

HR WISDOM

July 2022

WHY HR?

Covid19 proved the need of people, means the power of HR. How it made this situation?

This book can give you a full meal of answer.



HR CLUB OF UNIVERSITY OF VAVUNIYA
PRESENTS



VISION

To transform students' caliber.

MISSION

Reinforce the student's competencies and employability skills through discovering and applying creative and innovative ideas, methods and techniques.

GOALS

Enhance contribution in building and sharpening the soft skills and community-based activities.

OBJECTIVES

- ◇ Inspire students to work more productively and independently.
 - ◇ Analysing critical incident and contemporary issues.
- ◇ Build network with professionals and enhance industrial relations.
 - ◇ Develop self-confidence and ability for public speaking.
- ◇ Enable and guide student's participation in decision making process.
 - ◇ Develop advertence on CSR activities.
 - ◇ To allow them to learn by experience.

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VC'S MESSAGE

I am glad to know that the HR Club of the Department of Human Resource Management, Faculty of Business Studies, University of Vavuniya is bringing out the first issue of their magazine "HR WISDOM". It is official online magazine.

As we all know, HR WISDOM is a magazine which want to show to you and appreciate the great work our students and staff. In addition, it consists all the great things you can refer inside of HR WISDOM and thus maybe inspire you to take on some new challenges and opportunities.

The magazine has come a long way so far and I want to take this opportunity to thank the Dean, Head, Senior Treasurer and Members of The HR Club for their engagement and achievement!

I wish this HR Club a very big success in all their ventures. I also congratulate the coordination and efforts behind the team to bring out this issue.

Best wishes

Dr.T.Mangaleswaran
Vice Chancellor
University of Vavuniya



DEAN'S MESSAGE

I am pleased to send a message of congratulations on the first volume of the student magazine of HR Wisdom of the HR club of the department of human resource management, faculty of business studies. This magazine has a number of valuable articles, all from the human resource management students and academic staff. This is bringing out the talents of students that all students can use to read and get a good understanding of project management theories and applications. In addition, it consists of many students' thoughts and creations.

The HR club was established in 2021 at the faculty. The club organizes many student activities such as seminars, awareness programs, career guidance programs—etc. Also, they have established a Job bank for providing employment opportunities for the graduates. They have shown great progress in publishing magazines like this one.

I congratulate the chief editor and all the other members of the publication committee for issuing this first volume good-looking magazine.

Dr. Y.Nanthagopan
Dean / Faculty of Business Studies
University of Vavuniya



HOD'S MESSAGE

It is with great pride, I pen down a message for the special edition of the HR club magazine by the students of the Department of HRM, Faculty of Business Studies, the University of Vavuniya. The HR club magazine serves as a venue for students to express their creative endeavours and fosters the ability to think and express themselves independently. The magazine's articles showcase our students' ingenuity and originality. The educational process is completed by academic excellence, extracurricular activities, and co-curricular activities. Additionally, I am really happy to see that the Department of HRM is making success in its efforts to help students develop their entire personalities.

The HR club's active participation in numerous initiatives has helped students to discover their latent skills. The students have carried out their responsibilities with a great degree of dedication and enthusiasm. The publication has compiled contributions including students' articles and creative works.

I would like to take this opportunity to thank the students and staff for helping to make this HR club exemplary and outstanding. I congratulate all the students who have immensely contributed to the creation of this magazine.

Mr.S.Hariharan
Head / Department of Human Resource Management
Faculty of Business Studies
University of Vavuniya



SENIOR TREASURER'S MESSAGE

The motive of the 'HR WISDOM' is to encourage the talents to come up with innovative ideas in the ever-changing environment. In addition to this, values with discipline are the hallmark of our department, besides, ensuring quality of the students; here the emphasis is not only achieving the excellence but the development of the overall total personality of the students. To achieve this goal, we take special care to ensure that new ideas are not merely discussed here but also to be executed. Execution of new ideas helps the students to tread the path of 'creating opportunities by their own' which is the slogan of our department. We expect and guide all our students to become as achievers in the society.

