

NOV 2014

Vol. VI
Issue 2

Sorté

Your Human Strength



CHRIST
UNIVERSITY
BANGALORE, INDIA

Declared as Deemed to be University under Section 3 of UGC Act 1956

INSTITUTE OF MANAGEMENT
CHRIST UNIVERSITY

A Human Resource Club Publication



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From The Editor's Desk...

Greetings!

Technology surrounds us everywhere and in everything we do. We, who belong to Gen Y+ need to be updated with all the latest technologies out there.

In this issue of the Forte, we bring to you articles on how the HR domain has come to use technology in its various aspects.

As the placement season starts, the team at Forte understand the pressures a student must be in. In order to make you better prepared Team Forte is here to help you in your endeavour by providing the latest news on HR, a quick-reference guide to OB concepts and a quiz on Labour Laws.

Team Forte wishes all the second year students the very best for the placements.

On a lighter note, you can solve the crossword puzzle or just get motivated with some inspirational quotes.

Happy Reading!

Team Forte

Prof. Anand Christopher (**Faculty Coordinator**)

R Ramya

Nazim Latif

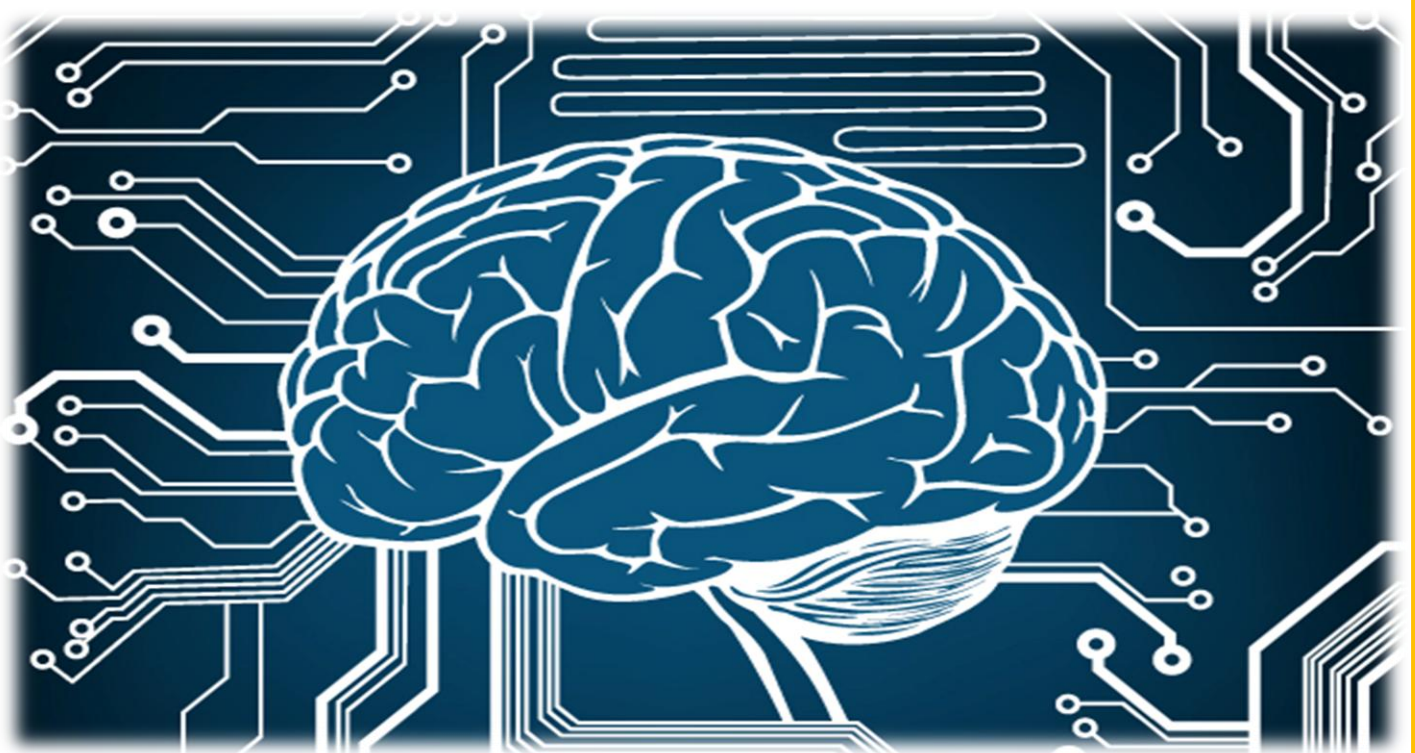
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HRM In Virtual Organizations

Management practices have profoundly changed in the past 10 to 15 years or so yet the characteristics that underlie virtual organizations have existed from sometime. What makes the virtual organization so different and so significant?

Virtual organizations diverge in at least two ways from traditional organizations: they are characterised from the nature and boundaries of the organization. As we see more virtual organizations implemented, the implications for management and human practices suddenly become clearer and more challenging. Technology and globalizations can lead to virtual organizations, but as organizations expand beyond their traditional boundaries, they focus on their core competencies; they look to expand their lines of business, create new markets and augment their skills by creating virtual organizations.

