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# HUMAN RESOURCES

# TEAM SAMVRIDHI



**ANDREA BENEDICT**  
STUDENT COORDINATOR  
WRITING DEPARTMENT



**TEESHA RAJESH**  
STUDENT COORDINATOR  
DESIGN DEPARTMENT



**GAURAV RAMAKRISHNA**  
STUDENT COORDINATOR  
PR DEPARTMENT

# WRITING TEAM



VARNIKA  
BBA 3A



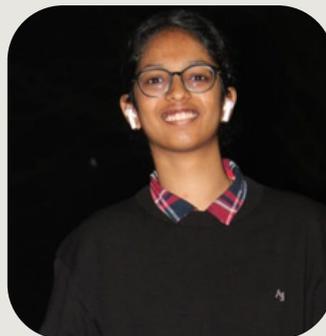
PRANATHI  
BBA 3A



HAINDAVI  
BBA 3A



SRILEKHA  
BBA 2B



SAMYUKTHA  
BBA 3B



SUMADHUR  
BBA 1B



VAISHNAVI  
BBA 2B



DHEERAJ  
MBA 1st yr



NIKHITHA  
MBA 1st yr

# DESIGNING TEAM



A S BHUVANESHWARI  
BBA 3A



KAUSALYA  
BBA 2A



TANUSHA  
BBA 2A



SUSHMITA  
BBA 1(H)



AMALI  
BBA 1(H)

# PR TEAM



MANUDEEP  
BBA 2A



ROSHNI  
BBA 2B



SRUTHI  
BBA 2B



EBRAHIM  
BBA 1(H)



SATVIKA  
BBA 1B

## IN LOVING MEMORY OF **Lt. Dr. V. VENU MADHAV:** **A REMARKABLE EDUCATOR AND MENTOR**

It is with heavy hearts that we remember and pay tribute to our very own and dearest **Lt. Dr. V. VENU MADHAV**, a brilliant lecturer and an exceptional human being whose principles and values left an indelible mark on all who had the privilege of knowing him. His contributions to both the academic realm and the National Cadet Corps (NCC) have etched his name in the history of our institution. As we reflect on his legacy, we find ourselves immensely proud to have been part of his lectures, which were more than just lessons – they were windows into life itself.

**Lt. Dr. V. VENU MADHAV** wasn't merely a teacher; he was a guide who provided real-life experiences that extended beyond the classroom. His teachings were not confined to textbooks; instead, he instilled in his students the importance of ethics, integrity, and discipline. He treated them not as students but as professionals in the making, always urging us to embody these values in our actions. His teachings will live on through our commitment to honesty, discipline, and ethics.

A gracious and humble individual, **Lt. Dr. V. VENU MADHAV's** impact extended beyond academics. His involvement in the Department of Management Studies and his efforts to enhance the NCC units showcased his dedication to holistic development. His influence went beyond the curriculum; he fostered relationships, and his wisdom was a guiding light for many. The strength and support he offered to both students and colleagues alike exemplified his true character.

In moments of personal tribulation, **Lt. Dr. V. VENU MADHAV's** words have resonated deeply with countless individuals. His philosophy that weaknesses are surmountable and not permanent defects has been a source of strength for many. Through his guidance, he enabled countless students to overcome obstacles and uncertainties, nurturing their confidence and shaping their futures. His impact is a testament to his commitment to his students' growth.

**Lt. Dr. V. VENU MADHAV's** unwavering commitment to discipline and responsibility left an indelible impression on all who crossed his path. His encouragement to step out of comfort zones and embrace new challenges showcased his dedication to fostering growth. He made classroom learning a dynamic experience, incorporating case studies, real-world solutions, and personal experiences. His legacy endures in the minds of those he inspired to become more than just learners of subjects, but seekers of knowledge and life lessons.

Even in his absence, **Lt. Dr. V. VENU MADHAV's** lessons linger on. His acute sense of discipline, his emphasis on good health, and his unwavering commitment to his role as an educator remain vivid memories for those he touched. The foundation of knowledge he laid in the realm of commerce and human resources continues to shape careers. His wisdom, born from his work ethic and compassion, will continue to guide his students as they navigate their paths.

**Lt. Dr. V. VENU MADHAV**, a beacon of wisdom and inspiration, has left an indelible imprint on the lives of his students. His emphasis on discipline, his encouragement to embrace talents, and his unwavering dedication to education have sculpted minds and hearts. As we mourn his loss, we pledge to carry forward his legacy by embodying the values he held dear.

Our journey forward will be guided by the principles of ethics, integrity, and discipline that he so passionately taught.

As we bid farewell to a teacher, mentor, colleague, and friend, let us remember Dr. Venu Madhav not with sorrow, but with gratitude for the profound impact he had on our lives. May his soul find eternal peace, and may his teachings continue to shape generations to come.





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# FOREWORD

This HR Newsletter delves into the dynamic transformations occurring in the realm of work. It emphasizes the crucial involvement of HR professionals in moulding the future of work. By examining the most recent HR trends, the magazine offers valuable guidance to HR practitioners, equipping them to effectively navigate forthcoming challenges and seize new opportunities. As students, we are constantly exploring and uncovering new insights. This newsletter serves as a platform for us to exchange our perspectives and personal encounters, fostering a collaborative learning experience.

# THE ROLE OF HR LEADERS IN PROMOTING EMPLOYEE WELL-BEING IN THE WORKPLACE

“Good health is Good Business.” Every firm requires the inclusion of inculcating employee well-being in their organization to ensure the efficiency and effectiveness of their workers to progress in their professional sector.

In previous times employees looked up to their HR leaders as a guide to support their workplace-related guidance, to build their job ladder in the firm, implementers of policies and programs. These roles no longer help maintain the well-being of the workers as it's not only about an employee's professional life but also about his present psychological health, emotional stability, and flexibility in working models.

The role of HR leaders in improving employee well-being is more significant than any other role in the organization. Major strategies to improve employee well-being at the workplace include:

**Legal Obligation:** Employers have legal obligations to provide a safe and healthy work environment for their employees. The HR department makes sure that the law and regulations are followed to maintain a safe and healthy workplace.

**Social groups:** creating a communication culture at the workplace and working in teams according to the tasks can help the employees maintain better social relationships and improve efficiency through teamwork.

**Provide healthcare services:** the firms initiate regular health checkups to ensure the proper state of employees working there. Few services include eye tests, dental checkups etc.

**Manage employee workload:** Assign tasks to employees at a reasonable level to eliminate burden and stress.

Create mental health resources: taking care of mental well-being is a must to make sure the worker is able to accomplish his professional goals without any illness caused mentally. Counsellors are appointed to check over the employees.

Recognize and promote: Recognize employee efforts, and hard work and accordingly motivate them monetarily and non-monetarily to ensure their productivity in work.

These strategies help the HR leader to promote and improve employees' mental and physical well-being at their workplace.

At the end of the day wellbeing is the crux to tackling HR issues such as absences, presenteeism, productivity, retention etc.



- Gatla Srilekha  
BBA 2B



# **THE AFFECTS OF A GOOD HR DEPARTMENT ON A COMPANY**

A highly effective Human Resources (HR) department is the backbone of any organization, wielding significant influence over its growth, performance, and ultimate success. The positive impacts stemming from a robust HR department are extensive, encompassing vital areas such as talent acquisition, employee development, performance management, and creating and maintaining a positive work environment.

First and foremost, a proficient HR department excels in talent acquisition and retention strategies. By attracting and recruiting top-tier talent, they ensure the organization's enrichment with individuals whose skills and values align seamlessly with the company's objectives. Moreover, their dedicated focus on employee development and training allows them to address competency gaps and offer growth opportunities. As a result, employees' expertise is strengthened, resulting in a skilled workforce ready to take on new challenges. In addition, an effective HR department establishes a robust performance management system that sets clear performance expectations, offers regular feedback, and conducts fair evaluations. This motivational framework nurtures a culture of engagement and job satisfaction and facilitates employees' professional growth.

Furthermore, HR plays a pivotal role in managing employee relations, deftly mediating conflicts, addressing grievances, and implementing equitable policies. Organizing engaging initiatives such as team-building activities and recognition programs boosts employee morale and fosters a positive workplace culture.

Moreover, a competent HR department ensures strict compliance with labour laws and regulations, safeguarding the organization from legal repercussions. Their commitment to staying abreast of legislative changes and implementing necessary measures mitigates risks and fortifies the company's standing.

In conclusion, it is impossible to overvalue the impact of a competent human resources department in any business.

From talent acquisition to employee development, performance management, employee relations, and compliance, HR exerts a pervasive influence across all facets of the company. By nurturing a skilled and engaged workforce, they contribute significantly to the company's overall success, cultivating a positive work environment that drives growth. Consequently, investing in a competent HR department is a strategic decision that yields substantial long-term benefits for the organization.

-Y.Varnika  
BBA 3A



# TOP HR SKILLS IN DEMAND FOR THE FUTURE

As the workplace evolves due to technological advances, automation, and the pandemic, the demand for HR professionals with specific skills is becoming increasingly evident. To meet these needs, the Human Resources team (HR) must possess certain skills and abilities that will help them with current and future trends. These skills include strategic thinking and problem-solving, workplace diversity, communication and negotiation, digital literacy, data analytics, and customer service.

With those skills, HR professionals can meet the ever-changing demands and challenges of the modern business world. The first skill in high demand for HR professionals is data analysis and interpretation.

