

HRV POST

WEEKLY NEWSLETTER

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Acts which you will never regret:

- **Quitting a Job which you hate**
- **Leaving a Boss who puts you down**
- **Turning your Passion into Business**
- **Spending more time with Family**
- **Helping someone who can't help you back**

Disclaimer

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

Happy Human Resources-Valentine Day.....

During our POSH trainings, we always teach every employee, how to behave in a Workplace to keep the Organizational Atmosphere Smooth, for everyone to Perform.

It is time (February 14) that everyone must express their Affection to their JOB, which itself will convert a workplace, smooth.

Adore your Job. Perform. Excel. What more is required?



In a diversified work culture, it is inevitable that everyone should have affection towards their fellow colleague, while performing towards - achieving the Organizational Goal. Each one must recognize others, as everyone is contributing to the success of the Organization.

Whether it is He or She or They...

HR / People Managers, it is time for you to show your skills Utilize 14th February to bring all together, to show their Devotion to their Work.

Just to conclude with the note Maslow's Fifth Need (in the Hierarchy), Self-Actualization Needs..... which includes CARING FOR OTHERS.

Care for your Colleague...

Life may be Tough at Few Points, but DESTINY is not created by the SHOES we wear, but by the STEPS we take....

Difference between Digitization, Digitalization and Digital Transformation

What is Digitization?

It involves converting physical assets into digital formats. Any business/es may transform data and influence it to improve their Operational excellence and their revenues.



What is Digitalization?

It is all about influencing Digital Data to improve Processes and thereby improving the decision making. Here the organization has to involve integration of Technologies, including Digital Technologies, into various aspects of the Business.



What is Digital Transformation?

It is nothing but All-Inclusive Approach of Reimagining and Reinventing the complete Business Model, Processes and the Organizational Culture through Technology. It is not only improving existing operational excellence, but also a thought process of new ways of delivering values to clients/customers, often driven by disruptive technologies.



Master Class on Social Security

- PF, ESI & Emp. Comp.
- LWF, Maternity & Gratuity
- Bonus (non social security)

Challenges

- Applicability
- Wages
- Process
- Claims



16-Feb-2024
9 am ~ 5.30 pm

Empowering HR/Payroll/Finance



**Ensure Employee
Satisfaction | Delight**

Resolutions

- Provision clarification
- Case Studies / Case Citations
- Updated Knowledge
- Operational Excellence

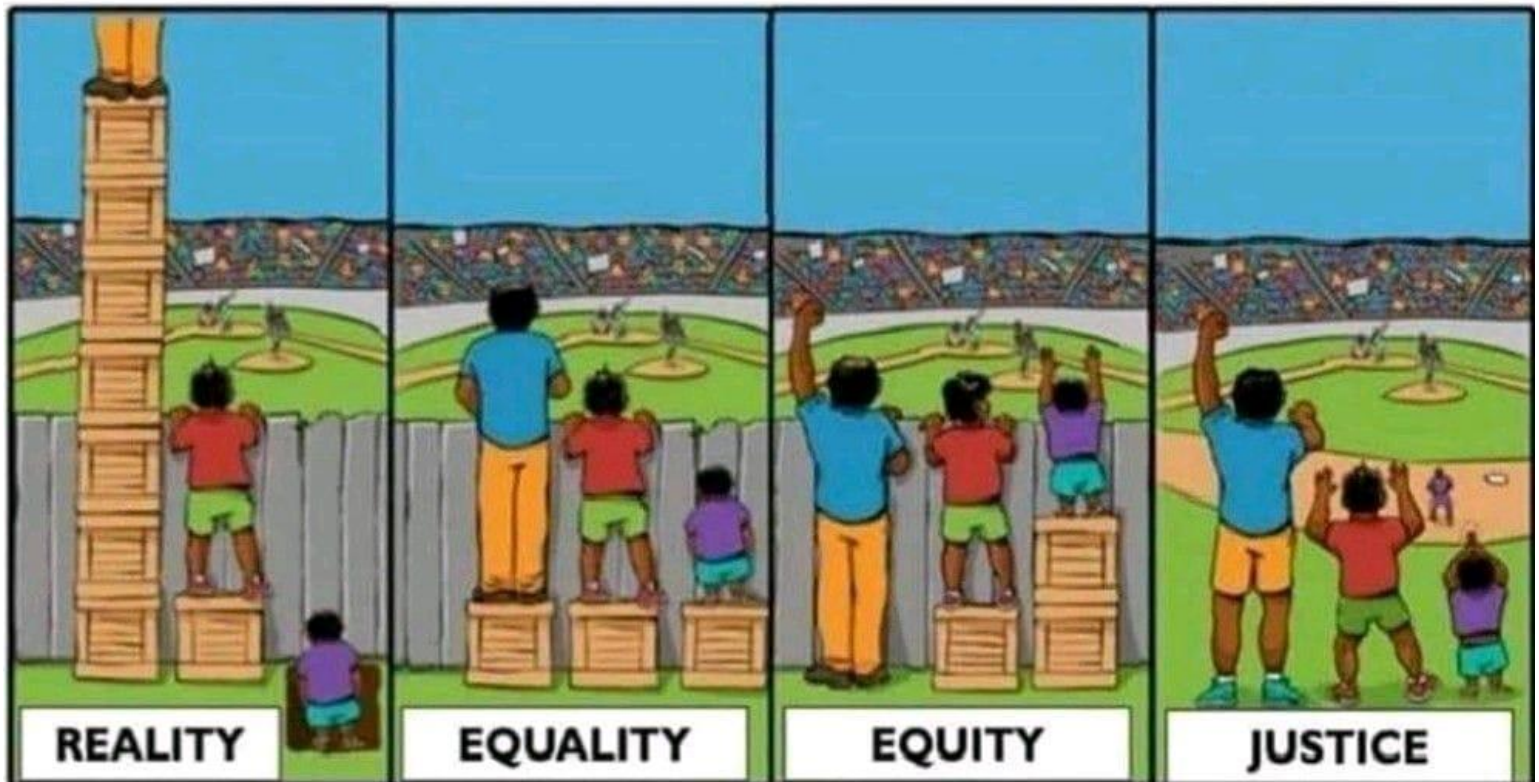
**Protect Employer & Brand
image by Due Conformation**