The transformation of HR today is a natural extension of changes occurring more broadly within firms. Globalization, diversity, intellectual capital and information technology and the like are expanding the scope of organizations, accelerating the pace of change and placing a premium on organizational agility, flexibility and rapid response. A Virtual HR department *is a network based structure built on partnerships and mediated by information technologies to help the organization acquire, develop and deploy intellectual capital.* The backbone of virtual HR is information technology (IT). Its impact within HR has been both pervasive and profound. IT allows firms to store and retrieve large amounts of information quickly and inexpensively. It also enables them to rapidly and accurately combine and reconfigure data to create new information. Further, because it allows them to store and quickly use the judgement and decision models developed in the minds experts.



Nischitha
1 MBA A

IT systems help firms to institutionalize organizational knowledge. With IT networks employees can communicate more easily and selectively with others. IT allows HR to enhance service by providing line managers and employees with remote access to HR databases, supporting their HR related decisions, and increasing their ability to connect with other parts in the corporation.

In conclusion, these were some of the ways in which technologies are reducing the administrative burden, automating processes, increasing productivity, providing employees and managers with remote access and connectivity as well as extending the capabilities of HR function itself.

Role Of Technology In HR



Jahnavi Gunturu
IMBA A



K Rohit Yadav
I MBA A

Here's a look at some of the technologies used in the HR domain across industries.

1. Internet Job Boards

Internet job boards were created to provide job seekers to find openings and to post their resume online at the touch of a button. Employers can now view resumes and seek out worthy candidates. The most popular internet job boards include CareerBuilder, Monster and HotJobs.

2. Resume Databases and Applicant Tracking Technology

As the employers receive large number of resumes through online portals, they now use **resume databases** which can include installable and web-enabled software that helps them to streamline the recruiting and selection process. The organizations run queries to filter out a variety of specified requirements such as salary expectations, previous experience, job roles and educational requirements to find applicants qualified for job openings. This saves time and money by not having to manually review and track resumes. Popular database and applicant tracking softwares are Zoho Recruit, Greenhouse, Conrep etc.

3. Online Testing and Assessments

Many organizations use online testing and assessments to filter out the candidates even before they set up an interview. After assessments are completed, organization can choose a smaller amount of candidates to bring in for an interview. Some of the online testing services are AFourTech, Aptech etc. Taking up the example of **Cognizant Technology Solutions**, technology has been extensively used to implement the following functions

1. **Recruiting:** HR recruiters had to rely on print publications, such as newspapers, to post jobs and get prospects for open positions. Now the role has shifted to the likes of websites and job portals like **NAUKRI.com, MONSTER.com**, etc. These portals also allow recruiters to filter and select the right candidates. Many company website now have CAREERS WITH US links where interested candidates can directly apply for any job vacancy.
2. **Training:** Information technology makes it possible for human resources professionals to train new and existing staff members in a more efficient manner by making the employees register for different courses they are interested in and certifications they could register using **HUMAN RESOURCE INFORMATION SERVICES (HRIS) and other Online Training programs**.
3. **People management:** HR uses computer technology to assess employee performance and also to get employee feedback to be used for the betterment of the organization by making the employees to upload their opinion, problems and concerns using **ESS (EMPLOYEE SELF SERVICE)**.
4. **Employee Relations:** Employees can check the holidays; apply for leave etc using software such as **LEAVE MANAGEMENT (LM)**.

What Should HR Leaders Focus On In 2014



Edward E. Lawler III

The main focus for most organizations in 2014 should be on talent management and talent development, particularly the managerial and technical roles that are the difference makers. One of the major reasons to focus on talent is that it is a great way to get the HR function into a broader discussion about what is next for the organization and what the business strategy should be. Positioning the HR function and talent management to contribute to the overall effectiveness and financial performance of the organization is the best way the HR function can add value to corporations.

The most important thing that HR should focus on in talent management is assessing the skills the organization needs to implement its strategy and the plan for recruiting and managing that critical talent.

Google is a good example of a company that has done an exceptional job of recruiting and managing people who have critical knowledge skills.

Central government gives approval for the labor law amendments.

The Modi government's rapid approval of labor law amendments by Rajasthan assembly and the *Shramev Jayate Yojna* proposals suggest a strong commitment to reform. One key reform is computerization of the inspection process, thereby ending discretionary visits by inspectors derogatorily termed as "INSPECTOR RAJ".

Another much needed requirement, a unified labour portal for complying with four central government organizations (Employees' provident fund organization, Employees' state insurance corporation, Directorate general of mines safety and Chief labour commissioner), has also been promised.



Naveen patnayak makes a case for rights of children.

Violations of the Right to Education (RTE) Act and sexual abuse of children are the common denial of child rights in the state, followed by child labour and problems of migrating and disabled children. Chief Minister Naveen Patnaik said, "The state government has formed the commission after considering the need for an independent authority to oversee issues of child rights violation. Our aim is to ensure that not a single child is deprived of his or her rights and is faced with any kind of violence in any form."



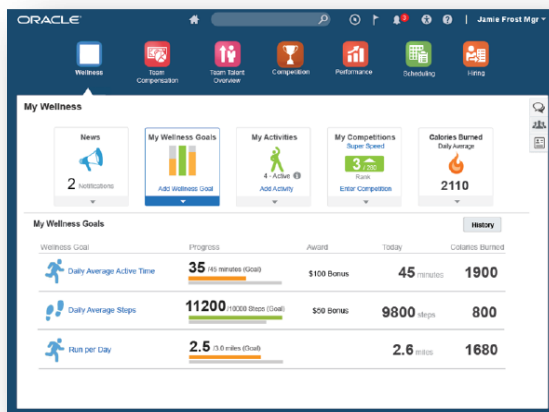
HRD Ministry forms a committee to review and analyse AICTE regulations.



