

VOLUME | 1
ISSUE | 2

ABHYUDAY

JULY | 2024



THE OB & HR NEWSLETTER

Volume 1

Issue 2

ABHYUDAY

THE OB & HR NEWSLETTER



THE OB & HR NEWSLETTER



Dr. Ruchi Rayat

Professor
Executive Director
Area chair-OB & HR



Dr. Yamini Pandey

Professor
Dean Accademics



**Dr. Jitendra
Kumar Singh**

Associate Professor



Prof. Charul Sharma

Assistant Professor



Prof. Vibhanshu

Assistant Professor

THE OB & HR NEWSLETTER

OVERVIEW

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- Achievements and Award 2024
- Coordinator of OB and HR Club



OB & HR

THE OB & HR NEWSLETTER

M

MISSION 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

VISION OF THE INSTITUTE

V

- M1 Developing a dynamic outcome based teaching learning process.
- M2 Developing an ecosystem for fostering research

MISSION & VISION



THE OB & HR NEWSLETTER

Abhyuday The quarterly OB & HR Newsletter of GIMS is launched to instill 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
Executive Director
Area Chair-OB&HR



“Embracing AI Automation in HR: A Step Towards Enhanced Efficiency”

As we navigate the rapidly evolving landscape of HR, it's imperative that we harness the power of AI automation to revolutionize traditional practices. We can improve decision-making, expedite procedures, and provide individualized employee experiences by using AI-powered solutions.

But it's imperative that we give ethical AI adoption top priority, making sure to balance human interaction with technical progress. Instead of replacing our capabilities, let's use AI to enhance them.

However, it's crucial that we prioritize responsible AI adoption, ensuring that we strike a balance between technological advancements and human touch. Let's leverage AI to augment our capabilities, not replace them.

Best Wishes
Dr. Yamini Pandey
Dean Academics,
GIMS

MERAKI HR

CONCLAVE 2024-26

GNIOT Institute of Management Studies (GIMS), Greater Noida, has organized an exciting HR Conclave on the theme **"HR 5.0: Sustainable Workforce for the Future"** as part of MERAKI 2024: The Orientation program for the batch 2024-26 on July 2, 2024.

It was our privilege to extend an invitation to esteemed speakers from the corporate realm, who imparted their profound knowledge and extensive expertise through an engaging panel discussion. This conclave was designed to offer valuable insights into the future of HR, employee well-being, sustainability, and cutting-edge technologies. It promised to be a day replete with insightful discourse and enriching learning opportunities.



MR. RAIZADA SORABH BALI <<<

It was an honor to welcome our esteemed panelist, Mr. Raizada Sorabh Bali, Partner and Principal of People Solutions at Posterity Consulting. This conclave offers valuable insights into the future of HR, employee well-being, sustainability, and the latest technologies. The event promises to be a day filled with insightful discussions and valuable learning opportunities.



>>> MS. SHEETAL JERATH SHARMA

We were delighted to welcome our esteemed panelist, Ms. Sheetal Jerath Sharma, Associate Director of People and Culture at Grant Thornton Bharat LLP. This conclave offers valuable insights into the future of HR, employee well-being, sustainability, and the latest technologies. The event promises to be a day filled with insightful discussions and valuable learning opportunities.



MR. NEIL NAZARETH <<<

We were delighted and privileged to welcome our esteemed panelist, Mr. Neil Nazareth, Senior Director and Head of Learning and Development at Midland Credit Management. This esteemed gathering promises to offer invaluable insights into the future of HR, employee well-being, sustainability, and the latest advancements in technology. The event holds the promise of an intellectually stimulating day filled with insightful discussions and valuable learning opportunities.



>>> MS. ANURICHA CHANDER

We were privileged to welcome our esteemed panelist, Ms. Anuricha Chander, the esteemed Managing Director of P&C at BDO RISE Pvt. Ltd. This conclave offers invaluable insights into the future of HR, employee well-being, sustainability, and cutting-edge technologies. The event promises to be a day of insightful discussions and valuable learning opportunities.



HR CONCLAVE

Theme - HR 5.0: Sustainable Workforce for the Future



>>> MR. HARSH RAGHUBANSHI

It was a great pleasure and honor to welcome our esteemed panelist, Mr. Harsh Raghubanshi, from the Human Resources Department of the Aditya Birla Group. This conclave offers invaluable insights into the future of HR, employee well-being, sustainability, and cutting-edge technologies. We anticipate a day filled with insightful discussions and valuable learning opportunities.

MR. RAMIT TYAGI <<<

We had the pleasure of having Mr. Ramit Tyagi, the Director of Talent Acquisition at Ultimate Kronos Group, as our esteemed panelist. This conclave is going to give us some really useful information about the future of HR, employee well-being, sustainability, and the latest technologies. It's gonna be a day full of interesting discussions and learning.

HR CONCLAVE

Theme - HR 5.0: Sustainable Workforce for the Future



HR CONCLAVE

Theme - HR 5.0: Sustainable Workforce for the Future



>>> MR. VIR BHARAT

We were privileged to welcome our esteemed panelist, Mr. Vir Bharat, Head of HR Business Partner at Yamaha. This conclave offers invaluable insights into the future of HR, employee well-being, sustainability, and cutting-edge technologies. The event promises to be a day of insightful discussions and enriching learning experiences.

MS. PUNAM DAGAR <<<

It was a great pleasure to welcome our esteemed panelist, Ms. Punam Dagar, Deputy General Manager of Human Resources at Varun Beverages Limited. This conclave aims to offer valuable insights into the future of Human Resources, employee well-being, sustainability, and the latest technological advancements. We anticipate a day filled with insightful discussions and enriching learning experiences.

HR CONCLAVE

Theme - HR 5.0: Sustainable Workforce for the Future



HR CONCLAVE

Theme - HR 5.0: Sustainable Workforce for the Future



>>> DR. APARAJITA PRASAD

We were privileged to welcome our esteemed panelist, Dr. Aparajita Prasad, Director at PwC. This conclave offers valuable insights into the future of HR, employee well-being, sustainability, and the latest technological advancements. The event promises to be a day filled with insightful discussions and valuable learning opportunities.

MODERATORS OF THE CONCLAVE



Dr. Ruchi Rayat is the Executive Director of OB & Human Resource Management at GIMS, Greater Noida/Delhi-NCR. She is Accredited Management Expert and comes with a rich experience of more than 18 years as an academician and administrator. Her academic assets include a Doctoral Degree in Human Resource Management, Masters in Management and Graduate Diploma in Commerce.

Dr. Yamini Vyas Pandey is working as Professor of OB and HR and holding the responsibility of Dean-Academics at GIMS, Greater Noida/Delhi-NCR. She has around 15 Years of experience in Academics. Her research interest ranges from job satisfaction, organization culture, organizational effectiveness Emotional intelligence and Entrepreneurial intentions. She earned her doctorate degree from Faculty of Management - Pacific University, Udaipur.



GLIMPSE OF THE HR CONCLAVE







THE INDUCTION PROGRAM

The Greater Noida Institute of Management Studies (GIMS), Delhi/NCR, recently hosted an impactful HR Conclave as part of its Induction Programme for the new PGDM Batch 2024-26. Held on July 31, 2024, the event highlighted the theme “**HR 5.0: Sustainable Workforce for the Future,**” with a focus on preparing future business leaders for the rapidly evolving world of work.