Hotel Kalyan Grand, Vandalur

For further details and Registration:

<https://forms.gle/kvwwULkdqtsdy4RF9>

Difference between Reality, Equality, Equity and Justice



Pic. Courtesy... LinkedIn

<p>DISPARITY means one (employee) gets more than what is needed (Wages, Benefits, Amenities, Trainings, Rewards, Recognition etc.) and on the TOP.</p> <p>But for some - it is what is needed,</p> <p>But for many it is less than the Need.</p> <p>Did your organization practice DISPARITY? Is this the Reality in your Organization?</p>	<p>EQUALITY is nothing but all get same support, but the (employee who was Deprived / Disadvantaged needs more support, which is mandatorily required.</p> <p>It is more or less, an INEQUITY to a person.</p> <p>Could you able to recognize such INEQUITY in your Organization?</p>	<p>EQUITY is plainly "The Right Support" given to each person.</p> <p>Here the Support is different, but the Fruit of their success, is even for all.</p> <p>How do you measure such requirements to each person and support them?</p> <p>Your organization is an Equity Champion, during such situation.</p>	<p>JUSTICE is obviously the atmosphere where anyone or everyone can perform and deliver equally, even without any support... because the Barrier is gone.</p> <p>Is your Organization having a barrier and then support a person and claim Equity</p> <p>Or</p> <p>Simply – No Barrier and No support is required for a person.... They can just contribute and grow with the Organization?</p>
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A Simple Training Plan with Need Analysis

Training Framework	Plan
Needs Assessment	POSH Training
Training Delivery (Mode of Training)	<ul style="list-style-type: none"> - Class-Room Training - Virtual Training (Fixed date/time) - Web Based (From Wherever and Whatever time as per the trainees convenience)
Costing (Budget) <ul style="list-style-type: none"> - Trainer charges - Infrastructure - Stationary - Travel charges (if any, having at Hotel) 	<ol style="list-style-type: none"> 1. INR. 2. INR. 3. INR. 4. INR.
Attendees (Beneficiaries of this training) <ol style="list-style-type: none"> 1. Mandatory 2. Non-Mandatory 	<ol style="list-style-type: none"> 1. All Employees 2. Contract Employees (in this batch)
Modules to be used in the Training	<ol style="list-style-type: none"> 1. PPT 2. Online Modules 3. Assignment for evaluation
Learning Objectives <ol style="list-style-type: none"> 1. Legal Requirement 2. Non-Legal Requirement 	<ol style="list-style-type: none"> 1. Awareness training as per the Act <ol style="list-style-type: none"> a. Understanding what is Sexual Harassment b. What to do and What not to do? c. How to make a complaint? 2. How to behave in workplace
Duration of the Program	<ul style="list-style-type: none"> - Program – 1 hour - FAQ – 20 minutes - Feedback – 10 minutes - Evaluation – 15 minutes
Communication about the program	<ol style="list-style-type: none"> 1. Weekly Managers’ Huddle 2. Intranet 3. Individual Email 4. Mandates to Reporting Managers
Evaluation <ol style="list-style-type: none"> 1. Of Trainer 2. Training Facility 3. Training Subject relevance / Material 4. Learnings 	<ol style="list-style-type: none"> 1. 2. 3. 4.

Which one do you have? Dream for what you do not have and get it soon..

Types of Car Bodies



Sedan



Coupe



Hatchback



Pickup



Off-road



Sport



Micro



Van



Convertible



Crossover



SUV



Wagon



Muscle



Roadster



Cabriolet



Limousine



Formula 1

DO YOU KNOW THE ADVANTAGES/BENEFITS OF FILING IT RETURNS FOR SUCH INCOME (NON-TAXABLE):

- If you Feel your Total Salary Income is below 5 Lakhs (Old regime) / 7 Lakhs (New regime), but more than such limit as per the respective tax regime, you have to file Income Tax Returns (ITR) to avail Rebate under Section 87A.
- But if you Total annual income is less than Taxable Income (as per the respective tax regime), you can still file a Income Tax Return, (and where there is no such requirement to avail Rebate under Section 87A), still you can file ITR, for the following reasons:

