



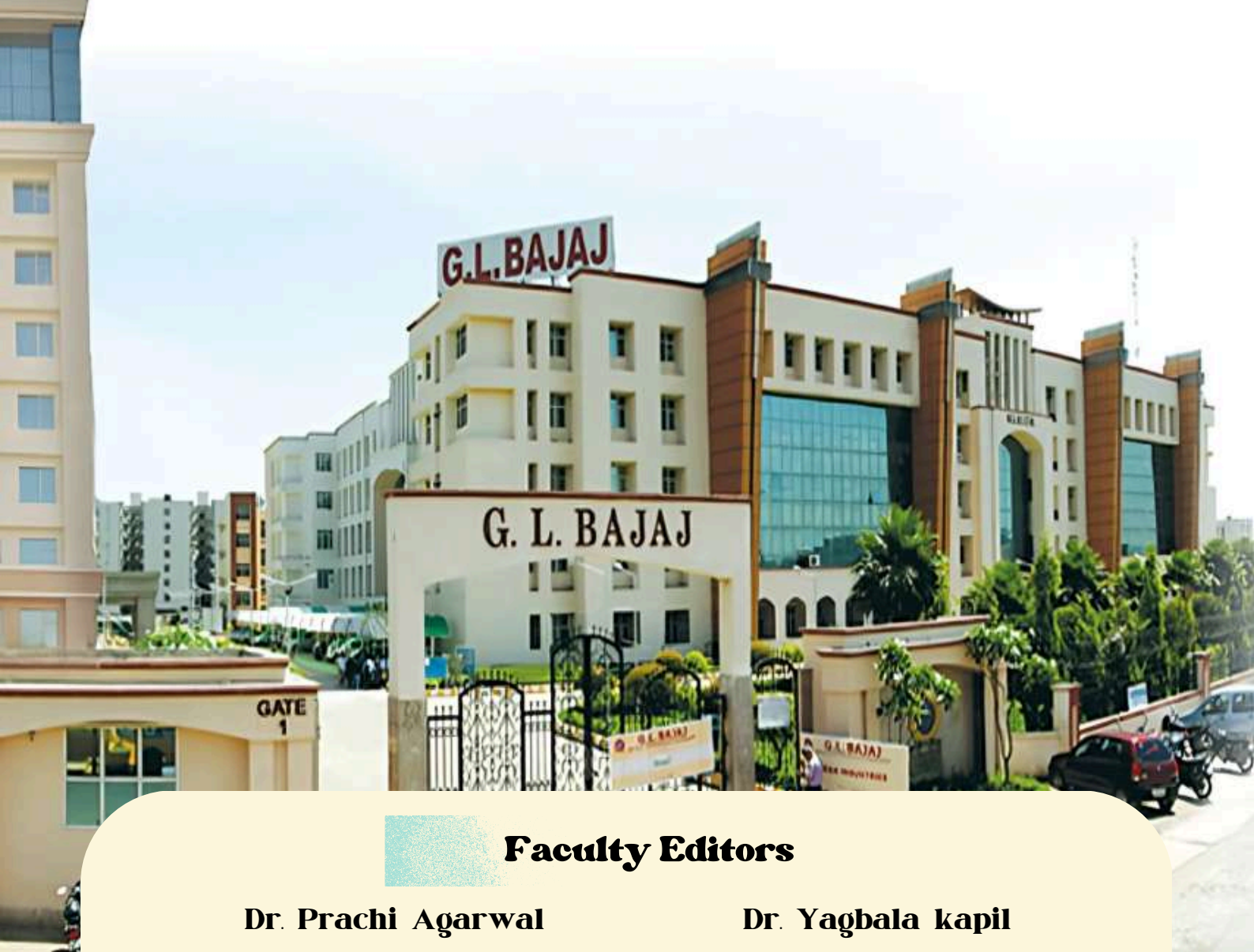
GL BAJAJ
Institute of Management & Research
Greater Noida

FIND YOUR SPARK

HR HORIZON

BI-ANNUAL NEWS LETTER (JULY-DEC)

**Volume - 1 Issue - 1
2025**



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FROM THE DIRECTOR DESK

DR. SAPNA RAKESH



Dr. Sapna Rakesh
(Director)

Dear Team,

It is with great enthusiasm that I share the launch of our new HR newsletter, HR Horizon. This initiative is a testament to our commitment to fostering a culture of transparency, engagement, and continuous learning within our organization.

