

HR BUZZ



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30.09.2022 | FRIDAY

VOLUME 2



SEPTEMBER ISSUE

Gear up for this month's Issue!
We have much more fun and engaging content in this volume, with a bunch of HR related Articles & insightful, informative blog posts +book reviews

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ANNOUNCEMENT

****The names of the winners who give us the correct responses for the interactives will get their pictures published in the next volume****



THIS VOLUME'S HIGHLIGHT

RANG MANCH CHALTE CHALTE
SNIPPETS





New Energy Nexus appoints Shivani Singh as Global HR Director

September 19, 2022 - ETHR WORLD

The world's leading ecosystem of funds, New Energy Nexus has announced the appointment of Shivani Singh as Global HR Director. She will be reporting to Aneri Pradhan, COO of New Energy Nexus. Aneri Pradhan, COO, New Energy Nexus said, "We are excited to bring Shivani Singh as a strong global HR leader to New Energy Nexus, which has tripled in size during the height of the pandemic." "As staff shifts to a remote workplace, whilst managing global complexities with climate change, inflation and war, Shivani's leadership will guide them through these turbulent times", Aneri Pradhan added. Shivani Singh, Global HR Director, New Energy Nexus said, "My objective is to create an HR department that genuinely cares about talent and their aspirations, and establishes pathways for all talent to achieve their goals." "More than just the typical process that onboards new employees, manages payroll, and performs back office activities, my vision is to build an HR that has a palpable impact on organizational success, and improves the lives of each employee", Shivani Singh added.

"In my view, the role lies at the heart of the organization, which is extremely important to accelerate positive energy for diverse people to imbibe & live the organization's mission, vision, and values", Shivani said.

Shivani has over 12 years of experience in the HR domain. She is an HR Professional with diverse learning experiences in Asia & Europe. Shivani's expertise is in Strategic Business partnership, Talent Acquisition, Operation Excellence, Data Analytics & Reporting, Compensation & Benefits, Organisation Restructuring, People Development, and Performance Management. Prior to New Energy Nexus, Shivani was associated with Home Credit Philippines. She worked with the organization for over 3 years. Earlier, Shivani was associated with Home Credit India as Assistant Vice President, HR Business Partner. Previously, she also worked with organizations such as Convergys and Tech Mahindra. Shivani holds her master's in Business Administration from Lovely Professional University. She completed her bachelor's from Amity University.

TESLA HITS A WALL WITH RETURN-TO-OFFICE MANDATE: REPORT

SEPTEMBER 23, 2022

The EV carmaker's return-to-office policy is purportedly affecting employee morale, especially among team members who were allowed to work remotely even before the pandemic, Tesla workers pointed out.

According to CNBC, several US-based Tesla employees claimed that the EV carmaker doesn't have room or resources to bring workers back into the office. The report did not identify who made the revelation since the individuals were not authorised to speak to the media on the company's behalf.

Tesla's return-to-office policy might also be impacting employee morale across the company, especially among team members who were allowed to work remotely even before the COVID pandemic, Tesla employees pointed out.

It's only been three months since the EV carmaker adopted a return-to-office policy after allowing employees to work remotely during the pandemic. In an internal email, CEO Elon Musk told employees looking to do remote work that they still needed to meet a minimum number of hours in the office.

If they couldn't, then they should resign, he said. "Anyone who wishes to do remote work must be in the office for a minimum (and I mean *minimum*) of 40 hours per week or depart Tesla. This is less than we ask of factory workers," Musk wrote. While the Tesla chief said some exceptions to the policy might be allowed, he made it clear that he would review and approve such requests himself.



TECHHR SINGAPORE HIGHLIGHTS: TOP QUOTES FROM HR LEADERS AT ASIA'S BIGGEST HR AND WORKTECH CONFERENCE OF THE YEAR

SEPTEMBER 22, 2022 PEOPLE MATTERS



DANIEL KAHNEMAN

In his exclusive Fireside Chat session, Daniel Kahneman, who is a Professor of Psychology and Nobel Prize winner, said: "With passing time, when you don't get feedback, you start agreeing with yourself and when you do that, it makes you overconfident."

ASIA'S BIGGEST HR AND WORKTECH CONFERENCE, TECHHR SINGAPORE 2022 SAW SEASONED LEADERS AND EXPERTS TALK ABOUT THEIR JOURNEYS, SUCCESS MANTRAS, AND THE BIGGEST LESSONS THEY LEARNED. IN CASE YOU MISSED IT, HERE ARE A FEW OF THE BEST QUOTES SHARED BY BUSINESS LEADERS.