I am delighted that 'HR WISDOM' has published in the electronic version this year. The Editorial Board has done a good job to make this magazine a fruitful one. To express one's thought, the magazine is the best platform and this is what our students have expressed in terms of contributions towards the magazine. I congratulate Editorial Board, students and the outsiders for unleashing the hidden potential of the talents and making this Magazine a chapter of HR Club's history.

Mrs. MRF. Aqeela Ijas
Senior Treasurer (HR Club)
Department of Human Resource Management
Faculty of Business Studies
University of Vavuniya



VICE PRESIDENT'S MESSAGE

Our vision is “To transform students’ caliber. “We are working hard to achieve this vision by empowering our students to guide them towards innovation both within the University and globally.

Our students engage in creating dozens of starting - up projects each year which have huge positive effects to our HR Club and University. I am sure that the HR club team will accomplish the mission of “Reinforce the student’s competencies and employability skills through discovering and applying creative and innovative ideas, methods and techniques”.

I am delighted in introducing “HR Wisdom” magazine, showcasing some of the best talents from our students and outside communities. The HR club create and nurture the platform and enable the students to proactively seek solutions in society to add more value to the HR Club and our Department. Read our product ‘HR WISDOM’, you can feel your are one of the valuable HR.

P.Heerthana
Vice President
HR Club (2017/2018)
University of Vavuniya



CHIEF EDITOR'S MESSAGE

“Wisdom is not a product of schooling but of the lifelong attempt to acquire it.” We must never give up learning on that basis. In a world of accelerating change, continuous learning is the most important long term investment for future.

Learning develop good personality, knowledge , skills , ability and it will lead them to the success. It further makes the person happy and increases their efficiency and effectiveness. Through this learning in Sri Lanka students have acquired many creative ideas and skills up to university.

In that regard, I would like to take this opportunity to state that the Human Resource club of the University of Vavuniya publishes the magazin HR Wisdom. In that way we bring this magazine into your hands by making effective use of articles related ti human resoure that provided by students of department of Human Resources Management of Faulty of Business Studies.

In that regard, I would like to thank the students who helped to complete the HR Wisdom Magazine, which was designed with the theme of Why HR in mind, and I would like to express my heartfelt gratitude to the HR Club for contributing to this magazine as well as to the advisor and the magazine team who helped withentire effort.

MA.Nusla Nahar
Chief Editor
HR Club (2017/2018)
University of Vavuniya

Human Resource Management

Definition & concept



We often hear the term Human Resource Management, Employee Relations and Personnel Management used in the popular press as well as by Industry experts. Whenever we hear these terms, we conjure images of efficient managers busily going about their work in glitzy offices.

In this article, we look at the question “what is HRM?” by giving a broad overview of the topic and introducing the readers to the practice of HRM in contemporary organizations. Though as with all popular perceptions, the above imagery has some validity, the fact remains that there is much more to the field of HRM and despite popular depictions of the same, the “art and science” of HRM is indeed complex. We have chosen the term “art and science” as HRM is both the art of managing people by recourse to creative and innovative approaches; it is a science as well because of the precision and rigorous application of theory that is required.

As outlined above, the process of defining HRM leads us to two different definitions. The first definition of HRM is that it is the process of managing people in organizations in a structured and thorough manner. This covers the fields of staffing (hiring people), retention of people, pay and perks setting and management, performance management, change management and taking care of exits from the company to round off the activities. This is the traditional definition of HRM which leads some experts to define it as a modern version of the Personnel Management function that was used earlier.

The second definition of HRM encompasses the management of people in organizations from a macro perspective i.e. managing people in the form of a collective relationship between management and employees. This approach focuses on the objectives and outcomes of the HRM function. What this means is that the HR function in contemporary organizations is concerned with the notions of

people enabling, people development and a focus on making the “employment relationship” fulfilling for both the management and employees.