HR Horizon aims to be more than just a newsletter—it is a platform to celebrate our people, share valuable insights, and keep everyone informed about key developments and initiatives.

From highlighting employee achievements to sharing best practices and providing updates on policies, this publication will serve as a bridge to strengthen our sense of community.

In today's fast-paced workplace, staying connected and informed is critical. Through HR Horizon, we hope to provide you with relevant and meaningful content that reflects our shared vision and values. I encourage each of you to engage with this platform—read, contribute, and share your feedback—so we can make it truly reflective of our collective spirit.

I congratulate the HR team for their dedication and efforts in bringing this newsletter to life and to make HR Horizon a shining example of collaboration and innovation.



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PROFESSOR POV

Industry 4.0: Technological advances digitisation AI and Future of work



Technological developments and advancements have been continuously there ever since the development of industrial era. Production technology, manufacturing technology, information technology, development of computers, IT infrastructure, digitization of systems and processes and now with the advent of Industry 4.0, a new era of unprecedented technological advancements, leading to several disruptions and also emerging of various new technology, giving new shape to industries and economies across the globe. Largest of the evolutions have been in the field of Information Technology, starting with automation in late 60's to emergence of digital technologies, and now in Industry 4.0, coming up of Artificial Intelligence in a big way, which is out to shake the industrial world, no matter whether it would lead to creation of functional and functionally effective systems and processes or also create dysfunctionalities and lead to lowered effectiveness or even lead to chaos. The developing and ever-increasing field of Information Technology has come to a stage, where Artificial Intelligence (AI) and Human Intelligence (HI) have both challenged each other.

Dr. V. N. Srivastava
Professor & Chairman HR Area,
GLBIMR &
Director, OD Skill Development
Academy Pvt. Ltd.

We must not forget; AI is the creation of HI. The advantage of AI certainly is that it has tremendous speed and accuracy. Both have led to a very high impact of 4.0, particularly on Human Labour, where integration of physical and cyber systems leading to a new level of automation and data exchange in manufacturing and other industries. This transition is made possible emerging technologies Internet of Things, Big Data, and Analytics, Cloud Computing, Artificial Intelligence (AI), advanced Robotics, and no wonder, the pace at the pace technological advancements have started occurring, Industry 5.0 may see an altogether Technological Order.

The digitation and AI has, led not merely to increase of massive human efficiency, productivity, quality outputs, speed of delivering services, it has also simultaneously and concurrently led to disruption of several jobs and also creation of new jobs and skills. Machines doing several jobs which humans hitherto have been doing has raised several questions as to the state of livelihoods and jobs. This is not a new phenomenon and the widespread feeling that AI will lead to reduced jobs needs to be disrupted. In 1960's when computers came to be introduced to the industry, the slogans raised by workmen was – 'automation, anti-nation'. In some places for production of same quantity of steel is requiring 1.50 lakhs people, in some places the same quantity being produced by 5000 people. Its all about a massive use of technology in the other. In the field of Information technology, health, education, coming up of AI, robotics are changing scene fast. We did look at emerging technologies which are going to support development and we have to continue to think on those lines.

The challenge, however, with these are that we need to shift the focus towards the new jobs that are going to be created and new skills that are going to be needed tomorrow, particularly in terms of reshaping the nature of work, insights into how businesses and individuals can harness the power of technology and foster a harmonious collaboration between man and machine while driving unparalleled efficiency and productivity in the workplace





SENIOR EXECUTIVE AT NEWGEN SOFTWARE

1. Why HR specializing as your domain?

I chose HR because it aligns with my skills and interests in people-oriented roles, problem-solving, career guidance, leadership, and strategic thinking to drive organizational impact.

