

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



**GIMS**  
Approved by AICTE, Ministry of Education, Govt. of India

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## THE OB & HR NEWSLETTER



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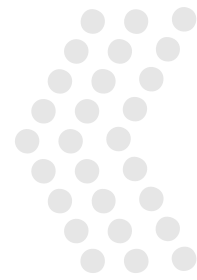
April, 2024  
Volume-1 | Issue-1



# HR INTELLECTUALS@GIMS



**Dr. Ruchi Rayat**  
Professor  
Deputy Director  
Area Chair-OB&HR



**Dr. Yamini Pandey**  
Professor  
Dean-Academics



**Prof. Vibhanshu**  
Assistant Professor



**Prof. Charul Sharma**  
Assistant Professor

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1

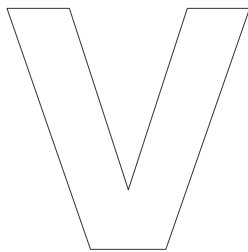


## Overview

- Mission & Vision
- Message from Area Chair
- Academic Council
- HR Conclave 2024
- HR Talk Series
- Personality Enhancement Program
- Employability Skills Enhancement Program
- Classroom Engagement
- Alumni Speak
- Personality Development Workshop
- Placement & SIP Status
- HR Interview
- Rankings



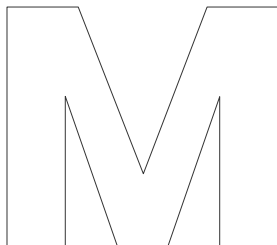
# Vision & Mission of the Institute



## 1.1. Vision of the Institute:

To become a widely acclaimed management school contributing towards management education and research for developing

- (a) business leaders having social concerns
- (b) centres of excellence in all functional areas of management.



## 1.2. Mission of the Institute :

**M1:** Developing a dynamic outcome based teaching learning process.

**M2:** Developing an ecosystem for fostering research.



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



Abhyuday- The quarterly OB&HR Newsletter of GIMS is launched to instil and ignite an interest for the overall development and understanding of HR among management professionals. The aim is to display the prowess of HR department of GIMS in providing experiential learning to the students and getting a strong hold in the function by acting not only as a learning channel but as an exciting platform to discuss, practice and deliver HR practices. It is a platform where students would exhibit their conversations with HR experts to explore and the current practices in the dynamic field of Human Resource Management.

The Newsletter will showcase the various initiatives taken to enhance the capabilities of future HR Professionals and how at GIMS we encourage sharing and learning to develop competency among the students. The mission is to empower the next generation of HR managers through immersive experiences. Committed to fostering a deep understanding of human resources and organizational behavior, Abhyuday offers a platform for learning and networking.

At the heart of our efforts lies a commitment to continuous learning and development of GIMSians. As the HR Department, we must led by example and demonstrate a growth mindset and a willingness to change.

Best Wishes!!

### **Dr. Ruchi Rayat**

Professor

Deputy Director

Area Chair-OB&HR

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April, 2024  
Volume-1 | Issue-1



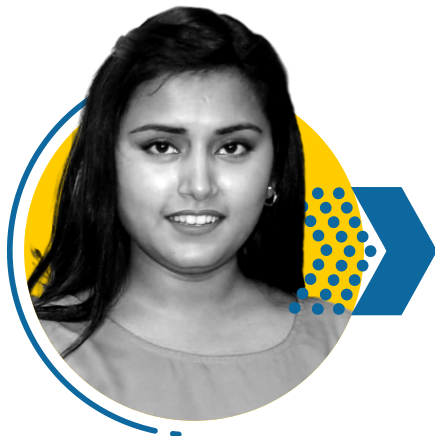
# Academic Council Members



**Dr. Shikha Bhardwaj**  
Assistant Professor – OB&HR  
Indian Institute of Management  
Sambalpur



**Mr. Varinder Singh**  
General Manager – HR  
Fortum India Pvt. Ltd.



**Ms. Pushpa Jha**  
HR Executive  
Asahi India Glass Ltd.



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



### “Strategizing the Organizational Odyssey: Steering Through Digital Evolution and HR Automation”

Abhayuday, the OB & HR Club at GIMS, Greater Noida, successfully hosted the HR Conclave 2024 on the 17th of February. The event, themed “Strategizing the Organizational Odyssey: Steering Through Digital Evolution and HR Automation”, was a grand success.

The conclave served as a melting pot of thought-provoking panel discussions, ground-breaking ideas, and industry expertise, offering an enriching experience for all participants. Its objective is to delve into the dynamic landscape of HR amidst the digital revolution, emphasizing strategic adaptation and innovative approaches to drive organizational success and to build our PGDM students' knowledge from HR professionals and prepare them for the use of AI within HR.

It explored the ever-evolving landscape of HR in the face of the digital revolution, underscoring the importance of strategic adaptation and innovative approaches.

The event started with an address by Dr. Ruchi Rayat, Deputy Director, GIMS. She emphasized on the importance of digital evolution for HR managers and how it would be helpful in the coming era. This was followed by Prof. Vibhanshu's welcome remarks and moderation of the first panel discussion titled "Integrating Human & Artificial Intelligence: Creating Resilient Workplaces." The second panel, "HR Tech & Talent: Navigating the Digital Age," was moderated by Prof. Charul Sharma.

The event was graced by distinguished industry veterans who shared their invaluable insights and perspectives on a range of critical topics. Attendees were able to gain a deeper understanding of the changing role of HR in the digital era, arming themselves with the necessary tools and strategies to drive organizational success amidst technological disruptions. Both sessions were absolutely fantastic! The guest speakers shared incredibly informative insights, and what's even better is that they took the time to answer all of the student questions after each session. It was truly an engaging and enlightening experience! Overall, the HR Conclave proved to be a valuable and insightful event.

HR CONCLAVE 2024





# HR Concl







# ave 2024



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### Abhyuday Club at GIMS, Greater Noida conducted MINDMELD: Outbound Training Session for PGDM students.

MindMeld was not just a training session; it was a gateway to discover and enhance leadership skills. Through a series of carefully designed activities, challenges, and reflections, it aimed to create an environment that fosters teamwork, communication, and strategic thinking.

MINDMELD OUTBOUND SESSION



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### “Role of Social Media in Learning and Development”

The Corporate Resource Centre (CRC) at GIMS, Greater Noida, hosted an HR Talk Series on February 24, 2024, for the PGDM Batch 2023-25, reinforcing the institute's dedication to offering industry-relevant knowledge.

Mr. John Wilsent, Senior Associate - Learning and Development was the guest speaker. His session, “Role of Social Media in Learning and Development,” explored the potential of social media platforms, stressing their underappreciated value in education and career advancement. The attendees gained insights into leveraging social media for learning and development, with implications for their future endeavors. The event facilitated interaction with industry experts, providing practical knowledge aligned with students' career paths. Overall, it underscored the significance of integrating social media into educational and professional pursuits, aligning with the institute's commitment to holistic learning



HR TALK SERIES 2024

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



### “How to make the Most of your Management Program”

The Corporate Resource Centre (CRC) at GIMS, Greater Noida, hosted an enlightening 'HR Talk Series' for our dedicated PGDM Batch 2023-25.

We were honoured to have Mr. Abhinav Tewari, Manager - People Analytics at Aristocrat Leisure Ltd., Who joined us on the 10<sup>th</sup> of February, 2024. His engaging session, themed 'How to Make the Most of Your Management Program', provided students with practical strategies to optimize their educational journey. The talk aimed to bridge the gap between theoretical knowledge and practical application, guiding students to carve their unique leadership trajectories.



HR TALK SERIES 2024



### “Hiring the Right Talent & Relationship Building”

The Corporate Resource Centre (CRC) at GIMS was thrilled to kickstart a fresh chapter of the HR Talk Series. This enlightening event, held on the 3<sup>rd</sup> of February, 2024, was designed specifically for our enthusiastic PGDM Batch 2023-25.