These definitions emphasize the difference between Personnel Management as defined in the second paragraph and human resource management as described in the third paragraph. To put it in one sentence, personnel management is essentially “workforce” centered whereas human resource management is “resource” centered. The key difference is HRM in recent times is about fulfilling management objectives of providing and deploying people and a greater emphasis on planning, monitoring and control. Whatever the definition we use the answer to the question as to “what is HRM?” is that it is all about people in organizations. No wonder that some MNC’s (Multinationals) call the HR managers as People Managers, People Enablers and the practice as people management. In the 21st century organizations, the HR manager or

the people manager is no longer seen as someone who takes care of the activities described in the traditional way. In fact, most organizations have different departments dealing with Staffing, Payroll, and Retention etc. Instead, the HR manager is responsible for managing employee expectations vis-à-vis the management objectives and reconciling both to ensure employee fulfillment and realization of management objectives. In conclusion, this article has briefly touched upon the topic of HRM and served as an introduction to HRM. We shall touch upon the other topics that this field covers in other articles. Following are the important concepts of Human Resource Management:

- Importance of HRM
- Scope of HRM
- Various Processes in HRM
- What is Human Resource Planning?
- The HRM Function
- Functions of a Human Resource Manager
- Staffing Role of the HR Manager
- Role of HRM in Leadership Development
- Role of HR in People Empowerment
- Talent Management and HRM
- Performance Management as a HR Management Concept
- Hiring Strategies
- Retention Strategies

Nilwala weerakkodi
2nd Year
HRM Specialization

MONEY ISN'T ALWAYS KING

Traditionally, rewards with a monetary value have been used to let an employee know that their contribution has made an impact on the purpose/mission of the business? It is important however to really think through what the right amount of monetary reward is appropriate for the individuals in your workforce so as to ensure they don't have the opposite effect and become a de-motivator. Cash is useful, but on its own has little emotional connection. It can be cold/impersonal and says little to the receiver about the specific contribution they made. When rewarding with cash it's important to think about how to “humanize” the moment to connect the heart and optimize impact.

As its name implies, monetary recognition means that employees are given a financial reward when they perform exceptionally well at work. Traditionally, rewards with a monetary value have been used to say thank you or as a gesture of good will. Monetary employee recognition could be a cash award, gift cards to an employees' favorite retailers or even discretionary company shares.

When recognition for a job well done is given generously and freely between leaders and peers, of the business has the potential to build a strong culture of gratitude

and community. The addition of reward builds on top of that foundation with a strong employee rewards and recognition program and supports employees to understand the difference between good and great. Imagine if a business told their top performers 30 times a year how great they were, how valuable their contribution was, and what a huge difference to the bottom line their behavior made but failed to ever reward them for their discretionary effort? There's a lot to consider between monetary vs. non-monetary employee rewards.

Giving people the tools and space to say thank you more frequently is the first step towards creating a culture where recognition that is free flowing and allows the genuine spirit of collaboration and gratitude to be felt by all.

“People wrongly think they need to choose one over the other, but the truth is your employees need both non-financial recognition and financial reward.”

Encouraging people to acknowledge and record daily stories of progress, success and values being demonstrated builds awareness and connectedness. Recognition does have a long-term impact on employee engagement and it's completely free, so it makes sense for many businesses to start here. So we can see money/cash is not the king in rewarding employees.

Nilwala weerakkodi
3rd Year



A workshop on “Improving Presentation Skills” was conducted by the HR Club, Faculty of Business Studies, on 24.02 2021 at the Balakrishnan Block from 2.00 to 3.30 pm. Ms. M. R. F. Aqeela Ijas, Lecturer (Probationary) in HRM, was the resource person, and Human Resource Management specialization students from the 2nd and 3rd year of the Faculty of Business Studies participated. This workshop’s primary objective is to enhance the ability of the students to do the presentation effectively. The resource person demonstrated how to prepare an effective presentation and which kinds of follow-ups should be carried out to make a presentation more appealing.

“IMPROVING PRESENTATION SKILLS”



THINK POSITIVELY
NETWORK WELL
EXERCISE DAILY
EAT HEALTHY
WORK HARD
STAY STRONG
BUILD FAITH
WORRY LESS
READ MORE
BE HAPPY
VOLUNTEER FREELY
RELAX OFTEN
LOVE ALWAYS
LIVE FOREVER



Life is strange. It was a journey with many bumps and ups and downs. Would it be a lie if unexpected challenges and incomprehensible mysteries made the journey more interesting? It is the only fact that starts in the cradle and continues till our career. Think about it. How many demonstrations of slow rise and fall in the early stages of walking as a child? If we were tired every moment of falling, would we wake up today as soldiers?

