

First Page of The Insight

Dear "The Insight" Readers,

We have launched a new column "AskSree", on 19th June 2022 and we are publishing 11th in the series, today. With the splendid response to the column received so far, in providing appropriate solutions to your work life challenges, we decided to move the column to First Page of our Newsletter.

Organizational Psychologist Gayathiri Sridharan uses Psychological Researches to answer your everyday dilemmas. She received her training from Loughborough University, UK. As an Organizational Development Consultant with almost a decade of experience in various realms of Strategic Human Resource Management, she is committed to help organizations maximize their effectiveness.

Send your queries to @ itsmegayathiri@gmail.com Solutions will be published in "The Insight".

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AskSree



Quest

Dear Sree,

I have joined as a freelance consultant for a start-up.

Though I initially signed the contract for OD activities, now other works are keep assigned to me.

I am not able to say no but I am not able to manage my original work I signed in for. Could you please suggest me how to manage the situation?

– Nagaraj

Solution

Dear Nagaraj,

A 2014 Columbia University Study found, you only need to postpone making a decision by 50 to 100 milliseconds to make a better decision when the pressure's on.

Avoid that automatic reactive "yes, of course I can do that", pause and take a second to breathe before you reply.

It can also help to create a greater intentional delay to give yourself more time to really think about what's the right course of action.

You could reply:

- ⇒ "I can't commit now but I'll get back to you by the end of the week."
- ⇒ "I'll need to check my calendar. Can you check in with me again tomorrow?"
- ⇒ "I have a few urgent priorities to tend to do first. If it's urgent, you might want to ask someone else, otherwise we can meet again early next week to discuss?"

Disclaimer

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Research:

Teichert T., Ferrera V. P., & Grinband J. (2014). Humans optimize decision-making by delaying decision onset. Plos one, 9(3), e89638.

THE INSIGHT

Weekly NEWSLETTER from
HR VIDYALAYA CORPORATE SERVICES LLP

Topic for the Week

“The poor infrastructure on this corridor, however, is bringing down the efficiency and productivity of the companies and putting employee safety and wellbeing at risk. Flooding on ORR on August 30 led to a loss of ₹225 crores as staff were stuck on the road for more than five hours,” the Outer Ring Road Companies Association (ORRCA), Bangalore, said in a letter to the Chief Minister of Karnataka. (Courtesy Live Mint, 03 September 2022).

Not going into further details of the news item published, it really favours, Work From Home is the only option for Services Industry in a long run.

It is undeniable that the individuals save commuting time while choosing the option of WFH. For various reasons, employers ensure the employees to either choose WFO or Hybrid option. But where the commuting hours eat away major portion of day time of an individual, it will demotivate them. When they had so far (almost 2 years) smoothly performed duty from their residences, such retentions frustrate them. It is new that a quantifiable sum was lost due to such sudden, unforeseen natural disturbance. These situations demonstrate, that due coordination needs to be taken to ensure business continuity plans.

Second headline

Hustle Culture – New phrase which is the Talk of the Industry, now.

It is nothing but Toiling and Prioritizing the Work/Job, over anything & everything.

If you are an Entrepreneur, it is the Phrase for you to achieve your dream. Even if you spend whole 24 hours in a day, no one will question you (but well-wishers will tell you to take care of your health, which also is a priority)

But, do the Employer have any Rights to force this, to their employees?

Will it (Hustle Culture) be termed as another word for Burnout?

Is it really worth to Burnout, to achieve something at the cost of your health?

To justify Long Workday is a Celebration, terming Time-Off as Lazy, is it correct?

Sacrificing my (extra) time to achieve your (employer) dream, is worthy?

How many agree to “Toiling” for others is right thing - by sacrificing health and having uncontrollable stress by engaging into hustle culture?

I toiled for few employers, who were harsh to me after achieving their goals.

I lately realized that Quality deliverables & Health matters than Productivity (hours).

