



**GL BAJAJ**

Institute of Management & Research, PGDM Institute  
Greater Noida

**FIND YOUR SPARK**



# HR Horizon

**2025-2026**

**Volume - 2**

*Bi - Annual Newsletter (Jan - June)*

*Diversity, Equity and Inclusion*



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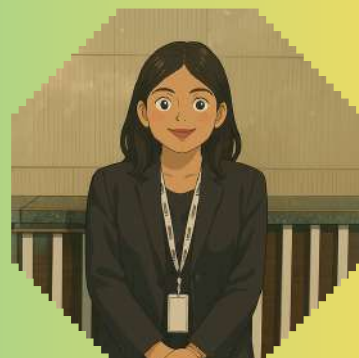
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## FROM THE DIRECTOR DESK



**Dr. Sapna Rakesh**  
**( Director)**

*It gives me immense pleasure to present to you Volume 2 of our HR magazine, continuing our journey of insight, learning, and shared purpose. The overwhelming response and encouragement received for Volume 1 reaffirmed our belief in the power of collective storytelling and purposeful dialogue—especially around the themes that matter most.*

*This edition, centered on Diversity and Inclusion, is particularly close to my heart. In today's dynamic and interconnected world, fostering an inclusive culture is not just a value we uphold—it is a strategic imperative. Diversity brings richness in perspectives, innovation in ideas, and strength in unity. Inclusion ensures that every voice is heard, respected, and empowered to contribute meaningfully.*

*Over the past year, we've taken thoughtful steps toward building an environment where differences are celebrated and belonging is a shared experience. From awareness campaigns and inclusive hiring practices to employee resource groups and leadership sensitization programs, our journey is ongoing—and deeply intentional.*

*Volume 2 brings together stories, reflections, expert opinions, and best practices that shine a light on what it truly means to embrace diversity and champion inclusion. I encourage you to read, reflect, and engage with the content as changemakers who shape our organizational culture every day.*

*Let us continue building a workplace where everyone feels seen, heard, and valued.*

*With warm regards,  
Dr Sapna Rakesh*







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**HAPPENING HUB**



## PROFESSOR 'S POV

### Diversity, Equity and Inclusion (DEI)



Dr. Puneet mohan  
Professor

*Diversity, Equity and Inclusion (DEI) principles are just a myth for productive workforce in India. Every year hundreds of seminars, workshops and conferences are organised nationwide. It's a waste of time, energy and capital. The DEI principle was applicable till 2000, and it was based on the principle that human is a resource. However, as we grew in terms of time, experience and exposure, "Human" has become "source", not "resource". There has been a sea change in the approaches of engagement of employees, retaining strategies, evaluation of trainings and more over in the "Strategic Role" of HR.*

*When we are hiring sociologists, psychologists and Acharyas of Sanskrit in software coding companies, its diversity, inclusion and equity. Does only gender issue remain as "Diversity, Inclusive & Equity? No, two decades back, residents of North East, J& K, adversely effected area of Bihar/*

*Jharkhand with Naxalite and other very backward areas were not able to get an opportunity to work in corporate sector or in the different departments of Government, that was the question of inclusion, diversity and equity. Gone were the days, when certifications were available in the big cities, now anybody can access from anywhere. In the coming years, medical, engineering, fashion technology and design courses will be available in all regional languages. Still we feel DEI is the issue?*

*In fact DEI is not the core issue, the issue is skill and attitude of our workforce. Did China ever talk about DEI? No, it worked only on Nation's interest, upgrading skill and attitude of employees. Almost all reports showing the "Skill Gap" and "Unemployable Indian Youth". In my opinion, It will be better if we look into the core issues only.*



## *Expert's View*

### **Diversity, Equity and Inclusion (DEI)**



**Ms. Vijeta Tuteja**  
**HR Executive, TV9 Digital**

#### **Breaking the Silence: Integrating Mental Wellness into DEI**

According to the Discovery Mood & Anxiety Program, nearly 50% of mental health conditions begin by age 14 and 75% by age 24. This early onset can impact education, relationships, and future opportunities. In today's fast-paced world of work and constant social media, stress, anxiety, and burnout are common—yet mental health often remains on the sidelines, even within Diversity, Equity, and Inclusion (DEI) efforts.

India's DEI framework is rooted in its Constitution, with Articles 14, 15, and 16 guaranteeing equality and banning discrimination. These are reinforced by laws like the Equal Remuneration Act, Maternity Benefit Act,

Rights of Persons with Disabilities Act, Transgender Persons (Protection of Rights) Act, and the POSH Act. Despite this legal foundation, mental health inclusion in the workplace is minimal.

