

FlexWork Evolution

REDEFINING THE 9 TO 5:
UNLEASHING POTENTIAL
THROUGH MODERN
WORK FLEXIBILITY

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Innovative Work Dynamics



Mentor's Note

People have worked in groups and collaborated to achieve common goals for millennia. Bringing together a group of people to complete a task produces better results and strategies for businesses.

Modern companies require skilful managers and leaders who can assemble a group of talented employees and help them unlock their potential. The human resources department's make sure that employees in all departments feel valued, appreciated, and cared for in their workplaces.

MDIM (Management Development Institute - Murshidabad) is one of India's major business schools, emphasising the importance of identifying intellectuals who can contribute to such demanding business environments.

MDIM's student-led, one-of-a-kind HR club, "HrUdbhav," is continually looking for ways to ease the transition between business and student thought processes. The HUMAN ELEMENT, VIPAS, ASK THE EXPERT, Webinars, and other events have been organised by the club on a regular basis. It's been an exhilarating experience so far, and as a mentor, I'm rightly proud of each and every club member's commitment and diligence. I have the same amount of certainty in the group's arrivals. I wish the team fortune in their future endeavours and am appreciative to mentor team HrUdbhav.



Dr. Niharika Gaan
Area Chairperson
(OB & HR) and
Assistant Professor
Human Resource
Management

About the club

HrUdbhav-The HR club at MDI Murshidabad seeks to give a platform for students to understand basic principles and current trends in the field of human resources through a hands-on approach using a variety of efficient methods such as Role Play, HR Summit,

Management Games, and Guest Lectures by professionals. This HR group arose from a slew of student suggestions and hard work. The club is dedicated to the development of all basic HR skills, not just for HR professionals, but for all stakeholders.



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DIGITAL HUMAN RESOURCE.

I AM CONVINCED THAT NOTHING WE DO IS MORE IMPORTANT THAN HIRING AND DEVELOPING PEOPLE. AT THE END OF THE DAY, YOU BET ON PEOPLE, NOT ON STRATEGIES."

—LAWRENCE BOSSIDY

In today's fast-paced, technology-driven world, businesses are constantly adapting to stay competitive. Human Resources, a traditionally paper-based and administrative department, is no exception. The advent of Digital HR has revolutionized the way organizations manage their workforce. In this article, we will explore the concept of Digital HR, its significance, and the key strategies for implementing it successfully.

administrative department, is no exception. The advent of Digital HR has revolutionized the way organizations manage their workforce. In this article, we will explore the concept of Digital HR, its significance, and the key strategies for implementing it successfully.



Digital HR, also known as HR Tech or HR Technology, is the integration of digital tools, software, and technology solutions into various HR processes. It encompasses a wide range of applications, from talent acquisition and management to employee engagement and analytics. The primary goal is to streamline HR operations, enhance employee experiences, and make data-driven decisions. There are several significance of Digital HR

1. **Improved Efficiency:** One of the primary advantages of Digital HR is the automation of time-consuming tasks such as payroll processing, benefits administration, and record-keeping. This efficiency allows HR professionals to focus on more strategic initiatives.

2. **Data-Driven Decision-Making:** With the help of analytics and reporting tools, Digital HR enables organizations to make informed decisions. By analyzing employee data, companies can identify trends and patterns to optimize HR strategies

3. **Enhanced Employee Experience:** Employees today expect a seamless and digitalized experience, from onboarding to performance management. Digital HR systems help create user-friendly interfaces that empower employees to manage their own data and access information easily.

4. **Talent Acquisition and Management:** Digital HR tools, such as applicant tracking systems and talent management software, streamline the recruitment process. They help HR professionals identify, attract, and retain top talent effectively.

5. **Remote Work Support:** The COVID-19 pandemic accelerated the shift to remote work. Digital HR solutions have been instrumental in supporting remote work by providing tools for collaboration, communication, and performance tracking.



Digital HR is a game-changer in the world of Human Resources. It empowers HR professionals to become strategic partners in their organizations by providing data-driven insights, enhancing employee experiences, and streamlining processes. Embracing Digital HR is not just a trend; it's a necessity in today's dynamic business environment. By following the strategies mentioned above, organizations can unlock the full potential of Digital HR and stay ahead in the ever-evolving HR landscape.

-ANUJ NARANG

ISSUES OF HR DUE TO HAMAS-ISRAEL WAR

The Israel-Hamas war raises several HR issues in the United States, ranging from disruptions in international business to employee leave requests due to concerns about the violence. Additionally, it has led to arguments in workplaces among individuals with opposing views.

