EDITOR'S

DESK

INDICE

DEAR READERS,

We feel privileged and delighted to reach out to each one of you through this booklet, which will surely unfold the unraveled world of HR. what we feel that being a HR professional is one of the most difficult profession in this business world. Being a HR professional sometimes you have to be the lawyer, the judge and the hangman. The linchpin for organizational effectiveness is having the right talent in right place at right time and this task can only and only be formed by a HR Manager.

SRIJAN- The HR club is a vibrant culture at IMS Ghaziabad University Courses Campus. We at Srijan believe that – "Management is nothing more than motivating other people" hence we came with an idea to launch a booklet highlighting the journey of HR in the premises of IMSUCC so long. The objective to launch this booklet is an attempt to create awareness among people on development in HR field and bring out up-to-date information for those who aspire to take HR as their career and even for all the budding managers.

This issue includes various insight about the HR club at IMS Ghaziabad university courses campus. The main theme of this issue is to highlight the various "BRANCHES OF HR." This leaflet also includes articles on various issues related to HR field from the students and faculty members of our Esteemed organization and from the corporate professionals.

Just like the gods and asuras churn the ocean to extract nectar, we have tried best to churn out the myths and the reality of the HR world with our greatest potential and creativity in framing this magazine. A lot of efforts have been taken for drafting this issue. We hope you love reading the first issue as much as we have loved putting facts together for you. Thank you for taking time to read it!

Happy Reading!!!

PHOTO MISSING OF EDITORIAL BOARD

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MESSAGE

CORNER

DR. SAPNA RAKESH
(Director –IMSUCC)

"Somewhere, something incredible is waiting to be known."

-Carl Sagan

IMS Ghaziabad, University Courses Campus is the institution providing contemporary education

for constructing the budding managers by nurturing them with knowledge and industry exposure.

We have introduced the HR as specialization with the aim of developing skill set in students and

making them corporate ready.

Our current issue is a reflection of the efforts put in by HR team for enrichment of HR as

specialisation by conducting lots activity during entire course induction and sensitization of

students, staff development program, giving new insights through movie review session and

students' internship in renowned industries, paper presentation, certifications and students

testimonial.

I appreciate and congratulate to entire HR team for the dedication towards this great

initiative and launch of "Unveiling the Journey of

HR Millennials @IMS".

DR. GEETI SHARMA
(HOD– BBA)

The HR Magazine , Unveiling the HR millennials, is a wonderful initiative of the HR Team at Institute of Management Studies Ghaziabad , University Courses Campus. It further goes to showcase the innovative and the bon perspective that our students are growing up with. The value of Human Resource are unexplainable these days and this magazine by the faculty & students of Institute of Management Studies Ghaziabad, University Courses Campus is an ode to this value. I wish them the success in this journey.

DR. SHILPI SARNA
(Head– HR Specialization)

Leading HR practices are the ones which have already delved into the technologies by hiring the

skilled employees and paving the way for a better integration of digital workforce. There are

several factors in the changing function of HR in today's workforce, including modernized

practice at workplace, the use of technology in human resources and the responsibility of HR to

help and maintain organization culture. This book is an effort to highlight the unveiling the innovative

PROF. YAGBALA KAPIL

(Assistant Professor –BBA)

"We cannot drive people; we must direct their development. Teach and lead"

HR Specialization offers a broader suite of knowledge that will enhance understanding of students on effective management of human resources to build a better organization culture. This book unveils the journey of HR professionals on how successfully they inculcated the people skills for better tomorrow.

PROF. VANCHAN TRIPATHI

(Assistant Professor– BBA)

Don't let your learning lead to knowledge. Rather let it lead to action."

If I can think off about unveiling HR journey at IMS UC campus, I recalled the excitement and challenges associated with the new launch domain – HRM, very first time in IMS UC campus. The HR specialization was launched with the objective to enlighten students with the knowledge and industrial exposure who want to build up their career in the field of Human Resource Development, Knowledge management, Emotional Intelligence, and Learning Organization.

PROF. NIDHI SRIVASTAVA

(Assistant professor– BBA)

"In an ability-driven business landscape, an efficient human resource management contributes to its success."

To lead a successful organization, Human Resource policies and practices must drive its strategic goals and help in their effective realization. In the first year compulsory courses, key concepts, issues, systems and tools relevant to the industry are covered. In the second year, wider areas are taught in depth with industry specific 'live' case studies, GDs, management games, industry projects and other innovative pedagogic tools which will help to be a good HR Manager

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HR SPECILIZATION

AT GLANCE

ABOUT HR SPECILIZATION

IMS Ghaziabad (University Courses Campus) launched HR SPECIALISATION in academic year 2019-20. This course provides the HR professional strategic view of human resources management and provides the opportunity to see how policies implemented in HR actually fit in the strategic plan of organization. Students themselves will understand a real business problem related to the management of people and find a solution via selecting a logical choice from among the available options under the situation of risk and uncertainty. This specialization aims to develop an insight on HR as an organizational strategists

Induction Program

IMS Ghaziabad (University Courses Campus) organized two days Induction Program to welcome BBA II Year students (2018-21) Batch on July 15 and 16, 2019.The day one began with the reporting and registration of students followed by the session with their respective class counsellors to strengthen the student-teacher bond. Various Management games were conducted to involve the faculty and students for better understanding and learning. The session ends with lots of enthusiasm and motivation among the students

Sensitization Program

Ms. Shipra Lavania, Chief Human Resources Officer, News Corp VC Circle discussed the importance of human resource management for any organization in acquiring and retaining the best people. She focused on the strategic role of people management in the success of any company as they are responsible for building the entire workforce Dr. Shilpi Sarna, Specialization Head, Human Resource Management discussed about the need of HRM in every organization and job profile and the courses that would be taught to

LA communication Workshop

"LA COMMUNICATION"- workshop on "COMMUNICATION SKILLS AND TEAM DYNAMICS" was organized during MIB Orientation Program 2019-'Upakrama' on 02 August 2019, Friday. Workshop facilitators conducted ice breaking session first to build familiarity among the participants and enabling them to explore their skills and multifaceted qualities.

The activities, based on communication and team dynamics, were planned with objectives to develop team spirit and enhance communication skills of participants. After completion of ice breaking session, power point presentation showed to inculcate the concept, process and barriers of communication to the students. Then after a communication based exercise named "Progress in Action" conducted with an objective to make students aware the role of effective reading and listening in communication skills. Students were nurtured through video based on barriers of communication. "Story telling" was another exercise conducted during the workshop to develop spontaneity and comprehension skills. Knowledge had been imparted by workshop facilitator on different aspects of team dynamics to make them learnt the importance of teambuilding. Dr. Shilpi Sarna, Prof. Yagbala Kapil and Prof. Vanchan Tripathi conducted the workshop

Movie Review Session

Workshop on Self Actualisation: Knowing your inner potential

Mr. Mohit Anand (Spiritual Researcher, Personality Coach and Motivational Speaker) .

The objective of this was to make students aware about their Hidden potential, Self element to provide a rich array of opportunities for to learn, to grow, to discover who they are, and how to make a difference in the world. Self Actualization is a realization or fulfilment of one's talents and potentialities, especially considered as a drive or need present in everyone. The term was originally introduced organismic theorists Kurt Goldstein for the motive to realize one's potential and quoted tendency to actualize itself as fully as possible is the basic drive. The drive of self actualization. This process is continuous as individual matures into a socially competent, interdependent autonomy, and is ongoing throughout the life-cycle

To engage the students a session was scheduled on Management learning through movie review. Movies are a great way to extend learning beyond the class-room. There are a number of inspiring movies which teaches management and how to be a good manager and this session is an example of such effort. The movie shown was Karate Kid (2010).At the end of the session students were asked certain questions from the movie and rewarded with exciting gifts hampers.

PANEL DISCUSSION-Role of HR in Digital Era

The objective of this program is to develop an insight on HR's role in this digital era that helps the students imbibe a thorough knowledge on how HR has undergone dynamic shifts in its roles, functions and overall impact in shaping organizations. The experts from different domain of HR enlightened the students with their area expertise. The panel discussion was organized to clear the doubts in the millennials mind on the role of HR in planning and driving strategic growth in this digital era. The Panel consist of following experts from different domains:

- *Mr. Rakesh Seth, Director, International Consulting Professional Institute.*

- *Mr. Subham Tripathi ,Head T.A Genpact*

- *Ms.Ankita Singh, Sr.Associate, Learning & Development, Publicis Sapient*

Staff Development Program- Behavioral, Personal Hygiene & Stress Management

Staff Development Program was organized on October 9,2019 by MIB students under the guidance of HR experts Dr. Shilpi Sarna and Prof. Yagbala Kapil. The objective of this program is to train the blue collar employees on behavioral aspects in personal and professional life. The session was divided into three parts. The first session highlight on how to behave with the top and middle level management. They are guided to greet everyone with smile, how to manage work under pressure. Second session was to maintain personal and basic hygiene. In the personal hygiene they were directed to wear clean uniform, hands should be cleaned before serving, proper utensils cleaning, nails should be cut properly. The session ended with certain tips on managing stress to have a work life balance.