The HR Conclave featured thought-provoking sessions led by industry leaders known for their expertise in human resources. The distinguished speakers included:

Ms. Ankita Sachdev, Joint Director, BRICS Chamber of Commerce & Industry, who shared her views on the globalized role of HR in fostering sustainable practices.

Mr. Hanish Dewan, Chief of Human Resources at Eduvanz Financing Pvt. Ltd., addressed how HR must adapt to technological advancements while retaining a human-centric approach.

Ms. Srishti Kataria, Director of Creative & People Operations at Unstop, discussed innovative approaches to employee engagement and the value of inclusivity in modern workplaces.

These speakers engaged with the new batch, sharing insights into how today’s HR landscape is reshaped by automation, artificial intelligence, and diversity initiatives.

The Conclave provided students with a forward-looking perspective on HR practices crucial to sustainable workforce development. The speakers underscored the importance of continuous learning and development to stay competitive in today’s industry. In addition, Their Discussions covered approaches to manage work-life balance, especially in high-paced, technology-driven environments.

Moreover, Students learned about strategies to build inclusive workspaces that support employee engagement and personal growth.

MODERATOR OF THE INDUCTION PROGRAM

The Induction Programme

To Welcome the New
PGDM Batch 2024-26

HR Conclave

Theme: HR 5.0: Sustainable Workforce for the Future

Panelist
Ms. Ankita Sachdev
Joint Director
SBCS Chamber of

Panelist
Mr. Hanish Dewan
Chief of Human Resources
Eduvanz Financing Private Ltd.

Panelist
Ms. Srishti Kataria
Director
Creative & People Operations

Moderator
Mr. Vibhanshu
Assistant Professor
OB & HR

Mr. Vibhanshu, Assistant Professor in the OB & HR department at GIMS, moderated the HR Conclave on "**HR 5.0: Sustainable Workforce for the Future.**" With his expertise in organizational behavior and human resource management, he effectively facilitated discussions on sustainable workforce practices, providing valuable insights for the PGDM batch 2024-26 at GIMS.





INSIGHTS OF THE PROGRAMME



SIMULATION-BASED CASE STUDY ANALYSIS COMPETITION



is organizing

**"SIMULATION BASED
CASE STUDY
ANALYSIS COMPETITION"**

**Saturday 10th Aug, 2024
10:00 AM Onwards**

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Greater Noida (Delhi/NCR)

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**A case Study
Analysis**

#CASESTUDYANALYSIS



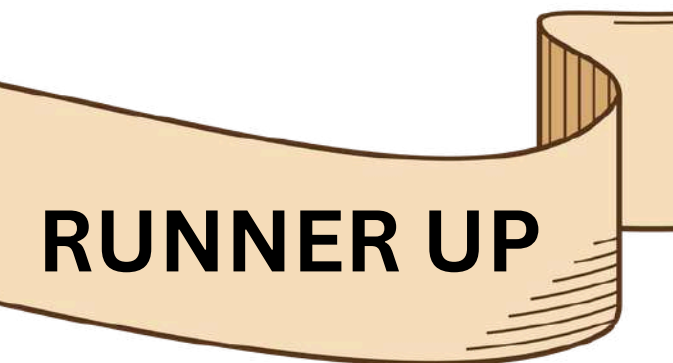
On August 10, 2024, Abhyuday - The OB & HR Club at GIMS, Greater Noida, organized an impactful Simulation-Based Case Study Competition for the PGDM Batch 2024-26, aimed at enhancing students' knowledge and skills in organizational behavior and human resources. The event provided an immersive learning experience where students faced realistic business scenarios and role-played as HR managers, supervisors, and employees, showcasing their critical thinking, decision-making, and conflict-resolution skills. The event was judged by an esteemed panel of alumni, including Mr. Deepak Dubey (State Bank), Ms. Monika Goswami (Prasad Psycho), Ms. Puja Kumari (SEBI), Mr. Prateek Rawat (Infoedge), and Ms. Shweta Singh (Kotak Mahindra), who shared their valuable industry insights. This diversity in expertise exposed participants to a broad spectrum of HR practices, as the judges offered constructive feedback, helping students bridge academic concepts with professional expectations.

The competition focused on critical workplace issues like conflict management, bullying, and personality dynamics, providing students with practical experience in managing complex situations. Participants had to navigate these scenarios by understanding diverse perspectives, making strategic HR decisions, and analyzing the impact of those decisions on organizational culture.

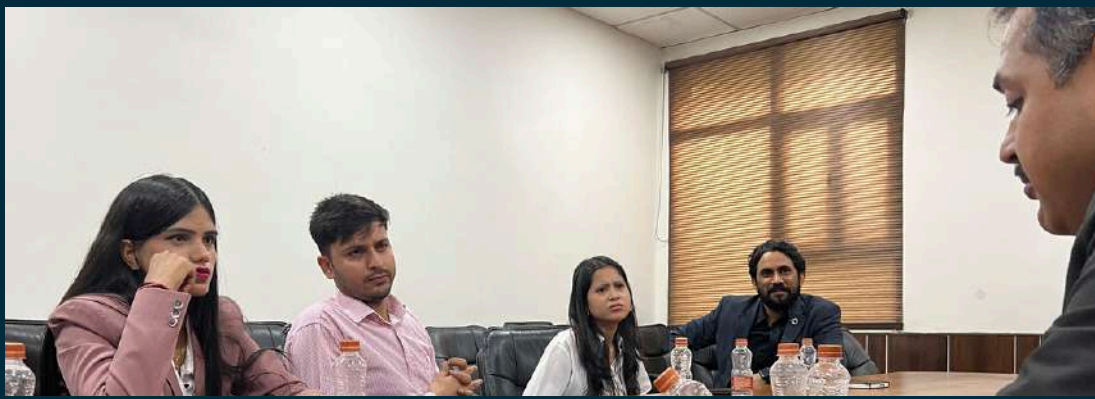
The simulations not only helped students gain technical HR knowledge but also fostered essential soft skills. The role-play format pushed students to enhance their communication, teamwork, problem-solving, and emotional intelligence—qualities that are crucial for effective HR professionals. This experience instilled greater confidence among students in addressing workplace challenges and leading inclusive, collaborative environments.

In addition to strengthening individual skills, the competition promoted awareness of the strategic role HR plays in building and sustaining a positive work culture. Through feedback from the alumni judges, students learned how HR decisions can directly influence team dynamics, employee morale, and overall organizational success. The event was instrumental in preparing students for real-world HR roles, enabling them to cultivate the interpersonal and leadership skills required to thrive in today's complex workplace.





ALUMNI AS A JURY MEMBER



MANAGEMENT DEVELOPMENT PROGRAMME (MDP)

The poster features the GIMS logo and HLACT accreditation. It states that GIMS organizes the Management Development Programme (MDP) on "Strategic Leadership through Emotional Intelligence" from August 20-24, 2024. The deliverables include: 1. Leading the Self: Mindfulness, inner Stability and Positive Strengths; 2. Leading Downwards: Leading Behaviors and Leadership Styles; 3. Power, politics and Leading Upwards; 4. Leverage the power and possibility of Emotional Intelligence; 5. Leading Through Emotional Intelligence. Resource persons listed are Dr. Ruchi Rayat (Deputy Director), Dr. Yamini Pandey (Dean-Academics), and Dr. Jitendra Kr. Singh (Associate Professor). Contact information for queries is provided, along with QR codes for registration and payment.

