OCTOBER ISSUE

VOL.03

HR BUZZ

The Official Newsletter of Agbs Mumbai

AMITY BROADCAST

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HALLOWEEN

What's New?

This issue contains a surprise element in the form of the student's corner, wherein, there's an Entrepreneurial Blog been put up!

THEME

Happy Reading !

- 6 Exclusive HR News Articles
- Blog Post - Exam Season Prep-up
- Interview Segment - Student's Corner
- #OGB Event Coverage

october month

INDIAN ARMY BETS ON HIRE-TO-RETIRE PLATFORM ZINGHR TO AUTOMATE HR PROCESSES

OCTOBER 12TH, 2022

To streamline and automate all the HR processes in the army, Army Training Command has signed an MoU with HR Tech firm ZingHR. ZingHR, which is backed by Tata Capital Growth Fund and was part of the June 2014 batch of Microsoft Accelerator, claims to leverage blockchain technology to aid in data storage and ensure military-grade data protection.

As part of the engagement, the start-up will do a proof-of-concept (POC) to consolidate different processes into a uniform interface to provide a seamless experience across the Indian Army.

The company has initiated a deep study to automate all the HR processes in the army and will be demonstrating a Proof of Concept (POC) to establish the viability & feasibility of the transition, said a senior executive. The POC — 'Automation & Centralisation of Digital Processes of HRM of The Indian Army' — is expected to be completed within three to four weeks .

With over a million active personnel and even more reserve personnel & ex-servicemen, the Indian Army's HR function spans the entire length and breadth of the country. According to Vivek Tikoo, director co founder and ZingHR, like any organisation, the army is looking for technology stacks that have the ability and the proven consistency for delivering outcomes. "They are not only wanting to drive just experience but experience linked with impact at the workplace," he said.

INFOSYS ALLOWS EMPLOYEES TO TAKE UP 'GIG JOBS' WITH CONSENT OF THEIR MANAGERS

- OCTOBER 21, 2022

Home-grown IT giant Infosys has now allowed employees to take up “gig jobs” even as the moonlighting debate rages across the IT sector. Moonlighting is the term given to when an organization’s employees take up another job, or a “side gig”, essentially working two jobs at the same time.

Infosys had previously made it amply clear that the company does not support moonlighting. They also announced that it has fired employees who were into dual employment over the last 12 months. These announcements were made during the company’s Q2 earnings. Infosys CEO Salil Parekh had then said the company does not support dual employment.

Without using the term “moonlighting” even once, the company sent out an email notification to its employees that stated that taking up gig jobs on the side was okay, provided that they have the prior consent of their managers and their ‘gig’ does not compete with Infosys or its clients. The gig, therefore, should not pose any kind of conflict of interest.

In the email to employees, sent on Thursday, Infosys said: “Any employee, who wishes to take up gig work, may do so, with the prior consent of their manager and BP-HR, and in their personal time, for establishments that do not compete with Infosys or Infosys’ clients.”

In addition, as per Infosys employment contract, employees may not work in areas when there is an actual or potential conflict of interest or by accepting dual employment,” the company wrote in the email.However, it said, care needs to be taken to ensure that such projects “comply with the company’s policy for gig working, and do not breach client contracts or otherwise impact the employee’s ability to be effective in their full-time job with Infosys.” When employees have a discussion with their managers about such projects before taking them up, much of

DATED- OCTOBER 20, 2022

SPICEJET ANNOUNCES SALARY HIKES BY 55% FOR PILOTS AHEAD OF DIWALI

Indian aviation company SpiceJet has announced a revised salary structure for its captains ahead of Diwali. As per SpiceJet's announcement, the pilots' monthly remuneration will be increased by around 55% (Rs700,000) for a total of 80 hours of flying. "Captains' salaries revised to INR 7 lakh per month for 80 hours of flying. SpiceJet has been revising pilot salaries on a monthly basis; salary for October 2022 was hiked by 22 per cent," state the company announcement.

UThe fresh hike will be applicable from November 1st, 2022. With the latest pay upgrade, the salary of captains at SpiceJet will be higher than their pre-Covid salary. Salaries of Trainers and Senior First Officers have also been increased "commensurately". The news of the hike will bode well with the pilots, many of whom (80 pilots) were sent on leave for three months without pay.

The announcement comes at a time when many companies are freezing their hiring process as well as laying off employees in thousands. Fortunately, this hasn't affected the aviation industry in 2022. The Indian aviation scenario is boosted by the recent acquisitions of Air India and Jet Airways by the Tatas and Jalan Kalrock consortiums respectively.