The Union ministry of human resource and development (MHRD) has formed a review committee to analyze and review the current AICTE regulations. Experts feel that a system to monitor quality education is the need of the hour as there are number of colleges mushrooming across country.

The committee is expected to analyze the standards of technical education, performance of students and faculty members, organization of AICTE and its regional centres and regulations pertaining to accreditation. The committee has been asked to submit a report on the recommendations on AICTE regulations by April 2015.

Oracle gives HR tool to track your fitness



Oracle has announced a new tool for HR departments called "Employee Wellness" and seems to be suggesting that you might be willing to let your boss track how much you exercise. The tool's a new module for the company's "Human Capital Management" software and promises the chance to let you track your physical activity, set goals, and tell you when you improve or hit milestones

Apple and Facebook's creepy HR policies for women employees.

The seed, it seems, no longer has to fall far from the Apple tree. Or from the Facebook bush. The two giants of hardware and social media have announced that as part of their employees' benefits package, they will offer elective egg freezing. While you may moan in envy as you recall the battle you fought to get an office microwave oven, we suggest you take a step back and see the gesture for what it could be.

- “The human resource professionals need to positively build their credibility and manage talent shortage in their organizations”, said noted HR leader T V Rao.
- “About a third of Asia Pacific-based companies anticipate significant changes in their human resources departments in the next couple of years, as they seek greater efficiencies”, said an annual survey by global professional services company Towers Watson.



Nokia shuts down its India plant in Chennai, over 8000 workers lose job

Chennai: Nokia, once an iconic mobile handset maker, is shutting down its India plant on Saturday at Sriperumbudur near Chennai, a company spokesperson said on Friday.

"As announced earlier (October 7), we are stopping handset production at our Chennai plant from tomorrow (November 1) in the absence of orders from our new parent firm (Microsoft), which terminated the mobile purchase agreement," a Nokia India official told IANS. The major step was taken after global software major Microsoft, which acquired the Finland-based Nokia's global devices and services business, including assets in India for \$7.2 billion April 25, decided to suspend manufacturing handsets from its Chennai plant though it could not take possession of it due to legal battles over a tax notice from the Tamil Nadu government and the Supreme Court in March. The government put a freeze on Nokia's assets due to a tax dispute over an estimated Rs 23,000 crore.

The last batch of 851 workers will get an additional Rs2 lakh compared with the employees who had opted for voluntary retirement in May. A worker with eight years at the plant will get a final settlement of Rs.7 lakh (after tax deductions) as severance.



New PF rule may lower take home pay

Prior to September 1, 2014:

An employee with monthly salary of up to Rs 6,500 was a member under the three schemes. The membership was voluntary for an employee with monthly salary exceeding the limit of Rs 6,500. Twelve per cent of the salary contributed by the employee was deposited fully into the PF. Matching contribution made by the employer was allocated as under: 8.33 per cent of Rs 6,500 per month into the pension scheme and balance to PF. Salary for the purpose of calculating contributions was limited to Rs 6,500 per month unless the employer and employee had opted to contribute on a higher salary.

Change from September 1, 2014:

The existing salary limit of Rs 6,500 has been increased to Rs 15,000, thereby expanding both membership base and the quantum of contributions.

Now an employee with monthly salary above Rs 6,500 but up to Rs 15,000 will also be covered under the three schemes. Unlike PF and insurance scheme, voluntary membership is not available under the pension scheme for an employee with monthly salary of above Rs 15,000.

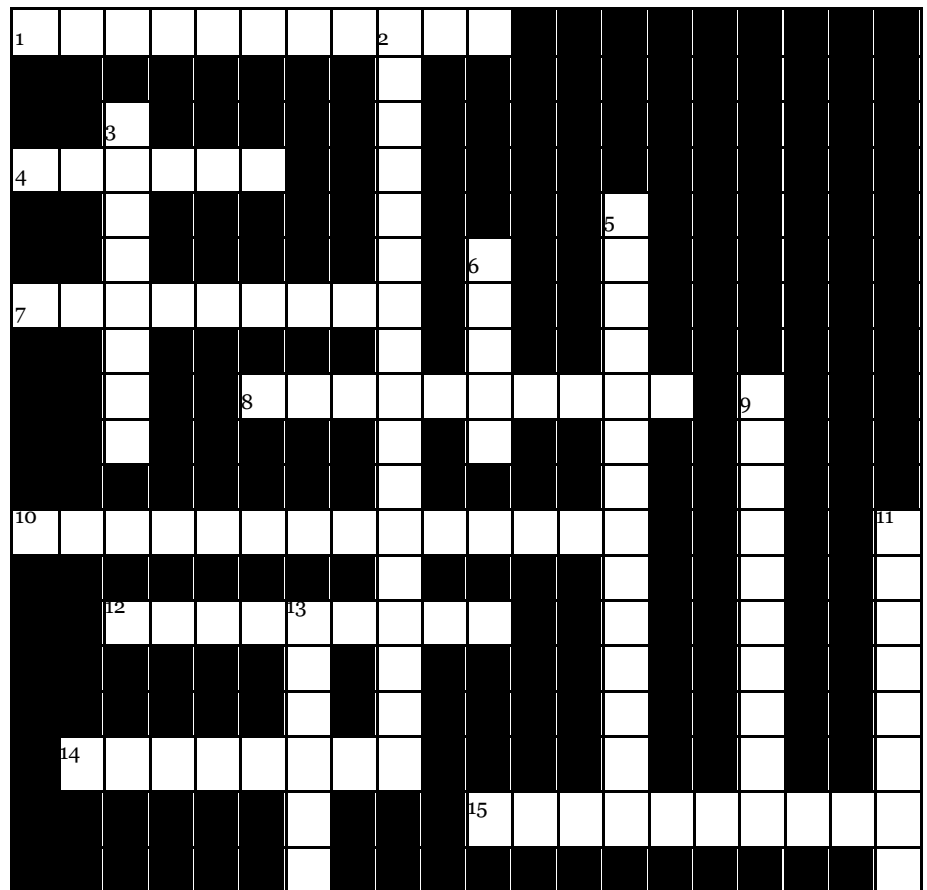
With the new salary limit of Rs 15,000 for calculating contributions, the total contributions - both by the employer and the employee will increase. Earlier the contributions were limited on a salary of Rs 6,500.