PETA LATIMER

Peta Latimer, who is the CEO at Mercer Singapore, talked about the importance of aligning profit and purpose. "Understanding the 'how' in aligning profit and purpose is crucial for businesses."



TECHHR SINGAPORE HIGHLIGHTS: TOP QUOTES FROM HR LEADERS AT ASIA'S BIGGEST HR AND WORKTECH CONFERENCE OF THE YEAR

SEPTEMBER 22, 2022 PEOPLE MATTERS



ANDREW BAISLEY

Andrew Baisley, Head of Southeast Asia at Asana, explained why clarity of work is crucial in the workplace for the success of businesses. “As leaders, we have the opportunity to change workplace habits. Everyone needs clarity of their work, responsibilities, and deadlines.”

ASIA'S BIGGEST HR AND WORKTECH CONFERENCE, TECHHR SINGAPORE 2022 SAW SEASONED LEADERS AND EXPERTS TALK ABOUT THEIR JOURNEYS, SUCCESS MANTRAS, AND THE BIGGEST LESSONS THEY LEARNED. IN CASE YOU MISSED IT, HERE ARE A FEW OF THE BEST QUOTES SHARED BY BUSINESS LEADERS.

FRANCIS DE VERICOURT

Addressing a session at the People Matters TechHR Singapore Conference 2022, Francis de Vericourt, who is the Professor of Management Science and the Director of the Center for Decisions, Models and Data at ESMT Berlin said: “Today, it is important that we realise what makes us human decision-makers fundamentally different from machines and technology.”



TECHHR SINGAPORE HIGHLIGHTS: TOP QUOTES FROM HR LEADERS AT ASIA'S BIGGEST HR AND WORKTECH CONFERENCE OF THE YEAR

SEPTEMBER 22, 2022 PEOPLE MATTERS



PECK KEM LOW

Peck Kem Low, who is CHRO and Advisor at Public Service Division, Singapore, advised leaders to strengthen their employees with the right working tools. “Empower your employees with the right tools and great work environments, foster a solid employer-employee relationship, and most importantly, trust your employees.”

BRIAN SOMMER

Brian Sommer, HR Tech Expert and Founder/President at TechVentive, in his session, said: “Fix people skills and listening issues before acquiring new technologies.” This year, People Matters hosted several sessions, where experts tackled present-day most pressing people and work dilemmas. After all, finding solutions was the top priority at the People Matters Tech HR Singapore 2022



Wipro sacks 300 workers for moonlighting. What is it?

September 22, 2022

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WIPRO

Wipro has fired 300 employees as part of a strict stance against workers for moonlighting. The company recently discovered 300 employees moonlighting and working for competitors, according to Wipro Chairman Rishad Premji, who added that such individuals had no place in the organization.

ALL ABOUT IT



Another prominent IT firm, Infosys, has cautioned its employees against accepting a second job without first informing the employer.

Infosys recently reminded all of its employees to study their employment contracts before accepting a different job in one of the letters sent to staff members by the HR department. In fact, the employer also issued a warning that if an employee accepted a second job during or after working hours, they risked being fired.

#MOONLIGHTING

The majority of the IT companies have hardened its stand against moonlighting and have warned its employees of termination if found to be holding dual employment. If a contract of an employee calls for non-compete and single employment, then moonlighting could be considered as cheating.

According to a statement made by Premji at an All-India Management Association event and published by Money control, "If you actually look at the definition of moonlighting, it is having a second job secretly I'm all about transparency. As a part of transparency, individuals in organizations can have very candid conversations."



He continued by saying that businesses and individuals could "concerted choice" to take on second employment. In reference to the Wipro incident, he reiterated that current employees who work for competitors are committing "a complete violation of integrity in its deepest form."

HONDA SEEKS REIMBURSEMENT FROM EMPLOYEES OF OVERPAID BONUSES

SEPTEMBER 22, 2022

Recently, the identical problem—how to deal with overpayments to certain of their employees—was encountered by a Honda factory in Ohio and a health institution in Oregon. In the end, the two entities made different decisions.

Honda sought to recover the overpaid incentives after giving them to an unspecified number of its almost 4,000 employees at an Ohio factory.



The Bend, Oregon-based St. Charles Health System first demanded payment for the overpayments, which in this case were a result of having to process payroll manually as a result of the UKG hack. However, after opposition from employees and unions, the requests were dropped.

The company gave employees at the factory in Marysville, Ohio, nine days to return part of their bonuses, which in some cases amounted to hundreds of dollars. Failing to respond would result in the money being taken out of their pay automatically.