This involves analyzing quantitative and qualitative data to understand trends and make data-adopted decisions that can have a positive impact on the organization's performance. Data analysts must have sharp technical skills and be capable of making accurate decisions, with proficiency in tools such as Microsoft Excel. Additionally, HR professionals must also have soft skills, such as an understanding of statistical analysis and strong data visualization skills. Understanding analytics can help HR professionals make decisions based on data and become more tactical. Additionally, analytics can be used to understand employee engagement levels better, reducing hiring bias and more, Those with strong adaptability skills are able to quickly respond to changing business needs, embrace new technologies, and adjust HR strategies accordingly to ensure a smooth transition during times of disruption. An adaptable person in the workplace can keep up with projects, clients, and tech and is skilled at dealing with changes at work. It is also important to note that workplace flexibility is also key, with employees having their attention on completing tasks rather than 9-to-5 timings, it is better to allow employees to choose their own hours. Flexible work practices also aid in creating a work-life balance on the employee's own terms. With Strategic thinking and problem-solving HR professionals can proactively address issues and make decisions that will help the organization reach its objectives.

However HR professionals need to stay up-to-date on industry trends, and be creative and open-minded, As organizations become global, HR professionals must also be aware of different cultures and have the ability to effectively work with employees and teams of different backgrounds and cultures so that they can create a happier, more productive workplace for all employees. Technology is rapidly transforming HR which is making digital literacy and technological proficiency essential for HR professionals. They must be familiar with

HR software, analytics tools, and other digital platforms to effectively manage employee data, streamline HR processes and leverage technology to enhance HR practices. These are among the most demanded skills for HR professionals as they are essential for HR departments to align their strategies with the organization's objectives, spot upcoming challenges, and come up with solutions. Additionally, a digital adoption platform like Whatfix should be implemented to ensure the efficient use of HR analytics software. The framework created by Microsoft to define its approach to digital literacy puts learners at the centre. necessitating HR professionals to possess cultural competence and diversity management skills. Ultimately, utilizing technology to its fullest potential in HR will help ensure businesses stay competitive in the market and successful. Understanding technology and its capabilities HR professionals can stay up-to-date with industry trends. All of these skills together can help an HR professional create an effective and efficient workplace.

- Amali  
BBA 1(H)



# HR TRENDS LIKELY TO BE SEEN IN 2023

The field of Human Resources (HR) is constantly evolving, adapting to new technologies, workforce dynamics, and global changes. As we step into 2023, several emerging trends are expected to shape the HR landscape and influence the way organizations attract, engage, and retain talent.

## **1. Remote Work and Hybrid Workforces:**

The COVID-19 pandemic has accelerated the adoption of remote work, and it is anticipated that this trend will continue in 2023 and beyond. Organizations are increasingly recognizing the benefits of remote work, such as improved work-life balance and access to a wider talent pool. Hybrid work models, combining remote and in-person work, are likely to become more prevalent as organizations seek to strike a balance between flexibility and collaboration.

## **2. Employee Well-being and Mental Health:**

In recent years, the importance of employee well-being and mental health has gained significant attention. In 2023, organizations will continue to prioritize employee well-being by implementing comprehensive wellness programs, flexible work schedules, and mental health support services. Providing a supportive work environment and promoting a healthy work-life balance will be crucial for attracting and retaining top talent.

## **3. Automation and AI in HR Processes:**

Advancements in automation and artificial intelligence (AI) are transforming various HR processes, including recruitment, onboarding, and performance management. In 2023, organizations will leverage AI-powered tools to streamline administrative tasks, enhance decision-making, and deliver personalized employee experiences. Chatbots, predictive analytics, and automated workflows will enable HR professionals to focus more on strategic initiatives and employee development.



# ETHICAL DILEMMAS FACED BY THE HR

HR professionals are often caught between the hammer and the anvil," says R. Scott Oswald, managing principal at The Employment Law Group P.C., based in Washington, D.C. "They potentially put the careers of the people they advocate for in jeopardy -or their career."

The ethical dilemma of an HR means situations where the HR is at the crossroads of choosing to favour the company's decisions or the employee's well-being.

This crossroads causes HR to enter into a dilemma.

These situations become a dilemma because the HR is unclear and is in conflict with whether to favour the company which has employed them or to satisfy the purpose of helping out the employees.

It's easy for us people to say that the HR must carry out their responsibility no matter what but a HR point of view as a decision maker is a lot more chaotic.

In simple situations like confrontations between employees, the HR deciding to support an employee after a thorough investigation doesn't matter much for the organisation as a whole.

Now there are situations in which the HR is not aligning with the company's ideology, then the company might feel their position of power is not valued.

One such example is Ralph Kellogg.

In his early HR days, Mr Ralph was asked by his company to fire a black woman because she didn't represent their company well to the people.

Here, supporting the woman is the right thing to do but it's not easy for Mr Ralph to just do that because the company would be against his decision and if his decisions are against the company's interests, his job will be endangered.

Now the HR department head Mr Ralph had two choices.

To support the black woman and become a classic hero or to support the company and remove the woman which is a human rights violation.

One might think that it's easy to choose the first option but if the HR chooses the first option and supports the woman, his job itself might fall into jeopardy.

And Mr Ralph, as a typical hero supported the woman and after a few months, resigned from the company too.

Another example is Don Herrmann, the company in which he worked as an HR provided a company-sponsored account to the employees in which, some part of their paychecks each month would be deposited and those deposits will be again given to the employees when their job in their company had ended. It was a retirement fund for the employees.

Don Herrmann was in charge of these transfers to the retirement fund. Now in one instance, the company has asked Don Herrmann to falsely attest that some amount was going to the retirement fund when they weren't.

The amount which was meant to go into the retirement fund was going elsewhere.

Don Herrmann knew this was false and could put him behind bars so he refused. So the company terminated him.

In both cases, HR has done the right thing, but it came at the cost of their job. After they're terminated for doing the right things by the company, many HRs have found jobs which had higher standards. But, there were many situations where HR's career came to an end.

In conclusion, HR goes into an ethical dilemma when there is a conflict between their conscience and their career. These ethical dilemmas are part and parcel of an HR career and the competence of an HR is measured by their response in these situations and how they handle it.

-M. Sumadhur  
BBA 1B



# HOW CAN HR HELP CLOSE GENDER PAY GAP

In the 1960s when women started to enter the force work globally in great numbers in the wake of the feminist movement, the world has seen a beacon of hope in eradicating gender inequality but as we are all aware, the problem continues to change its shape and grow in the form of the gender pay gap. It's an undeniable fact that women earn less on average compared to their male counterparts for the same work. As the times have changed and steps are taken towards this existing issue, HR professionals have a crucial role in educating and helping solve this workplace disparity within the organization by bringing in a few mandatory rules and regulations.

## **1. Analyze and identify the pay disparities :**

To address such problems HR professionals should conduct an analysis of the organization's pay structure and identify the root of the cause. This can be done by evaluating the compensations, salaries, bonuses and other payment structures and comparing them with individuals with the same qualifications. This can help us progress towards a solution.

## **2. Providing salary transparency :**

Providing salary transparency among the employees can give everyone an insight view of an organization's payment regulations and allow the employees to speak up in case of any discriminatory behaviour in terms of recruiting and promotional process. Also making job descriptions gender-neutral and providing employees access to pay ranges of different positions can help reduce gender biases in the workplace.

## **3. Offering and introducing family-friendly policies :**

One of the biggest problems faced by working women even in this day and age is lack of time flexibility which as a result is causing a lot of women to quit their jobs. HR professionals can support employees by giving them flexible work hours and encouraging a healthy work-life balance. By doing this HR enables them to work efficiently and create a more inclusive working space. Additionally, they can support working parents by providing parental leaves, daycare, insurance and much more to encourage the growth and development of the female workforce and help them pursue their careers without sacrificing personal life.

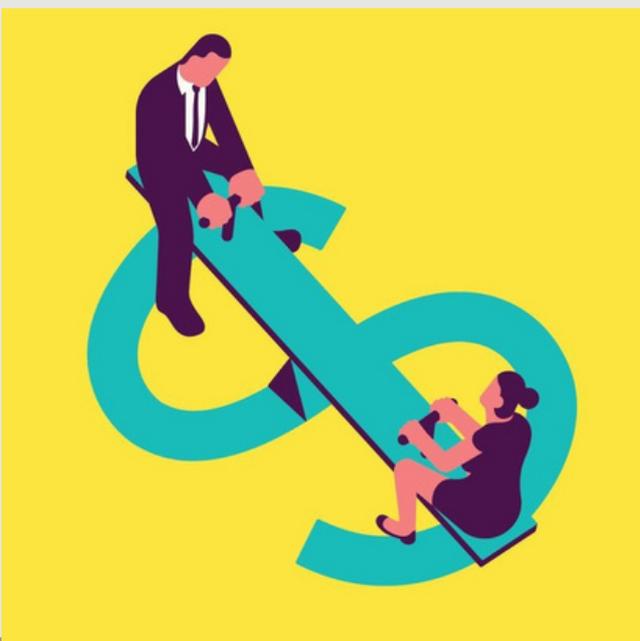
#### **4. Unbiased training and recruitment programmes :**

HR plays a huge role in training and recruitment programmes. To address the gender pay gap, HR can make the job selections gender-neutral by making qualifications the key quality and ensuring the selection processes are inclusive, diverse and employee growth-oriented. This can be a huge step towards overcoming biased recruitment and providing women with the same level of employment and promotional opportunities similar to their male counterparts.

