

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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Should the referrer be blamed for a bad hire?

“HIRING THE RIGHT PEOPLE TAKES TIME. THE RIGHT QUESTIONS AND A HEALTHY DOSE OF CURIOSITY. WHAT DO YOU THINK IS THE MOST IMPORTANT FACTOR WHEN BUILDING YOUR TEAM? FOR US, IT’S PERSONALITY.” —RICHARD BRANSON

Hiring the proper person for a job is difficult for any organization. A terrible hire can be costly in terms of both time and money. It's easy to look for someone to blame when a recruiting choice goes wrong. Should the referrer or the person who referred the candidate bear responsibility? In this essay, we will look at the complexities of terrible hires and the function of the referrer in the hiring process.

A "bad hire" is an employee who does not satisfy the expectations or standards of the role after being hired. This could be a lack of skills, a bad cultural fit, or poor performance. While a terrible hire can interrupt productivity and cost an organization essential resources, it's critical to understand that the responsibility cannot be placed on a single person.



The hiring manager is in charge of the entire procedure. They interview candidates, analyze them, and make the final selection. Finally, the hiring manager is responsible for the recruiting decision's outcome.

The recruitment procedure of the organization is critical in establishing whether a candidate is a suitable fit. A faulty method, such as an imprecise job description or inconsistent evaluation criteria, might result in poor hiring decisions.

Candidates are not merely bystanders in the hiring process. They contribute to their own success within a corporation. Misleading information or deception on the part of the candidate can contribute to a poor hiring decision.

Referrers are excellent sources of potential candidates. They recommend those they believe are qualified for the job. However, it is vital to note that referrers have little control over a candidate's performance after hiring.

Organizational factors other than the hiring procedure frequently determine employee success or failure. These elements include company culture, onboarding processes, managerial practices, and the overall work environment. Inadequacies in these areas may result in a negative hire.

Organizations should regard failed hires as chances for growth and progress rather than assigning blame. They can assess what went wrong during the hiring process, find flaws, and make necessary changes. A well-structured onboarding process can assist new workers in more efficiently adjusting to their responsibilities and the organization.

Training and development programs can help employees fill skill gaps and improve performance. Maintain open lines of communication among all stakeholders involved in the hiring process. Address any issues about an employee's performance in a positive manner.



In the complex hiring world, blaming the referrer only for a terrible hire is neither fair nor helpful. A terrible engagement results from various circumstances, including the hiring manager, the candidate, and the organization's processes. Instead of throwing fingers, organizations should focus on improving their hiring processes, cultivating a learning and development culture, and encouraging open communication. Finally, organizations may make better hiring decisions in the future and create a more successful workforce by learning from past failures.

-Diksha Sharma.

Performance management in the post-COVID era

PERFORMANCE MANAGEMENT INVOLVES EMBRACING EMPLOYEES' STRENGTHS AND BEING OPEN TO INNOVATIVE IDEAS – EVEN ONES THAT CHANGE THE STATUS QUO. – STEVE JOBS, CO-FOUNDER, APPLE INC.

Since the COVID-19 pandemic, performance evaluations, those once-a-year sessions in which your supervisor evaluates your job performance, have experienced significant change. The epidemic compelled businesses to reconsider assessing employee performance, resulting in substantial developments that substantially impact you.

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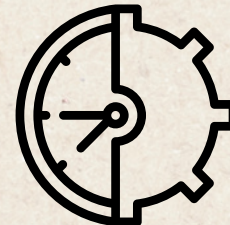
Now, adaptation and flexibility are the watchwords. Instead of waiting a year, your manager will contact you more frequently. They'll give you comments and directions more regularly, so you'll always know how you're doing. This move keeps everyone on the same page and allows for faster progress.

Performance evaluation has also become more comprehensive. It's no longer only about hitting precise statistics. Companies now value your "soft" talents, such as your ability to interact successfully and collaborate with your colleagues. They also want to know if you can excel in remote work environments and stay motivated without in-person supervision.



Technology is critical to this shift. Companies are utilizing digital tools to monitor everyone's performance. Consider it a fitness tracker for your work responsibilities. Managers can then make more educated decisions based on data, ensuring everyone's contributions are adequately recognized and rewarded.

Companies are also concerned about your well-being. They've realized that your mental and emotional well-being can significantly impact your career. As a result, they're providing more assistance with mental health, stress management, and work-life balance. They also enable more flexible work arrangements tailored to your specific needs.