The GNIOT Institute of Management Studies (GIMS), accredited by HLACT United Kingdom, successfully hosted a five-day Management Development Programme (MDP) titled **"Strategic Leadership through Emotional Intelligence."** This program aimed to enhance participants' leadership skills and emotional intelligence, crucial for navigating today's complex organizational environments. It consisted of five focused modules, each addressing critical aspects of leadership and emotional intelligence. The first module, **"Leading the Self,"** emphasized self-leadership through discussions on psychology and mindfulness, helping participants manage interpersonal interactions and cultivate a positive mindset. The second module, **"Leading Downwards,"** explored effective leadership behaviors and styles using the TREAT framework, providing actionable strategies for adapting leadership styles to diverse teams. In the third session, **"Power, Politics, and Leading Upwards,"** participants examined organizational power dynamics and learned strategies to positively influence supervisors and colleagues. The fourth module, **"Leveraging Emotional Intelligence,"** focused on developing intra- and interpersonal skills necessary for creating resonant relationships characterized by compassion and shared vision. Finally, the fifth module, **"Leading Through Emotional Intelligence,"** delved into the neuroscience of effective leadership, highlighting the importance of fostering a collaborative environment.

The programme featured esteemed resource persons, including Dr. Ruchi Rayat, Professor OB & HR and Deputy Director at GIMS, who shared her extensive knowledge from over 19 years in academia; Dr. Yamini Pandey, Professor and Dean-Academics at GIMS, who brought insights from her research on job satisfaction and organizational culture; and Dr. Jitendra Kumar Singh, Associate Professor at GIMS, who contributed his expertise in employee engagement and workplace spirituality. Attracting a diverse group of mid-level and senior managers, HR professionals, and team leaders, the MDP fostered a collaborative learning environment through interactive sessions and practical exercises. Participants reported transformative experiences, leaving equipped with tools and strategies applicable to their professional roles.

“Strategic Leadership through Emotional Intelligence”

Instructor: Dr. Ruchi Rayat
Area Chair- OB & HRM,
GNIOT Institute of Management Studies

In conclusion, the **"Strategic Leadership through Emotional Intelligence"** MDP at GIMS was a resounding success, reinforcing the importance of emotional intelligence in effective leadership and organizational success. GIMS expressed gratitude to all participants and resource persons, highlighting its commitment to continuous learning and development. The programme exemplified GIMS's dedication to cultivating effective leaders ready to inspire and drive change in their organizations, with participants gaining newfound knowledge, enhanced skills, and a valuable network to address the challenges of today's business landscape.

Through Fear

ALWAYS END WITH THE BEGINNING IN MIND
 By Donald White

LEADERSHIP

Office Cycle of Mr. YOYO

YOYO super excited on First Day

Team members non cooperative

YOYO leaves b

YOYO work & work but no recognition

BOSS Regularly Yelled on YOYO for Knowing Nothing

STRATEGIC LEADERSHIP

- Leading Down**: Lead your subordinates
- Self leadership**: Lead yourself
- Leading Up**: Lead your boss
- Lateral leadership**: Lead your peers



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EXPERT SESSION

At GIMS, the Abhyuday OB & HR Club recently held an insightful session on "**Organizational Culture and Change Management.**" On September 21, 2024, the PGDM students had the opportunity to engage with the brilliant Ms. Leeza Dutta Singh, Advocate and Founder & Managing Partner of AD-Roit LinkS. Her passion for organizational culture shone through as she spoke about how a company's culture can shape everything from employee satisfaction to overall success.

Ms. Singh began by sharing her own experiences, emphasizing how a positive work environment can not only motivate employees but also drive a company towards achieving its goals. Students were fascinated by the idea that when employees feel valued and aligned with their company's culture, it leads to higher engagement and better performance.



Ms. Singh also explained how leaders can guide their teams through times of change, using communication and transparency as key tools to ease the process. She stressed the importance of involving employees in decision-making to reduce resistance, allowing them to feel a sense of ownership over the changes taking place. The discussion made students reflect on how they could apply these lessons not only in corporate environments but also in their day-to-day interactions and group projects.

As the session came to a close, Ms. Singh left the students with a powerful message: fostering a dynamic organizational culture and managing change effectively is crucial to an organization's long-term success. Her words resonated deeply, leaving students inspired and ready to take on the future with a renewed perspective on leadership and teamwork.

GLANCE



OF THE



SESSION



HR for HR

"Talent Management & Knowledge Retention Practices"

Management Development Program Series

In the dynamic world of human capital, effective talent management and knowledge retention are crucial for achieving organizational success. To address these critical challenges, the GNIOT Institute of Management Studies (GIMS) is proud to present "HR FOR HR: Talent Management & Knowledge Retention Practices", a key event in its Management Development Program (MDP) Series. In collaboration with the All India Management Association (AIMA), Noida Management Association (NMA), and Faridabad Management Association (FMA), this event provides HR professionals with a unique opportunity to explore innovative practices that are transforming talent management and knowledge retention in today's business landscape.

Talent management is no longer limited to recruiting top talent; it now involves fostering employee growth, engagement, and retention to meet long-term goals. Organizations must focus on strategies such as personalized development plans, succession planning, and employee engagement programs to create a motivated and productive workforce. Building the right talent pipeline ensures that employees are not only skilled but also aligned with the organization's goals, helping businesses thrive in a competitive environment.

On the other hand, knowledge retention focuses on preserving critical institutional knowledge within the organization. As experienced employees retire and new talent enters, organizations face the risk of losing valuable expertise. To address this, companies must implement mentorship programs, structured knowledge-sharing systems, and collaborative platforms to ensure continuity. By embedding these practices, businesses can safeguard their competitive edge and sustain operational excellence even in the face of talent transitions.

The HR for HR event, scheduled for Sunday, 22nd September, will be held at the GIMS Seminar Hall, GNIOT Campus, Greater Noida. The event features expert speakers and thought leaders who will provide practical insights into the latest trends in talent management and knowledge retention. Participants will gain actionable strategies to optimize their HR practices and build resilient teams capable of driving sustainable growth. The event also offers valuable networking opportunities, allowing attendees to engage with industry peers and thought leaders to exchange ideas, foster collaboration, and develop professionally.

In today's fast-changing business environment, human capital management has become the cornerstone of maintaining a competitive edge. Organizations must not only attract and nurture top talent but also ensure that institutional knowledge is effectively preserved and shared across departments. The challenge for HR professionals is to adopt forward-looking practices that align with the dynamic needs of modern organizations. The HR for HR event is designed to address these needs by providing a comprehensive exploration of advanced HR strategies and tools that promote employee development and knowledge retention.

This event will cover a range of topics aimed at empowering HR professionals to tackle real-world challenges effectively. Participants will explore talent management trends, focusing on strategies to acquire, develop, and retain employees. As workforce expectations evolve, it is crucial to build inclusive, agile workplaces that foster employee engagement and productivity. The session will also emphasize knowledge retention techniques, covering mentoring systems, digital tools, and knowledge-sharing platforms that help organizations safeguard their expertise.