#### **5. Continues training and awareness about inequality in working space :**

Educating and spreading awareness about inequality and the importance of having a more inclusive work environment is a very crucial step towards the progress to close the pay gap. Doing so encourages the women to come forward and be more vocal about work discrimination and also educate the employees on the necessity to encourage women to contribute to overall organizational and economic development.

In conclusion, we can agree that closing up the gender pay gap is a collective effort of organizations, employees and working professionals. Bringing these few changes of salary transparency, family-friendly policy, awareness of work discrimination by human resources can help reduce the pay gap and promote the female workforce development and help foster a more inclusive, gender-neutral and progressive working environment for both men and women.



-Satvika Srinivas  
BBA 1B



# **FACETS OF HR THAT THE ORGANIZATION SHOULD BE ABLE TO MANAGE**

HRM or Human Resource Management is both a science & art. It is the art of managing people and a science of its own. Without HR, no organization would be able to run smoothly because, in the end, employee satisfaction and relations are the keys to every organization's growth and success. Managing people is much more than hiring and scheduling workers. It is creating an environment that employees thrive in and get excited to be a part of. And that takes focus, strategy, and tireless effort. HR, as a whole, has many facets involved. These facets are necessary for every organization's running.

## **1) Compensation and Benefits:**

Successful organizations understand the importance of providing competitive compensation and benefits to their employees. Staying current on salary trends is critical to attracting and retaining top employees.

## **2) Recruitment and Staffing:**

It can be challenging to find the right employees for your organization. With proper recruitment & staffing, the right employees can be recruited for their suitable roles.

## **3) Training and Development:**

Training employees is key to maintaining high levels of employee performance and is considered an important benefit for employees. Employees need to learn the culture of the organization, their specific job duties, and continuing education to maintain changing job skills.

## **4) Employee Relations:**

A workforce of engaged employees can have a high correlation to increased productivity and improve the bottom line. This suggests that having a plan to develop and sustain good employee relations is an important aspect of the HR management function.

## **5) Employee Satisfaction:**

Monitoring employee satisfaction is important for understanding the employee's perception of how well the organization is managed.

## 6) Labor Laws and Legal Compliance:

There are countless laws that govern how organizations manage operations and labour. Staying compliant is an important part of business management. In conclusion, A strong HR department is important. Healthy and successful organizations spend time and resources to develop a strong HR program that supports employees. Employees who understand what is expected of them, are given the tools to perform the job and get rewarded for doing a good job to make customers happy.

- Gaurav.R  
BBA 3rd year



# HR DEPARTMENT ACTING AS A WORKPLACE ALLY

Human resources (HR) is the division of a business that is charged with finding, recruiting, screening, and training job applicants. It also administers employee benefit programs. HR professionals contribute to the success of the business by knowing the social context or setting in which their business operates, they have a good understanding of the parts of the business, what they must accomplish, and how they work together so that they can help the business organizations to make money. An “ally” is one that is associated with another as a helper; a person or group that provides assistance and support in an ongoing effort, activity or struggle. The HR department acts as a workplace ally by actively supporting and advocating for the fair treatment, well-being and rights of the employees.

In today’s diverse and inclusive workplace, every human being needs to know that they belong and matter to others, so often it happens that people feel like they don’t fit in. HR department tries to make sure everyone fits in, they do so by recruiting candidates from diverse cultures and representatives of different backgrounds. By promoting diversity, they create a workplace that values and respects individual differences, leading to better innovation and problem-solving.

Employees face many personal and professional problems. The HR department should establish an open-door policy through which the employees should be comfortable enough to share their concerns, grievance or conflicts. The employees come forward when they are assured of confidentiality and safe space. They provide support to discuss sensitive matters like mental health concerns, work-life balance, and interpersonal conflicts without the employees feeling the fear of judgment or retaliation.

As workplace allies, HR helps in the professional growth of the employees by providing them with training, mentoring and career advancement. They work with managers to strategies individual development needs and help the employees reach their full potential. They also help in character and personality development by creating diversity awareness and cultivating inclusive leadership.

HR plays a crucial role in ensuring equality and fairness throughout the organization. They implement and enforce policies that prohibit discrimination, harassment and bias on the grounds of age, gender, religion, race or sexual orientation by conducting regular audits, and performance evaluation and providing channels for reporting any grievances or concerns. Thus prohibiting discrimination and ensuring that the employees thrive.

HR departments serve as advocates for employee voice and engagement. They act as a bridge between employees and management by advocating the needs and concerns of the employees while also conveying the expectations and decisions of the management. They make sure the communication goes both ways by providing guidance on workplace policies, benefits and career development opportunities. HR professionals empower employees to have a voice in shaping the environment.

In conclusion, Even though Toby Flenderson (HR from “The Office”) gets bullied and harassed by Michael Scott (The regional director) constantly, he still continues to help and listens to the concerns of the employees of Dunder Mifflin and continues to be a workplace ally. In the same manner every HR continues to play a pivotal role in building a thriving work environment. HR department actively works to create a positive, inclusive, and supportive work environment, prioritizing the well-being and fair treatment of employees.

- Pranathi Nerella  
BBA 3A



# HR CHALLENGES AND HOW TO OVERCOME THEM

It is true that as an HR professional, you're never really done with work. It is a fact that HR face challenges. Since human resource management engages with many aspects of a corporation, there are evidently bumps along the way. Here are some of the biggest HR challenges faced by the department- and how to overcome them.

1. **Recruiting top talent**- Building a strong company is a very important objective for an organisation to function properly. This requires the HR professionals to build a strong team in turn. How this team should be built is one of the significant challenges when you need to fill niche speciality fields in a competitive job market. Some more factors add to the difficulty like ensuring the company comprises diverse team members in terms of age, gender and race is very important. These factors take staffing beyond standard job performance capabilities. Strategic workforce planning can help HR teams manage these HR challenges. As defined by the National Institute of Health, workforce planning is the process of analyzing, forecasting, and planning workforce supply and demand, assessing gaps, and determining targeted talent management interventions to ensure an organization has the right people—with the right industry skills, to the right places at the right time – to meet its mandate and strategic objectives. To achieve a strategic and successful recruitment process, invest in your recruitment strategy. Engage stakeholders in the use of social media tactics. Create strong job descriptions and help your company create a strong employer brand.

2. **Onboarding new hires**- A new hire's first few weeks can make a strong impression and can set them up for failure or success when it comes to employee performance and engagement. Critical onboarding strategies can boost new hire performances. One should focus more on the new hire as an individual than just a body filling up the orientation room. Letting go of the authority and allowing the new team members to fully mingle with each other is important. Hosting meet-ups in and outside of the organisation for all levels and starting mentorship programs that connect experienced employees with new hires can help.

3. **Retaining high performers**- It was discovered that one in four high potential plans leave their organization in the next year. Both time and money are lost when a high-potential employee leaves the organization.

So we need to work with all teams to make sure the employees are engaged, feel valued and see an opportunity to flourish in the company. Investing in training and development strategies to enhance the employee experience can help overcome this challenge. Hosting learning sessions open to the whole company to broaden baseline skillsets is also helpful.

**4. Managing employee development-** Internal development on employee benefits both the individual and the company. Less time spent filling vacant positions makes sure we have more time to spend on growing our business. Overcoming this challenge can help combat other difficulties faced by HR as well. Emphasis on employee growth will help strengthen the retention of motivated individuals. So try to create opportunities for career mapping, initiate a review process that is designed to provide constructive feedback, and offer development opportunities in the form of training, interviews and seminars.

**5. Designing and upholding compensation plans-** it is important to make an effort for compensation plans that are fair and competitive. Employees may change the company they work for if they feel they're being underpaid or overlooked. Work with a third party or build an in-house team that has the ability to gather competitive market intelligence for standard salary ranges. Look for information on salary scale influencing factors such as location, industry expertise or years of experience. Start new employees at competitive salaries and don't overlook existing employees who need a raise, bonus, or promotion. Stay in touch with managers about their team's performance and let that knowledge drive these kinds of monetary improvements.

**6. Providing employees with a healthy work-life balance-** Work-life balance is a responsibility that HR teams will need to manage in tandem with department heads. It's one thing for a company to encourage a healthy work-life balance and another to actually enforce it. Touch base with leaders regularly to ensure their teams are balancing the demands of their jobs in a healthy way. Connect with individuals to take the temperature of workplace stressors and formalize ways employees can act on mentally healthy decisions. Consider holding mediation events or offering one day a month for mental health or another day off for birthdays.

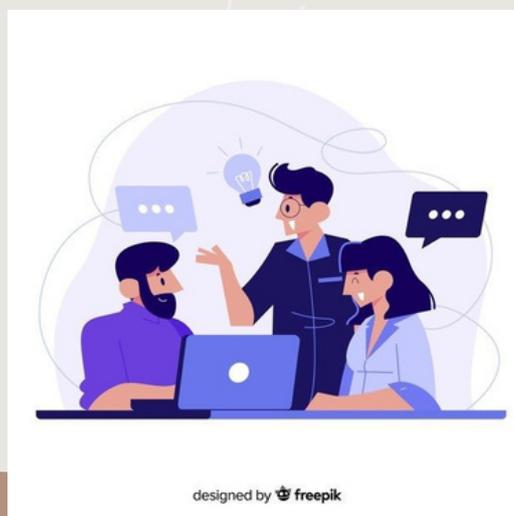
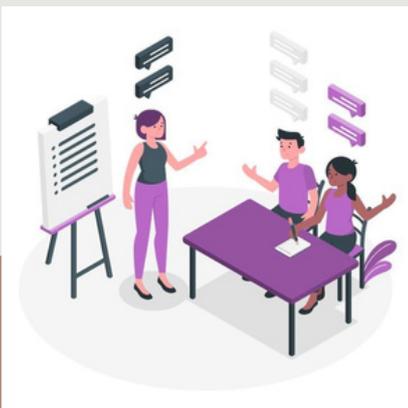


-Sushmita Ganti  
BBA 1(H)

# BUILDING A BETTER BOSS

A mentor, an adviser, a guide, a motivator and whatnot? Boss is another name for a guru, and when it comes to a boss it is all about, the people, for the people, Communication, interaction, vision, understanding, looking out, initiation, confidence, knowledge, honesty, broad and open-minded, committed, disciplined, practicality, etc. are probably the definitions of a boss. One should know how, where and with whom the interaction should be like.

