

N E X U S



JULY 2015

Editor's Note

Dear Reader,

SIMS HR club – The People Tree, brings you HR Newsletter – 'NEXUS' July 2015 Issue. Our endeavours have always been aimed at equipping you with the latest happenings in the HR world, and how it's going to impact you as a manager. Keeping your interests in mind, this time also we have chosen the topics very carefully, so that you benefit from it.

We would like to thank Brig Rajiv Divekar (Retd), Director, SIMS, who constantly supports us in all our endeavours. We would also like to thank Dr. Suruchi Pandey, faculty incharge, HR Club, who always helps us in finding a direction. We would also like to acknowledge the contribution of the senior and the junior team of the HR club.

Happy Reading!

Manjeet Kaur

HR – Fin

Batch 2014-16

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HR In 2020

Pramod Sanjay (E-40, 2015-17)

Jyoti (C-45, 2015-17)

Preeti Chaudhary (A-34, 2015-17)



DEFINITION OF HUMAN RESOURCE

In simple terms human resource means personnel or workforce of an organization who are responsible for completing the task given to them so that they can achieve the goals of the organization which is possible by different ways. Some of which includes recruitment and selection, proper training, proper assessment of employees and by providing proper compensation and benefits. It would be appropriate to say that every manager in a HR manager.

PRESENT DAY - HR

The work of human resource in present days is really diversified. Some core

functions which HR department manages include:

- The Hiring Process: It includes things like what qualifications are required for a work, interviews, tests, references checks, and other processes used in hiring process.
- Classification: It includes job titles, designations, job performance standards, pay ranges.
- Compensation: How much the company should pay its employees to remain competitive within the workforce is decided by HR.
- Performance Management: HR develops policies and systems such as performance appraisals centered around the objective of skillfully evaluating and managing employee performance.

FUTURE - HR

Today many people think that HR department is going through a bad phase and in future it will collapse because HR people will be replaced by software. However they are wrong. Without a doubt software is changing how HR function but these changes instead of affecting the HR negatively will provide the opportunities and growth for HR professionals. Some of the future trends of HR will include:

- 1) To find skills anytime from anywhere- Skill gaps these days are widening and it will be the duty of HR department to ensure that people with skills are selected and are retained with the organization for a larger period of time.
- 2) Adapting to a rapidly changing worker profile- According to a survey conducted by SHRM Foundation the HR professionals will be required to adapt to changing worker profile as hundreds of millions of people are predicted to join the global workforce. So there is definitely going to be an issue of multi-generational workforce and cultural diversity.
- 3) Helping people in using technology- Everyone these days is using the technology. It is playing a important role in every aspects of life. Digital is poised to radically disrupt HR, and redefine the future of the human resource function. HR and talent processes and the technology that enables them will no longer constitute their own domain. Rather, many aspects of HR and talent management will become fully embedded into the future of work.
- 4) As a designer- It will design and help implement high performance people strategies which includes employment security, selective hiring of new recruits, decentralization of decision making, comparatively high compensation for good performance, extensive training, reduced stress and barriers like work dress and wage differences, etc.
- 5) As an educator- As a catalyst for learning and communication. It helps in getting fresh ideas, improvement in organizational practices, and communicate with the employees so they can too contribute to the high performance of the organization.
- 6) HR would need to be more like marketing- Thinking like a marketer will help HR expand its recruiting base. They would need to market through social media to attract more new recruits.
- 7) HR will embrace "big data" to justify its value to the firm- Apart from the current metrics already used, in the coming decade HR professionals would have to embrace analysis of data such as average timeframe for an employee to be ready for promotion, percentage of top candidates to be hired, etc.
- 8) Strategic thinking will become HR's professionals core competence- It includes ability to make accurate predictions and using metrics to describe lagging indicators such as money spent on each employee training, how long it takes to fill a job, etc.

9) HR as a specialist- HR will shift from a generalist mode to a specialist mode. HR will be a specialized role and it will become even more complex.

Top Qualities Desirable In An MBA Graduate

Prajakta Pande (A-56, 2015-17)

Avinash Kumar (E-35, 2015-17)



The business world today is happening with lots of opportunities for ambitious and career minded people. This is one of the reasons why MBA has been hot and most sought-after graduate degree.

As a result, in order to succeed in a competitive MBA program, an MBA candidate needs to develop certain qualities. This article contains the top qualities that make a great MBA graduate.

