

Top Post



Three major (recent) Judgments by **Hon'ble Supreme Court** is discussed below, which will be impacting the Industry.

They are supposed to be Landmark Judgments in recent times.

1. The nature of proceedings being wholly separate and distinct, acquittal in criminal proceedings does not entitle the delinquent employee for any benefit in the latter or automatic discharge in departmental proceedings

(STATE BANK OF INDIA & ORS. Vs. P. ZADENGA.. 03-October-2023 Hon'ble Justice Hrishikesh Roy , Hon'ble Justice Sanjay Karol)

2. Beneficial Standing Orders to prevail over employer-employee agreements... The Act being the beneficial legislation provides that any agreement/contract/settlement wherein the rights of the employees are waived off would not override the Standing Orders.

(Bharatiya Kamgar Karmachari Mahasangh Versus M/s. Jet Airways Ltd. July 25, 2023)

3.we do not find their continuous working has created any legal right in their favour to be absorbed...

Petitioners are not appointed against sanction post, hence cannot be regularized.

(GANESH DIGAMBER JAMBHRUNKAR & ORS vs. THE STATE OF MAHARASHTRA & ORS, 20-09-2023)

Copies of the Judgments are available in our Website: www.hrvidyalaya.in

Latest Minimum wages notifications are also available in the portal.

Disclaimer

The views, opinions and information provided in this Newsletter are in no way to be considered legal or consultative advice. We do not make any warranties (Anandan Subramaniam – Author)

HRV POST

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Value Payable Post: ASKSREE

By Gayathiri Sridharan

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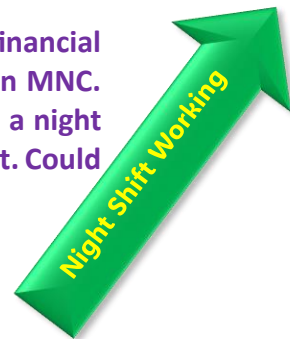
Dear “The Insight” Readers,

We launched “**AskSree**” column to answer your questions regarding Work Life. Renowned Organizational Psychologist, **Gayathiri Sridharan** uses psychological research to answer your everyday dilemmas. She received her training from Loughborough University, UK, and a thorough HR professional with almost a decade of praxis in various realms of Strategic Human Resource Management. You may please send your queries to the email ID: itsmegayathiri@gmail.com. Solutions will be published in “HRV POST.”

Quest & Solution

Dear Sree,

I was working for the last sixteen years and took a break of two years. Now, due to financial constraints I have started looking for a job. I have received an exciting offer from an MNC. I am more interested in the opportunity as it is complete work from home and it is a night shift. However, my family is upset with the thought of me working all through the night. Could you please help me in making a decision? - Vani



Dear Vani,

Studies have linked shift work with an increased risk of coronary events, peptic ulcers, type 2 diabetes, and cancers in middle-aged and older adults.

Though diet and exercise may reduce the impact, the new study have found that work shifts significantly impacts **middle-aged and older women with delayed onset of menopause**.

Researchers have stated that excessive exposure to artificial light during dark hours has been documented to cause melatonin suppression that, in turn, leads to disruption of ovulation and fertility.

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So, Vani, having a natural menopause is a matter of concern. Researchers have shown that both early or late menopause may have significant risk marker for subsequent morbidity and mortality. There is a valid reason why your family is worried and I am sure you will find an another opportunity soon.

Ref:

Khan, D., Rotondi, M., Edgell, H., & Tamim, H. (2022). The association between shift work exposure and the variations in age at natural menopause among adult Canadian workers: results from the Canadian Longitudinal Study on Aging (CLSA). *Menopause*, 29(7), 795-804.