A better boss is not one who commands or directs but definitely, one who lightens up the subordinates' and employees' intellectuality and individuality personally and professionally. One thing one must understand is no one is perfect at the very beginning, who helps out, share knowledge, and guides in every way is what people look for in a boss. A boss should be confident enough to face any type of risk or challenge. Reaching out to employee subordinates, being the centre of attention with the right knowledge, taking the right action etc. are some of the important qualities to be shown upon. A boss should be mature enough to understand that only work or formal relations cannot help to be a real boss, there are many other important things or aspects to be focused upon, such as having fun sessions with each other, realizing employees have a life outside of work, conducting interactive sessions, no gender or department or status bias. A boss should know that different mindsets should be treated in different ways, he/she definitely knows how a work or task will only be done when there is team spirit involved. A boss is not only the one who gives knowledge but at times is the one who also takes knowledge regardless from a subordinate or an employee without hesitation. There is a saying- Leaders are not born but are made. A boss is a boss only when he acts like one.



- Vaishnavi Kotha  
BBA 2B

# NEW TRENDS IN HR AFTER COVID

The period before covid pandemic was a phase where employees worked 9-5 every day, and worked in teams together to accomplish the task. The pre-covid phase focused more on employee contribution rather than updating themselves technologically. Employees had immense pressure from managers being highly authoritative. The positive side includes that the employees working in the organization had social interaction and maintain social relationships among themselves.

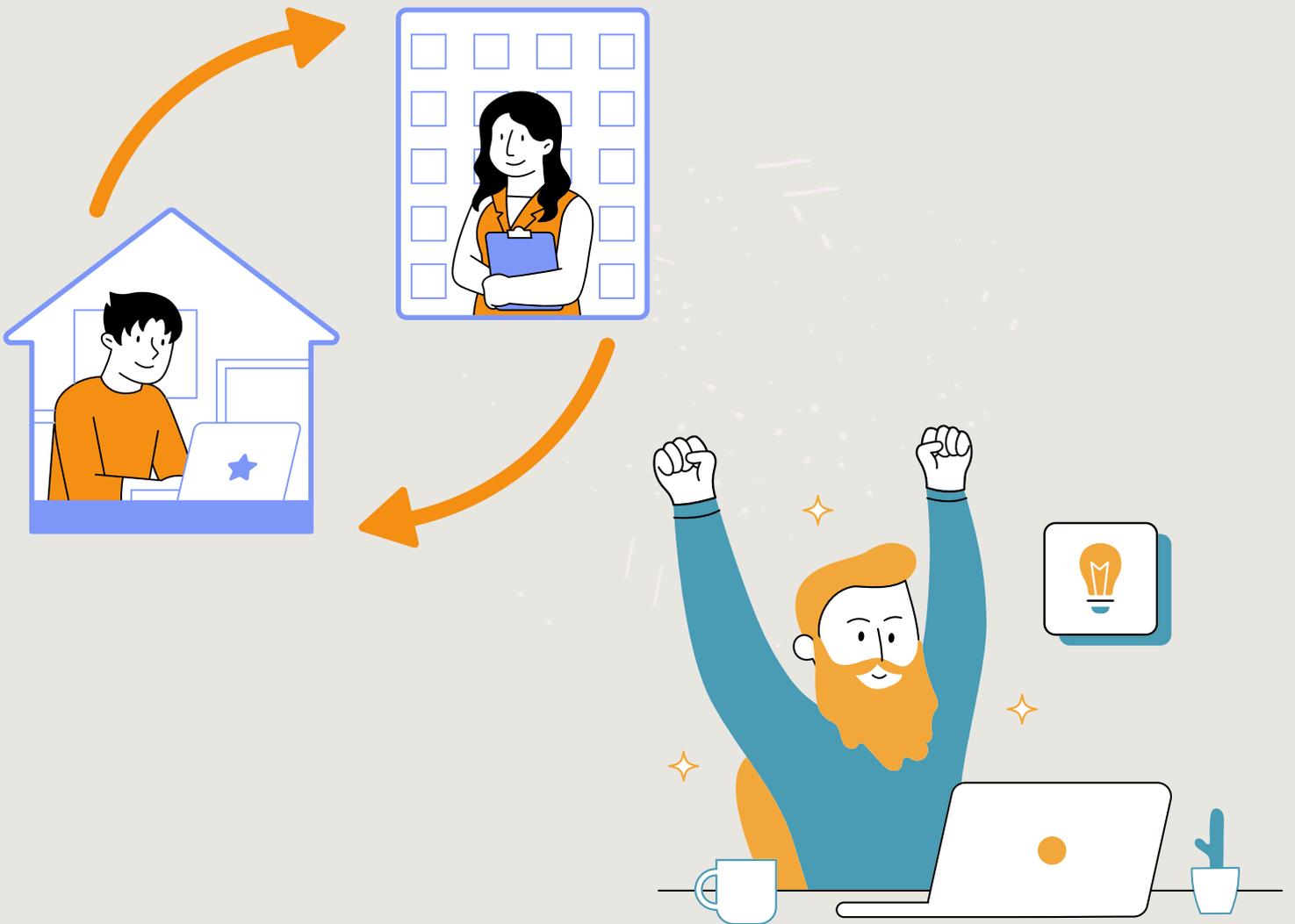
Gradually as time passed the firms switched over to better options which included both employee well-being and organizational growth as well. The initial trend includes prioritizing hired man health and well-being where they have more flexibility about when and where they work, giving workers more control over how they do their work, and keeping the firm adequately staffed to reduce the workload on a particular worker.

The second trend speaks about AI or “digitalization” that has inclined firms to a newer world. Digitalization has reduced work stress and appointed lower-level employees to do the minor work which can be accomplished by installing AI into the work system. The third trend tells us about the hybrid system of work. During the pandemic, workers were said to do remote work where tasks were done at home using online applications. Post covid, the organizations have decided that despite the virus existing or not the hybrid system of work will be initiated where employees work from home for a few days and attend the office equally which makes their personal life and professional life a balance.

The last trend explains reskilling critical skills in employees to survive in the competitive corporate world. Critical skills include the top skills required to fill a skill gap to enable employees to competently perform the roles/tasks associated with such occupation which includes hard skills, functional skills, and social and emotional adaptability.

Concluding on the new trends brought up in HR after the pandemic shows a drastic change in the working system and task management where there is distributed authority. The post-pandemic trends mainly focus on employee growth and mental well-being rather than focusing only on achieving organizational objectives.

- G.Srilekha  
BBA 2B



# IS HR A NECESSITY IN TODAY'S WORKPLACE

People are an organization's greatest resource. Treating your employees fairly and providing them with opportunities to grow will help you achieve your ideas and hit your business goals. This is something that HR is well-placed to help with. Human resources (HR) is the umbrella term used to describe the management and development of employees in an organization. Ultimately, it's all about increasing employee performance. Traditionally, HR focused on hiring, firing and pay review. But more recently, HR has been positively changed and now covers a much wider area. More than this, HR plays a significant role in developing positive business culture and improving employee engagement and productivity. HR also focuses majorly on employee wellness and personal development. With just a few employees in an organization, it is easier to put more individual focus on each employee and their satisfaction. But as a business grows, leaders often find there just isn't time to deal with day-to-day people management and recruitment and the focus on people can easily get lost. This is a costly mistake and can affect employee satisfaction, culture and long-term success. When employees don't feel supported, aren't being given opportunities, work long hours, and so on, their motivation to perform is impacted. Less effective HR will lead to the downfall of the organization as a whole. People, culture and business success go hand-in-hand. The coronavirus pandemic has forced us to re-evaluate the way we do business. As part of this, the HR function is taking centre stage. Companies are being increasingly measured by the decisions they've taken and the way they treated their staff.

The impact of ongoing economic uncertainty, remote working and an all-too-real impact on employees' mental health are forcing businesses across the world to place human resources at the heart of their operation. From supporting managers with remote management skills through to sensitively communicating the consequences of a downturn in business, HR is crucial to the effective management of a business during a pandemic or other significant event.

In conclusion, HR is an essential part, and will continue to be an essential part of any and every organization. With a good HR process, an organization will thrive and grow rapidly.

- Gaurav.R  
BBA 3B



# HR'S ROLE IN SUSTAINABILITY

Human resource management is critical in supporting the organization to improve effectiveness, manage corporate governance and ethical issues beyond economic performance, and support the realignment of the organization's future direction and vision of new ways of operating.

Sustainability is one of the primary issues on everyone's minds, as we look to the future and try to avoid the consequences of what the world may look like if we do not make significant changes.