2. Any challenges that you faced?

I faced peer pressure, misconceptions about HR's scope, and stereotypes undervaluing HR as merely administrative, which required confidence and persistence to overcome, and also my teachers' proper guidance and mentorship has also helped me to sail through it.

3. Emerging trends or recent changes in HR.

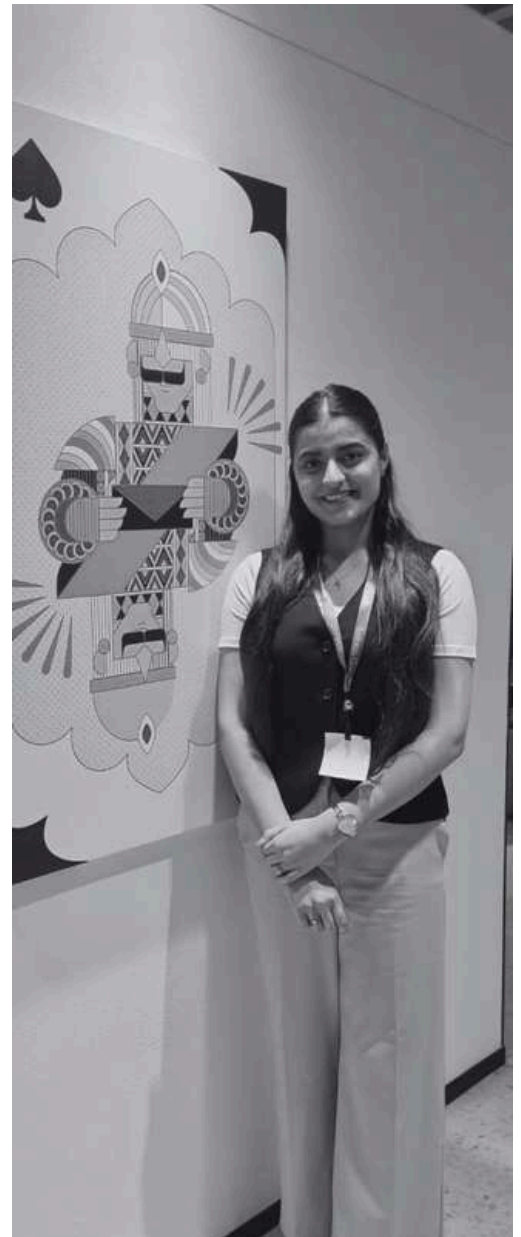
Trends include remote/hybrid work models, emphasis on employee well-being, digital upskilling, flexible work arrangements, data-driven HR analytics, revisited policies, and competitive talent acquisition strategies.

4. Challenges that HR domain could face in future?

Key challenges include job displacement due to AI, data privacy concerns, mental health support, promoting diversity, adapting to hybrid work, managing workforce agility, competitive talent acquisition, and intergenerational dynamics.

5. Message for HR aspirants.

Develop confidence, communication skills, a learning attitude, and a professional presence. Understand diverse HR domains, prioritize diversity, and focus on technical and interpersonal skills to contribute to organizational success.



THE CASE OF ANNA SEBASTIAN PERAYIL



Introduction

The recent suicidal case of a 26-year-old EY Pune employee, Anna Sebastian Perayil, has brought attention to the critical issue of work life balance. Anna's mother alleged that her daughter's death was due to work-related stress, highlighting the need for companies to prioritize their employees' well-being. Her tragic passing, which her mother connected to job pressures in a letter to EY India Chairman Rajiv Memani, highlights the human cost of prioritizing productivity over well being

The tragic case of Anna Sebastian Perayil highlights the importance of work-life balance, especially in high-stress jobs. It shows how work-related stress can harm mental and physical health. Both employers and employees need to work together to maintain this balance. Focusing on work-life balance helps prevent burnout and supports creativity and overall well-being.