No matter how much we fell to our knees, we stood up the next moment, forgetting it, no matter

how much we hit our heads on the stairs and cried. We saw the result within the next few months. I remember very well the early days when I got used to learn cycling with my father. I was in 06 years old; it was an active childhood. I asked my father, Thathi I want a bicycle. He refused to buy a bicycle for me at that time. Then I grabbed him and shouted that I need a bicycle right now. He was excited about my shout.

The next day he brought a bicycle for me which was taller than me.

It gave me the impression of a brown-coloured Arab horse. He might think that I don't want to ride a bicycle. I sat up and tried to ride. My legs are out of reach. The position to drive from the bar under it. My mother was in anxiety. But my father laughed.

At first, when pressing the peddle, I fell with the large bicycle before moving in half a second. Severe blow to the leg. There was a large crowd around me to have fun. I jumped up as if nothing had hap-

pened without showing the pain, because the crowd around me would make fun of it.

To tell you the truth, the blow was strong. Would the first day's failure and the mockery of everyone together have shattered my dream of cycling? I was not tired of not being able to sit on the seat and ride the bicycle comfortably. I pushed the big bicycle and walked around. It was a lot of fun to look at. Many laughed at me, and they said this would be good for writing an epic called Bicycle and Me.

I never thought at the time that the experience I could not sit and ride the bicycle would teach me

to hold on to any difficulty in life. It's only two days of fun pushing the bicycle so hard and stopping a little during exhaustion. For a moment I jumped up while pushing the bicycle. What a surprise. The vehicle that knocked me down first now spun to its feet.

Mother, Mother! I shouted. My mother, who had run away to see if I had hit a tree again, was amazed at the beauty of my cycling.

It was the deep text that was scribbled in the mind during the slip-ups that occur whenever I

face many fields such as school and university is.

IT'S OK! I CAN!

It was a time when I went through everything, completed school and university, graduated, and started looking for a job for myself. All night I kneaded my eyes and searched for jobs and applied for career vacancies. I still have a big question as to what happened to those applications I applied for. Then one day there was a danger alert. Sorry,

beautiful phone sound. It was the notice that I was selected as HR for the JKH company.

It's so curious and I'm so excited. Ansaf is going to work. Ansaf is going to be independent. Ansaf is going to cover his expenses in his own.

But sorry guys. You are wrong, Day 01 Begins, I worked hard as a supervisor. Do you want to know the meaning of handwork? That was the experience I gained in my first month. It was the end of the month. I am calling home, not to ask them how are you? But to ask money from home.

I start to feel difficult to cover my own expenses from my salary. 05 months later, The next challenge for me was the question my regional manager asked me. "Are you interested to join me with in the project I initiate in John Keells Group?"

It seemed to be an invitation for the child with less contacts and no

experience who was struggling to ride the bicycle bigger than him. My mind was filled with confident.

"IT'S OK! I CAN!"

Having wholeheartedly accepted the challenge and done it well, No! no...! The reward was for riding that bicycle with difficulty without giving up trying. That was rare opportunity for a person who was a supervisor to become executive in a short span of time.

Life brings many challenges and crises. If we want to bloom as world-shaking person, the only magic word we need to keep in mind is,

"IT'S OK! I CAN!"

This is a brief story of a boy who is now JKH's executive, once pushed and ran with the bicycle and then learned to ride the bicycle by his own, guided him to become JKH's executive.

THANK YOU!

Ansaf Ahamed BBM(Hons, HRM

FROM THE BICYCLE TO JKH EXECUTIVE





Pirathisha Shanthakumar
2nd Year
HR Specialization



Jeyaraj Mathushayini
2nd Year
HR Specialization

BUS STAND RENOVATION



WHAT GOVERNS ON-CALL EMPLOYMENT WAGE ISSUES?

When an employee is designated as on-call, it means that even though they are not currently engaged in work-related activities, if their employer calls, they must respond accordingly. Usually, the employee will be on-call for a certain amount of time, and depending on the type of job, may or may not be at the work site.