We were honoured to have Ms. Kajal Khanna, the esteemed Talent Acquisition Lead at Nykaa, grace the event as our guest speaker. Ms Khanna shared her invaluable insights on two pivotal topics - 'Hiring the Right Talent' and 'Relationship Building'. Her session was instrumental in helping our students gain a deeper understanding of corporate expectations, thereby enhancing their readiness for the industry.

# ABHYUDAY THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



## PERSONALITY ENHANCEMENT PROGRAM

**Personality Enhancement Program (PEP)**  
on  
**Personality Development: Positive Attitude for Success**  
For PGDM Batch 2024-26

**Dr. Ruchi Rayat**  
Deputy Director  
Area Chair OB & HR

11<sup>th</sup> March, 2024 | 04:00 PM Onwards

Plot No. 7, Chanakya Block, Knowledge Park II,  
Greater Noida (UP) 201306  
[www.gims.net.in](http://www.gims.net.in) | 1800-274-6969

The PGDM Batch 2024–2026 had its Personality Enhancement Program (PEP) at GIMS, Greater Noida on March 20, 2024, on the topic "Navigating a Mindful Journey to New Academic Path."

Dr. Yamini Pandey, the Dean Academics and Professor of OB & HR, helped students navigate challenges with resilience, set meaningful goals, and cultivate a balanced approach to academic success.

Students benefited from the session by strengthening their cognitive skills, improving their ability to retain knowledge, and working more effectively on challenging assignments.

The Personality Enhancement Program (PEP) by GIMS, Greater Noida on March 11, 2024, for the PGDM Batch 2024–26 was on the topic "Personality Development: Positive Attitude for success".

The session expert, Dr. Ruchi Rayat, Deputy Director and Area chair: OB&HR, channeled the students' thoughts in a positive direction and gradually improved mental health and thinking process to reach the milestone.

The session helped the participants gradually develop a positive attitude and work like a charm for their own personality.

The importance of joining the session on time to make the most of it was emphasized.

**Personality Enhancement Program (PEP)**  
on  
**Navigating a Mindful Journey to New Academic Path...!**  
For PGDM Batch 2024-26

**Dr. Yamini Pandey**  
Dean Academics &  
Professor- OB & HR

20<sup>th</sup> March, 2024 | 06:00 PM Onwards

Plot No. 7, Chanakya Block, Knowledge Park II,  
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# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### EMPLOYABILITY SKILLS ENHANCEMENT PROGRAM

## “HR Scorecard Approach for Performance Goal Setting”



GNIOT Institute of Management Studies (GIMS), Greater Noida, organized an Employability Skills Enhancement Program (ESEP) on “HR Scorecard Approach for Performance Goal Setting” for the PGDM Batch 2023–25 on Wednesday, 6th of March.

The resource person, Prof. (Dr.) Ruchi Rayat, Professor & Area Chair of OB & HR, shared strategic insights into the HR scorecard approach, shedding light on its significance in contemporary performance management. The program empowered the students with the art of effective goal setting.



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### EMPLOYABILITY SKILLS ENHANCEMENT PROGRAM

## "Understanding Compensation Structure through Payroll Management"

Abhyuday: OB & HR Club at GIMS organized an Employability Skills Enhancement Program (ESEP) titled "Understanding Compensation Structure through Payroll Management" for PGDM Batch 2023-25 held on 6th of December. The event aimed to equip students with comprehensive knowledge about the intricate aspects of payroll management and its role in determining compensation structures.

Our experts of ESEP Dr. Ruchi Rayat, Dr. Meghna and Prof. Vibhanshu, delved into the complexities of payroll systems, shedding light on various components such as basic salary, allowances, and deductions. The session provided invaluable insights into the significance of an efficient payroll system in ensuring fair and transparent compensation practices within organizations.