The airline company said In an earlier statement said that "the move was taken as a temporary measure to harmonise cost, in line with the airline's policy of not firing any employee, even during the COVID Pandemic"

DIVERSITY AND INCLUSION MUST BE A STRONG PILLAR IN SETTING A HEALTHY WORK CULTURE: M2P FINTECH'S PRABHU RANGARAJAN.

OCTOBER 28, 2022 - PEOPLE MATTERS

IIn conversation with People Matters, Prabhu Rangarajan of M2P Fintech dives deep into what it takes to create the right work culture and how his organization is strategizing in this direction.

What are those emerging talent trends that will have an impact on the way we hire and work with talent? What has been the impact on M2P Fintech's talent management strategies?

With increasingly flexible working arrangements on the scene, the question of culture continues to be critical. So how can businesses today build a robust and inclusive work culture for a diversified workforce?

With technology being a critical enabler in recruiting a diversified workforce, what are some digital innovations that are changing talent management practices at M2P Fintech?

Given the many discussions and experiments around the four-day workweek, what is your take on this? What do you think are the pros and cons of this much-debated policy?

Finally, what would be a word of advice or lessons you learned in leading talent management that you would like to share with our community?

THE ACQUISITION OF AIR INDIA BY TATA GROUP MAY PROVE TO BE A GAME CHANGER ONLY IF CRITICAL HR CHALLENGES ARE HANDLED INNOVATIVELY, YET DEFTLY!

OCTOBER 28, 2022 - LINKEDIN

Most Indians are excited about Air India going back to Tata Group trusting that the Group is a serious Business entity and reputed Industrial house that will surely revive the Airline and write a new history in the India Aviation saga.

It's easy saying than done ! as Tata Group not only has Air-Asia & Air Vistara but also now mammoth Air India in its fold. With the large size of the inventory and resources sources of different backgrounds & work, culture would certainly need a big basket of Innovative and creative interventions to deal with the challenge.

Tata Group would not have placed a bid if they were not already in this business as promoters of Air-Asia and Air Vistara as reviving Air India alone would have been a big challenge in terms of financial viability to start with, keeping other challenges aside from recurring very high fixed operating cost, over staffing and PSU cultural issues.

Tata Group holds a 100% stake in Air India, 83.67 % in Air Asia, and 51% in Air Vistara, thereby controlling 26.7% of the Indian Aviation Market share.

With passenger traffic growth at 10-12% CAGR, even after COVID restriction resulted in a fall, is a very motivating scenario for Tata Group and this acquisition may come as a game changer not only for Tata Group but also for the Indian Aviation sector.

TATAS ACQUIRE AIR INDIA WITH WINNING BID OF Rs 18,000 CRORE

- The winning bid is for Rs 18,000 crore as Enterprise Value (EV)consideration for AI
- Tatas now have two budget airlines — AI Express and AirAsia India — and as many full service ones — AI and Vistara.
- Interest of the employees and retired employees would be taken care of by the winning bidder
- In total Air India has 8 logos and all of them will be transferred to Tatas.

TOI

HR KATHA'S AUTOMATION. NXT CONFERENCE PUTS THE SPOTLIGHT ON HR'S ROLE IN DIGITALISATION

OCTOBER 03, 2022 - ANI NEWS

The conference aptly christened Automation. NXT was organized by HR Katha, and powered by Tata Steel Industrial Consulting, with UKG as a workforce management partner, obscurity as an SME healthcare partner, NHRDN as a community partner, and Open Offers as a lanyard partner were the reason why many great minds from the HR fraternity came together to share their valuable experiences and lessons learned from the digitalization journeys at their respective organizations.

Yes, automation is a necessity today and most organizations have come to accept this reality, but the process of digital transformation brings with it many challenges.

Ramesh Mitragotri, CHRO, Ultratech Cement suggested that companies first become aware of what 'digital' really means to them before actually plunging into the digital transformation process because the word 'digital' means different things to different businesses

For one, multiple generations are a part of the same workforce Their capacity to accept technology learn new things and the existing knowledge of tech varies. Therefore, Pradyumna Pandey CHRC Mother Dairy warned that technology training should be imparted to employees anding to their age. The workforce should first be categorized into age-wise groups for tech training to ensure effectiveness Sanjay Bose, EVP & head of HR and L&C ITC Hotels pointed out that traditional organizations will first need to dedicate time to ensure digital literacy before they can think of a full edged digital transformation When they do they should a try and focus equally an the return on investment o beth soft and hand, that financial returns and employee engagement.

While tech is a necessity and automation is the way forward, how it is adopted by organizations is what matters, according to Manoj Kumar Sharma, CHRO, Aarti Industries.

OCTOBER, 2022

STUDY TIPS

EFFECTIVE TIPS TO STUDY SMART.