The Impact

This tragic case underscores the need for companies to prioritize their employees' well being, creating healthier and more sustainable work environments or in others word we can say that the Work Life Balance concept take place, means the ability to effectively manage the demands of work and personal life in a way that allows an individual to feel fulfilled in both areas

What organization's next steps?

- . Communicate with sensitivity
- . Employee engagement
- . Mental health and well being focus
- .Review policies & practices
- .Positive workplace culture

EMPLOYEE'S SPOTLIGHT



DR. YAGBALA KAPIL



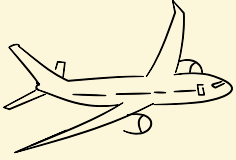
Winner of Innovative Pedagogical Award 2024.

Training delivered at VIP security pre induction course, Greater Noida.

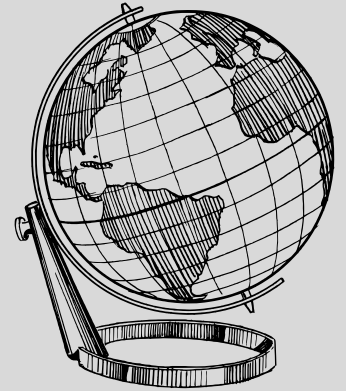


Trail Blazer Training





GLOBAL CONNECT



Cultural Intelligence in HRM: Adapting HR Strategies for Diverse Global Workforces



Ms. Nowsheen Yaqoob
**(Founder & CEO ,
Auracious Global
Consulting)**



Certificate of Gratitude

Ms. Nowsheen Yaqoob

Founder & CEO, Auracious Global Consulting

for delivering

Online Expert Talk on

Cultural Intelligence in HRM: Adapting HR Strategies for Diverse Global Workforces

December 13, 2024

GL Bajaj Institute of Management & Research
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fahmeeda riy

STUDENT'S SUCCESS STORIES



Shivani Tiwari and Shresth Ghosh
Won 1st Prize in VIVECHANA 2.0
Case Study presentation at **Sharda**
University
Batch 2024-26



Ms. Anushka Srivastava
(NPTEL Elite)
Batch 2023-25



Published Book chapter on Blueprints
and Barriers: Navigating Gender
Dynamics in the construction sector
By **Anushtha Singh and Mohd.Afsar**
Batch 2024-26



Workplace Wellbeing

LOHRI



STAFF DEVELOPMENT PROGRAM



DIWALI



SECRET SANTA



OBT

HR GLIMPSES @GLBIMR

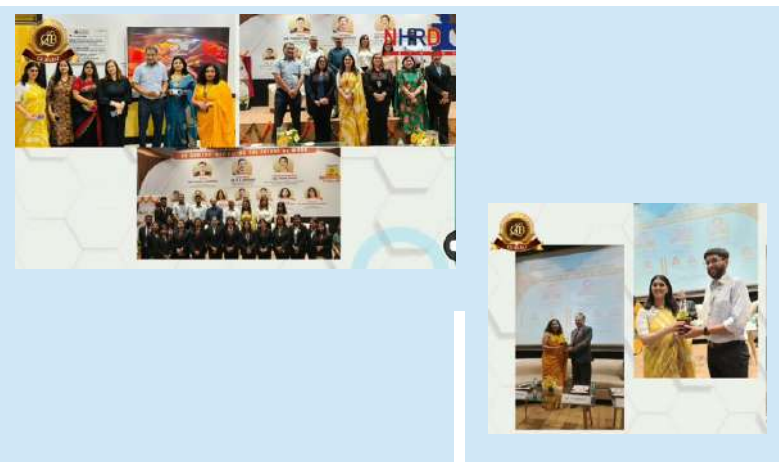
HR CLUB



Mastishk Manthan: A structured team-based game designed to foster essential HR skills like teamwork, communication, and problem-solving through collaborative challenges.

Ace or Fade (The Hiring Game): A simulated hiring activity that tests participants' communication, analytical skills, and confidence, preparing them for real-world job interviews.