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



## GLIMPSES OF FIELD PROJECTS



*Resource Person*  
**Ms. Himani Raina**  
Manager- HR Northern Region  
**Jeena & Company**



*Resource Person*  
**Mr. Chandan Verma**  
HR Manager  
**Sperry Plast Ltd.**



*Resource Person*  
**Mr. Abhishek Chauhan**  
HR Manager  
**Super Overseas Ltd.**





# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



*Resource Person*  
**Mr. Rajiv Manni**  
HR Manager

**Bagga Link Bajaj**

**BAGGA LINK**  **BAJAJ**

*delhi's no.1 dealer*

*Resource Person*  
**Mr. Prashant kumar**  
HR Administrator  
**Crebri Technology**



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### SIMULATION BASED CASE STUDY ANALYSIS COMPETITION

**Abhyuday: The OB & HR Club, GIMS, Greater Noida**, organised a Role Play Activity on "Simulation Based Case Study Analysis Competition" on 13th September '23.

Our talented students from PGDM Batch 2023–25 showcased their analytical prowess in the competition. Through their engaging role plays, they delved into major HR issues, offering fresh perspectives and innovative solutions. This dynamic activity was not only insightful but also a testament to their business acumen and teamwork. Such experiences equip students with the tools they need to excel in the corporate world.



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1

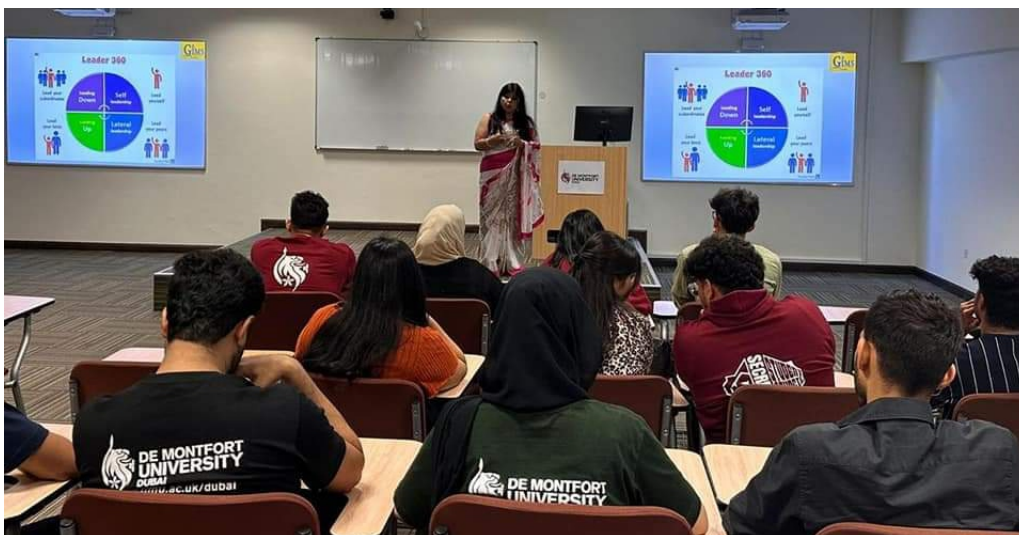


### Expert Session Delivered at De Montfort University Dubai (DMU)

*Resource Person*  
**Dr. Ruchi Rayat**

Professor  
Deputy Director  
Area Chair-OB&HR

EXPERT SESSION ABROAD



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



**Abhyuday: The OB & HR Club, GIMS, Greater Noida**, in association with Institution's Innovation Council (IIC) organized "Personality Development Workshop" for PGDM Batch 2023-25 on Wednesday, 20<sup>th</sup> of March.

The resource person, Ms. Kaninika Bharadwaj and Mr. Achal Galav, Youth Well-being Experts from Right Side Story, in partnership with Whisper and Gillette India, delivered the workshop. The primary aim of this workshop was to equip participants with essential skills for seamless integration into the professional realm. This transformative workshop was crafted to empower the students, providing them with comprehensive knowledge to elevate their personal and professional potential.

### PERSONALITY DEVELOPMENT WORKSHOP





## ALUMNI SPEAK

*Alumna (Batch 2021-23)*

### **Ms. Pushpa Jha**

HR Executive  
Asahi India Glass Ltd.