Collaboration with AIMA, NMA, and FMA adds significant value to the event by bringing together HR thought leaders and experienced professionals.

Participants will have the opportunity to engage with experts, gain real-world perspectives, and apply best practices relevant to their industries. The focus will also be on strengthening HR leadership by developing sustainable succession planning frameworks, employee engagement programs, and organizational learning models. These efforts will help attendees build strong leadership pipelines and high-potential employees who can contribute to long-term success.



The poster features the GIMS logo at the top left, which includes a graduation cap icon and the text 'GIMS' with 'Approved by UGC, Ministry of Education, Govt. of India' below it. To the right is the HLACTION ACCREDITED logo. The main title 'HR FOR HR' is in a large, bold, black box. Below it, the subtitle 'Talent Management & Knowledge Retention Practices' is in a smaller font. The event title 'Management Development Program Series' is in a large, gold, serif font. Below this, it says 'in Association with' followed by the logos for AIMA (All India Management Association), NMA (Noida Management Association), and fma (Faridabad Management Association). The date and time 'Sunday 22nd September | 10:00AM Onwards' are in a grey box. The venue 'GIMS Seminar Hall, GNIOT Campus, Knowledge Park-2, Greater Noida (Delhi/NCR)' is listed below. Social media icons for Facebook, Twitter, LinkedIn, and YouTube are shown. At the bottom, a dark blue box contains the website 'www.gims.net.in' and the toll-free number '1800-274-6969'.

WELCOMES YOU TO

HR FOR HR

"Talent Management & Knowledge Retention Practices"

Management Development Program Series

in Association with

AIMA
All India Management Association

NMA
Noida Management Association

fma
Faridabad Management Association

Sunday **22nd September** | **10:00AM** Onwards

Venue :- **GIMS Seminar Hall, GNIOT Campus, Knowledge Park-2, Greater Noida (Delhi/NCR)**

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By attending the HR for HR event, participants will acquire practical knowledge and tools to optimize talent management and enhance knowledge retention within their organizations. This event is designed to empower HR professionals with the skills needed to adapt to evolving market demands and foster innovation through effective knowledge-sharing processes.



INTERNATIONAL IMMERSION PROGRAM (IIP)

At GIMS, Greater Noida/Delhi-NCR, we are dedicated to fostering a global outlook and academic excellence. Our International Immersion Program (IIP), "Fernweh," for the PGDM Batch 2023-25, embodies this commitment.

This is an remarkable opportunity for students to participate in an international program offered by MAHSA University, a renowned institution recognized for its innovative teaching methods and academic excellence. The program, scheduled from September 22nd to October 3rd, 2024, is meticulously designed to equip participants with comprehensive knowledge and practical skills in the realm of global business. Through immersive learning experiences, participants will gain insights into diverse cultures, fostering a deeper understanding of international business practices.



This International Immersion Program is a big part of GIMS' PGDM program. It's where students get to learn and experience new things from other cultures. Besides all the studying, students also get to explore the country and see what it's like to live there.



Professor (Dr.) Ruchi Rayat, Professor of OB & HR and Executive Director of the Greater Noida/Delhi-NCR, delivered an insightful session to MBA students at MAHSA University in Malaysia. The session, titled "Elevate Your Leadership Game," was part of the International Immersion Program (IIP) for the PGDM Batch 23-25.

ELEVATE YOUR LEADERSHIP GAME

Dr. Rayat's lecture highlighted the importance of adaptive leadership, decision-making agility, and emotional intelligence in developing high-performing teams. She emphasized that effective leaders must be flexible and responsive to change while making timely decisions. Additionally, emotional intelligence is crucial for fostering trust and collaboration within teams. Dr. Rayat provided strategies for students to enhance their leadership skills, such as active listening and open communication. Overall, her insights focused on cultivating empathetic and forward-thinking leaders who can successfully navigate the complexities of modern organizations.

INTERNATIONAL IMMERSION PROGRAM



The International Immersion Programme at Mahsa University, Malaysia, was graced with an enlightening session led by Dr. Yamini Pandey, the esteemed Dean of Academics at GIMS, Greater Noida/Delhi-NCR. Her insightful presentation titled "Emotional Intelligence: Navigating Professional Growth and Development" shed light on the profound impact of Emotional Intelligence (EI) in enhancing both personal and professional success.

Dr. Pandey's session empowered MBA students with practical strategies to excel in their professional careers, covering topics such as personal branding, effective communication, and networking skills. GIMS remains a source of inspiration for aspiring global leaders, fostering innovation and facilitating the exchange of knowledge.



EXPLORING THE DEPTHS OF PERSONALITY

Professor Vibhanshu, an esteemed Assistant Professor of OB & HR, conducted an engaging session titled "Exploring the Depths of Personality." The session captivated MBA students as they embarked on a journey of self-awareness and the significance of thoughtful responses over impulsive reactions. Professor Vibhanshu introduced the Big Five Personality Model, offering practical insights into key personality dimensions through the measurement of personality traits with the aid of a psychometric test.

The International Immersion Program at MAHSA University, Malaysia, Day 3 was started with an insightful session of Professor Vibhanshu, Assistant Professor at GIMS, Greater Noida, Delhi NCR.



**PUBLISHED RESEARCH
OF OB & HR FACULTY**

RESEARCH OF DR. RUCHI RAYAT

RESEARCH PAPER TITLE :

Compassionate Entrepreneurship and Cognitive Workaholism: Mediating Role of Artificial Intelligence Adoption

This research paper by Dr. Ruchi Rayat delved into the intersection of compassionate entrepreneurship and cognitive workaholism, particularly how the adoption of artificial intelligence (AI) played a mediating role in this dynamic.

Compassionate entrepreneurship was a progressive approach that prioritized empathy and social responsibility. Entrepreneurs who adopted this mindset focused on the well-being of their stakeholders, including employees, customers, and the broader community. This approach not only drove ethical practices but also fostered a supportive work environment.