EXAM SEASON **PRODUCTIVITY** **ALL THE BEST!**

#STUDYSMART

These are just a few tips for college and getting good grades. College is a big adjustment, but it's also an enriching experience. Think about how your grades will affect your future and put in the work now. Your first step toward your dream job, dream graduate school, or dream career starts with college.

But don't forget about personal growth too! Meet new friends, explore new hobbies, and discover who you are.
Balance your studies with your personal life, and you'll do great. Develop a study routine that works for you so you don't burn out. And finally, take breaks! Don't forget to live little and enjoy your college experience. You'll be so glad you did!

1.Attend All Classes
2.Ask Questions If You Don't Understand
3.Review Your Notes Quickly And Often
4.Smart Calender Management
5.Organise Your Notes Visually
6.Study In Short Chunks
7.Get In The Zone
8.Test Yourself
9.Stay Positive
10.Trust Your Instincts
11.Feed Your Brain and Eat Healthy

VITAL KEY AREAS TO REMEMBER

- Timely submission of assignments
- Respecting professional timelines

"A SURPLUS OF EFFORT COULD OVERCOME A DEFICIT OF CONFIDENCE." — SONIA SOTOMAYOR

EXCLUSIVE INTERVIEW

Alongside , Ms.Huda Ahmed - BBA SEM 3

Student's Corner - Budding Entrepreneurs

1) Give a brief description of your business (with the explanation of the name)

Alright so the name is- **fourrofuss**
we sell trendy handmade jewellery (why we? Because we are four people running this business)
me and my colleagues.

We chose the name fourrofuss because we wanted to portray unity and teamwork through our brand name itself.

We wanted to show that our togetherness is what made our brand, and we all do wonders being partners.

We focus on selling accessories curated with love. We allow our customers to flexibly customise the jewellery they desire to wear.

3) What is the Unique Selling point of your business? -

The unique selling point of our business is affordable, good quality products and fast delivery. Since we are four, the process of curating and shipping an order is faster and easier, supported by division of work.

4) How do you plan organize and strategize your business? On which Basis? -

Planning-We keep meetings every weekend and plan about new ideas and inputs. We later discuss about the past data and sales so that we can ensure a smooth functioning.
The process of planning helps us organise our list of plans we have prepared.

Planning and organising later gives us a foundation to strategize our business accordingly.
We strategize our plan according to the market needs and trends. We conduct surveys, q&a, send emails etc to keep up with the market.

2) Why only this business? -

Right before we started this business, we used to make jewellery for ourselves. So, one fine day we decided to turn it into a business. So, without much planning we started posting on Instagram, because our sole motive wasn't profit but something unique that depicts friendship and can be memorable. So, on 29th May,2021 people got to know about our little shop.

5) WHAT'S YOUR MARKETING STRATEGY AND TARGET AUDIENCE? –

Our marketing strategy is to deliver our content to our target audience.
Our target audience is the young age group (12-20 years) however it may vary depending on the demand and change in trends.

Our marketing strategy is to go digital. By going digital we mean making the best usage of available resources digitally. Keeping up with current business trends is important which is why we choose digital marketing strategy more than any other strategies. We also take part in pop up events where we circulate our business cards or tell people about our business through word of mouth.

6) ARE THERE ANY PLANS TO LET STUDENTS BE A PART OF YOUR VENTURE IN THE FORM OF INTERNSHIPS? –

We seek to dream big; this is our moto. We would love students to be a part of our venture in the form of internships during the right time. We hope to grow and expand our business, thereby being a recognisable brand to all.

I" am beyond grateful to come across such concepts and professors who made learning fun.

Thank you for giving me this platform and opportunity to display a part of my professional side. This indeed boosted my confidence and self-esteem."

fourrofuss@gmail.com

7)What concept from the college helped you with your business functions and activities? - Various concepts from the college helped me to function my business, some of them are-

-entrepreneurship development
-marketing strategies
-consumer behaviour
-market demand and structure
-finance
-logistics
-operations
-brand name
-brand image
-business environment etc