Everyday discrimination—like body shaming, caste-based bias, or gender stereotyping—leads to emotional distress and reduced productivity. Hiring LGBTQ+ individuals or women returning from maternity leave doesn't guarantee inclusion unless workplaces provide emotional and cultural support.

Mental health is slowly gaining visibility. Companies are offering wellness sessions, counseling, and access to apps like Calm, Shine, and PTSD Coach. But real inclusion means more:

- Mental health must be embedded in HR policies
- Managers need training to distribute work with empathy
- Flexible work hours, shared caregiving, and paternity leave must be encouraged
- Safe spaces and inclusive healthcare for LGBTQ+ staff are essential
- 

Initiatives like yoga, gym access, and team wellness challenges are not costs—they are investments in well-being that enhance productivity, retention, and reputation. Gen Z, in particular, seeks emotional safety, respect, and growth over salary alone.

No workplace can call itself inclusive if its employees are silently struggling. Mental health isn't an add-on—it's central to true DEI.

**Let's Embrace everyone with Grace.....**



## Best Paper Award



**Dr Pooja Singh**

*Best Paper Award at International Conference  
on  
Business, Sustainability & Environment 2025  
organized by GNIOT Institute of Management  
Studies (GIMS),  
Greater Noida/Delhi-NCR*



*THE INFLUENCE OF UI-UX, EASE OF PAYMENTS, AND  
EMOTIONAL STIMULI  
ON ONLINE CONSUMER IMPULSE PURCHASES*

*Submitted on: 17 March*

*Institute of Professional Excellence in Management (IPEM)*



**Dr .Arpita srivastava and Dr. Nidhi  
Srivastava**



# GLOBAL CONNECT





## STUDENT SUCCESS STORIES



**Ms. Reena Prajapati**  
Receive the Bank of Baroda Award for Academic Excellence  
**PGDM Batch 2024–2026 at GLBIMR**

**Ms. Ranita Das**  
Receive the Bank of Baroda Award for All rounder award

**PGDM Batch 2024–2026 at GLBIMR**



**Mr. Nishant**  
Receive the Bank of Baroda For Sports award  
**GLBITM**

## HR 4.0

*Shaping the future of work through digital transformation and AI*

### **Paper Presentation**

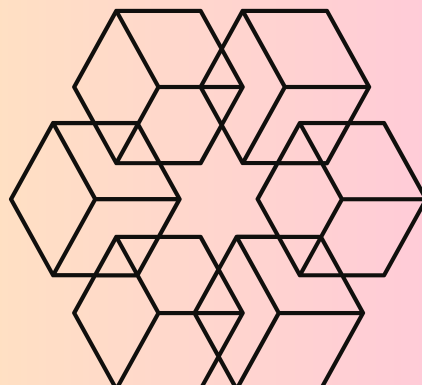
Paper Presentation on Workforce Upskilling and Reskilling  
**By Roshani Mishra and Aman Kumar Shrivastava**  
PGDM Batch 2024-2026



Paper Presentation on Tech meets culture: The mortal side of digital transformation

**By Sanskriti Srivastava and Divyanshi Agarwal**  
PGDM Batch 2024-2026

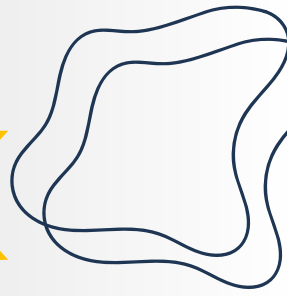
Paper Presentation on AI-Powered Recruitment: Enhancing Efficiency, Ethics, and Inclusivity in Hiring  
**By Vidushi Mittal and Vishakha Agrawal**  
PGDM Batch 2024-2026





# The Business Case

**Diversity With Malobi Achike CEO and founder of DEI Directive**  
on  
**January 21, 2025**



## Introduction

"DEI isn't just a moral imperative – it's a business necessity. Malobi Achike, CEO and founder of DEI Directive, shares her journey from corporate frustration to creating a tech platform that empowers HR professionals to foster inclusivity. Discover the hidden costs of inequality, the risks of ignoring DEI, and the vision for a future where inclusive workplaces drive business success."



## Next Steps for the Company:

1. Conduct a thorough DEI assessment: Evaluate current workplace culture, policies, and practices to identify areas for improvement.
2. Develop a strategic DEI plan: Create a tailored plan with specific goals, objectives, and metrics to measure progress.
3. Implement data-driven tools: Utilize platforms like DEI Directive to track and analyze DEI metrics, identify biases, and inform decision-making.
4. Foster employee engagement and feedback: Encourage open communication, surveys, and focus groups to understand employee experiences and concerns.
5. Provide training and development opportunities: Offer workshops, training sessions, and resources to promote diversity, equity, and inclusion.