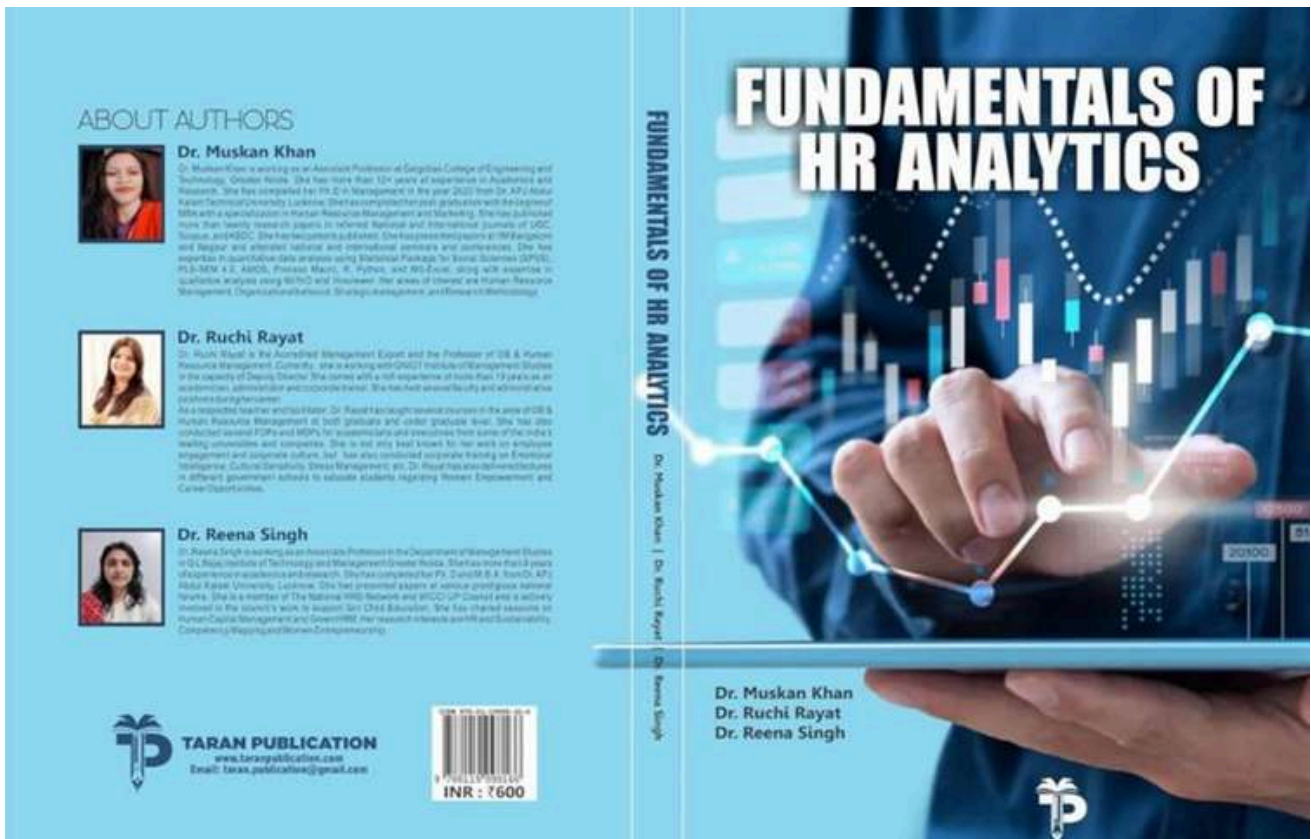
On the other hand, cognitive workaholism referred to an intense mental preoccupation with work, which could lead to burnout and stress. The research suggested that compassionate leaders, who were mindful of their employees' well-being, could utilize AI to alleviate some of the cognitive burdens that came with workaholism. By adopting AI technologies, these leaders streamlined processes, allowing them to focus more on human-centric innovation and less on repetitive tasks.

The study posited that AI served as a bridge between compassionate leadership and cognitive workaholism. By reducing the mental load associated with work tasks, AI enabled leaders to cultivate a more balanced and effective work culture that aligned with the principles of compassionate entrepreneurship. This ultimately promoted ethical practices and enhanced the overall workplace environment. Findings suggested that AI adoption mediates between compassionate leadership and cognitive workaholism, promoting balanced, effective, and ethical workplace practices.



PUBLISHED BOOK TITLE :

FUNDAMENTALS OF HR ANALYTICS



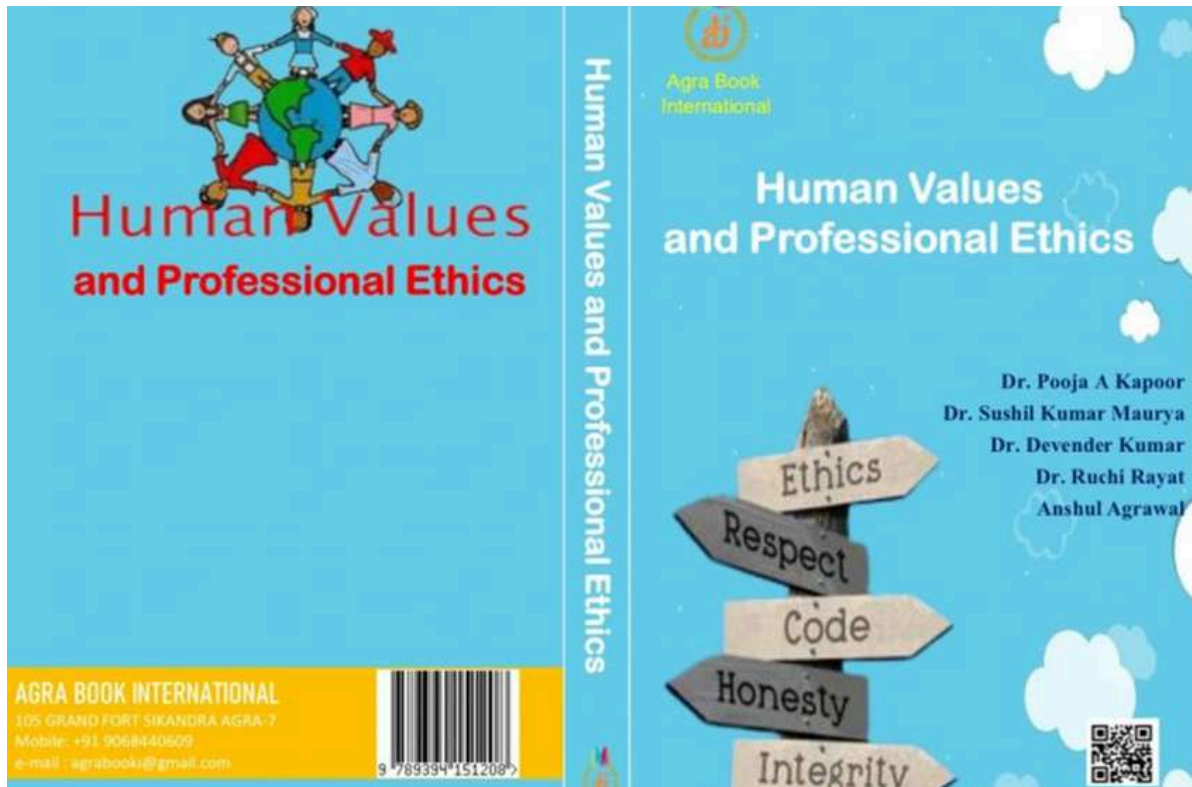
This book was authored by Dr. Ruchi Rayat, Executive Director of GIMS (GNIOT Institute of Management Studies). The book explored how data-driven insights enhanced HR decision-making and organizational impact. Key topics included data collection, essential HR metrics (such as turnover and engagement), and analysis techniques like predictive and prescriptive analytics. Data visualization, ethical considerations, and privacy were emphasized to ensure clear, responsible insights. Continuous improvement through feedback and specialized tools (e.g., Workday, SAP SuccessFactors) was highlighted for ongoing relevance. Ultimately, the book positioned HR analytics as a strategic tool that transformed HR into a key player in driving productivity, improving retention, and fostering a positive employee experience.

This book is now available on Amazon.

<https://lnkd.in/gKGCqrdC>

PUBLISHED BOOK TITLE :

HUMAN VALUES



This book is authored by Dr. Ruchi Rayat. Executive director of GIMS(GNIOT INSTITUTE OF MANAGEMENT STUDIES) and other Faculties of GIMS.