HR Quiz
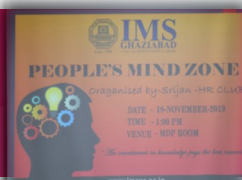
Srijan- HR club at IMS Ghaziabad (university courses campus) came up with this initiative, an event " PEOPLE'S MIND ZONE " organized on Monday 18th November 2019.All the five teams participated with full of zeal and learned about many new facts and information about the world of Human Resource. It was a great learning experience for everyone. Out of the five teams, three teams grabbed the winning positions because of their knowledge and presence of mind. The winners were:

1st position – Modern HR -Aman Raj & Apurv Raj (BBA Final Year)

2nd position – People Matters—Nistha Goel & Ayushi Sharma (BBA IInd year)

3rd position – Insight success—Meghna Tomar & Muskan Aggarwal(BBA final year)

Rest two teams who participated were:

HR Digest—Sanket kumar & Anusha sharma (BBA Ist year)

HR Outlook—Abhishek Thakur (BBA IInd year) & Shubham (BBA Ist year)

HR Team

HR Team is the team which not only stands for Human Resource but for Highly Radiant people too. As here introducing the HR team of IMS Ghaziabad University Courses Campus the main roots are sown by Dr. Geeti Sharma HOD, BBA and Dr. Shilpi Sarna with the branches and roots Prof. Yagbala Kapil, Prof. Vanchan Tripathi, Prof. Akansha Tyagi along with Prof. Nidhi Srivastava under the sunlight of Dr. Sapna Rakesh, Director IMS Ghaziabad University Courses Campus.

As making people feel valued and important we need to understand and be understood to each other accordingly. This is what our team replicates with the support of the budding flowers, the students to make and create evergreen essence of HR in the organization.

We as HR team transact to deliver peace and satisfaction to the each party say management, faculties, students ,employees and other stake holders. To employ, to analyze, to enhance, to develop , to work together this is what we aim at and try to work with the best abilities and competencies of each associate.

The evolution in the mindset of people now expects different role from a HR person of an organization and our tree of HR professionals, we all believe on same and work hard with smartness to meet those expectations and accept

HR trends in 2020
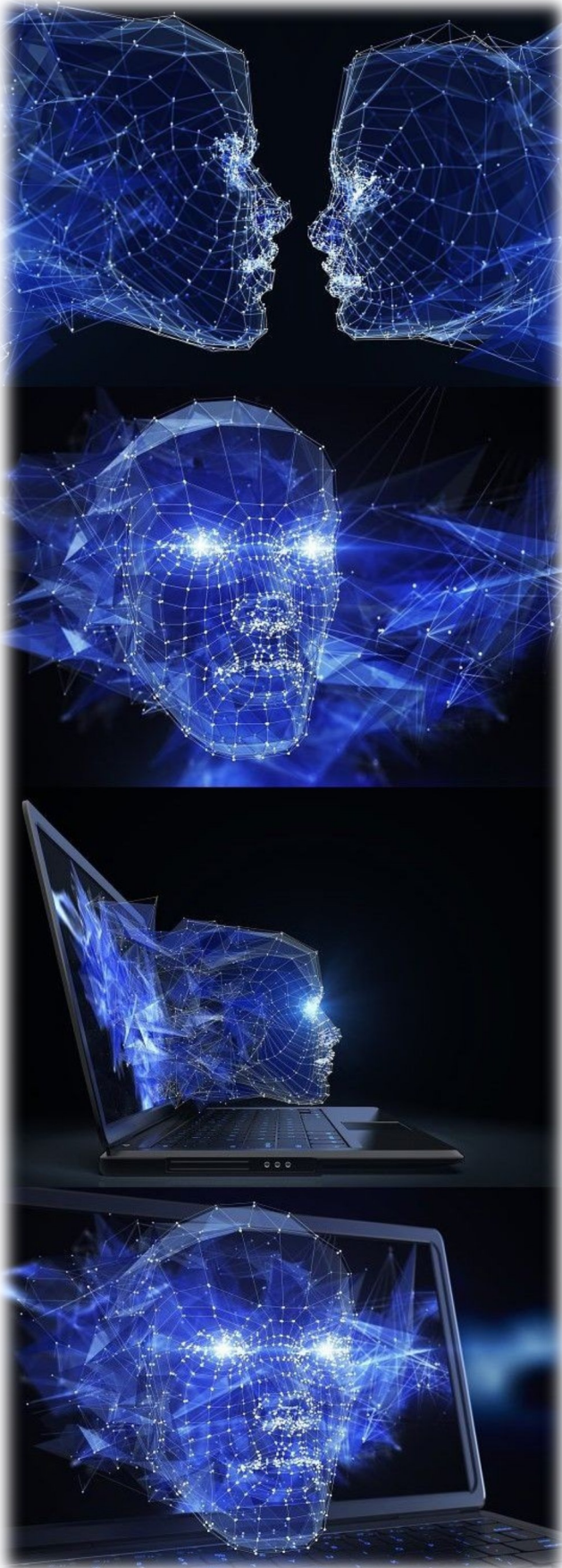
1. In— house HR will downsize and outsourcing will increase

2. Strategic thinking will become in— house HR'S core competency

3. The pendulum will swing back to the specialist

4. HR will increasingly utilize analytics and big data

5. Managing a remote workforce will be a new norm

6. HR will need to become more like marketing.

Are you ready for the future?

What is the future of HR

BY: Ashutosh BBA (IInd Year)

What is the future of HR? Do HR have any future? What would happen to HR department in future? Is there a need of HR department in future? These are some basic questions that knock the mind of HR professional or students who are aspiring to pursue HR as their career. We have often seen debates on these topics in various conferences and seminars and hence we have decided to take this topic as our theme for our inaugural issue. It will also help to unravel various myths and facts about the future of HR.

DESTINATION OF HR.

Everyone has been on a trip with their friends and families and had various discussions and endless questions but one of the most repeated question is "when we will reach our destination, are we there yet?" In beginning these questions add excitement of reaching and exploring a new place but after a while the questioning became agitating and only adds the length of journey. If we ask a HR professional the same question i.e. "when we will reach our destination, are you there yet?" or "how much time you need to reach our destination?" The answer will be we are not clear about destination and it seems that the journey of HR will never arrives at it destination.

One of the crossroad in the journey of HR is the use of AI in HR practices. Various people consider AI as impediment in the journey while other consider it as a turning point that will help them in reaching the destination.

When in 1955, John Mc McCarthy coined the term Artificial Intelligence, he stated it is the future of world but let's find out whether it is future of HR or not.

ARTIFICAL INTELLIGENCE

There is a lack of precise and universally accepted explanation of artificial Intelligence, Due to shortage of precise explanation artificial intelligence has been classified into two terms. In short, it can be concluded that artificial intelligence as- "technology used to do intelligence based task", and in a broader sense, "artificial intelligence is a trained tool that can do what a human do". It is a trained tool that can do all those work where human limits. It comprises of three components- speedy computations, abundant quality data and advanced algorithms". The core competency of artificial intelligence is that it provides us with speedy and accurate data calculation as well as stability in day to day processes with advanced algorithm.

Artificial intelligence has a capability to replace human resource manager from companies as it can perform various functions from manufacturing goods and services to customer services. AI can perform various functions from diagnosing diseases to translating languages. There exists a complimentary relation between humans and machines which means if a firm wants to increases its quality and quantity of production when both humans and machines work together. It's an opportunity for HR

people working in an organization to indulge AI in HR functions as AI can do several works for organizations like trades for self-businesses, employing workforce and acquisition & maintenance of talent, ethical usage of plans and events. It's not wrong if it is considered in this 21st century as the era of technology and AI.

ARTIFICIAL INTELLIGENCE AND HR FUNCTION

- *Personalized employee experiences*:

IBM officials in their study discussed how AI can effectively be woven into an employee's on boarding program. New employees who typically want to meet people and acquire information typically may not know where to go. They may ask their desk neighbor. But what if she works in a different department? "What if team leader had been welcomed with new hire information on his mobile device that was tailored to his first assignment?" IBM officials wrote in the report on transforming HR with AI.IBM is looking to create a system that will answer a new employee's most pressing or job critical questions to help get them up to speed fast. An AI, for example, could provide training suggestions or provide the names, locations and contact info for people he/she should look to connect with on his first day or so. That same employee could also be advised by AI engines that a new hire webpage contains a lot of useful information.