## "Breaking Down Barriers: The Impact of DEI on Business Performance"

### Positive Impacts

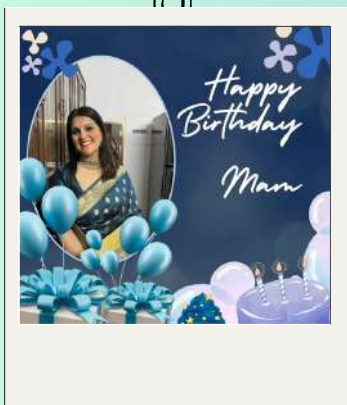
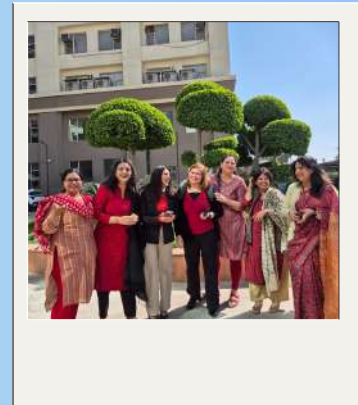
- Increased Employee Engagement and Retention: By prioritizing Diversity, Equity, and Inclusion (DEI), companies can create a more inclusive work environment, leading to higher employee satisfaction and reduced turnover rates.
- Improved Innovation and Creativity: Diverse teams are more likely to generate innovative ideas and solutions, driving business growth and competitiveness.
- Enhanced Reputation and Brand: Organizations that value DEI are more attractive to top talent, customers, and investors, ultimately boosting their reputation and brand value.

### Negative Consequences of Ignoring DEI

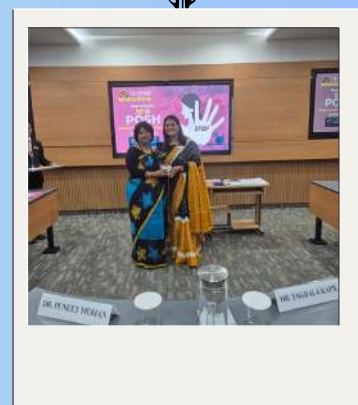
- Talent Loss: Companies that fail to build inclusive cultures may struggle to attract and retain top talent, leading to skills gaps and decreased productivity.
- Innovation Stagnation: Homogeneous teams may be less likely to challenge ideas or drive breakthroughs, hindering business growth and innovation.
- Market Irrelevance: Companies that don't prioritize DEI risk falling behind in an increasingly global market, where diverse perspectives and experiences are essential for success



## Workplace Wellbeing



**POSH WORKSHOP**  
**21- March 2025 @ GLBIMR**



## HR GLMPSES @GLBIMR

### HR Club



### Expert Talk Session





**THE HR WEEKLY**

**SNAPSHOT**

**How many will offer flexible work after pandemic ends?**

Almost nine out of 10 employers plan to keep exploring flexible work arrangements after the coronavirus crisis ends.

Source: Mercer survey ending October 2020

**86%**

Special Issue

Trusted Insights and Advice from The HR Specialist

## Remote work may be ADA accommodation

If the coronavirus pandemic has taught us anything, it's that many employees are just as productive working from home as they are in the office. Which raises the question: Can you force employees to return to your workplace? Generally, yes.

However, if employees have a disability or medical condition that makes them susceptible to COVID-19, the answer may be no. Or at least, the answer may require having a conversation about working from home as an ADA reasonable accommodation.

## Consider bonuses to attract & retain workers

Despite a nationwide unemployment rate of 7.9% in September, many employers in the retail or service sectors report they are having trouble filling open positions and convincing furloughed employees to return to work.

With COVID-19 cases spiking in much of the country, some Americans have simply decided it's just not worth coming to work, especially in low wage industries. Some live at multi-generational households with older loved ones who are vulnerable to infection. Others don't feel able to compete for scarce childcare openings.

But some employers have rediscovered an old-fashioned way to attract and retain employees: Cash bonuses.

## What's News ...

### Fringe benefit limits mostly unchanged next year

As the pandemic begins, the IRS has decided to maintain the status quo on key fringe benefits limits for 2021.

### Retirement plan contributions

Employees will be able to contribute up to \$19,500 to their 401(k) or 403(b) retirement accounts in 2021. Employees who are at least 50 years old may contribute an additional \$6,500 in gross dollars. Both amounts are unchanged from 2020.