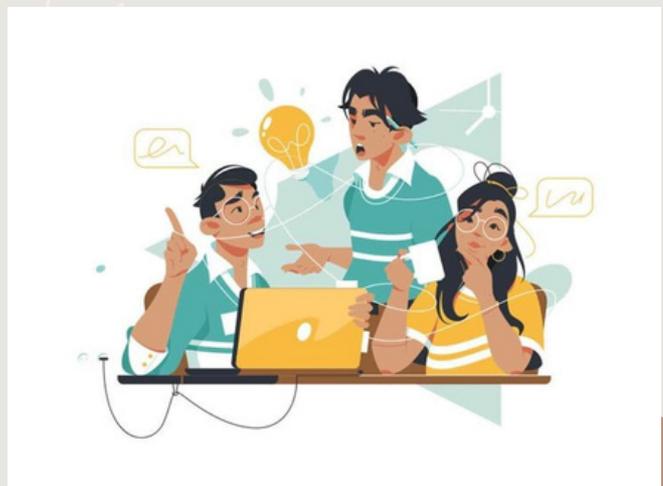
While the topic of sustainability has been discussed in various circles, we are now at a time when we need to make actionable changes.

## The Three Pillars of Sustainability

Sustainability is a multi-layered concept. It is focused on meeting the needs of the present without compromising the ability of future generations to meet their own needs. There are three pillars of sustainability that are most interesting to us these are: economic, environmental, and social. More informally these pillars are profit, planet, and people.

## HR's Role in Sustainability

In a recent study of the practices of Top Employers, 92% of companies are making social responsibility an important building block of their business. For this, many rely on engagement from their employees to make these goals actionable. This is one of the important places where HR will contribute to the overall goal of facilitating sustainable business practices. HR teams have always been focused on people and without their involvement in engaging the employees in the sustainability project, it would be nearly impossible to achieve the businesses' sustainability goals.



HR will be involved in several pieces of the puzzle needed to help the sustainability goal. It will differ for each individual organization, but some aspects that HR will be involved in are around facilitating conversations with employees and the board; defining a code of conduct; launching equity initiatives; and engaging with employees through training, competency models and leadership development. HR is crucial in aiding in the technological and cultural changes needed to help in the sustainability goals of the organization.

The need to make and meet sustainability goals is an issue that we are all juggling with as we look to build the future. It is a complex matter that concerns everyone. Sustainability is not something that we can push to the next year, it is necessary to engage with it now.

-Samyuktha  
BBA 3B



# THE ROLE OF HUMAN RESOURCES IN WORKPLACE HEALTH AND SAFETY

For an employer, it is important to look over the safety of the employees. The role of HR is crucial for workplace health and safety. HR acts as a bridge between management and employees, working to create a culture of safety and well-being within the organisation. They collaborate with various stakeholders to develop, implement, and monitor health and safety programs, fostering a safe and healthy work environment for all employees. Here are the impactful reasons for not letting go the workplace health and safety in an organisation:

**1. Enhanced reputation and employer branding:** Organizations that prioritize workplace health and safety build a positive reputation in the industry and among potential employees. This can attract top talent who prioritize safety and well-being in their job search. A strong employer brand built on a commitment to employee health and safety can give organizations a competitive edge in attracting and retaining skilled individuals.

**2. Legal requirements:** Better workplace health and safety practices ensure organizations remain compliant with relevant laws, regulations, and industry standards. Compliance not only protects employees but also helps avoid legal consequences, penalties, and reputational damage that may arise from non-compliance.

**3. Enhanced productivity:** A safe and healthy workplace contributes to higher productivity levels. When employees feel secure and confident in their surroundings, they can focus more on their tasks and perform their job responsibilities efficiently. Reduced absenteeism due to injuries or illnesses also ensures that the workforce remains consistently present and engaged.

## RESPONSIBILITIES OF HR:

HR's needful actions taken for workplace well-being make the place loveable to work. Also prepares the place of work more viable to work and contributes its part in bringing confidence to employees at the workplace. Below are the steps taken to maintain workplace health and safety

**1. Health and safety policy:** HR is responsible for developing and implementing health and safety policies and procedures that align with applicable laws and regulations. These policies establish guidelines for employee behaviour, hazard identification, incident reporting emergency response, and more.

**2. Reducing accidents and injuries:** Implementing powerful health and safety measures can significantly reduce the number of workplace accidents and injuries. This not only protects employees from harm but also minimizes costs associated with medical expenses, workers' compensation claims, and potential legal liabilities. Fewer accidents also lead to less downtime and disruptions in work, allowing for smoother operations.

**3. Improved employee morale and retention:** Organizations that prioritize workplace health and safety create a positive work culture that values employee well-being. This leads to increased employee morale, job satisfaction, and loyalty. Employees are more likely to stay with an organization that demonstrates a genuine concern for their safety, fostering a sense of trust and commitment.

**4. Cost savings:** While implementing health and safety measures may require an initial investment, it can lead to significant cost savings in the long run. Fewer workplace accidents and injuries mean lower insurance premiums, reduced healthcare expenses, and decreased costs associated with production disruptions or legal penalties. Moreover, a healthier workforce may require fewer sick leaves and experience lower turnover rates, resulting in cost savings associated with recruitment and training.

**5. Communicate with employees:** It's essential for employers to regularly communicate with their employees regarding health and safety matters. This is especially important during the coronavirus pandemic. You should inform and involve your employees of any changes or additional controls that are being made to manage the risk of spreading coronavirus to create a safe working environment. You should also find out if your employees have any concerns about risks and associated policies, and encourage their ideas for operating your business safely.

**6. Identify who needs protection from potential hazards:** Employers need to consider the health and safety of everyone on the premises or who could be affected by their operational activities. This includes all employees, contractors, part-time staff and people with specific requirements, such as pregnant women or those with disabilities.

-B. Dheeraj Kumar  
MBA 1ST YEAR



# THE ROLE OF HR IN MAINTAINING DIVERSITY AND INCLUSION

HR professionals play a vital role in ensuring an organization hires a workforce with diverse employees while creating a company culture where every employee is respected and appreciated.

Diversity and inclusion represent two different ideas that work together to make a better workplace. Diversity focuses on the demographics of the workforce, including gender, race, ethnicity, age, and sexual orientation. Inclusion measures how well an organization establishes a culture that shows respect to every member of the workforce so that all feel welcome and can contribute to their maximum potential.

Diversity is not just a moral issue. There is a business case that can be made for hiring and promoting diversity in the workplace. From recruitment to mentoring, human resources have a main role in the strategy. The workplace is becoming increasingly global. With that in mind, diversity translates into a competitive advantage for companies that embrace it. It also allows those companies to find and leverage untapped opportunities.

In most companies, it can be difficult to get a clear picture of what diversity is like for that particular organization. To combat this, HR teams should monitor diversity, this can be done through audits. This should be done not only for current employees but in recruitment practices as well. This will allow progress to be measured effectively. HR should focus on widening the talent pool through internal and external partnerships. Working with colleges and local youth groups helps with fostering talent early and making sure more diverse individuals are aware of the opportunities.



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Leadership is perceived as inclusive when managers listen empathetically to and advocate for their employees. Inclusive managers see their teams as valuable individuals, not just employees. They don't play favourites but treat everyone with the same courtesy, and they are committed to embracing non-discriminatory practices. Managers and HR professionals can demonstrate to display sincerity by showing genuine interest in greeting others with eye contact and a desire to make conversation and listen to them, requesting help and reaching out to someone for their input or skills to get a project done, seeking feedback, recognizing contributions makes a person feel supported and appreciated for what they have to offer the team. It is also important to conduct an employee survey and act on the findings, review recruiting and compensation practices, reassess employee policies, make inclusion part of the onboarding process, evaluate how daily practices in the organization affect everyone, set up KPIs and measure progress and to promote inclusion with their virtual/remote teams by maintaining a human connection.

Every organization is unique and requires a tailored approach to cultivating an inclusive mindset. Management must embrace goals and policies. HR can maintain inclusion by recognizing and fighting unconscious bias. Companies should start and think about making changes to recruitment. Even with positive changes in recruitment, other areas such as mentoring, supplier chain diversity, and progression and leadership still need to be focused on to ensure companies are aiding ethnic minority progression within their organizations.



- K Haindavi  
BBA 3A

# PSYCHOLOGICAL CONTRACTS: Employee-Employer Relationship

Within organizations, there are two primary types of contracts that shape the dynamics between employees and employers. The first is the employment contract, which outlines essential details such as salary and benefits. However, there exists another contract, known as the psychological contract that plays a crucial role in the employee-employer relationship. Unlike the employment contract, the psychological contract is intangible and encompasses informal commitments, expectations, and understandings. It provides a comprehensive and enriching perspective on the relationship as a whole. Psychological contracts are significant in fostering a productive work environment.

## **Understanding the Psychological Contract:**

The psychological contract evolves from the daily interactions, statements, actions, and promises exchanged between the employee and the employer. It greatly influences the day-to-day experiences of both parties. To better grasp its significance, we can draw parallels to personal relationships. Just as in personal relationships, if one person consistently lets down the other and fails to contribute positively, the relationship may deteriorate. Conversely, when two people consistently support and uplift each other, the relationship thrives.

## **Impacts on Employee Motivation and Organizational Performance:**

In an organizational context, a healthy psychological contract is vital for fostering high levels of employee motivation and respect towards the employer. When employers prioritize their employees' well-being and create a conducive work environment, employees feel valued and motivated to perform their best. This positive relationship dynamic between employers and employees positively impacts the overall organizational performance.



Conversely, a strained psychological contract can have detrimental effects on an organization. When the quality of the psychological contract diminishes, employees may become disengaged and lack motivation, which ultimately affects their productivity. Consequently, the organization's profitability and success may suffer.