- *Team training -* When an organization wants to take a more systematic approach to employee training, team managers are provided a list of training opportunities for team members.

- *Hiring processes* - A hiring manager is presented with information that the company's recruitment approach falls short because it interviews too few candidates. Cognitive solutions can help organizations tap into multiple data sources and reveal new insights to help companies develop candidate profiles, among other things.

- *Chatbots:* Certain technology, such as Chatbots, can help employees access important information about policies and procedures from anywhere and at any time. Chatbots communicate by text and can be useful for answering common employee questions.

AI In Boardroom

It's already used in boardrooms to help director to take decisions. There are various AI applications available for use by HR manager like:

- Participants can be in a meeting without physical presence with the help of Audio/visual capability

- Facial recognition technology checks and verifies the identity of board members.

- Virtual reality headsets are also used in boardroom to provide full engagement in presentation

- Translating technology is capable of allowing meetings with those have different language and culture orientation.

- A potential disruptor is available as a minutes-recording device using algorithm and machine learning.

Barriers to adopting AI technologies

Talent gap: it can be expensive and hard to find properly educated or skilled people.
Concern over privacy: confidential HR data must be accessed securely and available only to the authorized person.

Ongoing maintenance: as with other innovative technologies, AI requires deep learning and regular review and updates .

Integration capabilities: Data availability is limited, due to the HR trend toward SAAS (Software as a Service).

Limited proven applications: many products and services are feasible based on proof of concept only.

Lack of emotional touch: HR professional needs to make several decisions that are a mixture of technical as well as emotional factor. Usage of AI becomes restricted in such decision making where human or emotional factor involved

Financial factor: financial problems can be major reasons that may be a challenge in adoption of AI in HR process

Benefits of HR professional over Artificial Intelligence

HR department is heart and blood of any organization. The most significant department of every organization is the HR department as it manages a very critical resource, i.e. human resource. Some people have perception that they may lose their jobs by increasing usage of AI in to HR processes. A question arises in mind that whether a robot would have essential knowledge and experience in relevant laws to fully discharge the HR manager's role. Artificial Intelligence can reduce repetitive and administrative tasks which still do exist in the work pattern of human resource manager. Technology can facilitate HR professional by generating options to optimize their work but at the same time it makes HR professionals unable to take their decisions independently. So the role of HR professional can't be substituted by usage of AI in HR processes Managing culture diversity is again a very prominent job of HR professionals. AI can't make people ready to manage it. HR professionals have to develop their own strategy to manage such issues where AI is restricted. An-

other issue where the role of AI has very limited like empathetic approach. HR professionals are expert using such approaches for managing people on their work place. Future workforce should empower themselves to act as change agent. HR professional needs to work as change agent that facilitates merging of AI in HR processes. Artificial Intelligence also reduces the manual workload and will abolish the lower level function of a human resource manager,

providing support with diligence processes. Artificial Intelligence should not be considered as threat while must be considered as an opportunity to improve knowledge and skill set to manage the Company

CHALLENGES FACED BY HR IN FUTURE

BY: Aradhya kaushik BBA (IInd Year)

The hardest challenge being an HR is that sometimes you have to be the LAWYER, the JUDGE and the HANGMAN."

Human resource management is the strategic approach to an effective management of people in a company or organization such that they help their business gain a competitive advantage and do have a vision of success of their business in future. It is designed to maximize employee performance in service of an employer's strategic objectives. But we are also aware that any field in their growing areas has to face some problems and challenges and try to overcome those obstacles and solve all the problems which are coming along their pathway. They have to face many problems and also in future they will be to going to face some problems.

So, the main motive of this article is that to enlist those problems which HR professionals are going to face in their future and the what will be the solution regarding their problems.

According to the Society for Human Resource Management, human resources departments must cope with the major trends in the future. This shifts in the business environment include globalization, economic and political uncertainty, and tough competition for labor. In turn, changes like this create some common problems in the future that most HR departments need to focus.it can help to pinpoint these issues and learn how progressive companies overcome them for the effective and smooth functioning.

PROBLEMS WHICH ARE GOING TO BE FACED BY THE HR PROFESSIONALS IN FUTURE......

1.**Emotional and physical stability of employees:** This is one of the major problem which the HR profes-

sionals are going to face. Providing wages and salaries to employees is not sufficient in today's world. The human resource manager should have to maintain the emotional balance of employees. They need to try the attitudes, requirements and the feelings of employees, and motivate them whenever and wherever required. If the company wants to maintain their reputation and image in the market, then the HR managers are need to build and retain the emotional relationship with their employees for the better performance and effective outcomes.

2.**Management Changes**: As a business grows, its strategies, structure, internal processes, planning, and development plans grows with it. According to the upcoming scenarios all these things have to change to run their business in a better way and also mark their excellence in the competitive market. Some employees have a hard time coping with those changes. A lot of company's experience decreased productivity and morale during periods of change. This is a problem which every company at some point in future has to face as the market changes drastically.

If the company wants their business to run in an effective manner they need to imbibe those changes in their business according to the future scenario and try to cope up with those changes as much as they can.

3. **Leadership Development**: Leadership is that important factor which is responsible for the performance of the company. Definitely if their leadership development will strong their business will be going to be grow higher. Leadership has that power which unites all the members associated with the company and helps in the getting the productive outcomes. **A recent study showed more than a third of companies are doing an av-**

erage job, at best, at implementing leadership development programs. Thirty –six percent of companies surveyed in Brandon Hall Group 's State of leadership Development practices are below average. So, this is going to be a major problem and challenge for the companies in future.

Every HR professional should focus on the leadership development for achieving their individual and organizational goals.

4.**Balance between Management and employees**: The Human Resource Manager has a big challenge to balance the interest of management and employees. Profits, commitment, cooperation, loyalty, and sincerely are the factors expected by management, whereas better salaries and wages, safety and security, healthy working conditions, career development, and participative working are the factors expected by employees in management.

It is a core responsibility of a HR professional to maintain the balance between the management and employees for better performance.

In coming years, HR professionals are now increasingly required to provide the necessary resources to provide the necessary resources to allow the recruitment and development of prospective leading figures in their organizations. Among other things, this responsibility involves ensuring that the corporate culture boosts performance and that executives will be assume leadership roles in future.

So, for the growth of business of an organization there is a need of overcoming the challenges faced by the HR professionals.

Ways of overcoming the challenges

1.**Strategic Organizational change:** In future there will be a need to put the strategic organizational change into practice to enhance quality, productivity and employee satisfaction. Every organization need to change the organizational strategies for the betterment of their position in the market.

.**Effective Training**: Every HR of an organization has to overcome their challenges and problems to strengthen their business, for which one of the way to overcome those challenges there will be a need to device an effective training programs. Every HR should provide proper training to the employees and arrange to held best of best training and development programs.

3.**Reward System:** Every HR professional should create a reward system that keeps employees motivated. We all know that employees play a vital role in every organization as employees are considered as a backbone of the organization. If the employees will be motivated they will automatically provide the best results to the organization and problems coming across their way can be easily managed.

4.**Concrete Decision Making:** As we all that before accomplishing any of the task there will be a need of better decision making. Decisions of the HR managers should be based on proper facts and figures and according to all aspects so that there will not a scope of any flaws. This should be one of the method of overcoming HR problems.
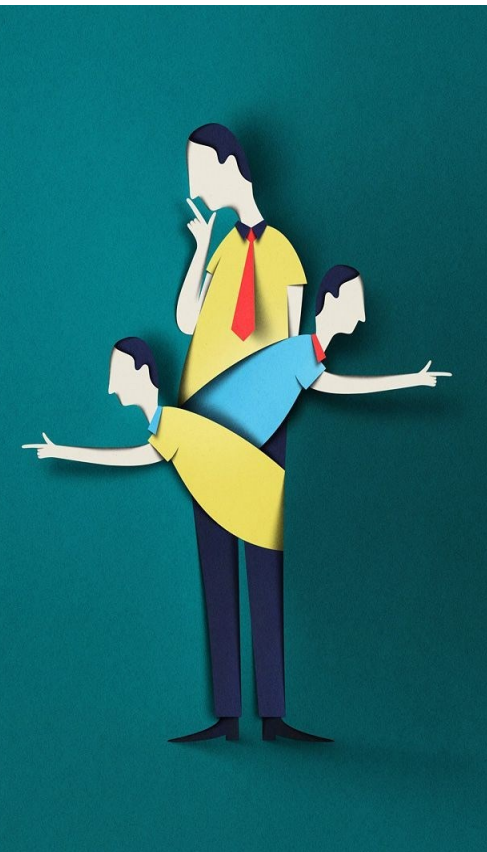
Employee Attraction And Retention in future

BY: Rishika Vatsal (BBA IInd year)

Over the recent years , the role of HR functions has been changed. HRM functions (selection, compensation, appraisal, etc.) are closely linked to job and via this connection, to various performance outcome. And many organizations now recognize HR as a vital contributor to performance of the company. Employees can be considered as the best asset within an organization. Employees have an ability to maximize profits within many organization. Employees are the investments that will, if managed and developed, provide long-term rewards to the organization in the form of greater productivity. Employees with right and adequate qualifications can contribute a lot to organization in an effective manner.