HRV Speed

**There are 4 type of Risks associated with the Job at any Industry
(Manufacturing Facility, usually)**

<u>Risk type</u>	<u>Definition</u>	<u>Characteristics</u>	<u>Response</u>
Extreme Risk	would have severe, potentially catastrophic consequences if they did occur.	<ul style="list-style-type: none">• low predictability,• significant potential impact on the organization, and• limited ability to control or mitigate them.	require immediate and robust risk mitigation efforts
Moderate Risk	result in moderate to substantial consequences if they materialize.	predictable and controllable	develop proactive risk management strategies
Tolerable Risk	acceptable because they have a low likelihood of occurring	well-understood and manageable	ensure they remain within acceptable bounds.
Minimum Risk	low likelihood of occurring, and would have negligible consequences.	routine, predictable, and have minimal impact	some level of monitoring or basic risk awareness

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HRV Speed

Different Colours of Helmets (Head Gears) used in Industries

COLOUR	IMAGE	FOR
Yellow		Labourer, Heavy-duty operations, & Construction tasks
Grey		Site visitors
Red		Firefighters
Brown		Welders, high heat operations
Blue		Electricians and Technical operators
Green		Safety officers
Pink		female workers* *in some companies it is used as an additional helmet
White		Managers, Engineers, Supervisors, Foreman

Inland Letter (Designing Learning Outcomes)

There are many ways to complete the process of clearly stating your learning outcomes. A learning outcome is a statement of what a learner is expected to know, understand, or be able to do as a result of a learning process.

- In clear language.
- So they identify important learning requirements.
- That are assessable and written in the future tense, e.g., participant will be able to . . .

Why write learning outcome statements?

1. **Identifying outcomes is an effective way to review your curriculum and content. This leads to a more balanced and well-sequenced curriculum.**
2. **It helps you design appropriate assessment and evaluation tools that accurately reflect the curriculum.**
3. **By reviewing the needs assessment, trainers know what participants know and need, and the learning outcomes help inform everyone as to what new materials or skills they are intended to learn.**
4. **Trainers are able to evaluate the effectiveness of their teaching. Have the outcomes been achieved?**
5. **An instructional shift from teaching to learning is facilitated. The focus is on the learner rather than the trainer.**
6. **Participants will know exactly what they are expected to learn, thus avoiding ambiguity.**
7. **If you have built participant learning assessments into the training, participants will know exactly how their learning will be assessed.**
8. **Students begin to take more responsibility for their own learning when they know what they are expected to do and what standard they are expected to achieve.**

Training

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Consider these Questions before Writing Learning Outcome Statements:

Learning Outcome Considerations	Answers regarding YOUR curriculum/training
<ul style="list-style-type: none">○ What information or content do you want participants to learn from the training?	
<ul style="list-style-type: none">○ What do you want them to do with that information?	
<ul style="list-style-type: none">○ What skills or competences do you want them to learn, develop, expand, or improve?	
<ul style="list-style-type: none">○ What kinds of higher-level thinking do you want them to engage in?	
<ul style="list-style-type: none">○ How do you expect participants to demonstrate what they have learned and how well they have learned it?	
<ul style="list-style-type: none">○ At the very minimum, what should participants know and be able to do when they finish the training?	
<ul style="list-style-type: none">○ How do you think they will be able to use the information and skills that they develop?	
<ul style="list-style-type: none">○ If someone asks the participants what they learned from your training, how would you like them to answer?	



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Snippet – 1

Analysis



🎵 What different Learning Objectives VERBS

Fact objectives:

Define	List	Recall	Name
Repeat	Recognize	Record	State
Label			

Analysis objectives:

Solve	Categorize	Distinguish	Appraise
Differentiate	Classify	Compare	Critique
Contrast			

Synthesis objectives:

Synthesize	Hypothesize	Diagnose	Summarize
Propose	Plan	Design	Formulate
Manage			

Skill objectives:

Perform	Show	Compute	Roleplay
Operate	Design	Demonstrate	Conduct
Teach	Take	Complete	Do

Attitude objectives:

Show sensitivity
 Accept responsibility
 Be willing to assist
 Respect opinions
 Demonstrate commitment

Application objectives:

Compute	Operate
Apply	Demonstrate
Perform	Use
Illustrate	Interpret
Practice	



Solutions from HR Vidyalaya Corporate Services LLP