Lord Krishna the Great Teacher

(who taught everyone through Bhagavad Gita)

"You should do your duty and don't expect results in return."

Actual Meaning is Stay Detached from Success and Failure (out of such duty). Have a mind to welcome anything.

"Whatever action leaders perform and standards they set by exemplary acts, their followers follow the same."

It teaches us to become an Ideal Leader or follow Leaders. A leader is the one who influences, not a person who is a celebrity

"Have Clarity of Goals"

Develop the visionary perspective—to develop a sense of larger vision in our work for the common purpose

"Stand by your team, come what may"

During uncertainty. Instead of allowing themselves to be insecure and fearful, try converting their anxiety into result

"We should pursue those career choices that are aligned with our nature."

When our work is our passion, we can put above heart and soul into it.

"When the going gets rough... be balanced or equipoised during good times and bad times."

The skill necessary in the performance of one's duty is that of maintaining evenness of mind in face of success and failure

"Trust your team"

As a Team Leader have faith in Team Members Ability. You should show others that you believe in their capacity to live up to certain expectations, to deliver on promises, and to achieve key goals

"Anger is one of the most important negative emotions".

From anger arises infatuation; from infatuation, confusion of memory; from confusion of memory, loss of reason; and from loss of reason one goes to complete ruin."

{ Happy Teachers' Day }

Compliance under Gratuity Act (included in Code on Social Security also)

- a) (Notice of Opening) Registration of the establishments with the appropriate authority
- b) (Notice of Change) Change of address (or) add branch address, change in employer, change in nature of business, if any
- c) Filing of Nomination form or Modification in Nomination form
- d) Whether liability for gratuity has been provided for in the Books of Accounts or not?
- e) Whether the establishment has formed any trust and obtained a Insurance policy to take care of the liability arising out of gratuity.
- f) Whether the Gratuity claims were settled within stipulated 30 days or if delayed whether interest paid?
- g) Whether the Gratuity has been paid in accordance with the provisions of the Act?
- h) Due compliance of submission of “Notice of Payment of Gratuity” to authority
- i) Whether there is any dispute and claim is pending before Appropriate authority?

Improvised Talent Acquisition

Make the candidate speak-out

It shall be Open ended questions, which can make the interviewer to unearth real potential of the candidate

(e.g. Instead of asking why you changed many companies, the question shall be “*describe the career growth which made you to the current role*”)

Invite Thoughts of Candidate

Recruiter should describe the skills and abilities ideally required for the specific job and invite thoughts of the candidate, how he/she will acquire such capabilities to perform the required job to the expectation of the Organization

Determine the capabilities required

During the discussion, the Recruiter shall determine the following three factors from the abilities of candidates

- What he/she can do?
- What he/she cannot do?
- What is completely missing from the individual?

Networking

Best candidates do not usually engage in job searching. Only Networking can enable the Recruiter to identify and target right candidates

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Human Resources Management Services

- » Hire to Retire solution services : Onboarding, Employee Engagement, EQ & IQ assessment, Performance Appraisal, Learning & Development and Exit Formalities
- » **HR Assessment** - a periodical comprehensive audit of policies & compliances towards Regulatory & Employment related legislations

02

Payroll Services

We ensure to Pay your People the Right compensation, without compromising the Regulatory requirements. A Timely & Qualitative process till last mile delivery

03

Statutory Compliance Services

A Manufacturing Facility or A Commercial Establishment or a Shop - A Comprehensive Regulatory and Employment related conformation as per the Provisions of the Legislations.

04

Learning and Development Programs

Enhancing skills & Developing the human resources to the capabilities required to perform the job and achieve the Organizational Goal

05

Helpdesks/One Time Assessments/Onsite Programs

Social Security Helpdesks, One-time assessments of Factory or Establishments or Social Security benefits, etc and Onsite Skill enhancement Programs on PoSH, Soft Skills, etc

www.hrvidyalaya.in

comply@hrvidyalaya.in

63833-80112

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