It is very critical for organization to attract and retain the best possible employees. The HR department plays an significant role with employee attraction and retention. Employee retention policies are basically designed according to the needs of employees which can enhance job satisfaction and can reduce cost of hiring and training new staff. Role of HR-

The HR department in any organization plays a crucial role in employee retention. Employee retention efforts may include employee training, internal promotion opportunities, issuing bonus and improving workplace policies and procedures.

Solution for employee retention in future

1.**Exit Interview**- Everyone needs a job for their livelihood. So no employee leaves the organization without a valid reason and resign from their present job. It is duty of HR department to try and find out the reason of employee for leaving the job and for this they conduct exit interview to know the problem of employee. These problems are generally related to conflicts, working environment, salary etc. By this the HR can work on the problems due to which employees leaves the organization and then can retain the employees.

 2. *Employee Motivation*- Motivation is one of the significant factor that helps in retaining employees. HR should regularly organize motivational activities at the workplace. They should organize training both internal and external which could help employee to learn something extra apart from their routine work. There should be some extracurricular activities in which employees can participate.

 3. *Reward The Performance*- The HR must introduce new and different incentive schemes for the top performers to motivate them. By this a sense of affinity towards the organization is developed among employees and they strive hard to perform even better next time.

 4. **Job Rotation**- Reviewing performance is important. The HR along with various team leaders should keep eye and monitor the performance of the employees to ensure whether they are enjoying the work or not. The employees look for change when they find their job boring and no more challenging. Job rotation can be one of the effective ways to retain employees.

E– RECRUITMNET VS.TRADITIONAL RECRUITMENT

BY: Avni Aggarwal (BBA IInd year)

Recruitment is what ,a process which got in action in most of the companies .As per the ancient times, working with and finding the good quality and intelligent beings for the organization have equal importance in today's techno friendly approach with in the organizational structure and culture. Being an analyzer, employees are known as the internal customers of the organization and so it is the most delicate duty of the management and the concerned authorities to extract the highest competent workforce as per their requirements and to sustain them for a good time with assurance over that they will work with positive energy in the culture of the company.

As Traditional Recruitment Process is one of the most reliable and highly usable methods from ages. To scrutinize a candidate with in the real time and deciding whether he is fit for the organization is a hard exam and so it requires highest degree of authenticity and accurateness. Nowadays companies are having a different pattern of recruitment with a buzz term: E-Recruitment, hiring the potential and suitable candidates through electronic sources specially internet is what it moves around .Recruitment via internet is far different from the traditional way of recruitment and so it posses some shortcomings as well.

Being so advanced the companies still face some infirmity with in he heads of the following tags:

1. **High Volume of Responses**- Due to grand access on internet ,anybody can nominate their CVs as per the JDs but it may also leads to the welcome of the unsuitable and unfit records which really do not match up with the desired competency and to filter them it requires time and hence consumes time as well.

2. *Required Logistics*- Logistics also play vital role in the completion of the process of E-Recruitment .To have that much updated and efficient software's and technologies and a skilled workforce to operate several functions within it.

3. *Can be Ignored-* As due to such a huge input of data on regular basis, [people sometime avoid or seems uninterested for a particular job design or somewhere they feel incompetent to proceed with the steps for the same.

4. *Too impersonal-* As there is no personal interaction over the table with the candidates, possible mails and ways like telephonic interviews / skype calls, such aspects reduces the effectiveness and the critical evaluation of the interview and of the candidate.

5. *Website Malfunctioning*- Being a good corporate organization it can be possible that less rated websites will also show the vacancies of your company on their websites and the surfer who is looking at it will try to dig as much information he can extract about the company and there is a possibility that whatever information falls over him can be an untrue fact which will affect the goodwill of the company.

6. ***Outdated job positions*** – Sometimes people continues to apply for those job opportunities which are already no more in the current time ,applications for the former vacant positions and such records starts to pile up and sometimes companies also forget to respond back to the applicants regarding it.

This is what a concise possible number of problems which can be faced by a company when it decides to undergo with the process of E- Recruitment and all of them can act as an catalyst also if performed with good speed and regular checks. With the efficient working techniques in the company and the integration of traditional with addition the recruitment through internet will be a best combo for a company to opt for and to work with.

Teacher's
Corner

FDP@FORE School of Management

HR faculty Dr.Shilpi Sarna, Prof.Vanchan Tripathi and Prof.Yagbala Kapil attended two day Faculty Development Programme on "HR Analytics: Concepts and Applications" on May 13-14, 2019 at FORE Campus, New Delhi

Human resource analytics is an area in the field of analytics that refers to applying analytic processes to the human resource department of an organization in the hope of improving employee performance and therefore getting a better return on investment. HR analytics does not just deal with gathering data on employee efficiency. Instead, it aims to provide insight into each process by gathering data and then using it to make relevant decisions about how to improve these processes.

Teacher's Message

Human Resource Management lies in successful utilization of people to attain organizational goals which further adds to the knowledge spectrum of the people. I emphasize on the fact that no matter how good or successful you are, your business and its future are in the hands of the people you hire. Therefore, to win the marketplace you first win the workplace.

~ Prof. Aastha Sawhney
Asst. Professor
IMS Ghaziabad, University Courses Campus

Human resource management or human asset improvement, involves arranging, executing, and overseeing enlistment, just as determination, preparing, profession, and authoritative advancement activities inside an association. The objective of HRM is to boost the profitability of an association by advancing the adequacy of its representatives while improving the work life of important human assets. Therefore, HRM incorporates endeavors to advance self-improvement, worker fulfillment, and consistence with business related laws. To accomplish balance among boss and worker objectives and necessities, HRM offices center around these three general capacities or exercises: arranging, execution, and assessment.

~ Prof. Shenki Tyagi
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IMS Ghaziabad, University Courses Campus

Emerging Workforce Trends in 2020

BY: Manan Chaturvedi

Initially the HR people need to work so hard to survive in this fast changing environment but from the last decade there is a change in the HR industry due to the rise of artificial intelligence. The presence of artificial Intelligence doesn't devalue human work but it makes it more efficient and strategic. The main emphasis of companies are on digitally transformed HR. It has been founded that 88% of chief HR officers says that they need to invest in 3 or more technologies over the next two years.

AI tools have the ability to support merit- based selection that eliminates conscious or unconscious bias. It helps the HR department gain accurate analysis of employees from application submission to continuing performance reviews.

As said " AI is more profound than electricity on fire"

Chatbots is also a key element for HR professionals which helps in resolving the employees inquiries and also it has been predicted that it has been implemented in more than 50% companies by 2020.

Virtual reality seeks to create a realistic 3-D image or environment, which humans can perceive as real and interact with in realistic ways. It helps to enhance the HR capabilities as well, especially within recruitment and hiring, over boarding, learning and development. VR can also be used as part of a screening process. Once at the interview stage it helps the candidate to demonstrate their practical skills.

Another trend that is expected to see in the future is continuous performance management. CPM tools will allow employers and their staff to track tasks and achievements as contingent workers move between projects and teams.

Gamification have been proposed to engage Future talent by adding fun to the recruitment process. It has become more and more popular and is more widely used than ever. It comes down to using game principles and techniques in a non-game context. The industrial management paradigm that sees people are extrinsically motivated by carrots and sticks lies behind them.

Today employee expect a more than just good pay and healthy environment . Employee rate their company culture. Work policies, growth opportunities, compensation. Thus, improving the experience of their employee is very much essential. Global HR experts suggest taking help of the advanced HR technology to enhance their experience.

Multiple HCM platforms have come up which provide the required experience to the employees. The year 2020 has main emphasis on Employee experience platforms (EXP).

Employee stability and engagement

BY: Rashi Paliwal

After spending 8+ wonderful years at a world class company and being in a role where day in day out had to deal with people in my role as HR and thus sit on other side of the table , here comes my advice as an (Un) stable employee- change your job before it is too late. Before I dig deeper into what I mean, I would like to highlight an interesting concept of physics, Inertia!

Inertia is the resistance of any physical object to any change in its position and state of motion. This includes changes to the object's **speed, direction, or state of rest**. Mass is a measure of inertia. Objects of ***higher mass*** **resist changes** in motion more than objects of lower mass.

Longer you are in a specific job (or situation), more is the mass you accumulate, more the mass you have, more is your resistance to change, and that is not good dear friend! In this VUCA world, definitely not. Because more your resistance to change, more you perish without realizing so.