The government has also fixed monthly pension benefit at Rs 1,000 for the financial year 2014-15 and increased the lumpsum benefit available on death of an employee by 20 per cent.

Highlights of New Initiatives Taken by the Ministry of HRD

1. Promoting participation of disadvantaged groups in the educational process.
 - Education for Girls
2. Focus on persons with special needs.
 - Handbook on Inclusive curricula
 - Scholarship for differently-abled children.
3. Initiative for the North-East
 - Special Scholarship Schemes
4. Focus on Quality in Education
5. National E-Library
6. Focus on Augmenting Research
7. Programs to enhance employability.
8. 19 New Institutions in 100 Days
 - Five Iits: A.P, J&K, Chhattisgarh, Goa, Kerala
 - Six Iims: H.P, Ap, Punjab, Maharashtra, Bihar, Odisha
 - Four New Central Universities: A.P (1 Central University & 1 Tribal University), M.P (Jai Prakash Narayan National Centre For Excellence In Humanities), Bihar (Mahatma Gandhi Central University)
 - One Iiser Ap
 - One Nit, Ap
 - 1 New Iiit In Ap
 - 1 Tribal University, Telengana

HR Crossword!



Across

- 1 the act or process of growing and progressing
- 4 an occupation or profession, especially one requiring special training, followed as one's lifework
- 7 a person seeking or nominated for election to a position of authority or honour or selection for a job, promotion, etc
- 8 to engage in finding and attracting employees
- 10 the imparting or interchange of thoughts, opinions, or information by speech, writing, or signs
- 12 a formal meeting in which one or more persons question, consult, or evaluate another person
- 14 a payment or gift, as one made to help someone or given by a benefit society, insurance company, or public agency
- 15 to make oneself available to give professional advice, especially at scheduled times and for a fee

Down

- 2 involves the body of work concerned with maintaining employer-employee relationships that contribute to satisfactory productivity, motivation, and morale
- 3 to develop or form the habits, thoughts, or behaviour of (a child or other person) by discipline and instruction
- 5 the office or department in an organization that interviews, appoints, or keeps records of employees
- 6 an official examination and verification of accounts and records
- 9 the act or an instance of disturbing, pestering, or troubling repeatedly
- 11 a plan, method, or series of manoeuvres or stratagems for obtaining a specific goal or result
- 13 a critical article or report, as in a periodical, on a book, play, recital, or the like; critique; evaluation

(Answers At The Back)

A Quick Reference Guide to OB

Organizational Behaviour: OB is individual behaviours and group dynamics in organizations.

Four Action Steps for Responding Positively to Change: Change is an opportunity when one has a

- Positive attitude
- Asks questions
- Listens
- Is committed to succeed

Formal Organization: The formal organization is the official, legitimate and most visible part that enables people to think of organizations in logical and rational ways.

Informal Organization: Is unofficial and less visible. The informal elements of the organization are often points of diagnostic and intervention activities in organization development.

Hawthorne Studies: Studies conducted during the 1920's and 1930's that discovered the existence of the informal organization.

Transactional Organization: An organization in which the global view-point supersedes national issues.

Guanxi: The Chinese practice of building networks for social exchange.

Expatriate Manager: A manager who works in a country other than his or her home country.

Power distance: The degree to which a culture accepts unequal distribution of power.

Trait Theory: The personality theory that states that in order to understand individuals, we must break down behaviour patterns into a series of observable traits.

Locus of control: An individual's generalized belief about internal control(self-control) versus external control(control by the situation or by others).

Barriers to social perception:

- Selective perception
- Stereotyping
- First-impression error
- Projection
- Self-fulfilling prophecies.

Attribution Theory: Attribution theory explains how we pinpoint the causes of our own behaviour (and our performance) and that of others.

MBTI instrument: An instrument developed to measure Carl Jung's theory of individual difference.

Types of preferences:

Extraversion; Introversion; Sensing; Intuition; Thinking; Feeling; Judging; Perceiving.

