to the pandemic this time, we have organized this thing in online mode.