The importance of being focused and committed

Any MBA program is not going to be a cakewalk. Studies have shown that the most successful MBA students are the ones that are committed, not only to the program but to their career goals as well. Yes, it is crucial for you to understand why you need an MBA degree and how you want it to enhance opportunities at hand. You can maximize the program's offerings by keeping a strong focus on your goals.

Communication is the key

One cannot think of a business leadership without proper communication skills. It is certainly a great idea if communication can be honed prior to starting your journey as an MBA graduate. Good communication skills are a key to success in the corporate world hence one should focus on developing the same.

Creativity pays well

Most successful businesses are those that think out of the box. You could come up with ingenious solutions for common problems or simply develop realistic and innovative ideas to make

your work and life more meaningful. It is thus an asset when a MBA graduate thinks creatively as it increases his/her capabilities to solve business problems.

The ability to make strong decisions

This is yet another crucial aspect of management and leadership. You need to have this skill throughout your course and during your work period as well. The ability to make strong and brave decision will help you participate in activities and complete given tasks in an efficient and effective manner by increasing productivity.

Bring out the Entrepreneurship in you

A strong sense of entrepreneurship is the foremost thing business leaders and MBA students need to have. You must be extremely motivated and strongly driven to achieve your goals.

Discipline is important everywhere

Although discipline is one factor that you should have in every aspect of life, in order to keep yourself grounded and focus better, you need to manage your time well and keep yourself disciplined. As time management is a key to success in excelling on any business platform one

needs to be disciplined and focused throughout.

Follow the Ethics

The more you study about successful business men, the more you will realize that they all have sound ethics in mind. If you can work within your own ethical codes and your organization's guidelines, you are more likely to become successful.

Be a team man

More often than not, an MBA student is more likely to be called upon to work in groups on different projects. A successful MBA student will always be able to handle a team without much hassle.

Be successful in analysing logically

A number of MBA programs call for logical analysis and a strong sense of it will prove as an asset for MBA graduates. It could be thinking through a complex situation quickly or developing an intelligent idea or solution for a problem, logical analysis definitely pays and helps take better decisions in the long run.

Leadership

MBA is considered to be a degree that is designed for individuals interested in leadership roles in an organization. A successful MBA student will possess impressive leadership skills which will in future take him to greater heights.

With the business world becoming more and more competitive and challenging every day, you really need to strive hard to be like one of those successful businessmen around, for companies and corporates look at all these qualities while recruiting you on board. An MBA graduate possessing these qualities is sure to become an asset for the firm he joins.

HR Manager Stepping Into The Shoes Of A Marketeer

Vatsala Saxena (C-17, 2015-17)

Ankita Ranjan (D-38, 2015-17)

In today's dynamic world and the fast changing face of corporate world, organisations all over the world are changing and diversifying at an unfathomable pace. Corporate leaders and managers all over the globe are adopting more and more diversified

practices and policies in order to make the consumers and the employees satisfied and happy. All the corporate hubs aim to expand their businesses and the only way they can achieve this is by adopting suitable marketing practices in order to serve its customers in the best possible way.

Human Resource function of management is as important as marketing is for any organisation. Where marketing deals with marketing of its products in the market, HR involves the recruitment and management of the employees of the organisation.

But with the advent of globalisation, cut throat competition, adoption of new management policies and practices, HR manager has stepped into the shoes of a marketer. For the success of any product, marketer acts as a link or arbitrator between the product and the consumers. Similarly, in order to make the organisation run smoothly and have efficiency, the HR manager acts as a link



between the top management and the employees.

Apart from recruiting and selecting the right

person for the right job at the right time, performance appraisal, solving personal grievances, compensation, etc. are few other functions of the HR manager. But the main function which lies on the shoulder of the HR manager is to act as a mediator in between the top management and the employees for the policies they frame. Like a marketer influences and motivates the consumers to buy a product, similarly HR manager helps the employees get comfortable with the policies of the organisation as well as to help them to get all the benefits from the organisation. HR manager motivates the employees to work efficiently to gain maximum compensation.

Hence, HR manager in the shoes of a marketer plays an equally important role. He helps the organisation achieve all the goals, makes the employees gain a good experience, helps in their development and provides an environment which is best suited for them to work efficiently.