1. Can you please share for which company you are currently working and your designation within the same organization?

*Ans. I'm currently working in Asahi India Glass Ltd.- as Executive in HR Department.*

2. How has GIMS played a pivotal role in assisting you in achieving your career goals? Are there any specific experiences or resources from your time at GIMS that you found particularly beneficial?

*Ans. GIMS did play a pivotal role in assisting me to achieve my goals by providing structured environment for learning and skill development. They have helped to connect with different industry experts through CTS, PTS and placement drives as well as with these we had a industrial visit and different types of certifications also. I got campus selection in In my current job GIMS played a big role.*

3. Remembering your time at GIMS, were there any specific challenges or areas where you felt there was a lack of opportunities or resources that you believe could be improved for current students?

*Ans. As per my journey in GIMS, they are providing a good environment to the students for their growth but they need to give training or extra classes for aptitude and psychometric tests also.*

4. Do you have any suggestions for enhancing our academic curriculum? Specifically, which subjects or areas do you think could significantly benefit the juniors in terms of career advancement and skill enhancement?

*Ans. As my specialization was HR and currently working as a Executive HR, I will suggest the college to emphasize on the compliance and IR part also because this domain played an important role in the career of an HR.*

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



5. What would you like to advise the college to undertake in order to equip the students well for this dynamic professional world?

*Ans. They should emphasize on practical learning as PGDM course differentiate itself from MBA because of practical exposure. GIMS should also focus on aptitude test preparation, interview preparation, providing proper guidance for behavioral, analytical and communication part.*

6. We are eager to learn more about your corporate journey. Could you walk us through your professional experiences, from your initial career steps to your current role?

*Ans. I got placed in Asahi India Glass Ltd- as a Executive HR. As I got placed in a Manufacturing Plant of Automobile Industry so I got opportunity to learn real meaning of HR because when you are in a plant and get a chance to handle 2000 different type of manpower you learn lots of things.*

*My role in the HR department has grown over time, as I've become more adept at handling sensitive information, providing personalized assistance to employees, and even contributing to strategic decision-making processes within the organization.*

*Today, as a member of the HR team, I play a vital role in various aspects of human resource management, including recruitment, onboarding, training and development, performance management, and employee engagement. I leverage my natural language processing abilities to communicate effectively with employees, provide timely and relevant information, and support the HR team in achieving its objectives.*

*My journey in the HR department is ongoing, and I continue to learn and adapt to new challenges and opportunities as they arise. I'm passionate about leveraging AI to enhance the employee experience, promote diversity and inclusion, and drive positive organizational outcomes.*

7. As an accomplished professional, what advice would you like to offer to your juniors at GIMS who are embarking on their career journey?

*Ans. Learning is a never ending process. Keep learning even after you achieve your goals, and if you are from HR specialization then kindly focus on Compliances and IR part also.*

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



### Mr. Varinder Singh

General Manager – HR  
Fortum India Pvt. Ltd.

## HR INTERVIEW

1. Can you please give us a brief idea about your role in the organization?

*Ans. I work as General Manager – HR where my role involves managing end to end Business HR and Strategic HR for my company in India*

2. How do you perceive the role of technology and AI in the HR field evolving in the near future?

*Ans. Technology and Artificial Intelligence (AI) are revolutionizing Human Resources (HR) Management, bolstering efficiency, accuracy, and decision-making processes. Through AI, organizations are optimizing HR functions in various ways. Firstly, AI-powered tools streamline recruitment by analyzing resumes, screening candidates, and even conducting initial interviews using chatbots or virtual assistants. Secondly, Virtual Reality (VR) and Augmented Reality (AR) technologies immerse employees in lifelike scenarios for training purposes, enhancing learning experiences. Thirdly, AI-driven analytics tools delve into employee performance metrics, pinpointing strengths, weaknesses, and areas for improvement. Additionally, chatbots and virtual assistants deliver tailored support, enriching employee engagement and experience. Lastly, advanced analytics and AI algorithms extract actionable insights from vast HR datasets, facilitating strategic decision-making. In summary, AI's integration into HR processes is reshaping operations, enabling organizations to optimize their management of human capital.*

3. What are the potential challenges or concerns you foresee with the integration of AI in HR, and How do you plan to address them?