A day gone without learning anything new is a day wasted. It doesn't have to be a superb life changing skill that you need to learn every day. It is about adding value through your everyday life. Be it a new word that you heard for the first time and searched it immediately to know more about it, or understanding a process completely outside your function, or a new excel formula or meeting a new colleague with a lifestyle you don't have and get deeper understanding of another person's perspective on life, or realizing your own bias for something or.....the list is endless. :) It keeps your enthusiasm for learning 'on' and makes you a well- rounded personality eventually.

There is **always** a scope for improvement .Something somewhere is begging for your attention where the effectiveness and efficiency is not at its best. But you are either ignoring it intentionally or are not aware because never looked beyond the task in hand. If you are ignoring intentionally due to overwork, ideal is to bring your high priority job in auto pilot mode, as much as possible. and then start working on it, if the neglect is because "That's not my job or KRA", Repeating number of years will not give you growth, it might just add to your Mass. *Whether you intend to leave current job or not, you should be change ready*. Companies are also looking for candidates who have exposure beyond the job they are being hired for, the ability to learn something new to handle the needs created someone who is comfortable becoming uncomfortable intentionally also

and takes new challenge to grow personally and professionally.

Though many times some of these are dreaded by managers themselves as it might disrupt what is otherwise working well, but is critical for an individual's and organization's growth. If situation allows, don't hesitate to request your boss or boss's boss to get an additional job which stretches you further, add new role to existing job or go for something which is in synch with your career aspirations, even if is apparently going to be a challenging experience. Straight roads don't make good drivers!!

STUDENT'S

CORNER

PAPER PRESENTATION

One of our HR Specialization student Ashutosh along with Prof. Vanchan Tripathi presented paper on title- **"IMPACT OF EMPLOYEE MOTIVATION ON QUALITY OF PRODUCTION IN LIGHT OF MASLOW'S NEED HEIRARCHY THEORY AND HERZBERG TWO FACTOR THEORY"** at Indian Institute Of Management, Kashipur on 6th

NPTEL certification

Mr. Ankit, student of HR Specialization got certified from NPTEL with a consolidate score of 69% in course title- "PRINCIPLE OF HUMAN RESOURCE MANAGEMENT"

STUDENT TESTIMONIAL (HR specialization)

HR specialisation is really a Qualitative option for the management programe. The course lays its main focus on communication, leadership style, behavior pattern and achieving the Goals of the company by Managing the Human Asset.

– Tushar Bansal (BBA HR IInd year)

As with the advancing cultures one should know how to treat their unique living assets HR specialization holds that much capacity to bring the best out of us and reward us with the excellent opportunities and to make ourselves shining HR professionals

-Ria Chaudhary

(BBA HR IInd year)

Corporate Exposure

Two students Of BBA second year of HR specialization named Aradhya Kaushik and Ankit did an internship at Hero Corporate services LTD. They were associated with content development team where they prepare content for companies like JEEP, HUNDAI and so on.

Three students of HR Specialization Divanshi Naresh, kalayani Raghuvanshi, Prachi Kaushik did their internship in PINE LABS in which they got an opportunity to work with corporate HR Team
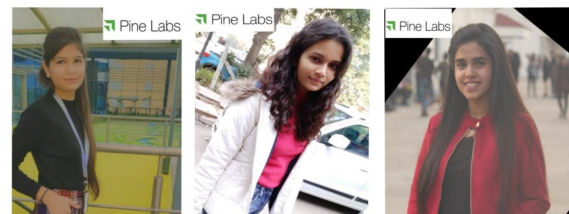
Ankit Sharma of BBA 2ND year did an one month internship at positive vibes. According to him he gained a sense of professionalism and a clear view about professional world. He also state that he learned and imbibed various soft skills during their internship such as Adaptability, Team work, leadership.

An internship is an important step to establish career

The War Of Talent

BY: Varun Singh (BBA Ist Year)

The generation is changing and the mindset of the new generation is changing with that , which is leading to a huge degradation in talent of the nation, and this problem is taking the nation toward destruction. Apart from this as we all know that the India comes at 2nd number at population in the world and the main population volume of India is the teenagers and young people , the main cause of brain drain of the population is the change and upgradation of technology and more usage of SOCIAL SITES which is leading to cause of different myths that is changing the mindset and one of the myth is that "Technology will replace the the human being in organizations " the generation is not goal oriented and which also lead to choose the right specialization at right time.

An estimated 17 million Indians were living abroad in 2017, making India the largest source country for international migrants globally, up from 7 million in 1990 and a 143% increase, according to an India Spend analysis of data from the United Nations Department of Economic Affairs. Over the same period, India's per capita income increased by 522% (from $1,134 to $7,055), providing more people the means to travel abroad in search of employment opportunities they were not finding at home.

"It's hard to say if more highly skilled people are leaving than in any other period and that 'brain drain' is increasing. Skills have increased across the board generally so the country may be losing higher skilled people compared to previous generations, but we've always had talent leaving the country to a large extent."
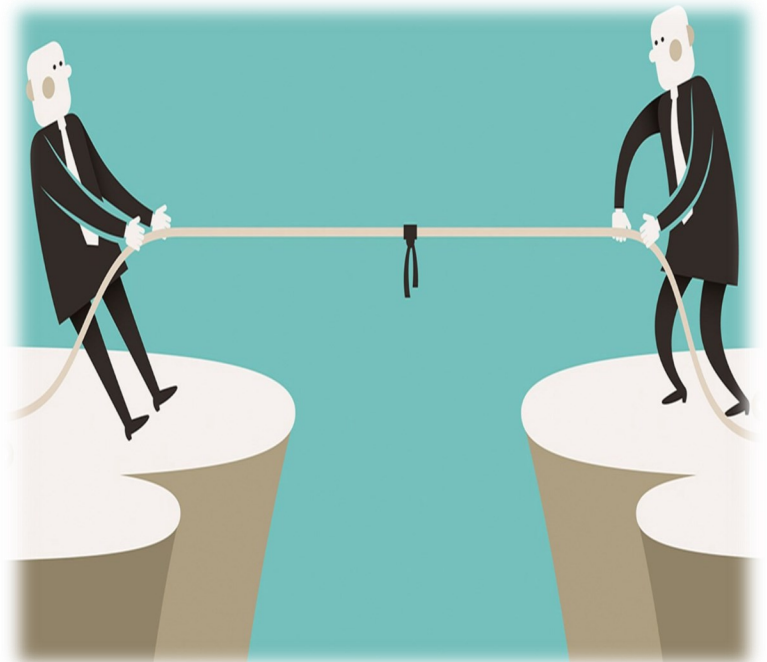
Over almost three decades, between 1990-2017, India witnessed waves of skilled and unskilled labor migration. Indians living in the middle-eastern Arab state of Qatar increased 82,669%--from 2,738 to 2.2 million--over 27 years to 2017, more than in any other country. In the two years between 2015-2017, the Indian population in Qatar more than tripled, rising by 250%.

And reason of this huge migration is the politics and corrupt people

As right people do not get the right opportunity and this makes the skilled one to change their mind set to leave the nation .In NASA to GOOGLE each and every best organizations , there best employees are Indian only . if at right Time they have got the right jobs may be they would be the best Indian employees in Indian best companies . At the end of the last century, McKiensy and peter ducker introduced the concept of 'War for talent '. As the most important factor in competition shifted from scare capital and product to talent of workers, the major question became "how can an employer attract and retain

scare talent for his or her organization?"
The right process reflects on the company's professionalism

and portrays the organization's maturity in attracting and hiring the right talent. An effective process helps in creation of a talent pool in a proactive manner, thus assisting in meeting the medium-term and long-term business objectives. Recruiting involves multiple stakeholders including senior level employees in the company and can cost a lot in terms of time and money. Hence one needs to ensure that the process is well defined and optimized to meet the needs of all stakeholders.

So Indian organization should need the best recruiters and trainers as to find and select the best employees to motivate the skilled one and to make the future of India bright & Time will be going to change by the recruiters which will lead India at the top of world

Stress At Workplace

BY: Vishal Chaudhary (BBA IInd Year)

Stress is considered one of the main underlying factors impacting employee engagement in the workplace. According to studies, around 25% of employees find it difficult to be productive at work when they are experiencing stress. The influence this can have on mental wellbeing and overall business success can be significant and yet it's reported that only just over half (55%) of workers feel as though their companies put measures in place to help tackle the problem of stress in the workplace.

As a manager or business owner, it's important to care for your employees when they're feeling stressed and it should be considered in high regard when running your company. You can even put in place procedures that help to overcome or prevent the prospect of stress occurring with your workers.

There are a few broad ideas that you can put in place to help tackle the problem, but be sure to adapt the tips to your particular workforce. Some may work better than others or they may not be suitable at all. It's all about ensuring the ones you put in place are effective for you and your team.