### Transportation benefits

The amount employers can exclude from employees' wages for transportation fringe benefits—to pay for parking and public transit—remains \$200 per month.

### Health flexible spending accounts

The amount employees can set aside in their health FSAs remains \$2,750. Employees may not over \$500 of unspent funds into the next plan year if you plan ahead.

### New rules proposed for EEOC conciliation process

For the first time since 1973, the EEOC is proposing changes to the procedures it uses to mediate discrimination and harassment claims before they go to court. It finalized the new procedures should reduce EEOC complaints.

**Inside**

Devine SC 9-18 charges trigger lawsuit

NAB's pandemic crackdown on employers

How is remote employee's 150% rule?

2021 starting: My 10 predictions

Will new covid policies trigger classroom?

© 2021 HR NEWS

## How sleep can make or break your career

And lack of sleep can make or break your career. It's a common saying, but it's also a reality. Sleep is essential for your health, your mood, and your productivity. Without it, you're more likely to make mistakes, have accidents, and feel stressed. So, how can you get more sleep? Here are some tips:

- Establish a regular sleep schedule.
- Create a relaxing bedtime routine.
- Make your bedroom a sleep sanctuary.
- Avoid caffeine and alcohol before bed.
- Exercise regularly, but not too close to bedtime.
- Use the 4-7-8 breathing technique.
- Consider a white noise machine or fan.
- Limit screen time before bed.
- Get natural light during the day.
- Don't nap too long or too late in the day.
- Consider a sleep study if you have chronic insomnia.

**CATCHING UP ON SLEEP**

For many of us, sleep is a luxury. We're too busy, too stressed, or too tired to get the rest we need. But sleep is essential for our health and well-being. It's the time when our bodies and minds repair themselves. Without it, we're more likely to get sick, have mood swings, and make poor decisions. So, how can we catch up on sleep? Here are some tips:

- Establish a regular sleep schedule.
- Create a relaxing bedtime routine.
- Make your bedroom a sleep sanctuary.
- Avoid caffeine and alcohol before bed.
- Exercise regularly, but not too close to bedtime.
- Use the 4-7-8 breathing technique.
- Consider a white noise machine or fan.
- Limit screen time before bed.
- Get natural light during the day.
- Don't nap too long or too late in the day.
- Consider a sleep study if you have chronic insomnia.

## Harman International employees in India to get six months' paid maternity leave

Firm plans to hire 400 engineers for its Connected Car engineering team

**SANGEETHA CHENGAPPA**, Harman International Industries Ltd., a connected technologies company for automotive, consumer and enterprise markets, has introduced six months' paid maternity leave for its employees in India, joining companies like Flipkart, Microsoft and Deutsche Bank in driving inclusion in the workplace.

"Gender inclusion is a top priority at Harman. We have launched a new HR Policy effective, September 1, that offers enhanced maternity benefits to

members in 2020, where they could opt to work part-time. Shrivastava said, "We have now formalised this and take the mother back in the same position that she held in the company, unless we have backfilled the position in her absence. In that case, we look for other positions that she can move into."

The company has also launched the Harman Women's Network, an initiative focused on attracting and developing top female talent with a goal to double it to 25 per cent from the 12 per cent representation in the Manager and above roles today. Harman is hiring 400 engi-

neers to the \$6.9 billion company's largest concentration of software engineers and designers with a total of 1,500 employees.

**New centre**

A new centre of competence for Harman's Lifestyle Audio division in Bengaluru was inaugurated last week.

The centre will focus on developing software solutions that leverage cloud, data, app design and analytics to advance connected lifestyle in the company's consumer and car audio business. Harman has appointed Srividya Kadagur as the leader for this centre.



Srividya Kadagur, Sr. Director - HR, Harman International Industries Ltd.

**HR NEWS UPDATES**

BY CHOMPPOO

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THE HR OBSERVER

Wednesday, April 15, 2021

## HR ROOM

### The power of employee wellness - Part 1

ing office engagements enjoyable, has been the cornerstone of my success.

Here are some of the strategies I've implemented:

- Personal development initiatives:** Linking rewards to activities that encourage personal growth, such as exercise challenges, health monitoring devices, outdoor yoga sessions, and more.
- Birthday club:** Creating a culture of celebration for each employee's special day, reinforcing their sense of belonging.
- Coffee and bush-tea meetings:** Adopting a modern, casual meeting style that involves inclusivity—my "bring your cup and come" initiative has been a particular favourite.
- Mindfulness day:** Designating time and space for us to step away from their desks and into tranquility.
- Work from home day:** Providing the option for remote work to boost focus and productivity.
- Giving back day:** Advocating for a company-sponsored day of community service, enabling employees to contribute to a non-profit organisation of their choice.