*Ans. Despite the numerous benefits that AI integration brings to HR, it also presents significant challenges that demand attention. Firstly, AI algorithms run the risk of perpetuating biases inherent in historical data, potentially leading to unfair treatment of certain demographics. Secondly, the utilization of AI in HR necessitates the handling of sensitive employee data, which heightens concerns regarding privacy and security. Additionally, while AI streamlines HR processes, there's a looming danger of overreliance, potentially eroding the human element in HR interactions. Addressing these challenges requires a concerted effort to preserve the human touch within HR practices.*

**Remember, HR itself says – 'Human' before 'Resource'.**

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



## HR INTERVIEW

4. How do you balance the need for automation and technology with maintaining a human touch and empathy in HR interactions?

*Ans. Achieving a balance between automation and technology while preserving a human touch and empathy in HR interactions is vital for nurturing a favorable employee experience and organizational culture. Tasks requiring intricate emotional intelligence, like conflict resolution or counseling, should predominantly involve human input. Even when leveraging technology, it's crucial to personalize interactions with employees, adapting communication and responses to individual preferences to demonstrate empathy and strengthen rapport. Chatbots, for instance, can be configured to employ warm language and convey empathy when addressing employee inquiries. Moreover, transparently communicating the objectives, capabilities, and constraints of automated systems to employees is essential for upholding trust and comprehension.*

5. How do you ensure that employees are comfortable with the use of AI in HR processes?

*Ans. The successful implementation of any new tool or technology necessitates extensive communication, particularly regarding training and awareness. It's crucial to clearly articulate the utilization of AI, detailing its intended applications, data collection processes, and its implications on employee experiences. Demonstrating the benefits of AI in HR, including enhanced efficiency, accuracy, and personalized interactions, can bolster buy-in from employees. Moreover, HR leaders and managers should set the tone by embracing AI technology and exhibiting confidence in its utilization, thereby inspiring confidence and acceptance among their teams.*



# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024

Volume-1 | Issue-1



## HR INTERVIEW

6. Do you really think that HR is more important than it's ever been , given all the changes that are going on at the moment?

*Ans. Undoubtedly, HR holds greater significance in light of the fast-paced changes and challenges confronting organizations today. With the Great Resignation and intensified talent competition, HR shoulders a pivotal responsibility in not only attracting but also retaining and nurturing skilled personnel. Vital HR strategies encompass talent management, succession planning, and fostering employee development, all of which are imperative for organizational prosperity. Furthermore, heightened awareness surrounding Diversity, Equity, and Inclusion (DEI) underscores HR's leading role in spearheading initiatives to cultivate a diverse and equitable workplace environment. The pandemic underscored the paramount importance of prioritizing employee well-being and mental health, thrusting upon HR the task of devising comprehensive strategies to address physical, emotional, and mental health concerns, thereby fostering a supportive work atmosphere. In an ever-evolving business landscape, swift and adept adaptation is paramount. HR stands as a linchpin in change management efforts, steering communication, training, and the cultural shifts needed to seamlessly navigate transformative processes within organizations.*

7. As an accomplished professional, what advice would you like to offer to your juniors at GIMS who are embarking on their career journey?

*Ans. Learning is a never ending process. Keep learning even after you achieve your goals, and if you are from HR specialization then kindly focus on Compliances and IR part also.*

# ABHYUDAY

## THE OB & HR NEWSLETTER

April, 2024  
Volume-1 | Issue-1



### HR PLACEMENTS 2024

PLACEMENT & SIP



# GIMS Awards & Recognitions



“  
Building  
Futuristic  
Corporate  
Leaders  
”

## ABHYUDAY THE OB & HR NEWSLETTER

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