Selective Perception: The process of selecting information that supports our individual viewpoints while discounting information that threatens our viewpoints.

First-impression error: The tendency to form lasting opinions about an individual based on initial perception.

Self-fulfilling prophecy: The situation in which our expectations about people affect our interactions with them in such a way that our expectations are fulfilled.

Theory X: A set of assumptions of how to manage individuals who are motivated by lower order needs.

Theory Y: A set of assumptions of how to manage individuals who are motivated by higher order needs.

Motivation Factor: A work condition related to satisfaction of the need for psychological growth.

Hygiene factor: A work condition related to dissatisfaction caused by discomfort or pain.

Eustress: Healthy, normal stress.

Classical Conditioning: Modifying behaviour so that a conditional stimulus is paired with an unconditional stimulus and elicits an unconditional response.

Operant Conditioning: Modifying behaviour through the use of positive or negative consequences following specific behaviours.

MBO: Management by Objectives is a goal-setting program based on interaction and negotiation between employees and managers.

360-degree feedback: A process of self-evaluation and evaluations by managers, peers, direct reports and possibly customers.

Homeostasis: A steady state of bodily functioning and equilibrium.

Social Loafing: The failure of a group member to contribute personal time, effort, thoughts, or other resources to the group.

Heuristics: Shortcuts in decision making that save mental activity.

Autocratic Style: A style of leadership in which the leader uses strong, directive, controlling actions to enforce the rules, regulations, activities and relationships in the work environment.

Democratic Style: A style of leadership in which the leader takes collaborative, responsive, interactive actions with followers concerning the work and work environment.

Laissez-faire style: A style of leadership in which the leader fails to accept the responsibilities of the position.

Leadership grid: An approach to understand a leader's or manager's concerns for results and concern for people.

Organization man manager (5,5): A middle-of-the-road leader.

Authority-compliance manager (9, 1): A leader who emphasizes efficient production.

Country club manager (1, 9): A leader who creates a happy, comfortable work environment.

Team Manager (9,9): A leader who builds a high productive team of committed people.

Improvised Manager(1,1): A leader who exerts just enough power to get by.

Job enlargement: A method of job design that increases the number of activities in a job to overcome the boredom of overspecialized work.

Job rotation: A variation of job enlargement in which workers are exposed to a variety of specialized jobs over time.

Job enrichment: Designing or redesigning jobs by incorporating motivational factors into them.

Planned Change: Change resulting from a deliberate decision to alter the organization.

Change Agent: The individual or group that undertakes the task of introducing and managing a change in an organization.

Compiled By,

Ramya R

2 – MBA (OB & HR)

Coffee with an HR Leader by Savita H (1-MBA E)



***Shobana Rajaseker: Chief People
Officer, Aparajitha Corporate
Services Limited***

Energetic, versatile, tenacious, adaptable, driven are some of the many words that describe Shobana Rajasekeran, the Chief People Officer at Aparajitha Corporate Services Limited.

About the HR Leader:

Ms Rajaseker holds a Bachelor's degree in Engineering from PSG College of Technology and Masters in Business Administration from Durham University, UK with specialization in Knowledge Management. She also holds a Masters in Science, in Psychotherapy and Counselling. IBM, Google, Bell, M&S, i2, Rover are few of the companies that she has been associated with closely in understanding their knowledge management practices. She has varied work exposure in the domains of HR management & development, OD interventions, service industry operations, hotel industry operations and manufacturing. Professional counselling is her passion. Currently she heads the HR, Admin and IT functions of Aparajitha Corporate Services Limited.

About the company:

Aparajitha Corporate Services Limited is the market Leader in HR Compliance Services in the country. Aparajitha has national presence with expertise in labour legislations, both central and state, operations from Jammu to Kanyakumari, from Tinsukia to Barmer. From recruitment, policy creation to crucial strategic decisions in the company, Ms Shobana Rajasekere has played a vital role in the company's growth.

She is associated with the company from 2001 when it was an 11 member team to over 1150 strong across the country today.

Excerpts of the interview:

Team Forte: Hello Madam!! I see that Aparajitha happens to be the only organized national level player in HR Compliance. What is the HR Compliance all about and what are the benefits of having a HR Compliance partner?

SR: HR compliance is all about regulating employment and ensuring non exploitation of employees. It focuses on complying with the existing labour laws of the land. We also cater to payroll processing and compliance of our clients. HR Compliance is a voluminous activity, it requires legal expertise and the compliance regulations/format changes from one state to another. If HR Compliance is outsourced lots of time is saved and the HR department can focus on its key activities like recruitment, training and development. Also certain companies tend to ignore HR compliance until some problems occur- this will not be the case if a HR compliance partner is involved.

TF: What is the role of technology in HR compliance?

SR: Our Company emphasizes on 'Technology driven compliance'. We process nearly 15 Lac records every year-manual processing of data of such a magnitude is impossible- this is where technology comes into picture. Most of the applications we use are built by our in house team. Even the government has atomized the computation of ESI and PF- we just have to enter the salary details of employees in the online portal and the ESI and PF are automatically computed and shown.

TF: I see that your organization is also into 'change management'? What is that all about?