“**Human Values and Professional Ethics**” examines the importance of integrating ethical principles and human values in professional and personal life. It emphasizes core values like integrity, honesty, respect, empathy, and responsibility, which guide ethical behavior. The book explores moral dilemmas in various professions and provides frameworks for ethical decision-making. It highlights the role of ethics in fostering trust, accountability, and social harmony, stressing that values-driven professionals contribute to a fairer, more compassionate society. By aligning personal and professional values, individuals enhance both their own well-being and that of their communities.



Dr. Ruchi Rayat, an Accredited Management Expert and Professor of OB & HRM, serves as Deputy Director at GNIOT Institute of Management Studies. With over 19 years of experience, she excels in academia, administration, and corporate training. Dr. Rayat's expertise includes teaching OB & HRM courses, conducting impactful FDPs and MDPs, and delivering corporate trainings on topics like Emotional Intelligence and Cultural Sensitivity. She also engages with government schools to educate students on Women Empowerment and Career Opportunities, making a significant impact in both academic and corporate spheres.



Dr. Richa Srivastava is presently working as Assistant Professor in the Department of School of Business Management, at Noida international university (NIU) Greater Noida. She has completed her Ph.D. as Research Associate from Bundelkhand University, Jhansi. She holds a Master's degree in Business Administration with dual specialization in HR and International Business (IB) from AKTU Lucknow and bachelor's degree in Arts from Dr. RML Avadh University, Aayodhya. She has 5 years of Teaching experience from a reputed institute and worked as Quality Head in Skill India Project for 3 years. She has published various research papers in many reputed journals like JASRAE, PJRBD. She has also participated in various conferences and seminars at National and International Level.



Prof. Rajkumar Teotia, a prominent academic with 15+ years' experience in Delhi-NCR, is renowned for innovative teaching and holistic student development. His research, spanning Marketing, Sales, and Operations Management, is published in Scopus, ABDC, and UGC CARE journals. Prof. Teotia's leadership in institutional development and transformative management programs is widely recognized. He's authored seminal works, nationally and internationally, and his patented inventions showcase his commitment to advancing knowledge. Prof. Teotia's enduring legacy lies in his ability to inspire and empower academia towards excellence.



Strategic Human Resource Management

CHYREN PUBLICATION

Strategic Human Resource Management: Aligning People with Business Objectives



Dr. Ruchi Rayat
Dr. Richa Srivastava
Prof. Rajkumar Teotia



This book was authored by Dr. Ruchi Rayat, Executive Director of GIMS (GNIOT Institute of Management Studies). **"Strategic Human Resource Management: Aligning People with Business"** Objectives focused on integrating HR practices with organizational strategy to enhance productivity and growth. It covered strategic approaches to recruitment, development, performance management, and retention, all aimed at aligning employees' goals with business objectives. The book emphasized HR's role in building a cohesive workforce that supported organizational priorities, fostering engagement, adaptability, and innovation. By aligning human capital with strategic goals, HR contributed to competitive advantage, ensuring that people were a driving force in achieving organizational success and sustainability.

PUBLISHED BOOK TITLE :

**“Strategic
Human
Resource
Management:
Aligning People
with Business”**



पेटेंट कार्यालय, भारत सरकार | The Patent Office, Government Of India
 डिजाइन के पंजीकरण का प्रमाण पत्र | Certificate of Registration of Design

डिजाइन सं. / Design No. : 419005-001
 तारीख / Date : 04/06/2024
 पारस्परिकता तारीख / Reciprocity Date* :
 देश / Country :

प्रमाणित किया जाता है कि संलग्न प्रति में वर्णित डिजाइन जो **AI BASED DEVICE FOR HR OPERATIONS** से संबंधित है, का पंजीकरण, श्रेणी 14-02 में 1.Dr. Rudresh Pandey 2. Dr. Ruchi Rayat 3.Dr Anchal Rastogi 4.Dr. Rashi Baliyan 5.Dr. Jyoti Bala 6.Dr. Preeti Pal 7.Mr. Ashwani Kumar 8.Dr. Reetu Tevatia 9.Prof. Rajkumar Teotia 10.Prof. Sachin Kaushik के नाम में उपर्युक्त संख्या और तारीख में कर लिया गया है।

Certified that the design of which a copy is annexed hereto has been registered as of the number and date given above in class 14-02 in respect of the application of such design to **AI BASED DEVICE FOR HR OPERATIONS** in the name of 1.Dr. Rudresh Pandey 2. Dr. Ruchi Rayat 3.Dr Anchal Rastogi 4.Dr. Rashi Baliyan 5.Dr. Jyoti Bala 6.Dr. Preeti Pal 7.Mr. Ashwani Kumar 8.Dr. Reetu Tevatia 9.Prof. Rajkumar Teotia 10.Prof. Sachin Kaushik.

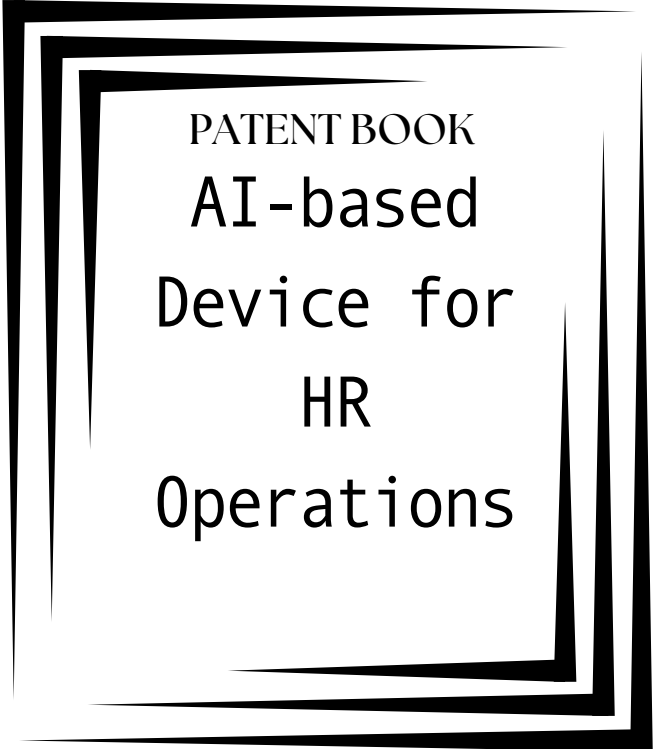
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 In pursuance of and subject to the provisions of the Designs Act, 2000 and the Designs Rules, 2001.