There were, primarily, three top mental health problems noticed and diagnosed by the psychiatrists involved in the survey. They were stress (41%), anxiety (21%) and depression (19%), proving stress to actually be a precursor to the other problems in a majority of the individuals.

Redesigning

Redesigning the majority of worker's time is spent in the workplace, so you'd need to ensure that it's a pleasant place for everyone to enjoy. Consider every little detail in your work environment, from the colour choice that you have, to little things like whether you have a coffee machine. These large and finer details can make a big difference to the engagement of your employees.

Wherever you can, if you have room to update the office and give it a little makeover. Could you brighten up the colour scheme? Add a few plants to the interior? Could you include some lunch break entertainment like a pass ball or pool table? Any such items can help your employees to steer their mind away from work for a little while and think about things that .
aren't making them stressed.

Workplace wellness

Promoting a healthy lifestyle is one of the best ways to relieve stress for individuals. Exercise, in particular, can be a great way for employees to get their mind off work and improve their mood. This is because burning energy can help to release endorphins which encourages the feeling of being happy. There are a few things that you can incorporate into your business that can help employees in the short and long term.

- Pay for gym memberships as a work perk
- Providing healthy snacks in office for employees.
- Provide a yoga instructor to perform yoga classes for workers

Encourage employees to go outside during their lunch breaks

Flexibility

We hire employees due to their skills, expertise and trust that they can get the job done to the highest standard within the hours they're contracted to. An office should be considered a place that facilitates workers in order to get their work completed. Therefore, encourage flexible and remote working so they can manage their work around their lifestyle. As long as you trust your employees to get their work done to a high standard, the work office shouldn't be seen as a restricted cell where they need to babied.

Recognition

In high-intensity situations where there can be uncertainty on whether an employee is performing well, recognition can go a long way to help improve morale and building confidence in your employees. Highlighting recognition can be a proven way to achieve as it makes the employee feel valued and reassure them that they're performing well in their current role. However, be mindful about how you praise employees as personalities can differ with how they prefer to be praised. Some may like to be praised company-wide, whilst others may prefer a more reserved approach.

On-site support

Professional help is also another way to support employees when they're going through a time of stress. There can be unique situations where expert advice is required in order to help reduce or resolve the situation the employee might be in. Disputes are a common in workplace topic that occur which can be one of the many reasons why workplace stress is caused. One solution that businesses have found successful of recent is introducing meditation solicitors as a form of dispute resolution that can be beneficial for the company and work employees. This is a great example of how businesses are taking great steps to ease the pressure off worker.

In conclusion, I want to say that there is no chance to live life without stress. But you have the power to deal with it, to control it and use it in your favor. Without stress, there is no growth. So find a way to control stress and reduce it. And after every stressful situation, you need some rest and renewal to balance yourself and your health as well as. Stress has an advantages and disadvantages both. If people will handle stress effectively this can provide a lot of advantages to them. But if people will not handle stress effectively this may lead to a big problem to them. Stress is a common problem in modern life. It is a normal quantity of everyday life and there is no way to escape from stress. So people need to learn how too effectively to managing the stress. At an organization level, consideration to simple job project so we are able to improves the situations that could be the reason of stress. In every organization human resource professional have showed workspaces on managing the pressure to relief the employees to cope with stress and help them to fell free for some time.

Future of HR

BY: Shiv Bhardwaj (BBA Ist Year)

The workplace has evolved from being an extremely controlled environment where human beings were thought of as another inanimate object to be acquired, used & discarded as need be to a place of somewhat harmonic relation where people are viewed not so much as producing units anymore but rather as complex operatives who work on the basis of multiple contributory factors such as the employee's overall motivation, health, compensation, safety, etc.

From here we can arrive at the derivation of human resources, no longer is the human factor of an organization bundled into the same categories as raw materials and other dead resources, Human Resource is a term that resonates into itself as it highlights the importance of human beings to any organization and speaks volumes of its correct administration in order to create a truly effective management process.

Currently, H.R. corresponds with ensuring compliance with laws, maintaining payroll & benefits of employees are in order, maintaining employer employee relations but more than that H.R. is truly about ensuring that the employee grows individually side by side with organizational growth. It is this aspect of human resource we can expect to see growth in, in the future.

The widely read magazine, Forbes recently published an article that spoke of changes in the workplace, it spoke of employees growing need for feedback from the employer and a human connection with their superior, the upcoming Gen-Z that will be taking center stage as far as human resource is concerned.

A good manager must learn to not only analyse and plot according to the external environment of any firm, but also to form real connection with his internal (human) resource and help the individuals employed to grow. An employee of the next generation, i.e. the future employee expects that while he/she contributes to growth of the organisations by giving their best and increasingly effective behavior the

organisations in return contributes to the individuals growth not only in a financial sense with increasing salary and benefits but also as a person. Besides this the human resource industry like any other will be heavily impacted with the aftereffects of the 4th Industrial Revolution, i.e. AI, NLP, Machine Learning based operations. As the computational capacity of machines increases, the analytical aspect of human behavior will become easier, since analytics exactly like any other study based upon mathematics will become easier and hence, cheaper. This would mean that any fiscally responsible employer would prefer to equip himself with these technological advantages rather than rely on erratic and random human behavior to any extensive length simply because, calculable risk is preferable over dumb luck.

As far as interpretation of the future and what it might hold, would rather be a redundant exercise, it is however clear that the Human Resource industry holds an interesting future that would prove to be exciting and influential in another regard itself.

Effect of Work Locus of Control on the Perceptions of Organizational Justice: A Study of University Faculty

[1]Dr. Arun Aggarwal

[2]Dr. Sahil Gupta

[1]Assistant Prof. Chitkara Business school, Chitkara University

[2]Assistant Prof. Institute of Management Studies University Courses Campus

Abstract

Throughout the past all the time the performance of individual has attracted the attention of researchers. The behavioural factors affecting individual performance have remained at the centre of the research but after liberalization in performing organizations these issues become more critical. In this study an attempt has been made to examine the behavioural aspect of individual, that is, work locus of control on perceptions of distributive justice in education sector. The research has focused on faculty working at university level. The objective of this study was to ascertain the relationship between work locus of control and distributive justice among target respondents. A survey design was employed to collect data from two hundred subjects considering the number of respondents as adequate representation of population. This research study will be a great contribution in the education sector, where it is really difficult to have fair work environment, this study is an attempt to measure that how much work locus of control effect the perception of employees towards the distributive justice. It was hypothesized that work locus of control and distributive justice are significantly and positively related. The collected data has been analysed by appropriate statistical tools i.e. correlation and regression analyses. Finding it was found that work locus of control is significantly and positively associated to perception of distributive justice.

***Keywords:**, Distributive Justice, Work Locus of Control ,University Faculty*

Analysis of the effect of Transformational Leadership traits, on Organizational Creativity of employees of the insurance sector in Ghaziabad Region

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[2] Gaurav Sharma

[1]Associate Professor, (IIHS) Indrapuram Institute of Higher Studies, Ghaziabad

[2]Research Scholar, IGNOU

Abstract

The study is an attempt to analyze the effect of transformational leadership traits on the organizational creativity of male and female employees of various Insurance companies with reference to the Ghaziabad region. The research tool used was questionnaire and data was collected from 60 employees. The complete responses were 56. Descriptive and inferential statistics were used in the analyses. Data were analyzed with SPSS and results are discussed further.

***Keywords**:- Transformational leadership, Organizational creativity*

Impact of leadership styles on employee performance

[1]*Ujjawal Dubey*

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Abstract

In today's era whenever we are talking about the various functions of Management, we also need to discuss about the leadership on wide levels. Your leadership style affects the motivation, effectiveness and productivity of employees. Different types of leadership give or provide different results and their results vary from one another in various aspects. Different leadership styles are appropriate in distinct situations. It depends on the Employee productivity, Employee behaviour, and also depends on the mindset of leader. Delegation of Authority shows a good trait of some leadership style. Sometimes inappropriate style is adopted by the leader; it creates various challenges for the employee as well as leader in the various execution of work in an organization. Understanding how various leadership style affect productivity allows leaders to analyze and adopt for effectiveness. Here we discuss about the types of leadership (like autocratic, democratic or participative and freestyle leadership). we mainly focus on the study of only three style (Democratic, Autocratic, and freestyle) of leadership and their effectively on employee. This research has been done on secondary data which are collected from the previous research papers. It further helps us to know that which style is most productive and easily acceptable by the leader.