SR: As the popular adage goes 'Change is the only thing that is constant'. Change management includes all the activities that make the employee adopt and become comfortable to the new setup. Let us take for example there is a change in platform used for processing (from tally to SAP) we ensure that proper training is given to

Educating the employees change to change the working culture is also a part of change management. For example we conducted 'Gender Sensitization' workshop to ensure the safety of women in workplace.

TF: What do you think makes a HR Manager from 'Good' to 'Great'??

SR: An Hr Manager should also know about Business reality and core business. I see a HR Manager as a Business enabler. A HR Manager should be a nodal point who brings different functions together. In addition to this, in this information age a HR Manager should also be 'tech savvy'.

TF: Thank you Madam!! It was a pleasure talking to you.

My Corporate Experience



Tanya Iyer

**2 – MBA
(OB & HR)**

My first experience with the corporate was in AkzoNobel Coatings Ind. Pvt. Ltd. right after my college. It was how any fresher would feel in a world of first names and Sodexo coupons. The lessons I learnt in those three years have defined me as what I am right now.

Akzo is an industrial paints and coatings major MNC. I was working as technical sales executive based in Pune. Working in a male dominated industry had its own pros and cons. The pressure was intense and the need to perform was a daily motivation. It was tiring physically but the results would propel anyone. The major experiences were the ability to convince your clients of your product. With much cheaper lines in the market, in depth knowledge was necessary to sell the product. Since paints in major engineering locations are time driven, so is your need to have a round the clock knowledge of the location of the orders. The after sales was as important as the marketing itself, because earning clients is easier than maintaining them. Last but not least, you create a rapport with the customers in a way which will define the face of the company. All these with a bunch some great people to work with have given me what it takes to perform at any platform.

Coming to my experience with interviews: My first placement interview was with HCL Technologies where I nailed it across to the final lap of the race. This is where I encountered the real meaning of "relevant work experience" the company plainly stated that the 3 years of hard work gone into sales would be cut short and considered only one year of work experience. Which is why they supported the fact that they would pay me 20% less than my last take home drawn.

This episode also opened my eyes to the basics of preparing yourself in and out for the interview especially when you are asked questions like your favourite subject, greatest achievement in life, Why Hr and the list goes on and on.

Well with a twinkle in my eye and gleaming confidence in my heart I still stand as a rock waiting to crack that one lucky interview. Where I can proudly claim myself placed into. Sometimes, what you learn from an experience can never be learnt from books and classes!

Report On Shadow the HR Leader Program



Ramya R

**2 – MBA
(OB & HR)**

On 16th October 2014, I had the delightful opportunity to shadow Mr Avesh Kumar Jha, VP- OD & PM HGS, Bangalore. As part of the “Shadow the HR Leader” Programme organized by the NHRD Bangalore Chapter, I was given the chance to spend an entire day with a top HR leader of an MNC in Bangalore. The meeting with Mr Avesh turned out to be one of the most fruitful learning experiences for me.

About the Leader

Mr Avesh Jha is the VP-OD & PM at Hinduja Global Services Limited Bangalore. A leader in its true spirit, a person with such a versatile nature, the first thing that caught my attention was his people-friendly nature. He follows an open door policy at the office, where every team member can just walk in and discuss work or just to have a cup of chai with him. His accommodative and friendly nature was also very evident in the way he conversed with me and shared his interesting life stories. A man with modest upbringing was entrusted with responsibilities right at the age of 11. An MBA in Marketing from IIBM Patna, his professional career was a series of, as Mr Avesh quotes himself, “*happy accidents*”. Mr Avesh, who was initially into Sales and Marketing soon found his interests shifting to Coaching and Training. His tryst with Training and OD began in 2007 with IBS and then moving on to HGS where he has been working for the past 3 and half years. He brings in his 22 years of corporate work experience in his interactions, his trainings and business understanding.

Take on Leadership

Mr Avesh has a passion for reading. He is an ardent follower of John C Maxwell and tries to incorporate his learning at work. He understands that a leader is someone who should understand you and who is capable of managing the environment. He is grateful to be working for such leaders and is also striving to be the same for his team members. His career growth so far has been guided by his quest to always learn something new and to achieve and do bigger than before. He is a leader who leads by example and who leads by action. A modest approach to his subordinates makes him a star among his team.

My Experience

Throughout the day, I had the opportunity to not only interact with Mr Avesh, but also a few of his team members, who again very patiently took out time from their busy schedule to explain the functioning of the department. The highlight of the day was attending a Training session conducted by Mr Avesh himself.

It was a day of immense learning for me and Mr Avesh turned out to be a true inspiration. I would like to thank Mr Avesh for his time and for such inspirational learning.

I would also like to thank NHRD Bangalore Chapter, Mrs Sunitha Ravi, my Professors at Christ and NHRD Student Council Members Rachel Mathew and Nazim Nasser for providing this opportunity to me.