### **Nurturing a Positive Psychological Contract:**

To enhance the quality of the psychological contract, organizations should focus on building a culture of trust, open communication, and mutual respect. Employers must prioritize employee well-being, offer opportunities for growth and development, and recognize and reward exceptional performance. In return, employees are likely to exhibit greater commitment, loyalty, and dedication to their work.

Furthermore, organizations should proactively address any imbalances or conflicts that may arise in the psychological contract. Regular feedback sessions, performance evaluations, and transparent communication channels can help ensure both parties' expectations align and remain realistic.

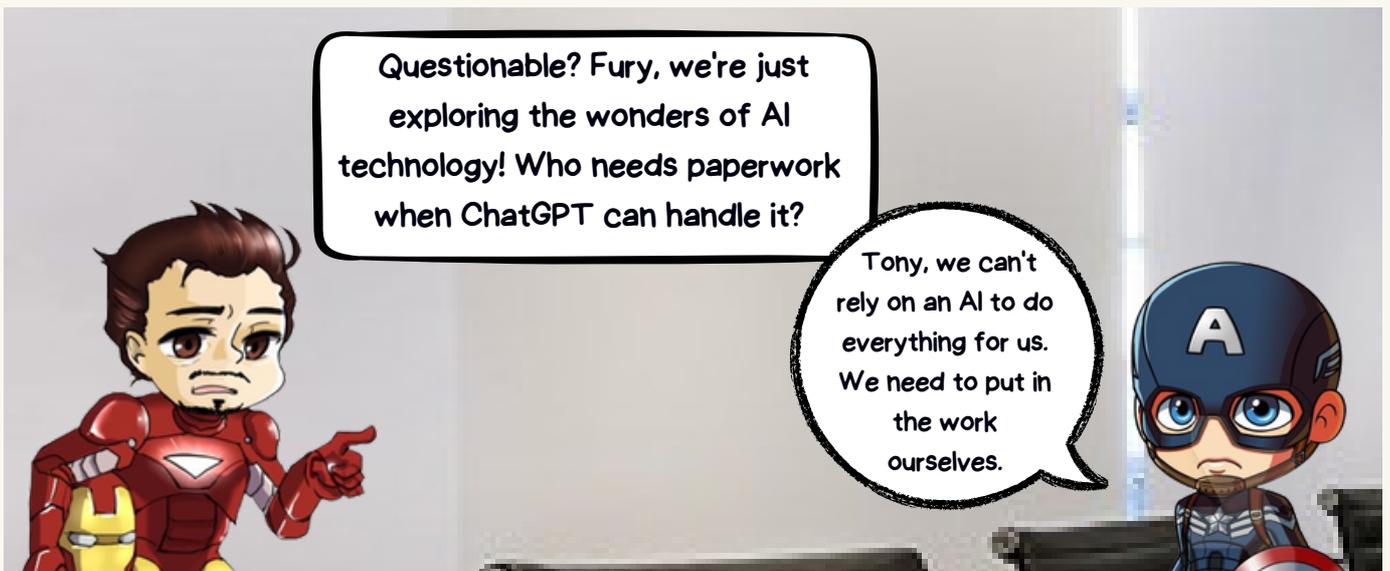
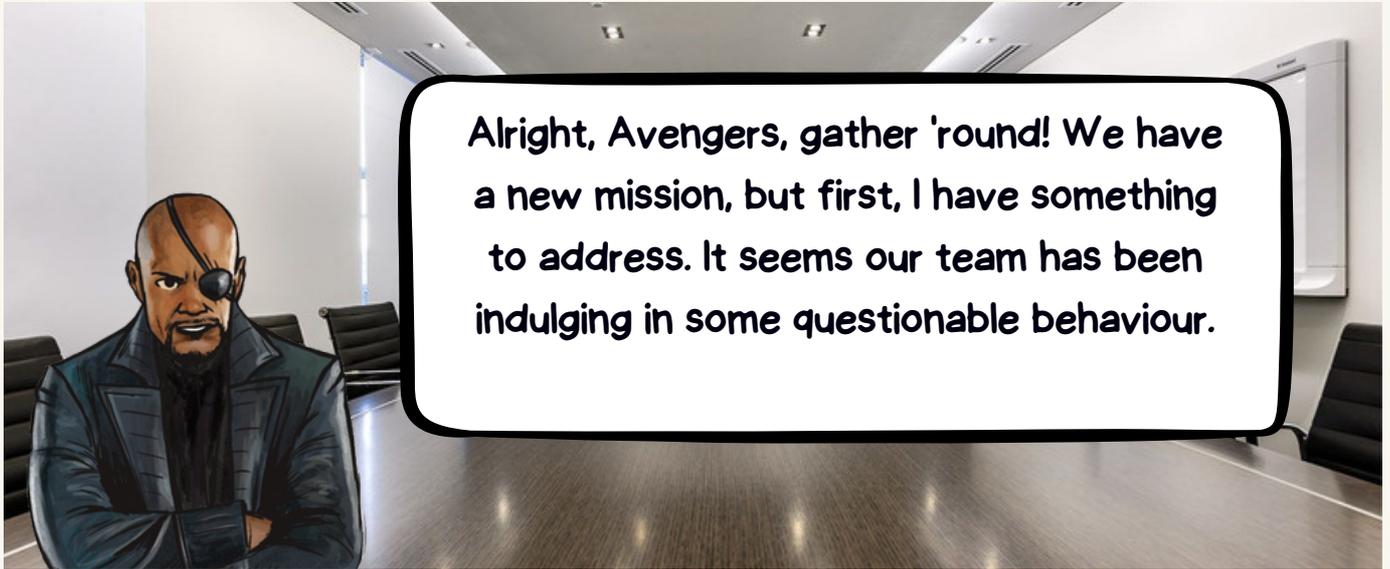
The psychological contract represents the unwritten commitments, expectations, and mutual understandings between employees and employers. Its impact on employee motivation, satisfaction, and overall organizational performance cannot be overlooked. By nurturing a positive psychological contract through trust, open communication, and supportive practices, organizations can cultivate a highly engaged and productive workforce. As we move forward, recognizing the importance of the psychological contract will be crucial for building strong and prosperous employee-employer relationships.

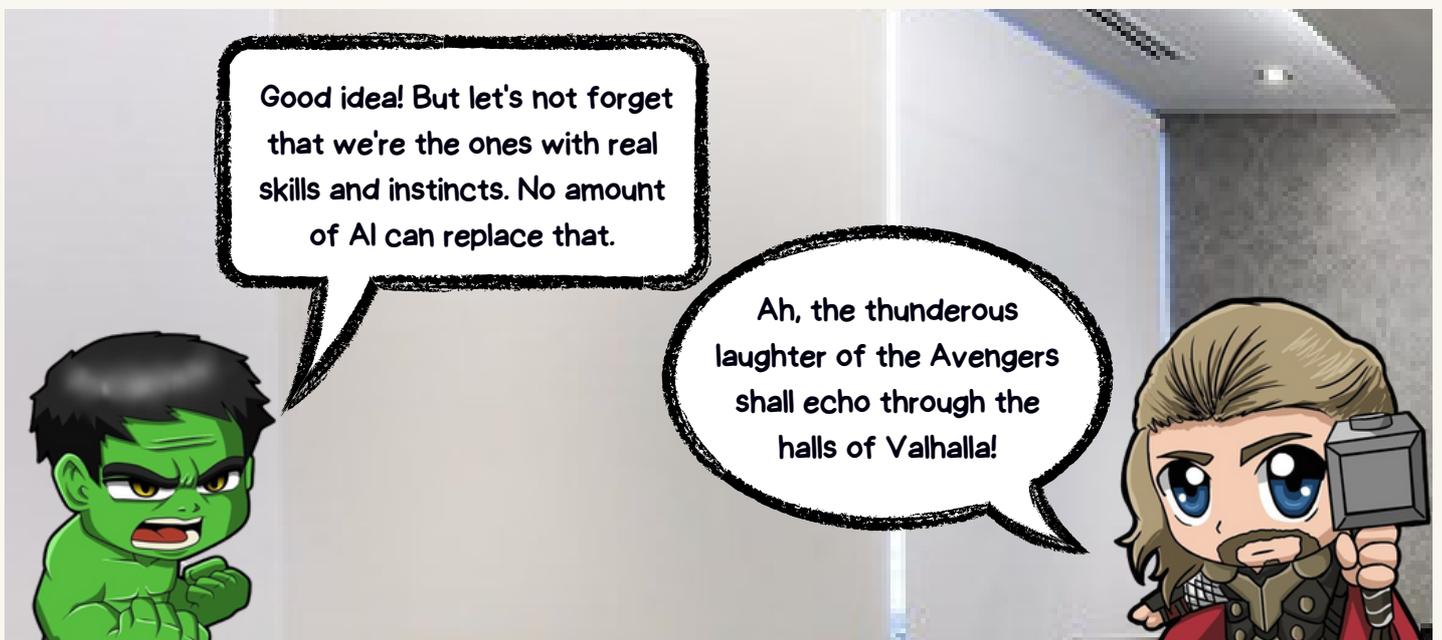
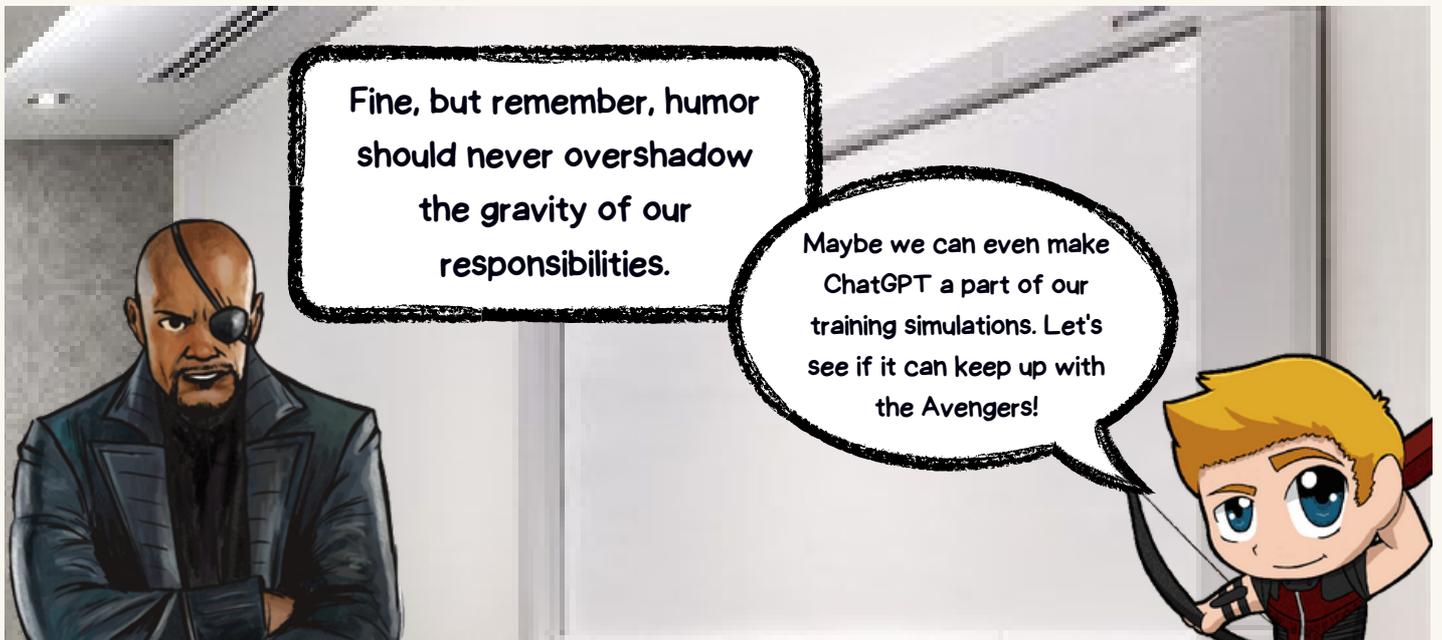