Key Words*: - Delegation of Authority ,Employee Behaviours, Employee productivity,*

Emotional Intelligence and the Digital Nomads: A Study of Digitalized Workforce and its Repercussions on One's Emotional Well Being

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[1] Assistant Professor (English), Government College Baroh, Kangra, Himchal Pradesh university

Abstract

Globalization and advances in technology have caused some major changes in the modern-day workplaces. Even though the traditional office culture continues, the internet provides modern employees with the facility to work from the comfort of their homes. The phrase 'digital nomads' is used to refer to people who deploy telecommunication technologies to work and earn their living. This paper seeks to study the effects of a digitalized work environment on one's emotional well-being. Emotional intelligence is a subset of personal qualities that can guide an individual to deal with his or her professional and personal life. The paper argues that emotional intelligence matters more than it used to because the more we automate our work, the more we realize that the effective regulation of emotions and sound knowledge of emotional intelligence can help an employee become not only adaptable to the demands of our fast-changing digital age but also in control of his emotional setup. By developing emotional intelligence digital nomads can become more productive and successful personally and professionally.

Keywords:- : Digital Nomads, Digital Nomadism, Daniel Goleman, Emotional Intelligence

FORTHCOMING CONCEPTUALISATION OF HR AND ITS EMERGING TECHNOLOGIES

[1]Shweta Pandey
[2]Pragya Goel
[3]Dr.Parul Aggarwal
ABES engineering college Ghaziabad

ABSTRACT

The research paper focuses on the ongoing effects of emerging technologies in organizations. New technologies, with their diverse forms, are completely revolutionizing the world of work that how organizations function are changing and evolving the nature of leadership, managerial roles and professional careers. They have been emerging the fundamental elements of business and industry throughout the world, driving the development of the two most powerful forces in the global economy. Recent indication shows that the latest technology such as artificial intelligence and robotics are being employed by organisations to brutalize simple and repetitive task as well as to make complex decisions quickly and more accurately. However, this will create a number of challenges for hr professionals who will need to help employees to update their competencies for their future wellbeing.

Keywords:, *Artificial intelligence, economic growth, technological advancement, competencies, decision making*

IMPACT OF MERGER AND ACQUISITION ON HUMAN RESOURCE

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ABSTRACT

Now a day merger and acquisitions are the mostly used tactic by Govt. to overcome from the sick units. Present central govt. is keen on reducing the no. of PSU banks through consolidation so that they achieve economies of scale. This research paper is based upon the impact of merger and acquisition on HR. A data of five years before and five years after the merger is collected and analysed. Human is having the tendency of resistance to change. The results of this research paper prove this fact in the initial months of merger and acquisition.

The study finds out that during the initial years after merger and acquisition employees were unsecure towards changes in rules, working condition, work environment, adjustment with new technology and new leaders. Employees don't want to come out from their comfort zone.

Keywords:- *Human Resource, Merger, Acquisition, attitude*

Orbit Shift: Digitalisation of HR

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Abstract

The purpose of this study is to explore the changing role of human resource management in an era of digital transformation. Technological progress is transforming the ways in which work is organised and managed. With the advent of the industry 4.0 technologies and emergence of AI, there is a paradigm shift in how corporate are operating today. The use of automation, IT, cloud computing and Artificial Intelligence is changing the way we live, work and connect.

Transformation is underpinned by a digital mind-set that is a unique interplay of technology, people and process, and technology can also be used to vastly improve HR processes for employees and managers, resulting in a snowball effect of positivity and paving the way for even greater digital transformation within a business. In the present era of competition in the business, HR is becoming a very important part of the overall improvement of organizational performance. HRM is heading towards more advanced tools like AI, Automation Augmented Intelligence and Robotics in different HR process like Talent acquisition ,Recruitment, Selection, Training ,On boarding, Performance Appraisal, Retention etc.

Digitalisation is equal to the productivity of a company. By promoting the transformation and digitalisation of HR services, it is possible to understand how much tech can improve the workflow of the people within this sector and free up time that can be dedicated to core activities.

***Keywords:**, Transformation, Benefits of the cloud, virtual reality, Artificial intelligence.*

IMPACT OF STRESS ON EMPLOYEE PERFORMANCE IN ORGANIZATION

[1]**Tushar Bansal**
[2]**Riya Chaudhary**
[1]Student, IMS Ghaziabad University Courses campus

ABSTRACT

Stress is the factor that is being there universally and it is nearly faced in every walk of life by the person. Today every organization is analysing the level of stress of employees and their management so that the organization goals and objectives can be achieved for raising satisfaction and morale of employees. The objective of this study is to find the impact of stress on the workforce and how this stress can be managed in a better and good way to maintain the employee performance. The research methodology used in the paper is secondary data, collected from the journals, magazines and various other. The key findings of this study are morale decline, reduced performance and chaos. Stress is a state of physical or emotional tension, it is a body's reaction to a challenge or demand. Stress can be positive or negative and is related to daily aspect, as this is the feeling that people are having when they get pressured and overburdened.

***Keywords**:- stress, workforce, emotional tension*

ROLE OF ARTIFICIAL INTELLIGENCE IN HUMAN RESOURCES

[1]AKANCHA PRIYA

[2] KRISHAN KUMAR CHAUDHARY

STUDENT IMS Ghaziabad University Courses Campus

Abstract

Artificial Intelligence really bring some changes in HR industry, including staff forecasting, hiring talents and personalizing employee experience. HR managers are able to get a general model or pattern, and then do some prediction, such as the turnover of the employees, the packages which are most likely to appeal to employees, etc. Artificial Intelligence is also able to free HR staff from boring resume scanning work by utilizing Natural Language Processing. Using Artificial Intelligence for resume scanning can not only target the employees who are most fit the companies' requirements, but also save time of HR staff so that they can make more effort on human service work. Besides, Artificial Intelligence in HR industry could support employees to find the right information, with lower costs, in less time and in a secure manner by using Chat bots. The conversational AI solution uses a machine learning capability — Natural Language Processing can personalize workers' user experience and make working easier and more efficient.

Why is AI different than ordinary software? Three core components — high-speed computation, a huge amount of quality data and advanced algorithms differentiate AI from ordinary software. Core AI technologies provide better accuracy and stability to everyday processes using an algorithm that connects quality data with fast computation services. AI technologies offer significant opportunities to improve HR functions, such as self-service transactions, recruiting and talent acquisition, payroll, reporting, access policies and procedures. We are living in an era in which AI capabilities are reaching new heights and have a major impact on how we operate our business. Human resources executives have faith that merging AI into HR administration functions will benefit and improve the overall employee experience. This will provide more capacity, more time and budget, and more accurate information for decisive people management.

AI-based HR applications have strong potential to raise employee productivity and help HR professionals become knowledgeable consultants that boost employee performance. HR applications empowered by AI have an ability to analyze, predict, diagnose and become more powerful and capable resources.

Keywords:, Natural Language Processing, Human Resources, Talent Management

WORKFORCE MANAGEMENT IN DIGITAL TRANSFORMATION AGE

[1]Manish Kumar

[1]BBA Department, Institute of Applied Medicines & Research (India)

Abstract

Digitalization has brought several challenges to workforce management. Organizations have to once again reinvent their concepts of recruiting training and engaging employees. While online recruitment websites such as Naukri.com, Monsters were earlier present but with the refinement of digital transformations many new websites have come up like Linked In, Glassdoor which has made hiring workforce a bit easy while on the other side it has made hard to retain talent as well. This has compelled companies to transform their recruitment, training and engaging process. This paper tries to uncover the current trends in talent management and the strategies to retain the workforce. This paper will also study the importance of digital awareness among employees and managers. Branding of the organization is also important in recruiting and retaining the workforce. In an open economy like India, where the employee has access to a large pool of Human resources, the workforce also has access to a company that is ready to recruit, train employee. Therefore, it is vital to know what are the factors which keeps employees motivated and loyal towards the organization, how much digitalization has made the system transparent so that employer and employee are on the same page of delivering quality and retaining talent

Keywords:- : Linked In, Digitalization, Online Talent Hub, Workforce planning system, GitHub, Hire IQ

DIGITAL TRANSFORMATION IN HR

[1]**Ribhanshu Raj**

ABSTRACT

Digital transformation has revolutionized employee engagement and organizational communication. This paper studies the influence of digitization on organization's human resource management (HRM) function in the context of Stakeholder Theory. It highlights the role of business leaders, HR teams and employees in shaping inter-organizational communication juxtaposed the technological, social and behavioural changes. While focusing on internal communication tools such as e-mails, intranet, newsletters, etc., the paper reviews opportunities, challenges, risks and industry best practices in the engagement of stakeholders.

The study is descriptive in nature and secondary data has been used like company reports, web sources, expert blogs and research papers. The study has explored the concept of "SMACI" THE WEB OF TECHNOLOY, the use of Artificial Intelligence (AI),HR Catboats, Machine Learning, Robot process automation (RPA) in making the basic functions of human resource management (recruitment, screening, interviewing, On boarding) smarter, faster and effective. The study also contributed in the literature by exploring the various tools which are used by the companies for the advancement and development of HR department. The benefits of having digital transformation in Human resource management, possible barriers or challenges a company has to face while transformation and solutions to overcome those challenges has also been explored with the examples of Indian companies and their innovation in businesses.