जारी करने की तिथि
 Date of Issue: 02/08/2024



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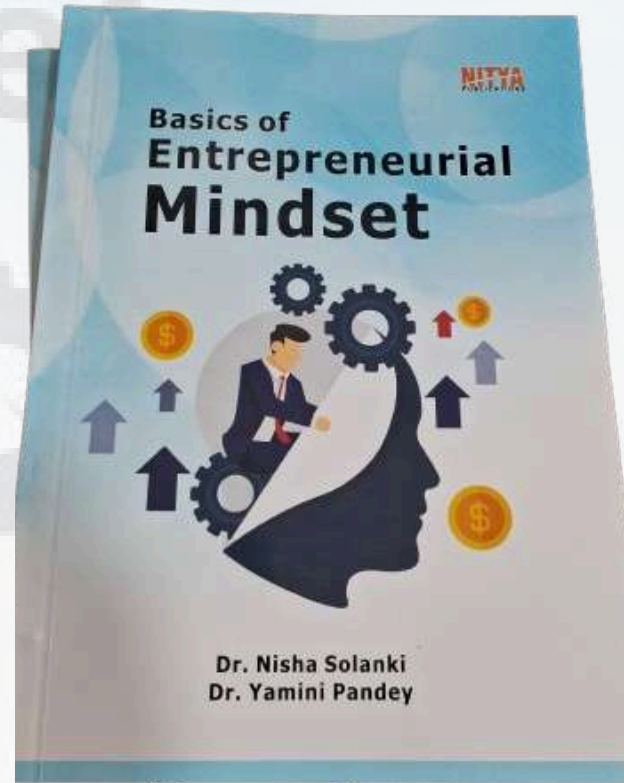


This project was made on '**AI-based Device for HR Operations**' by Dr. Ruchi Rayat, Executive Director of GIMS (GNIOT Institute of Management Studies). An AI-based device for HR operations streamlined and enhanced human resource management by automating repetitive tasks, analyzing employee data, and supporting decision-making. This device handled tasks like recruitment, onboarding, payroll, and performance tracking. It used machine learning to screen resumes, predict candidate success, and manage employee queries through chatbots, reducing HR workloads. Additionally, it provided insights into employee engagement, retention risks, and productivity trends by analyzing patterns in performance data. Overall, AI-driven HR devices saved time, improved accuracy, and helped HR teams focus on strategic, people-centric activities while creating a more efficient, data-informed workplace. Congratulations to Ruchi ma'am on achieving this impressive milestone with your successful patent! Your dedication, innovation, and expertise were truly inspiring, and this accomplishment reflected your hard work and visionary ideas. We were all incredibly proud of you and excited to see the impact of your invention. Wishing you continued success and many more achievements ahead!

PUBLISHED BOOK BY DR. YAMINI PANDEY

Basics of Entrepreneurial Mindset.

Dr. Yamini Pandey, a distinguished academician, co-authored the book **Basics of Entrepreneurial Mindset**, which was published in September 2024. Currently serving as the Dean (Academic) at GIMS, she plays a pivotal role in shaping future leaders and entrepreneurs. With her extensive expertise in management and entrepreneurship, Dr. Pandey has significantly contributed to the book, offering valuable insights into developing an entrepreneurial mindset. Her passion for fostering innovation and creativity is evident in this work, blending theoretical concepts with practical applications. Dr. Pandey's dedication to academic excellence continues to inspire students toward entrepreneurial success.



Dr. Yamini Pandey

Dr. Nisha Solanki
Dr. Yamini Pandey

PUBLICATIONS OF PROF. CHARUL SHARMA

RESEARCH PAPER TITLE :

**Can Understanding And
Managing Emotions Effectively
Foster An Inclusive Atmosphere
For Diverse Teams ? -
Bibliometric Analysis**

Emotional intelligence (EI) clearly stood out in the dynamic workplaces of recent years, where diverse perspectives and backgrounds converged, as the essential skill needed to navigate complex interactions and foster genuine inclusion. Mayer and Salovey (1993) emphasized EI's relationship to effectiveness and success in both simple and complex contexts, demonstrating that individuals could understand and manage their own emotions, recognize others' emotions, and effectively engage in complex interactions. Rajput et al. (2021) also highlighted EI's critical role in everyone's life. Among behaviors that impaired productivity, workplace deviance was particularly costly, as noted by Som et al. (2023). Zhou and George's (2003) research further underscored the positive relationship between EI and creativity, a key asset for diverse teams.

Articles could be sourced from databases such as Web of Science, Scopus, or Google Scholar. Each of these databases offered advanced bibliometric tools, enabling researchers to monitor publication trends and assess impact.

PATENT TITLE:
DEVICE FOR TRANSPARENT
BLOCKCHAIN
COMMUNICATION

Blockchain technology has revolutionized the way we manage data, transactions, and communication. One of its most significant advantages is transparency—every transaction and data entry is verifiable and accessible via a distributed ledger that can be viewed by authorized users.

However, achieving full transparency requires devices that enable users to access, share, and verify data seamlessly, safely, and intuitively. This device has been specifically designed to facilitate straightforward blockchain communication across various sectors, from finance to supply chain management.

It ensures that all communications within the blockchain network remain unaltered, verifiable, and secure, thereby fostering trust among all parties involved. Additionally, this innovative gadget provides users with direct access to decentralized data on the blockchain, eliminating the need for reliance on third-party data managers.



RESEARCH PAPER TITLE :

Evaluating AI's Role in Enhancing DE&I: A Bibliometric Approach

The changing scope of Artificial Intelligence for supporting Indian organizations' DE&I initiatives is examined in this paper. This research has undertaken a bibliometric analysis that examines how AI-based tools can minimize bias in hiring and performance-related decisions. Results show that anonymous applications and skill-based evaluation through AI can enable more unbiased decisions. The analysis, however, finds severe ethical and practical challenges relating to data privacy concerns and the lack of algorithmic transparency. Of particular note is that the research in this space indicates increasing focus on building fair AI algorithms and deploying DE&I principles throughout all design phases. It speaks to the strong need for sound ethical frameworks and specific, ongoing research within the Indian context. In such complexity, organisations really can leverage the full capabilities of AI toward an equal and equitable work environment.

RESEARCH PAPER BY PROF. VIBHANSHU


RESEARCH PAPER TITLE :

 **Building Resilience: Trait Emotional Intelligence and Stress Management in Students during COVID-19**

A recent study highlights the importance of Trait Emotional Intelligence (EI) in helping students cope with stress and anxiety during the pandemic. Students with higher EI exhibited better adaptive responses and emotional regulation. Incorporating EI training into university curricula can benefit students' well-being.

The pandemic has caused significant stress and anxiety among students. However, students with higher EI were better equipped to manage stress and challenges. EI training can help students develop resilience and thrive academically and personally.





ACHIEVEMENTS OF THE FACULTIES

BEST MANAGEMENT COLLEGE

GNIOT Institute of Management Studies (GIMS) was celebrated as the "Best Management College in North India for 2024," an honor accepted by Executive Director Dr. Ruchi Rayat at the Third National Education and Business Excellence Conclave, hosted by the Inti Excellent Chamber of Commerce. Presented by Dr. Raj Bhushan Choudhary, Hon'ble MP-Lok Sabha and Union Minister of State for Jal Shakti Mission, this award acknowledged GIMS's relentless pursuit of educational excellence, skill development, and research. Driven by a commitment to innovation and industry-relevant education, GIMS shaped future leaders equipped to make meaningful impacts. This achievement was a testament to the hard work and dedication of GIMS's faculty, staff, and students, whose shared vision created a legacy of excellence and transformative learning.





Excellence in Corporate Interface

We are proud to share that GNIOT Institute of Management Studies (GIMS), Greater Noida, was honored with the prestigious Excellence in Corporate Interface trophy at the Bharat Expo & Awards 2024.

This award recognized GIMS' exceptional contributions to building strong, impactful corporate connections, ensuring a seamless alignment between academic knowledge and industry relevance. The award was presented during the Bharat Expo & Awards 2024, held on 14th-15th September 2024 at the A.P. Shinde Symposium Hall, NASE Complex, Pusa, New Delhi.

The recognition highlights our steadfast commitment to bridging the gap between academia and industry. At GIMS, we have consistently worked towards equipping our students with not only academic excellence but also the practical knowledge and skills essential for success in the corporate world.