#OWN GARBAGE BAGS EVENT

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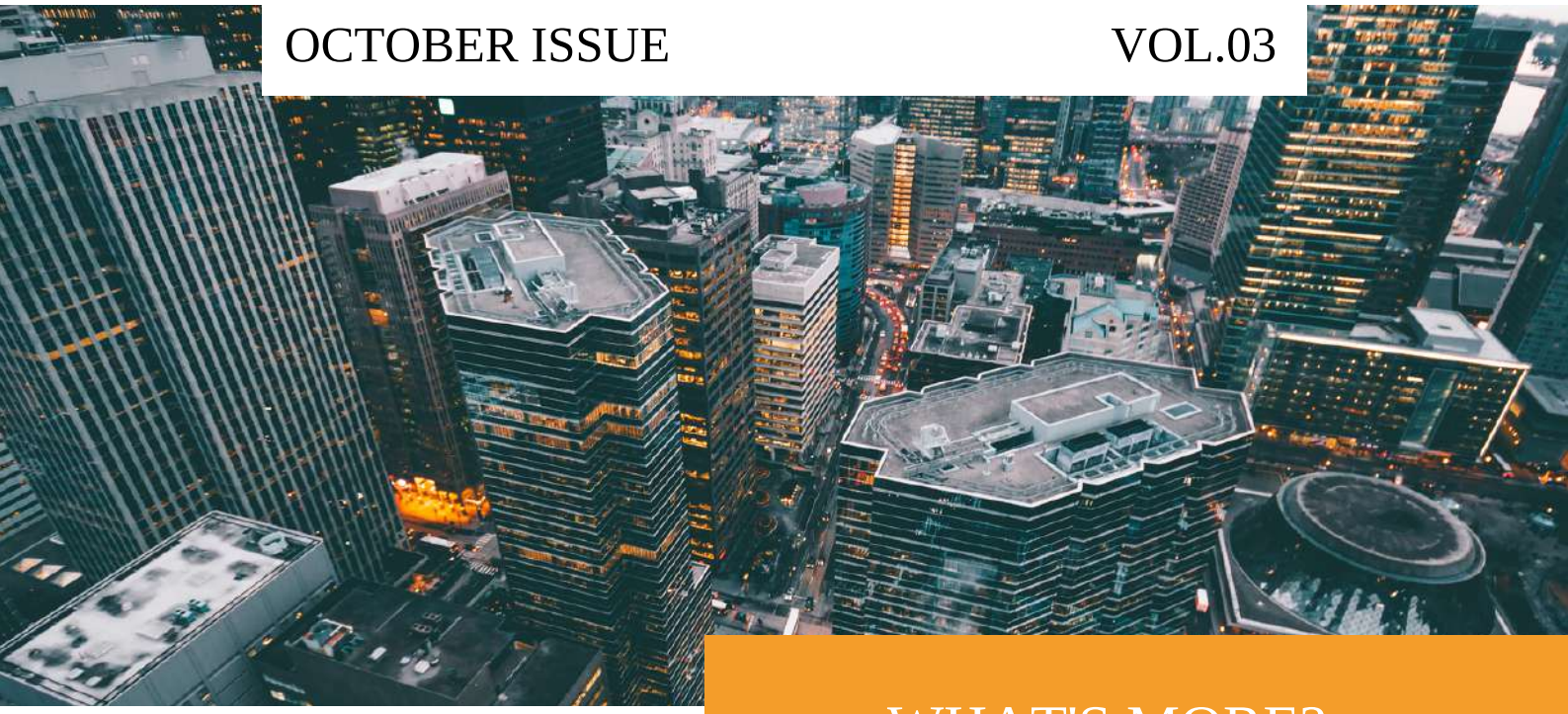

10TH OCTOBER

On 10th October, 2022, we, the students of Amity Global Business School, Mumbai proudly took an initiative called #OGB (Carry your own garbage bag) under the guidance of Dr. Dipaali Pulekar.

This initiative was undertaken to create awareness among our citizens to address the importance of being environmentally friendly and to help them realize the amount of litter that is dumped on the streets every single day.

WHAT'S MORE?

We also visited other business schools including St. Teresa convent and Jogeshwari Education Society to spread awareness with the effective use of posters, skits and roleplays which turned out to be successful.

We felt that it was our responsibility to help them understand the grave consequences of an unclean environment not just on us citizens but also the whole ecosystem.

To express our gratitude, we felicitated our cleaning and maintenance staff for their tremendous efforts to keep our campus spick and span every single day

AGBS MUMBAI WOULD LIKE TO THANK

Mr Saul Chetty
Mr Madhukar
Ms Chandrakala
Ms Raziya Shaikh

FOR BEING THE ABSOLUTE BEST

SINCERE THANKS TO OUR SPONSOR FOR THE DAY, MR VIRENDRA CHOUDHARY

HR BUZZ - EDITORIAL TEAM

Under the Guidance of

Prof. Dipaali Pulekar

DESIGN & GRAPHICS

Pranali Surlekar
(BBA SEM 5)

NEWS ARTICLES - SUMMARIZING AND PROOF READING

Bhargavi Agnihotry
(MBA SEM 1)

Khushi Meshram
(BBA SEM 1)

STUDENT'S CORNER - INTERVIEW SEGMENT

Riya Reche
(BBA SEM 1)

OGB EVENT COVERAGE & BLOG WRITEUP

Ayan Shekh
(BBA SEM 3)

Swati Sathish
(BBA SEM 1)