HR Quiz by Ankit A (1-MBA E)

1. According to Factories Act 1948, the term Ergonomics means
 - a.) Study of measurement of production at a particular time
 - b.) study of time and motion
 - c.) study of the capacity of people to produce
 - d.) study of people's efficiency in their working environment.
2. Employees Pension Scheme under sec(6A) of the EPF Act 1952 is framed for the purpose of providing
 - a.) Workmen Compensation
 - b.) Superannuation
 - c.) Gratuity
 - d.) Payment of bonus to employees.
3. Under social security legislation, which of the following relate to tripartite obligation
 - a.) Deposit linked insurance scheme
 - b.) Employees Provident Funds Act 1952
 - c.) Employees State Insurance Act 1948
 - d.) Maternity Benefit Scheme.
4. Employees State Insurance Act, 1948 is not applicable in
 - a.) Orissa
 - b.) Jammu And Kashmir
 - c.) Arunachal Pradesh
 - d.) Bihar
5. In terms of Collective Bargaining, which of the following would be considered to be "Substantive" issues.
 - a.) Working hours
 - b.) Holidays
 - c.) Hours
 - d.) All of the above.
6. The vast majority of public service employees trust _____ more than _____ to provide goods and benefits.
 - a.) public employees, labour unions
 - b.) labour unions, public employees
 - c.) labour unions, government
 - d.) Government, labour unions
7. "One party gains at the expense of another" normally refers to which type of collective bargaining?
 - a.) Distributive
 - b.) Integrative
 - c.) Centralized
 - d.) None of the above.
8. Which of the following statements is not true about Industrial Disputes?
 - a.) The dispute may relate to employment
 - b.) The dispute may relate to non-employment
 - c.) The dispute may be between worker and worker
 - d.) The dispute may be between employer and government.
9. Which frame of reference views the natural state of organizations as one of harmony and co-operation?
 - a.) Unitarism
 - b.) Pluralism
 - c.) Radical
 - d.) None
10. Under what circumstances the gratuity of an employee can be forfeited.
 - a.) Willful Omission or negligence
 - b.) Termination for riotous or disorderly conduct
 - c.) Offence involving moral turpitude
 - d.) All of the above.
11. Contract Labour (regulation and abolition Act), 1970 can be classified into the category of
 - a.) Social security act
 - b.) Industrial relations act
 - c.) Welfare act
 - d.) Commercial act
12. Gratuity is paid to the employee for every completed year of service or part thereof in excess of 6 months at the rate of 15 days wages based on last drawn wages by the employee. While calculating the 15 day's wages, the number of working days in a month are taken as.....
 - a.) 30
 - b.) 31
 - c.) 15
 - d.) 26

Expert Zone

Dr. K Subramanian
Faculty, MBA-HR
Institute of Management, Christ University

Interviewed By:

Krishna Reddy 1MBA B
 Ankit Abhishek. 1MBA E



Dr K Subramanian is a management graduate and doctorate. He is a research oriented person. He possesses expert knowledge in the field of HR and Conflict Management. An excerpt of the conversation which we had with him recently is as follows.

Q.) What is your philosophy of education?

In his words “what is there in you if you are aware about it that is education”. He further added, “Aim of education is imparting societal awareness, being part of the society and strengthen it”. It is a lifetime journey, now a days acquiring degrees is referred as education. He hopes one day it will change.

Q.) What was your driving force behind choosing this domain?

He added, “basically I was fascinated with psychology and not only HR but also HR systems.”HR deals with maternalistic aspect of education. It is a background function and supports the strategic objective of the organization. It is individual oriented, group oriented and organization oriented.

Q.) Why have you selected teaching as your profession?

“Two persons were there who had strongly believed that i will become a teacher, one was my father, second was my own teacher. At the age of 11 or 12 he was told by his teacher that he has the abilities and qualities to become a good teacher. He further added that “Real teachers are school teachers; I am just a facilitator here at college level.”

Q.) What do you think is wrong with public education today?

It is not satisfying societal aspirations. It has become business, commercialised. It is out of reach for many sections of society. Major debacle is that it is promoting only commercial aspect. It is not promoting real education.

His message to students is

Stay focused,
 Be socially responsible,
 Adopt good habits.

Corporate Interface – Interviewing Skills with Mr. Vinod Naidu

As a part of HR Club activity, we had corporate interface and the guest for the day was Mr. Vinod Naidu. He is a corporate trainer having 10 years of experience. He has worked with companies like Microsoft, Accenture and many more. He spoke on the topic of how to face an interview. He said that there are two rules while taking an interview. First, interviewer should never go by looks and second rule says that- 'When you select then don't suspect and if you suspect then don't select'. He also said that always grab the opportunities. If a window of opportunity appears, don't pull down the shade. The session started with an activity in which all the members of the group were asked to draft a resume for themselves. Next, six members from the group were invited to come up voluntarily for an activity. The activity was a role play in which two members were given role of interviewers and rest were interviewees. Through this activity, we got to know many do's and don'ts in an interview. Following the activity was a discussion in which Vinod Sir gave us following tips for facing interview-

- Greet the interviewer, Handshake and tell your name.
- Thank the interviewer on behalf of company for giving an opportunity.
- Introduce yourself, talk about professional qualifications, work experiences (if any) and lastly about your family.
- Tell something about the company what you know and also if you were aware of the roles and responsibilities of position you are being interviewed for.
- Bear stress in an interview.
- Be careful about body language and exhibit behavioural competencies well.
- While interviewer is assessing your functional/technical skills ensure that you pay attention and be polite to say NO if you don't know answer to any of the questions.
- In case, you have not understood any question, ask for clarification. Do not beat round the bush.



- Always ask the interviewer very politely one or two generic questions before you could close the interview.