We would like to express our sincere gratitude to all those who have supported us on this journey, contributing to this remarkable achievement.

This recognition has further strengthened our resolve to enhance corporate interfaces and continue enriching the learning experience at GIMS. We remain committed to inspiring future leaders and striving for excellence in every aspect of our academic and professional endeavors. Here's to many more milestones ahead.



With immense pride, we announced that GNIOT Institute of Management Studies (GIMS), Greater Noida/Delhi-NCR, had been awarded the ‘Promising B School for Strong Industry Connect’ at the IIRF EDUCATION IMPACT AWARD 2025 by the Board of the Indian Institutional Ranking Framework (IIRF). Dr. Ruchi Rayat, Executive Director of GIMS, received this prestigious accolade on behalf of the institution. The award recognized GIMS's exceptional academic performance and commitment to producing skilled, market-ready professionals, as demonstrated through rigorous data analysis and research. Under the visionary leadership of Dr. Rayat, the institution has designed programs that go beyond theoretical learning, focusing deeply on practical application and fostering strong industry engagement. This achievement underscores GIMS's dedication to shaping the next generation of leaders who are well-equipped to thrive in dynamic professional environments.



**IIRF
EDUCATION
IMPACT AWARD
2025**

Certificate of Appreciation

Dr. Ruchi Rayat was honored to be invited as a Session Chair for the esteemed International Conference on Management, Innovation & Leadership, Entrepreneurship & Sustainability, organized by Sushant University. In this distinguished role, Dr. Ruchi Rayat provided guidance and facilitated impactful discussions on pressing topics within the fields of management and innovation, drawing upon her extensive experience and commitment to academic excellence. The conference gathered experts, scholars, and leaders dedicated to advancing sustainable practices and entrepreneurship, creating a platform for rich knowledge exchange and collaborative thinking. Dr. Ruchi Rayat expressed deep gratitude for the opportunity to contribute to such an influential event, which aligned with her dedication to fostering innovation and leadership in the academic and professional spheres.



BEST FACULTY AWARD



Prof. Charul was awarded the prestigious **"Best Faculty Award"** at GNIOT Institute of Management Studies (GIMS), honoring her dedication to academic excellence, innovative research, and unwavering support for her students' growth.

She extended heartfelt gratitude to Mr. Swadesh Kumar Singh, CEO, for his visionary leadership, and Dr. Ruchi Rayat, Executive Director, for invaluable mentorship during challenging times.

Prof. Charul also thanked Ms. Yamini Vyas Pandey, Dean-Academics, for her tireless efforts in elevating academic standards, along with the GIMS Research Committee, esteemed colleagues, and staff for their consistent support.

Special appreciation went to Dr. Bhupender Kumar Som, Director, whose mentorship shaped her research journey, and to Mr. Chandrakant Singh, Mr. Hrishav Ravi, Dr. Nishant Kumar Singh, Prof. Mudit Tomar, Dr. Shalini Sharma, Dr. Jitendra Kumar Singh, and Prof. Vibhanshu Jha from the HR team for their encouragement.

Prof. Charul remains devoted to advancing GIMS's legacy of educational excellence, inspiring future generations through her research and commitment.

MULTIDISCIPLINARY CONFERENCE FOR A VIKSIT BHARAT@2047

An International Multi-disciplinary, Multi-lingual Online Conference on
**From Tradition (IKS) to Tomorrow (NEP 2020):
Multidisciplinary Conference for a Viksit Bharat@2047**

Organizer:
vedant
Vedant Knowledge Systems Pvt. Ltd.
www.MyVedant.com

The Testament of Gratitude

It gives us immense joy to acknowledge and showcase deep sense of gratitude towards respected

Prof. Charul Sharma, Assistant Professor, Gniot Institute of Management Studies, Greater Noida

for meaningful contribution as the **Session Chair** during An International Multi-disciplinary, Multi-lingual Online Conference on **"From Tradition (IKS) to Tomorrow (NEP 2020):
Multidisciplinary Conference for a Viksit Bharat@2047"** dated **29th September 2024**. Your tireless efforts, meaningful interventions and immense knowledge has touched lives of thousands of people. The nation is proud of you for your all sincere deeds and efforts.

Vedant wishes you the best and humbled with your kind gesture, time and contribution in making of Viksit Bharat.

Arjun Dave
Dr. Arjun Dave
Director,
Vedant Knowledge Systems Pvt. Ltd.
www.MyVedant.com

R. V. Soni
CS Raj Soni
Director,
Vedant Knowledge Systems Pvt. Ltd.
www.MyVedant.com

Research drives progress toward a brighter future, and it was a privilege for Prof. Charul to serve as the Session Chair at the recent International Multi-disciplinary, Multi-lingual Online Conference on "From Tradition (IKS) to Tomorrow (NEP 2020): Multidisciplinary Conference for a Viksit Bharat @ 2047." Expressing sincere gratitude, Prof. Charul thanked Dr. Arjun Dave for this opportunity, as well as her family, including her mother and brother, Dr. Vipul, for their steadfast support.



She also acknowledged her institute, GNIOT Institute of Management Studies (GIMS), CEO Swadesh Kumar Singh, and supervisor Bhupender Som, whose encouragement and guidance were invaluable. This experience was a truly enriching journey, and Prof. Charul felt inspired to continue making impactful contributions at GIMS.



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
NELSON MANDELA MARG, VASANT KUNJ, NEW DELHI

Certificate of Participation

This is to certify that Prof. Charul Sharma from GNIOT Institute of Management Studies, Greater Noida has participated and successfully completed the 3-day Face-to-Face FDP on the theme "Inculcating Universal Human Values in Technical Education" organized by All India Council for Technical Education (AICTE) at GNIOT Institute of Management Studies, Greater Noida from 1st May to 3rd May 2024.


Dr. Rajneesh Arora
Chairman


Prof. Rajive Kumar
Member Secretary, AICTE

FACULTY PARTICIPATION IN FDP ON UNIVERSAL HUMAN VALUES

We are proud to share that Prof. Charul Sharma successfully completed the 3-day Faculty Development Program (FDP) organized by AICTE. She cleared Level-1 and earned the distinction of becoming a Certified Academician in Human Values & Professional Ethics.

This accomplishment highlighted her dedication to fostering ethical practices and values in education, aligning with our mission of nurturing well-rounded and socially responsible professionals.

Congratulations to Prof. Charul Sharma on this well-deserved achievement!

HR PLACEMENTS

2024

PLACEMENT & SIP



Abhyuday - The OB & HR Club



Tulsi Gupta
Vice President



Apurva Aggarwal
Club Secretary

Coordinators



Sanjana



Mahak



Bhavesh Chaudhary



Aman Khatoun



Kajal Kumari



Ranveer Srivastava



Dipti Pandey



Shalini Mishra



Md Hamza Alam



Ayushi Deopa



Nikita Sharma



Aadarsh Srivastava



Prachi bharti



Khushi Kumari



Kamal Kumar Gupta



Jyoti Verma



Tripti Dubey



Sanya Faiz



Tanya



Sangeeta



Saumya



Shruti Rana



Debtanaya Dutta

GIMS Awards & Recognitions



“
Building
Futuristic
**Corporate
Leaders**
”

ABHYUDAY THE OB & HR NEWSLETTER

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