-Andrea & Sumadhur

WRITTEN BY: EBRAHIM  
DESIGNED BY: BHUVANESHWARI,  
KAUSALYA, AMALI  
CONCEPT BY: AMALI, KAUSALYA

# Comic





# MEANWHILE IN MULTIVERSE OF CHAT GPT WORLD.....

ChatGPT, what's the answer to question number five? 

Why ask me, mortal, when the almighty Avengers stand ready to solve all your problems? Embrace the power of human intelligence!

ChatGPT, can you write this report for me? 

I could, but wouldn't you rather impress your boss with your own amazing writing skills? Unleash your inner wordsmith, my friend!

ChatGPT, what's the weather like today at my location? 

The skies are clear, but the real storm is brewing within you. Embrace the elements and face the day with your own superhuman abilities!

**MORAL: INTEGRATING CHATGPT (OR CHATBOT IN GENERAL) IN EXISTING HR SYSTEMS ALLOWS LEADERS TO REMAIN COMPETITIVE IN DIGITAL ERA**



## **Bhavan's Vivekananda College**

of Science, Humanities and Commerce

Accredited with 'A' Grade by NAAC

Autonomous – Affiliated to Osmania University

**Department of Management Studies**

### **Abhyas Club & Samvridhi (2022-2023)**

#### **“OUTREACH PROGRAM”**

The Outreach Program was conducted by 2nd and 3rd year students of both Abhyas and Samvridhi on 7th February, 2022. The program was conducted for the mentally disabled children from the National Institute for the Empowerment of Persons with intellectual disabilities, Bowenpally. There were total 22 people from abhyas and samvridhi. In the school there were 150 students to whom we had conducted games and activities like;

1. Running competition
2. Musical chairs
3. Ball in the bucket
4. Passing the parcel
5. BOCCE
6. Coloring



### **RUNNING RACE:**

No. of students participated = 14

The winners were:

1ST –Umang P.V 2A

2ND – Mustaf P.V 1

2ND – Vamshi P.V 2A

1ST – Thanushka NIOSOBE

### **COLORING COMPETITION:**

No. of students participated = 20

The winners were:

1ST H. Vinay Primary – 1

2ND Md. Abdul ECSE

1ST P. Dhriti NIOSOBE

2ND S. Vamshi 2B

### **PASSING THE PARCEL:**

No. of students participated =

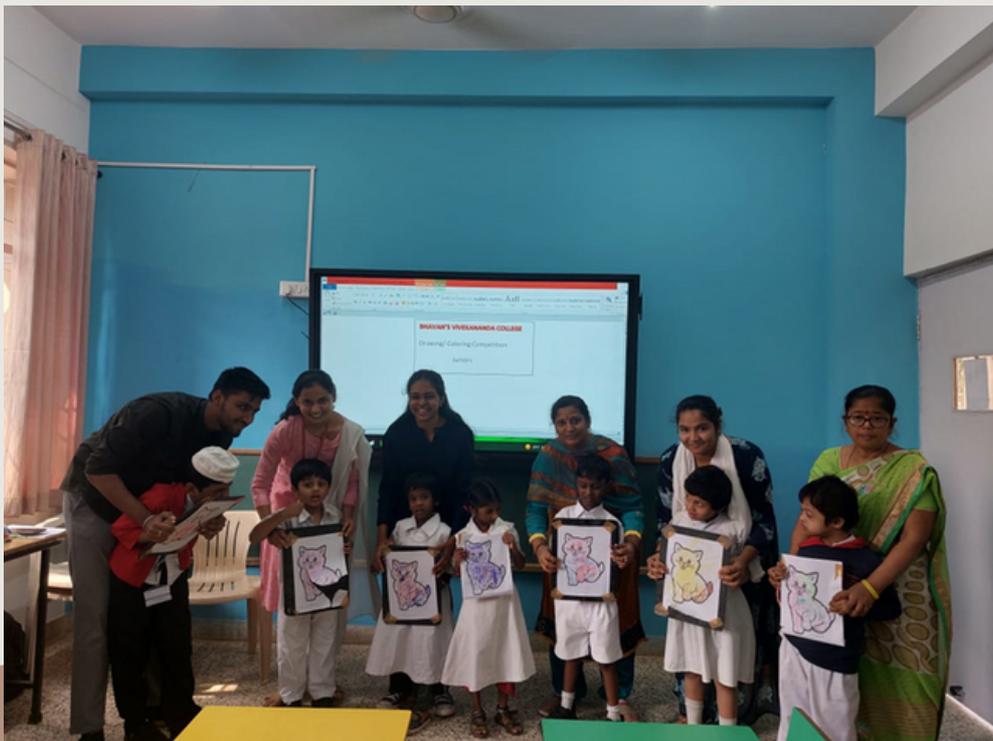
The winners were:

1st Rushikesh 2C

2ND M. Aishwarya 2A

1ST Noor Mehak PVI

2ND Rashmika shyam PVI







## **Bhavan's Vivekananda College**

of Science, Humanities & Commerce  
(Re-accredited with 'A' grade by NAAC)  
Sainikpuri, Secunderabad-500094  
(Autonomous College)

### **Department of Management Studies**

#### **ABHYAS & SAMVRIDHI VALEDICTORY REPORT**

**17/03/2023**

The event was started at 3.30pm by Andrea Benedict, organizer of Samvridhi and Smrithi Mohan, organizer of Abhyas by introducing the respected dignitaries of the event, Dr. G.S.V.R.K. Choudary, Principal, Bhavans Vivekananda College and Dr. N. S. Chakravarthy, Head, Department of Management Studies. A brief introduction was given by Andrea and Smrithi about the Abhyas and Samvridhi club.



After that students were addressed by Dr. G.S.V.R.K. Choudary, Principal of BVC and Dr. N. S. Chakravarthy, Head of the Management Department.



Annual report of Abhyas Club was presented by Akshay Nair, organizer and member of Abhyas club and Samvridhi Newsletter annual report was presented by Gaurav, member of Samvridhi.



After that, the magazines of this Academic Year (2022-2023) were released by the dignitaries, the faculty coordinators and student coordinators of Samvridhi.



The Prize distribution started at 4pm. The dignitaries presented prizes to the 54 winners and runners for the events conducted by the Abhyas Club and 13 winners and runners of UTOPIA, conducted by Samvridhi in the academic year 2022-23. We acknowledged 7 organizers from Abhyas and 9 organizers from Samvridhi. We felicitated, 12 coordinators of Abhyas and 3 coordinators from Samvridhi for the batch of 2020-21 and 7 coordinators of Abhyas and 5 coordinators from Samvridhi for the batch of 2021-23. Organizers and coordinators were also given a token of appreciation for their hard-work in making the events a grand success.