Depending on the job and circumstances, an on-call employee may or may not be eligible for special wages related to on-call duties. But if a worker feels like that these wages are illegally being withheld, what are the standards, and who can they seek out if they want to file a claim of some sort? Let's take a closer look at on-call wage standards and how to challenge them.

WHAT ARE THE FACTORS USED TO DETERMINE ON-CALL PAY ELIGIBILITY?

The main question that a court or arbitrator uses to determine wage eligibility comes down to the amount of control the employer may exert over the worker during the time period that are on-call. The greater the restrictions, the more likely the employee is entitled to on-call pay.

Some examples of these include:

Type of job: Doctors, nurses, repairmen, and other jobs that require the employee to spring to action in case of an emergency are entitled to on-call pay.

Geographic limitations: The greater the physical restrictions placed

ON-CALL EMPLOYMENT WAGE LAW



on the worker during an on-call period, the more likely on-call pay is required.

Length of on-call period: longer periods of required on-call time are more likely to require applicable payment.

Call frequency: How many calls will the employee likely field during their time on-call? Many calls usually mean more pay.

Flexibility: If the employee is unable to attend to personal matters during their on-call period, they will likely earn on-call pay.

Length/frequency: Arbiters will also consider how many hours a worker is expected to be on-call, and how often they are expected to be on-call.

Trade/moveable: Are employees allowed to freely trade on-call periods?

Restrictions on recreational activities: For example, are employees allowed to drink alcohol while on call.

Contact devices: Employees use smartphones to stay in touch. On-call workers required to keep their work phone with them may not automatically qualify for on-call pay, while employees forced to give up their personal cell number for such reasons may have a better chance of arguing for such pay.

WHO GOVERNS ON-CALL WAGE DISPUTES?

Most wage and hour regulations are set by the Fair Labour Standards Act (FLSA), which are enforced by the Department of Labour. If you believe that you are entitled to on-call wages that your employer is not paying, the first step is usually to file a complaint with their Wages and

Hours division, which can be done on their website or in-person at one of their many regional offices. If for some reason your claim does not fall under federal guidelines and there is a state agency that controls such matters, you can contact your state's labour division to see if they have a reporting process that addresses your needs. If the applicable government agency cannot provide you with any help, it may be time to seek the help of a lawyer. It is important to remember that most courts require that you first file a claim with the proper agency and go through any appeals process before considering a lawsuit. Only after those claims are rejected will courts allow the employee to file a lawsuit against their employer.

Do I Need an Attorney for On-Call Wage Issues?

Employment law is a complicated field. All too often, it is the harmed worker that is fighting the uphill battle, with their employer possessing the personnel and financial resources that may make any conflict feel totally unwinnable. That is why you need the help of an experienced employment law attorney on your side.

They will be able to inform you of your rights, guide you through any claims process, represent you in any appeals, and even fight for you in litigation if necessary. Fighting these battles alone can be lonely and overwhelming, and seeking the guidance of an attorney with such experience in your area can make a huge difference.

MA. Nusla Nahar
3rd Year
HRM Specialization

LET'S BECOME HR SPECIALISTS

INTRODUCTION

HR specialists are integral in establishing and growing successful organization. With this, working as an HR specialist can be a rewarding opportunity to help build strong organizational cultures and advocate for employees in the workplace. If you're considering a career as an HR specialist, this can be helpful to learn more about the role, its requirements and the duties you may perform on a day today basis.

WHAT IS AN HR SPECIALIST ?

Human resources specialists are personnel management professionals who perform a variety of duties related to hiring, employee relations, compensation, benefits and training. These professionals usually pursue education and training within a general HR discipline and may select a specialization as they advance their careers. HR specialists can serve as generalists or choose to concentrate in areas like recruitment and staffing, development, safety and health, compensation or labor relations.

HOW TO BECOME AN HR SPECIALIST

- 01) Earn a bachelor's degree in a relevant field.
- 02) Develop your skills.
- 03) Pursue an internship.
- 04) Build a professional network.
- 05) Seek employment in the HR field.
- 06) Commit to professional development



JLPG. Sithara
2nd Year

Workplace Counselling

Workplace counselling is one of grievance handling system and non-serious. Grievance handling system. Workplace counselling is a special criterion regarding human resource field. It means therapy offered to employees of a company often through an employee assistance program, that provides employees with a safe place to discuss any issues that they are struggling with any issue otherwise that is a type of understanding and helping individual who have any technical, personal, and emotional adjustment problem with their work perform acne.