On October 7, Hamas terrorists, according to the White House, entered Israeli towns, resulting in the deaths of hundreds of civilians and the hostage-taking of others, including children. In response, Israel launched attacks in Gaza, leading to thousands of casualties.

A joint statement was issued by the White House in collaboration with leaders from other countries on October 9, expressing strong support for the state of Israel and unequivocal condemnation of Hamas and its acts of terrorism. The leaders included President Emmanuel Macron of France, Chancellor Olaf Scholz of Germany, Prime Minister Giorgia Meloni of Italy, Prime Minister Rishi Sunak of the United Kingdom, and President Joe Biden of the United States.

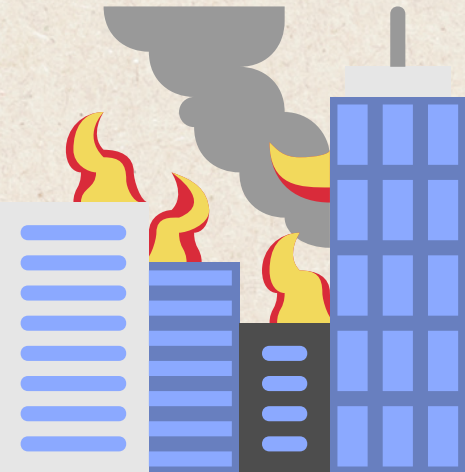
A senior Hamas official mentioned the group's openness to discussing a possible truce, indicating that they had "achieved their targets

Some individuals, like Jonathan Segal, an attorney, have expressed the view that the conflict should be seen as a battle against terrorists and not Palestinians. Conflating terrorists with Palestinians, in his opinion, does not acknowledge the legitimate concerns of both Palestinians and Jews. He emphasized that any bias against Palestinians is not acceptable



Regarding leave requests, HR departments have flexibility when dealing with employees who request time off due to distress caused by the war or concerns for their family members in the affected area. Employers may grant paid leave to those with accrued paid leave, while denying it to those without accrued leave. Segal pointed out that denying leave to those without accrued leave can help prevent potential fairness issues and maintain consistency within the workforce. However, open leave policies, where employees can take time off as needed within reason, may be a preferred alternative to accrued leave in such situations

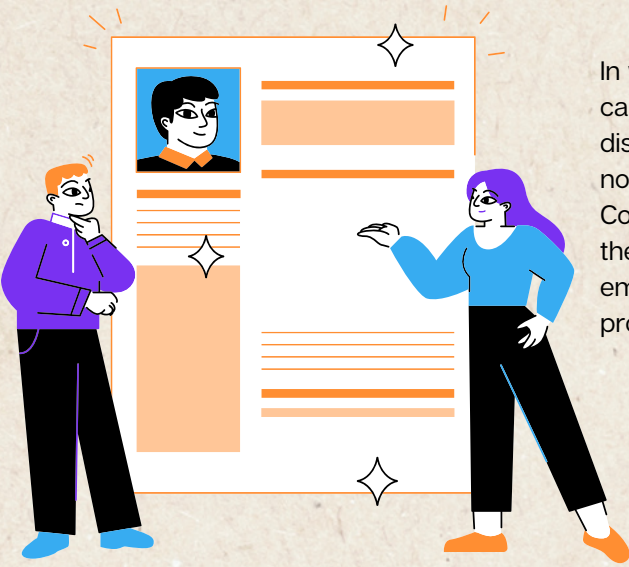
For employers who opt for accrued leave, they may choose to deny leave requests across the board during the conflict, without legal liabilities, unless specific circumstances related to disabilities or medical conditions come into play. In those cases, the Americans with Disabilities Act or Family and Medical Leave Act rights might apply. Nevertheless, the time off wouldn't necessarily be paid unless local or state laws require it.