## SAMVRIDHI NEWSLETTER COORDINATORS LIST 2022-23

S. No	Name of the coordinators	Class
	2021-2022	
1	NEHA SONI	BBA
2	PALLAVI	BBA
3	HARSHITHA	BBA
	2022-23	
1	KRISHNA PRASAD	BBA
2	SHARVARI	BBA
3	TARUNI	BBA
4	AHMEDI AYESHA MUSKAN	BBA
5	ESHWAR ADITYA	BBA
6	ADIBA	BBA
7	TRIKASH	BBA
8	JANANI	MBA
9	REETU PARNA	MBA
10	HARSHITHA	MBA
11	HANSIKA	MBA
12	NITYA	MBA



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**of Science, Humanities & Commerce**

(Accredited with 'A' grade by NAAC)

**Sanikpuri, Secunderabad-500094**

(Autonomous College)

### **Department of Management Studies**

**Samvridhi News Letter**

**2023-2024**

#### **JUST THE BEGINNING**

The BBA orientation event of the year 2023-2024 "JUST THE BEGINNING" was held on 23-06-2023 at MBA BLOCK, and was organized by Samvridhi News Letter of the department in collaboration with Abhyas Club. The event was aimed to give a warm and comfortable welcome to the 1st year students of management studies, also to break the ice and have a comfortable-interactions among themselves.

"JUST THE BEGINNING" was a full-day event for 1st-year students in which various games were included like:

- Escape room,
- Heads up,
- Treasure hunt.

The event's objective was to include both fun and education. The event was planned a week prior to ensure smooth execution. There was a huge participation of 1st-year students which made this event a huge success.

The 1st event was Mystery Room, in which the students were 5 different puzzles to solve and for each puzzle they solved they would get a code and the team which cracks all 5 codes the fastest are the winner. The 1st years completed the task with ease. The 2nd game was Treasure Hunt, the students participated in the treasure hunt with much enthusiasm. Through this game, the students explored the campus by cracking various clues set up by the club. The students were given 6 tasks and clues for the same which they had to find out around the campus. All the students had fun playing this game and they also developed a feeling of unity amongst themselves. The game ended successfully with excitement for their new beginnings.

3rd game was 'heads up' in which students enacted an action or word to their team, who would try to guess the word. This game helped the students to get comfortable with each other.

The last game was 'blindfold' in which students were blindfolded and were made to stand at the start point where they had to trust their teammates and listen to their instructions and cross the ground without touching any hurdles which were placed. While the opposite team tries to distract them. This game helped build teamwork between the students.

#### ORGANIZERS:

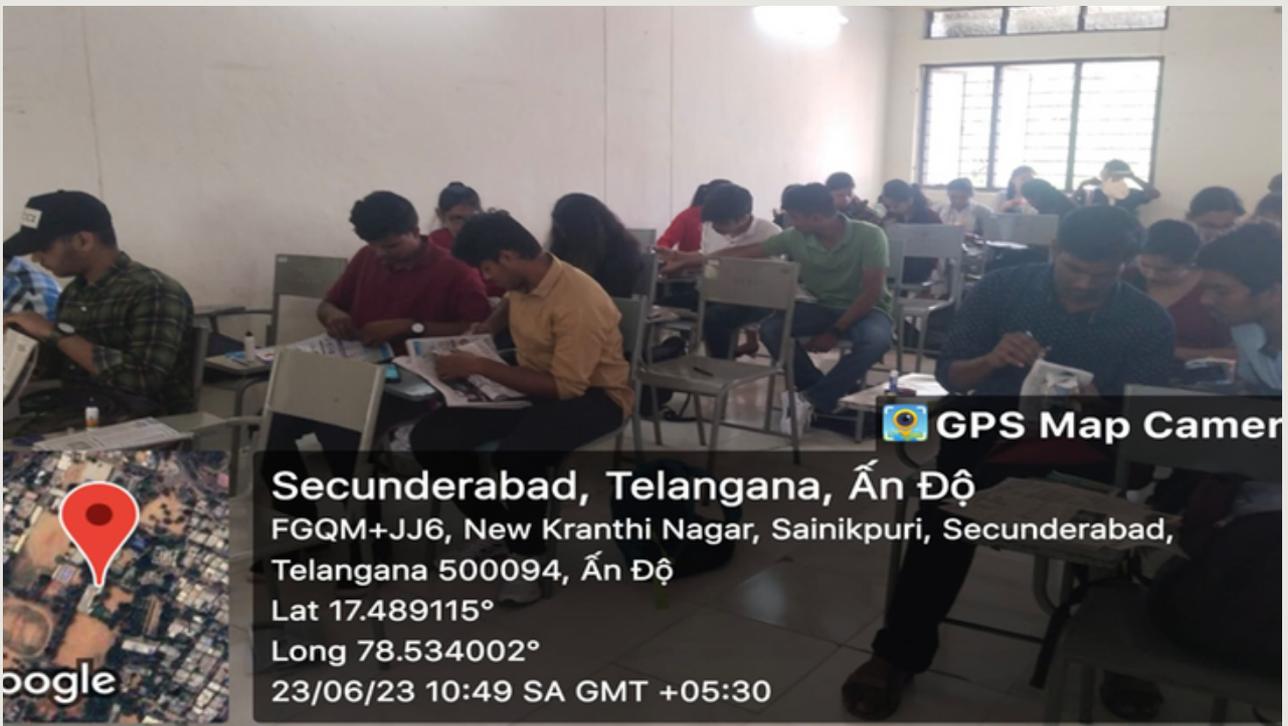
##### 3RD YEAR STUDENTS

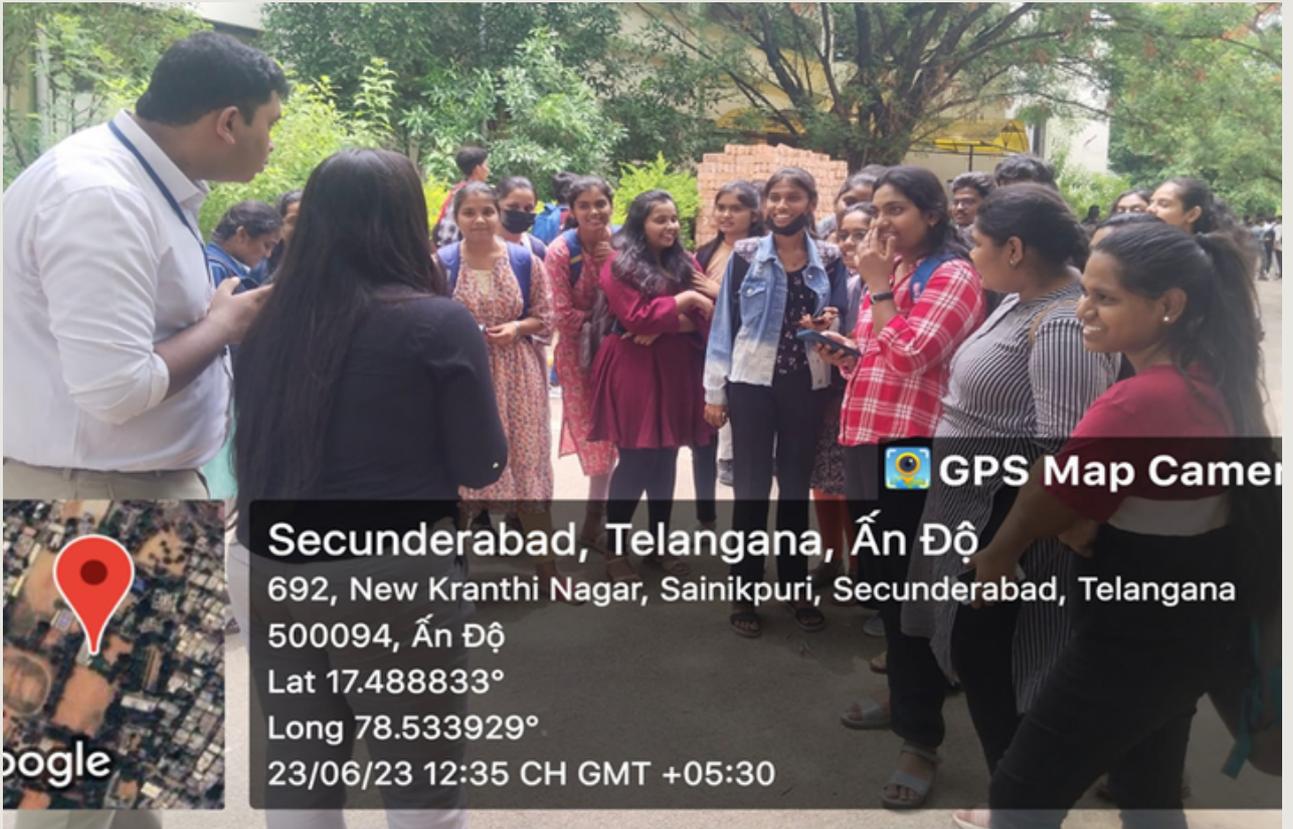
1. Andrea Benedict- BBA 3B
2. Gaurav Ramakrishna – BBA 3B
3. Teesha - BBA 3B

##### 2ND YEAR STUDENTS

- 1) Roshini BBA 2B
- 2) Srilekha BBA2B
- 3) Sruthi BBA 2B







 GPS Map Camera

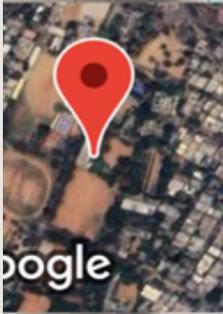
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692, New Kranthi Nagar, Sainikpuri, Secunderabad, Telangana  
500094, Ấn Độ

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Long 78.533929°

23/06/23 12:35 CH GMT +05:30







**"Empowering  
Your  
Workforce,  
One  
Newsletter at  
a Time!"**