USING WORKFORCE ANALYTICS TO REDUCE EMPLOYEE TURNOVER

\1**Mr. Subodh Saluja,**
[1]Manav Rachna University, Faridabad, Haryana

ABSTRACT

Employee retention is a challenge faced by many organizations across the world. It will be of use to predict which employee is most likely to leave and take corrective actions to predict and hence reduce employee turnover. Workforce analytics also called 'HR Analytics' is used by many organizations to predict and hence take corrective action steps to stop employee attrition. This research article explores the usage of workforce analytics as tool used by HR practitioners to reduce employee turnover by using predictive and descriptive analytics.

IMPACT OF E-RECRUITMENT ON EFFECTIVENESS OF HR DEPARTMENT IN PRIVATE SECTOR

[1]**Mr. Santosh Shah**
[2]**Ms. Nidhi Sharma**
[3]**Mr. Yatharth Goel**
BBA Ist Year IMS, Ghaziabad University Courses Campus,

ABSTRACT

Human Resource (HR) department is one of the most vital departments in any modern organization. Many research studies until date have concluded that HR department plays an important role in the success of any organization. Amongst the various activities, which an HR department expected to conduct, Recruitment holds special importance, as it is concerned with bringing people into the organization. This research paper aims at exploring the impact of latest technological developments (especially the concept of E-Recruitment) in the context of recruitment and how it has facilitated the modern day HR managers. Private Sector is one of the largest and fastest growing sectors and it is generally believed that the private companies have well established HR departments that tend to utilize modern technology to assist them with the recruitment activities. Thus, it is only logical to assess the effectiveness of this technology through the example of private sector.

HUMAN RESOURCE DIGITALIZATION & TRANSFORMATION

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ABSTRACT

The fate of HR is both computerized and human as HR pioneers centre around improving the mix of human and mechanized work. This is driving another need for HR: one, which requires pioneers and groups to build up a familiarity with computerized reasoning while they reconsider HR to be progressively close to home, human and natural.

Digital India is the result of numerous mechanical headways and government activities towards making an enabled India as far as better administration, straightforwardness, quick worth conveyance procedure and creating competency in a developing world. These steps towards computerized India has placed Indian individuals at serious spot as far as digitalized administration on the planet in the wake of accomplishing extraordinary statures as far as space, clinical, advancement and so forth.

The study is based on secondary data that have been collected from various journals, magazine articles, websites and various other sources. The paper focus how digitalization can be incorporated in HR processes and functions to make HR processes and functions more automised. This study is beneficial for aspiring HR professionals in future.

Employee Empowerment and Organizational Performance: Empirical Investigation on the Indian Academicians

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ABSTRACT

An empowered employee is the backbone of a successful organisation. Especially in academics, employee empowerment considered as a catalyst for high organisational performance. In this regard, the primary aim of the present study is to identify the factors crucial for ensuring empowerment of Indian academicians in higher education sector. The study also aimed to examine the relationship of employee empowerment and organizational performance. For the purpose of the study, data was generated from 200 academicians who are on the payroll of higher education institutes located in the National Capital Region (NCR). The data generated is analysed with the regression analysis using the software such as SPSS 24.0. Study findings suggest that the factors such as 'task interdependence' and 'human asset specificity' are crucial for employee empowerment. Findings also validate that higher employee empowerment will lead to better performance of the organization. The understanding of the factors for increasing employee empowerment will help policy makers in enhancing organizational performance.

KEYWORDS: Organisational performance, employee empowerment, task interdependence, human asset specificity.

TALENT MANAGEMENT IN THE DIGITAL AGE

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ABSTRACT

Digitalization is radically changing the way organizations operate—from how they interact with customers, society and suppliers, to how they manage their employees. Digital is thus poised to substantially disrupt HR as usual and redefine the future of the human resources function in the next decade. In the digital age, organizations need to reinvent themselves at every level and to become nimble. Digital success of human resources management implies modification towards employee engagement, learning and development and search for talent from traditional paradigm on workplace. This paper focuses on recognizing the major trends and development of digital skills and strategies concerning talent management programs for employees and managers. This paper reveals that in an open talent economy, the brand of employer is vital in recruiting and retention of high potential employees with the focus on learning, competence systems, rewards, mobility and leadership development. At present, in order to obtain an organizational value, the major challenge that HR needs to face is the evolution of digital skills for managers and employees.

Few Must Visit HR Websites

1) **CiteHR**

A site for all the HR people to share, advice, ask, and read everything related to human resources.

2) **HR World**

A resource and community for HR professionals working in a startup, SMB, or an MNC, providing them with in-depth content.

3) **Workers Compensation**

A centre for regulatory and compliance information for the worker's compensation industry.

4) **compareHRIS**

A guide for HRIS buyers that also provides reviews on the same.

5) **LawLogix**

For I-9 and e-verify queries.

6) **Bersin Lexicon**

Basic definitions of all HR related terms.

7) **HR Knowledge Base**

For finding answers, solving HR queries, legal compliances, customized HR products, free and low-cost resources etc.

8) **HRM Asia**

Website for HRM in Asia, which has many resources for HR professionals.

9) **Leadersdirect**

Deals with everything related to leadership qualities, managing teams, etc.

10) **Metro Nirvana**

A wellness provider catering to organisations and individuals aiming to bring wellness at the workplace.

11) **Labour Law Reporter**

A journal on labour laws and HR management.

12) **BLR**

Provides business and legal resources, free newsletters, webinar announcements etc.

13) **Entrepreneur**

An HR guide for entrepreneurs with tips on how to train, engage, manage, and hire employees.
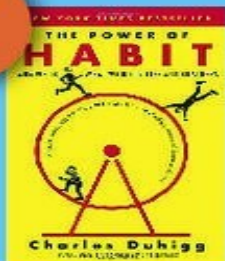
10 books HR professional must READ….
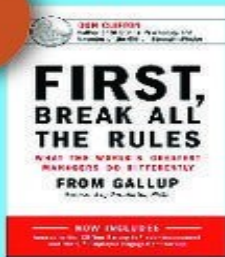
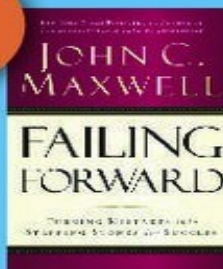**1** First, Break All The Rules
Todd Henry
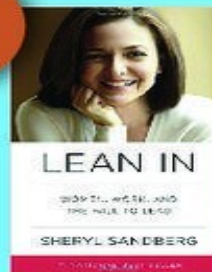
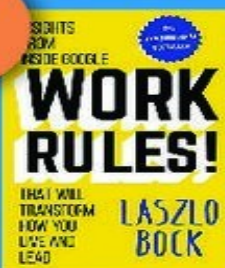**2** Lean In: Women, Work, and the Will to Lead
Robbin Phillips

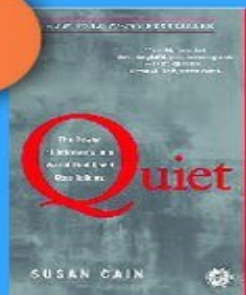**3** The Power of Habit: Why We Do What We Do in Life and Business
Judy Allen

4 Failing Forward: Turning Mistakes into Stepping Stones for Success
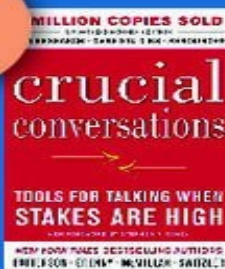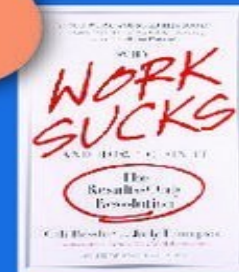*Judy Allen*

5 Work Rules!
Mike van der Vijver

6 Quiet: The Power of Introverts in a World That Can't Stop Talking
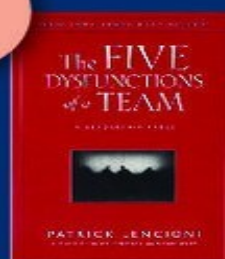*Chip Heath*

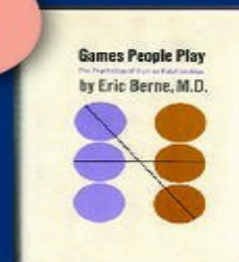**7** Crucial Conversations Tools for Talking When Stakes Are High
Jason Fried

8 Why Work Sucks and How to Fix It: The Results-Only Revolution
Joe Goldblatt

9 The Five Dysfunctions of a Team: A Leadership Fable
Meegan Jones

10 Games People Play: The Psychology of Human Relationships
Mindy Weiss