The emphasis in this new performance management landscape has shifted to you and your professional development. Companies set goals that are aligned with the organization's objectives while also taking your own development and skill enhancement into account. It's a more collaborative strategy in which your success is tied to the organization's success.

Finally, with the continued prominence of remote work alongside in-person employment, it is critical to guarantee that performance assessments are fair for all employees, regardless of location. Companies are working hard to develop uniform, fair, and appropriate evaluation systems for all employees, irrespective of where they work.

COVID-19 has caused a fundamental shift in how businesses evaluate employee performance. It is no longer enough to conduct annual reviews; developing a flexible, feedback-driven, technology-enhanced, well-being-focused, and growth-oriented strategy is also necessary. This innovative method of evaluation

-Diksha Sharma.



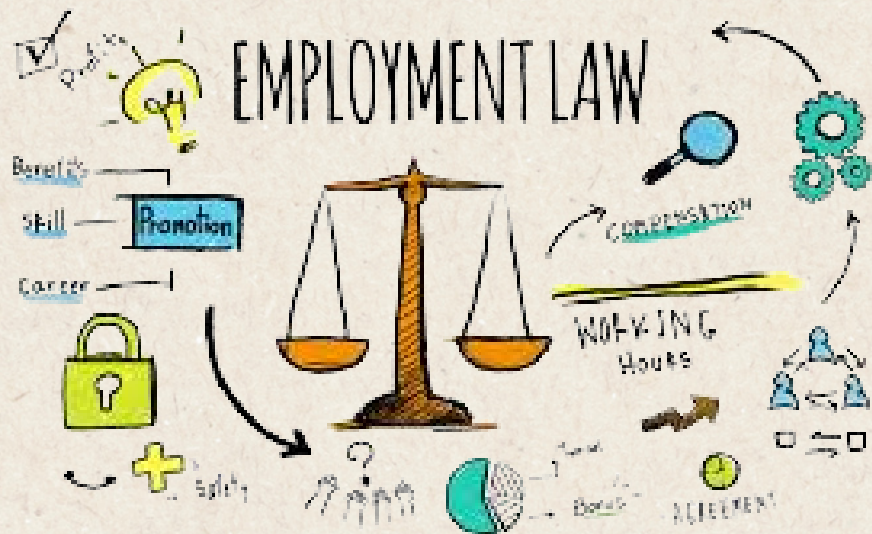
New labor laws mandate compensation for unused leave over 30 days.

**“TO DENY PEOPLE THEIR HUMAN RIGHTS IS TO CHALLENGE THEIR VERY HUMANITY.”
- NELSON MANDELA**

New labour regulations are expected to overhaul the way unused leave is handled in the workplace, which is a big move that will benefit employees. Employers will be forced to provide compensation for unused leave days exceeding 30 days under these updated legislation, providing much-needed respite to the employees. This transition not only enhances employee happiness, but it also reflects changing attitudes about work-life balance and employee rights.

Historically, many employees accumulated unused vacation days for a variety of reasons, including high workloads, tight deadlines, or just the dread of falling behind at work. However, modern labour regulations recognise that accumulated days off should not be viewed as a burden, but rather as a benefit to employees

The most noticeable change is the requirement that businesses compensate employees for unused leave that exceeds 30 days. This rule ensures that employees are not unfairly penalised for their dedication to their jobs. Employees are encouraged to take time off to rest, recharge, and spend valuable time with family and loved ones without fear of losing earned benefits.



The new labour laws represent a broader shift towards recognising the value of work-life balance in the modern workplace. Because of the demanding nature of today's work environment, as well as the pressures of a globalised economy, people are frequently overworked and stressed. Recognising the need of taking time off is an important first step in addressing burnout and improving general well-being.

Employees who have the ability to take time off when needed are more productive, creative, and satisfied with their professions. Encouragement of the utilisation of earned leave promotes a healthier work environment in which employees feel supported and valued. It is also consistent with the belief that a well-rested and balanced workforce is more likely to contribute positively to a company's success.

While this adjustment may appear to impose new financial obligations on companies, it can result in a number of benefits. Employers can encourage employee loyalty and confidence by proactively rewarding employees for unused leave. This can result in higher retention rates, lower turnover costs, and a more positive corporate image.

-Diksha Sharma.



HR Vision

HR Word Search

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

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