The most frequently asked question is – “Tell me something about yourself?” This question is asked to provide a base or ground for further discussion. He also said that there is no perfect answer for a situational question and hence you must be ready with three or four alternatives. Vinod Sir also told us we should never get demotivated if we are not selected in any of the interviews and this clearly reflects in the quote by Thomas Edison – “When you have exhausted all possibilities, remember this: you haven't.” Hence, you should have an optimistic look towards future. He also said that if actual flow of thoughts and behaviour don't match then it leads to failure. He also mentioned following essentials which must be taken care while facing an interview –

1. Facial expressions.
2. Body Language.
3. Enthusiasm.
4. Dressing etiquette.
5. Confidence level.
6. Honesty.
7. Patience.

It was a great experience having Vinod Sir address us and conduct a very knowledgeable and informative session on the topics of Interviewing Skills. I would like to thank Dr. S Jeevananda and Prof. Villas Annigeri for providing us with this enlightening opportunity.

Report By,

Anusha Dwivedi

2 – MBA (OB & HR)

Corporate Interface – Personal Effectiveness with Ms. Rose Kavita

As a part of HR Club activity, we had corporate interface and the guest for the day was Mrs. Rose Kavita. She is a corporate trainer having 17 years of experience. She has worked with companies like Infosys, Logica CGI, Novonordisk and many more. She has also written 7 books and 43 research papers. She spoke on the topics of Leadership and Personal Effectiveness. She said that leadership and initiative are very important for an HR manager and this clearly reflects in the quote which says that - A leader is one who knows the way, shows the way and goes the way. According to her, good communication and alliteration are very important to manage people.

The session started with an activity in which 5 members from the group were invited and asked to introduce themselves in a creative manner. Next, there was a communication quiz which was for the purpose of making us aware that it is necessary to read everything thoroughly before doing anything. Following the Quiz was a debate in which 2 teams, each comprising of two members, were called upon and given following topics to choose from –

1. Disappearance of core HR.
2. The feminization of HR.
3. War for global talent.
4. Magnetic Culture.
5. Chinese work ethics.
6. Global poaching strategies – A must for future survival.

Kavita Ma'am told us about Human Six Sigma, which is, seeking out perfection for people. She said that measuring people's performance in virtual organizations is very challenging. The basic difference between skill and strength is that skill can be acquired with time but strength comes from within a person and is part of a person's character and attitude. We were asked to fill up a handout to know what our style of delegation is. Next, we were given a questionnaire where we had to indicate our responses on a scale of 0-4.



This was Personal Effectiveness Scale. Based on our responses, we got a score which indicated categories like Effective, Insensitive, Egocentric, Dogmatic, Secretive, Task Obsessed, Lonely, Empathetic and Ineffective. Kavita Ma'am shared with us 5 traits of a winner which are –

1. Understand Law.
2. Stop Blaming.
3. Stop Struggling.
4. Live life's formula.
5. Stop worrying.

It is necessary to actively participate in various organizations such as NHRD, SHRM in order to be up-to-date on current trends, news and activities in the HR world.

It was a great experience having Kavita Ma'am address us and conduct a very knowledgeable and informative session on the topics of leadership and personal effectiveness.

Report By,

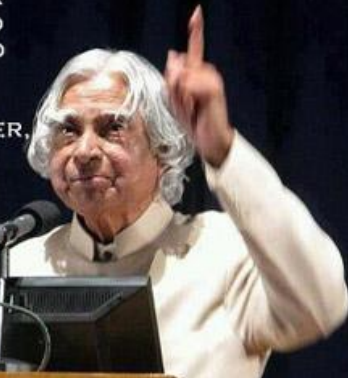
Anusha Dwivedi

2 – MBA (OB & HR)

Motivation Corner!

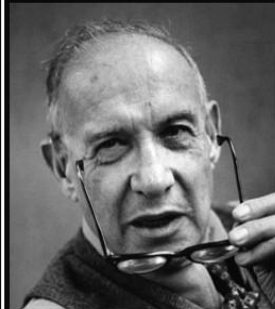
DIFFICULTIES IN YOUR LIFE DO NOT COME TO DESTROY YOU, BUT TO HELP YOU REALISE YOUR HIDDEN POTENTIAL AND POWER. LET DIFFICULTIES KNOW THAT YOU TOO ARE DIFFICULT

Dr. A.P.J. Abdul Kalam



TEAMWORK

NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL, COMMITTED PEOPLE CAN CHANGE THE WORLD. INDEED, IT IS THE ONLY THING THAT EVER HAS.



The new information technology... Internet and e-mail... have practically eliminated the physical costs of communications.

(Peter Drucker)

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HUMAN RESOURCES

is always watching you!
Now get back to work!

Our Greatest
WEAKNESS
lies in giving up.

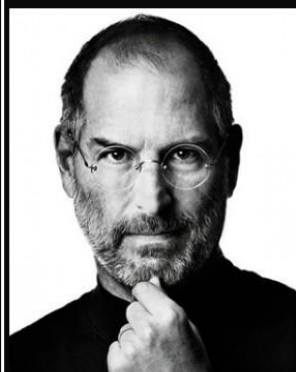
Thomas A. Edison

“ABILITY
is what you're capable of doing.

MOTIVATION
determines what you do.

ATTITUDE
determines how well you do it.”

- Lou Holtz



Technology is nothing. What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them.

(Steve Jobs)

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