Hr Buzz

- Flipkart wooing women with maternity benefits

Chitra Kulkarni (A-17, 2015-17)

Motherhood is supposed to be the most beautiful phase of a Women

.Unfortunately Rather than seeing the choice to have children as a personal and private , it's often viewed by society as



inextricably linked to a woman's career, usually as a hurdle in her career and work life. Flipkart an E-commerce giant, as a big reprieve to all the new and young expecting working women has decided to offer them with a very supportive and attractive work environment. Flipkart is offering an extended maternity leave of 24 weeks plus four months of flexible working hours with full pay, and also, if required a one-year career break without pay. Flipkart also plans to help the young mothers to make a comeback after their maternity break or a post-maternity career break. In addition it plans to offer them services like transport reimbursement benefits, parenting counselling, maternity tie-ups with hospitals, child care support and some insurance benefits. Just like Flipkart many companies are now taking initiatives to change their policies towards their

women workforce and this surely indicates that good days are in store for all the women professionals

➤ Facebook And Apple To Offer Egg Freezing Perks

Srijana Upadhya(C-56,2015-17)

In order to attract and retain the female employees, two biggest giants of Silicon Valley, Facebook and Apple have introduced the policy of egg freezing, thus taking a lead in reducing gender disparity in the male dominated workplace. Egg freezing is a process in which eggs of a female are extracted, frozen and stored. This technology helps women to store their eggs when they are in their twenties to be used later when they want to conceive. But this process is highly expensive and it ranges from 10 to 15 thousand U.S dollars. Both the companies offer egg freezing coverage up to \$20,000. This policy was initiated primarily to give women employees who are busy in making a career progression a fair chance to start a family life later on in their life. It is also termed as a “payback” for their commitment towards their work. However, there is a flip side to it as well. These perks often send out a negative signal in the industry that women need to

focus more in their careers and not their family life. It also scares women into believing that if they start their family mid-career, they will not be able climb up the corporate ladder. Hence such policies does not solve the problem, instead highlights that progression in career and a family life cannot be pursued simultaneously. Corporate should focus more on conventional benefits like extended maternity leave, day care centers, flexible working environment etc, which positively contributes towards retention of women in the organization.

CPS Diaries

Anurag Raj (HR-Core, 2014-16)

Co. Name: Deloitte USI

Project Name: Candidate Profiling and Engagement

"The internship was the perfect opportunity for practical learning. I worked with the Talent Acquisition Team of Deloitte US India. The best part of the entire experience was the interaction with leaders. They had plethora of experiences to share and there was so much to grasp from them. The learning was extended through open interaction with fellow interns from top B schools in India and the buddy program. The Point of View paper helped me explore another dimension in HR aside from the individual project."



Pooja Bhatt (Fin core, 2014-16)

Co. Name: Capgemini S.A

Project Name: Financial analysis and valuation of Capgemini S.A.

"The work culture was great and my mentors were highly cooperative. It was a very enriching experience for me. The organization had a conducive environment and an open door policy which was motivating to work. My mentors helped me understand the applicability of the theoretical knowledge that I had. The CPS is the most crucial piece of the MBA, make most of it!"



Manpreet Rai (HR-Fin, 2014-16)

Co. Name: Morgan Stanley

“My internship has completely changed my professional outlook. I was involved with 5 different projects, each of which was an absolute value-addition to the company as well as to my my own experience. I had the opportunity of interacting with the global heads of different functions within the firm and question them regarding anything possible. Post internship I have realized the crucial role that work culture plays in taking the organization to new heights.”



Manjeet Kaur (HR-Fin, 2014-16)

Co. Name: Becton Dickinson, India

Project Name: Identify BD India 's EVP(Employer Value Proposition)

“The 2 months that were spent at BD India were the most exciting and enriching 2 months of my MBA. CPS allows you to let go of the academic purview and gives you a taste of the actual world. Being a fresher, I had a zillion things to learn, and my mentors helped me find a direction for myself and under their guidance I was able to align my work with the company's expectations. CPS taught me how similar yet how dissimilar is the 'outside world – corporate world' and the 'inside world – classroom'.”



Upcoming Events Of HR
Club-

“The People Tree”

- Curtain Raiser

14th August 2015

- Colosseum

21st August 2015

- Teacher's Day
Celebration

5th September 2015

- Industrial Visit For HR
Students