NHRDN STUDENT CHAPTER



EXPERT TALK SESSION





8TH PAY COMMISSION: HOW SALARIES INCREASED FROM 1ST TO 7TH CPC

The 8th Pay Commission, approved by the Union Cabinet in early 2025, aims to revise salary structures and allowances for over 50 lakh Central government employees. Following seven previous commissions since 1946, it is expected to provide significant salary hikes ranging from 20% to 35%, with some minimum pay scales potentially increasing by up to 186%. This initiative is crucial for addressing inflation and improving the living standards of government employees.

In addition to salary revisions, the commission will review the Dearness Allowance (DA), which helps offset inflation's impact. Announced on January 16, 2025, by Union Minister Ashwini Vaishnaw, the commission will engage with various stakeholders to gather insights for its recommendations. The anticipated outcomes are expected to enhance the financial stability of government employees, promoting increased consumption and contributing to overall economic growth in the country.

HYBRID WORKERS MIGHT BE MORE SUSCEPTIBLE TO BURNOUT. HERE'S WHAT HR SHOULD KNOW.

Hybrid workers face unique challenges that increase their susceptibility to burnout, as the blend of remote and in-office work blurs boundaries, making it hard to disconnect. Research shows full-time hybrid employees report an average of 1.1 burnout symptoms, such as low energy and negative feelings about work. HR professionals must proactively recognize burnout signs and implement strategies to support employee well-being, including promoting work-life balance, encouraging breaks, and fostering open communication. Providing mental health resources and flexible work arrangements is crucial. Cultivating a culture that prioritizes mental health is essential for retaining talent and maintaining productivity in hybrid environments.

The hidden and apparent dangers of spending 70-90 hours every week at work

Working 70-90 hours a week poses significant hidden and apparent dangers to physical and mental well-being. Key risks include burnout, characterized by chronic fatigue and emotional exhaustion, which can lead to anxiety and depression. Extreme workloads impair cognitive functions, diminishing decision-making, creativity, and problem-solving abilities, ultimately reducing productivity.

Additionally, work-life balance suffers, straining personal relationships and lowering quality of life. Long-term health risks, such as heart disease and obesity, are also linked to excessive work hours, potentially shortening lifespan. Thus, while dedication is admirable, maintaining a healthier work-life balance is crucial for overall well-being.

HR KNOWLEDGE HUB

- A: Agile HR (flexible HR strategies)
- B: Boomerang Employee (returning workers)
- C: Candidate Experience (hiring perception)
- D: DEI (inclusive workplace)
- E: Employee Advocacy (brand promotion by employees)
- F: Flex Work (flexible arrangements)
- G: Gig Economy (freelance market)
- H: Hybrid Work (on-site & remote)
- I: Internal Mobility (in-house job shifts)
- J: Job Crafting (customizing roles)
- K: Knowledge Management (sharing expertise).
- L: Leadership Development (future leaders)
- M: Microlearning (short modules)
- N: Neurodiversity (embracing neurological differences)
- O: On-Demand Workforce (freelancers)
- P: People Analytics (data-driven HR)
- R: Reskilling (new skill training)
- S: Social Recruiting (social media hiring)
- T: Talent Marketplace (internal gigs)
- U: Upskilling (skill enhancement)
- V: Virtual Onboarding (remote integration)
- W: Workforce Analytics (trend prediction)
- Z: Zoom Fatigue (virtual meeting burnout).



READER'S RIDDLES

1. I'm the first step on your career's way,
I set the tone for your very first day.
Through forms, policies, and a company
tour,
I help you settle and learn what's in store.
What am I?



2. I keep your workplace fair and bright,
Ensuring everyone gets their right.
Diversity and respect are my aim,
Treating all people exactly the same.
What am I?

3. When employees leave, I try to learn,
Why their loyalty couldn't return.
Through questions and talks, I seek the truth,
So the company grows and retains its roots.
What am I?



Submit your answers on hrclub@glbimr.org to get your name and picture published in next Volume

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