Employers might also consider granting time off to employees who are emotionally affected by the conflict to maintain a productive work environment. Forcing employees to work when they are unable to perform effectively can be detrimental, especially at a time when many companies are grappling with employee retention issues

The Israel-Hamas conflict has had implications for international business, with Israel being a significant trading partner of the United States. It has also impacted gas prices, affecting workers' finances and potentially increasing the desire for telecommuting. However, many employers are attempting to transition employees back to the workplace

Furthermore, some workers may now be hesitant to travel abroad for work due to safety concerns. While employers may allow employees to opt out of specific trips if their fears are reasonable, they should make it clear that such decisions are made on a case-by-case basis rather than instituting a blanket rule against travel



In workplaces, heated arguments and disagreements over the conflict can arise. While civil discourse is expected, if conversations become disruptive and interfere with work, employers can instruct employees not to engage in such discussions and refocus on their tasks. Conversations during breaks or over lunch might be more heated, but if they make others uncomfortable or start to disrupt the workplace, employers can intervene even during these times to maintain a productive and respectful environment

-KUNAL AKHAWAT

Fostering a More Inclusive World Through Diversity and Inclusion of LGBTQ+ People

A crucial component of our society and workplaces is diversity and inclusion (D&I). The inclusion of LGBTQ+ people is a crucial component of D&I, which spans several dimensions. In addition to addressing the difficulties encountered and the advantages of a more inclusive society, this essay examines the significance of LGBTQ+ inclusion within the broader framework of diversity and inclusion.

The LGBTQ+ community encompasses a wide range of people with various sexual orientations and gender identities. This variety includes non-heteronormative sexual orientations such as lesbian, gay, bisexual, transgender, queer, and others. Promoting LGBTQ+ inclusiveness requires that we acknowledge and accept this variety.

Why LGBTQ+ Inclusion Is Important ?

LGBTQ+ people and society both gain from inclusion benefits society as a whole as well as LGBTQ+ people:

- **Social Progress:** By addressing discrimination, prejudice, and stereotypes, LGBTQ+ inclusion promotes social progress by fostering a more inclusive and diverse society.

- **Mental Health:** By giving LGBTQ+ people a sense of community, inclusive environments help to close the mental health gaps that they frequently experience as a result of prejudice.

Productivity at Work: Workplaces that value diversity and inclusion have happier and more productive employees. Innovation and creativity are encouraged by diversity.

- **Legal and Ethical Responsibility:** Anti-discrimination laws are in place in many nations, emphasising the ethical and legal obligation to ensure LGBTQ+ inclusion.

Challenges Faced by LGBTQ+ People

Despite progress in LGBTQ+ rights, obstacles still exist:

- **Discrimination:** A lot of LGBTQ+ people are still subjected to prejudice in a variety of spheres of life, such as employment, housing, and healthcare.

- **Mental Health Disparities:** Because of societal prejudice, LGBTQ+ people experience higher rates of mental health problems like depression and anxiety.

- **Hate Crimes:** Hate crimes against LGBTQ+ people remain a concern on a global scale, highlighting the necessity of social and legal change.



The Function of an Enterprises



Numerous companies have realised the value of LGBTQ+ inclusion:

Employee Resource Groups (ERGs) are organisations that offer support and advocacy to employees who identify as LGBTQ+.

- Marketing and Representation: Inclusive marketing and public relations campaigns can help alter societal perceptions.

- Supplier Diversity: Fostering economic empowerment through supplier diversity initiatives benefits LGBTQ+ businesses.

The larger Diversity and Inclusion framework must include LGBTQ+ inclusion. Building a more inclusive and equitable society requires promoting understanding, combating discrimination, and advancing LGBTQ+ rights and acceptance. We get closer to a society where everyone is free to be who they truly are, regardless of their sexual orientation or gender identity, by embracing LGBTQ+ diversity.

-RAVI



HR Vision

HR Word Search

N N O I T A R O B A L L O C H P H
E L B Y V F O U G T M A M E E A R
E M N X A T P I I Y S R O D A R K
D W U Q Y R P Q C H E E B C L T L
S H R T Y O O O O R C F I S T N M
Y F Z S N P R G M E I I L B H E A
I A R D S P T I M S V L I E C R Z
D C W L E U U N U O R R Z E A S I
O Y O D V S N I N U E E I R R H Z
B O G V E P I P R S T N X E I Z
T J N H F T T H T C N T G U L P M
K A I Q M G I W Y E A E W J L S X
Z G D U L W E N O S M B F Z I X Z
U A L D U T S T U V U T X U K V M
V M I Q U X O J K O H G G F R D X
L D U A D R J H S K E G W M U F
H I B E Z R G L F V V I Q Q D T I

Find the words in the puzzle.

Words can go in any direction.

Words can share letters as they cross over each other.

- email us your answers at: hrudbhav@mdim.ac.in

Follow us on



Senior Team



Prashant
Sharma



Vaibhav
Singh



Shraddha
Sinha



Divya
Sharma



Pradipta
Dhar

Junior Team



Anuj
Narang



Souvik
Paul



Diksha
Sharma



Ravi



Kunal
Akhawat