In our previous discussion on emotional intelligence, we explored how small adjustments can significantly enhance our cognitive abilities. Building on that foundation, the next part of this series will delve into practical steps organisations can take to integrate these practices into their daily operations, ensuring that the work that is not only skilled but also emotionally intelligent and resilient.

My bond for part two where we'll uncover the transformative impact of a well-tended wellness programme on both employees and the organisation as a whole.

Stay tuned for an article by emailing us at [hr@chompo.com](mailto:hr@chompo.com)

Recognise that while occasional absenteeism is inevitable, it's the duty of HR to implement robust strategies that promote a sustainable work environment. This being and trust among employees who are, without a doubt, an organisation's most valuable assets.

Prioritising employee wellness is not just a moral imperative; it's a business strategy that leads to heightened performance, productivity, and inclusivity. It encompasses providing resources for physical and mental health, advocating for work-life balance, and supporting initiatives that allow individuals to flourish both in their personal and professional lives.

In my tenure as an HR practitioner across various companies, my approach has been simple yet effective: know your people. This philosophy, combined with my passion for nurturing positive workplace cultures and making



# 10

# HARD & SOFT SKILLS FOR SUCCESSFUL HR PROFESSIONALS



## 10 Hard Skills

### 1 Talent Acquisition & Recruiting

Mastering sourcing strategies, candidate assessment, and interview techniques to attract and retain top talent.

### 2 HR Analytics & Data-Driven Decision Making

Using HR metrics, dashboards, and predictive analytics to measure workforce performance and improve strategies.

### 3 Employee Relations & Labor Law Compliance

Understanding labor laws, company policies, and conflict resolution techniques to ensure a fair and compliant workplace.

### 4 Compensation & Benefits Management

Designing competitive salary structures, incentive plans, and employee benefits packages to enhance retention.

### 5 HR Technology & Systems (HRIS, ATS, LMS, etc.)

Proficiency in using HR software and automation tools to streamline HR functions and improve efficiency.

### 6 Performance Management & Appraisal

Implementing goal-setting frameworks (OKRs/KPIs), feedback mechanisms, and evaluation processes to boost employee productivity.

### 7 Learning & Development (L&D) Program Design

Creating training modules, career development programs, and leadership training initiatives to upskill employees.

### 8 Workforce Planning & Organizational Development

Analyzing business needs, workforce trends, and succession planning strategies to ensure sustainable growth.

### 9 Diversity, Equity, Inclusion, and Belonging (DEIB)

Implementing inclusive hiring practices, unconscious bias training, and DEIB policies to foster a diverse workplace.

### 10 Change Management & HR Strategy Execution

Managing organizational change, HR transformation initiatives, and culture-building strategies to drive business success.



## 10 Soft Skills

### 1 Emotional Intelligence (EQ)

The ability to understand, manage, and respond to emotions in a professional setting to foster strong relationships.

### 2 Communication & Active Listening

Being able to clearly articulate policies, provide feedback, and engage employees while actively listening to concerns.

### 3 Problem-Solving & Critical Thinking

Assessing workplace challenges, employee conflicts, and strategic decisions with a logical and solution-oriented approach.

### 4 Adaptability & Change Management

Staying resilient, open to change, and proactive in navigating evolving workplace trends and business needs.

### 5 Conflict Resolution & Negotiation

Mediating employee disputes, handling grievances, and negotiating fair outcomes to maintain a positive work environment.

### 6 Empathy & Relationship Building

Connecting genuinely with employees, understanding their concerns, and fostering trust to create an inclusive culture.

### 7 Discretion & Ethical Judgment

Managing confidential HR information with integrity and ensuring ethical compliance in all HR processes.

### 8 Time Management & Prioritization

Balancing multiple HR responsibilities, deadlines, and employee needs effectively for maximum efficiency.

### 9 Coaching & Leadership Development

Guiding managers and employees, offering mentorship, and fostering a culture of continuous learning within the organization.

### 10 Cultural Awareness & Diversity Sensitivity

Understanding cross-cultural work environments, addressing biases, and championing an inclusive workplace.



## HAPPENING HUB !



***Dear freshers 2025-27 ,  
Share your first day selfie with GLBIMR***

*Upload your selfie on ([hrclub@glbimr.org](mailto:hrclub@glbimr.org)) to get your name and picture published  
in next volume*