68% COMPANIES BELIEVE AI IN HR RAISES OVERALL JOB ACCURACY: REPORT

SEPT.

2022

SEPTEMBER 25, 2022

According to a survey, almost 68% of the businesses surveyed think that integrating artificial intelligence into the human resources process improves overall work accuracy.

According to the study, 72% of respondents agreed that employing AI in the HR process increases productivity and saves time since they think chatbots can automate numerous HR-related tasks and improve the system's efficiency.

An online survey with more than 825 organizations from a variety of industries, including banking and finance, construction and engineering, education, FMCG, hospitality, HR solutions, IT, ITES and BPO, logistics, manufacturing, media, oil and gas, and pharma, was the basis for the report from HR solutions provider Genius Consultants.

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Additionally, it was discovered that more than 44% of respondents said that AI-based chatbots are now the preferred method for the first interactions during the hiring process, which also aids new recruits in settling into their roles and later understanding the range of the company's activities.

The report stated that most organizations are already implementing AI and other technological advancements in many areas, starting from identifying candidates with right skill sets to payroll to manufacturing to customer management.

AI is the future of all industries, including the human resources sector, given the current situation. Genius Consultants CMD R P Yadav continued, "While it is perceived as a cost-center for the companies, it should be looked as an investment for grooming resources.





BOOK REVIEW

THE MIDNIGHT LIBRARY BY MATT HAIG

NEW YORK TIMES

BEST SELLER

AWARD WINNING



MATT HAIG

SUMMARY SEGMENT

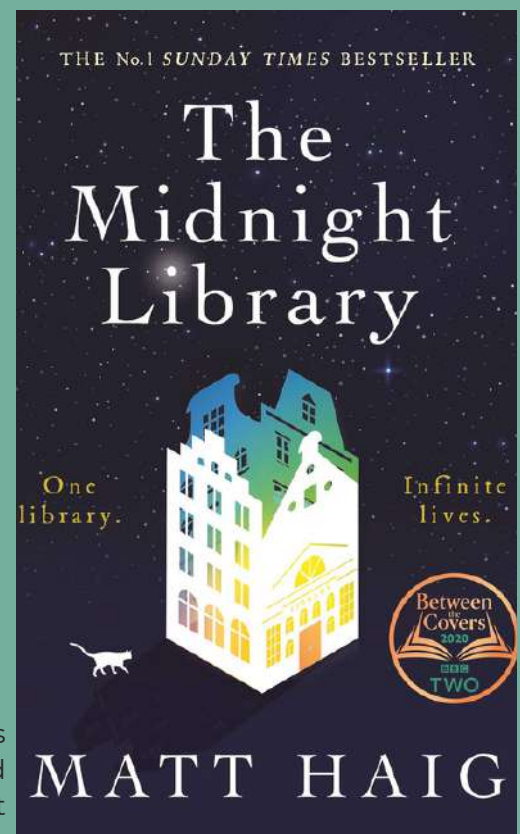
Matt Haig, the critically acclaimed author of the critically acclaimed book, reasons to stay alive, a stunning piece of art that talks about falling and rising up through a series of personal experiences, teaches the art of getting up the eleventh time even if you fall ten times.

The most memorable part of this book is not only about Nora Seed, who is trapped in her life, seeing herself as a failure, a disposable human waste with nothing to achieve. It's about regrets, unfinished plans, what ifs, family approval, drugs, mistakes, giving up, realising other people's dreams, self-remorse, insecurities, self-harm, love, passion, and hatred.

Nora Seed wishes to die. This is where Matt Haig's novel, *The Midnight Library*, begins: with a young woman on the verge of making a terrible decision. Haig develops the concept of the midnight library, to be found in the spaces between life and death, to explore life, the issues that plague our world, through philosophy and more, in an attempt to tease out what makes life worth living and a joy, and what gives it meaning.

The ordinary Nora Seed, who has spent her life trying to please others, has reached rock bottom, losing her cat and her job, overwhelmed by the weight of a lifetime of regrets, and seeing no light in her life at all. She is tempted by suicidal thoughts, which leads her to the midnight library.

Haig provides a touching narrative about the joys of living, as seen through Nora's eyes as she tries to untangle what really matters in life, putting life in context and perspective with all of its ongoing changes, complexities, and an understanding that no life is perfect in and of itself



THE QUEEN'S DEMISE.



On the 8th of September, 2022 came the sad news about the passing away of Queen Elizabeth II. She was regarded the Queen of 15 commonwealth realms which include countries like Canada, United Kingdom, Bahamas, Belize, Jamaica, Saint Vincent and the Grenadines, Saint Kitts And Nevis, Antigua and Barbuda, Saint Lucia, Grenada, Tuvalu, Solomon Islands, Papua New Guinea, Australia and New Zealand. During her 7 decade and 214 days reign, which was the longest reign of a British Monarch and the longest verified reign of any female sovereign in the history. As a head of state, she had 15 British prime ministers, from Conservatives such as Anthony Eden and Theresa May, to Labour leaders James Callaghan and Tony Blair.

She had cultivated ties with scores of global leaders and other monarch, traversing and welcoming them to Britain on more than 100 official state visits. She had also made many ground-breaking trips during her reign which included being the first British monarch to visit Germany in 5 decades and in 2011 being the first British monarch to visit the Republic of Ireland in a century.



The Queen belonged to a huge royal family tree and had many other relatives which included her 14 aunts and uncles and 31 first cousins. She belonged to the royal British family and was the eldest daughter of Prince Albert, duke of York and Lady Elizabeth Bowes-Lyon. Her father suffered from Lung Cancer and died due to the same disease leaving the throne to the next successor i.e. Queen Elizabeth II and she was named the Queen the minute her father Prince Albert died. Queen Elizabeth II's coronation took place on 2nd Of June, 1953 at Westminster Abbey in London. She was 25 years of age when she took over the throne.

During her funeral, she was visited by many remarkable world leaders to offer their condolences to the sudden demise of the Queen, there were about 100 presidents and heads of government joined the 2000-strong congregation of the abbey.

The Queen was also visited by the President and First Lady of America, Joe Biden and Jill Biden, the French President Emmanuel Macron, New Zealand Prime Minister Jacinda Ardern, Canadian Prime Minister Justin Trudeau, South Korean President Yoon Suk-yeol and the President of India, Droupadi Murmu.

There was a fixed dress code at the funeral in which, women were expected to wear black dresses and formal hats and men wore black coats.



Affect on Economy

The death of Queen Elizabeth II on Thursday, September 8, has deeply affected the United Kingdom. While the country is in a 10-day period of mourning, the monarch's death could also further slow an economy weakened by double-digit inflation, risk of recession, numerous strikes and a fall in sterling. This 10-day period, which puts British institutions on hold, is delaying the implementation of plans to support a moribund economy.

British gross domestic product (GDP) rebounded slightly in July, but this is only a short respite from the looming recession, which could be exacerbated by an additional holiday for the funeral of Queen Elizabeth II, scheduled for September 19. Sterling was last down 0.3%, at \$1.1506. It hit as high as \$1.1516 following the news. The euro rose 0.1% against the pound, to 86.85 pence .

MOTIVATIONAL NOTE

LEENA NAIR
(GLOBAL CEO OF CHANEL)



LEENA NAIR
FROM
KOHLAPUR TO

CHANEL CEO

Chanel is a French luxury fashion house founded in 1910 by Coco Chanel in Paris. Chanel specializes in women's ready-to-wear, luxury goods, and accessories.

“ One of the lessons I will tell you about is to truly truly dream big, everything is possible. So my huge encouragement to all of you, to all the boys and especially all the girls, please dream big, if I believed all the people saying you're just a girl what will you do, you cannot have a career, I would not have been here today, so please dream big, don't let anyone else tell you how big your dream should be, you determine how big your dream should be. Doesn't matter if you're young, old, accomplished where you come from nothing of that matters, you can really make a difference. “

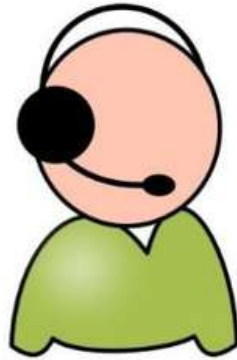
LEENA NAIR

RANG MANCH CHALTE CHALTE



INTERACTIVES

WORD SEARCH



EMPLOYEE SERVICES

HUMAN RESOURCES

LABOR RELATIONS

ADMINISTRATION

CONFIRMATION

COMPENSATION

ORGANIZATION

DEVELOPMENT

PERFORMANCE

POSSIBILITY

RECRUITMENT

RESTRUCTURE

OPERATIONS

PROMOTION

BENEFITS

PLANNING

POLICIES

TRAINING

ATTRACT

DETROIT

PAYROLL

SUPPORT

NEOGOV

RETAIN

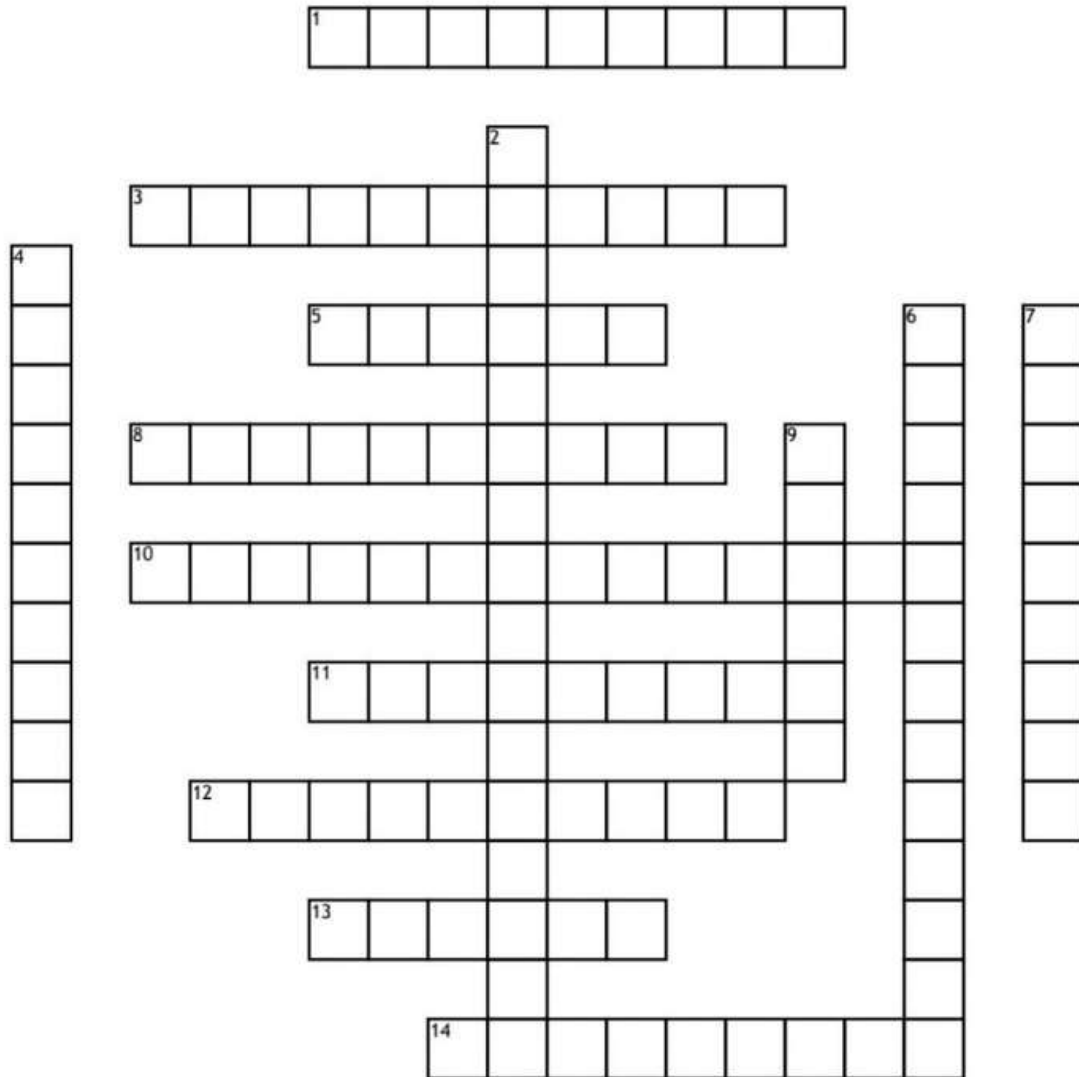
TALENT

HIRE

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O I N A R E H R O F X Y H K Z N W N N H Z R C L

INTERACTIVES

WORD PUZZLE



Across

- 1. The approach to managing people and their performance
- 3. The process of discussion with a view to mutual settlement
- 5. an occupation or profession, especially one requiring special training, followed as one's lifework
- 8. to make oneself available to give professional advice, esp at scheduled times and for a fee
- 10. A written description of a job which includes information regarding the general nature of the work to be performed

- 11. The process of introducing a new employee into the organization
- 12. The act of assessing or evaluating
- 13. a critical article or report, as in a periodical, on a book, play, recital, or the like; critique; evaluation
- 14. Additional compensation used to motivate and to reward employees for exceeding performance or productivity goals

Down

- 2. The process of finding and acquiring skilled human labor for organizational needs and to meet any labor requirement.

- 4. to engage in finding and attracting employees
- 6. the office or department in an organization that interviews, appoints, or keeps records of employees
- 7. a formal meeting in which one or more persons question, consult, or evaluate another person
- 9. a person or organization using the services of a other professional person or company

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