There are some reasons to have workplace stress and issues. Like, high work capacity, immediately changes to duties and responsibilities, high accident and hazards (poor health and safety), minimum salary and wages, long hours, not enough interval period, job insecurity like wise. If any employee suffers from some issues as a HR manager, they should involve that issues to solve. Most probability newly requite employee and senior employee who are near to get pension may be have some issues because newly requite employees do not know what are the procedures, duties, responsibilities he or she has to do.

So, without any induction program and training. And senior employee who are near to get pension always may be thought what will I do after the pension, does my children care me and he may be think now I am old, So, nearly future I will die like wise. Then as a HR manager should adapt to him to die .HR manager should involve that employee for future organizational actions, often giving the instructions and focus to the meditation and relaxation programs.

When HR manager represent the counsellor role, he or she has to carefully listen that employee who are suffer from issue and give support to that employee to say their questions and then after give solution within two or three sessions.

Finally, this workplace counselling is valuable for the organization to achieve their organizational goals and objectives.

DATD. Dissanayaka
2nd Year

Achieving Competitive Advantage through Human Resource Development

Human resource development is defined as the framework for helping employees develops their personal and organizational skills, knowledge and abilities. Human resource development involves using a range of learning and training techniques and strategies to change the work related behavior and attitudes of an employee and it also engages in performance management in other to ensure that people can do things well or do new and better things.

Human resource development is concerned with enhancing organizational performance through effective development and deployment of organizational members. To enhance performance, a human resource developer has to ensure that the individuals in the organization has the knowledge, expertise and the right attitudes to execute their work, also human resource development aims at ensuring that the organization has the skilled, committed and well-motivated employee it needs to sustain competitive advantage by focusing on processes that develop skills, knowledge and the attitude of the employee, such as training, developing, learning, educating and mentoring the employee, and also by identifying and improving the skills and motivation of employees.

Performance Management

Performance involves what an employee does in carrying out their duty. Performance management is defined as a systematic process for improving organization by developing the performance of individuals and teams. Human resource development is a means to an end. That end is usually acknowledged to be getting better results from the organization, teams and individuals by understanding and managing performance within an agreed framework of planned goals, objectives and standards. Performance management is what employees and managers do at work, that the way they act and interact is crucial to the success of the organization and in doing this it will raise the profile and value of training as a strategy for achieving competitive advantage.

Training

Staffs are important resources to an organization in other to achieve economic and effective performance, in other to ensure that an organization has staffs that are capable of career advancement into the role of a specialist or a manager an organization needs to engage in adequate training. Training is defined as learning and development undertaken for the purpose of supporting development and maintenance of operational capability in employment: skills for work and in work, on-job

or off-job, to enable effective performance in a job or role.

Training involves modifying skills, knowledge and abilities through learning to achieve effective performance. It is believed that training makes an individual become effective managers as a result of their techniques having impact on inherent abilities, competence and skills.

Learning

One of the functions of Human Resource development is to assist the organization by creating an environment suitable for learning which is required to help develop staffs to meet agreed objectives. Learning is defined as a change in an individual's level of knowledge, skills or attitudes. Learning is believed to be the individual's ability to cope with change which can be acquired either through formal education or training or through informal experiences.

Learning at work can be said to be learning for work and it is believed that what people learn will be applied to work in other to support current and future work requirement, also, as learning at work increases the ability of the individual at work so does learning outside work increase the individuals work performance

Development

Development is believed to be a form of learning and training which changes the individual intellectually and not just changing their work skill or knowledge but the individual as a whole and it also helps the individual to grow in their career and also in all aspect of life. Development is said to involve preparing the individual in the organization for expected changes in their job or for a future job or a role. Development involves the growth of an individual's ability through learning which can be conscious or unconscious.

Mentoring

Mentoring is a relationship in which experienced managers aid individuals in the earlier stage of their career and such relationship provides an environment for convening technical, interpersonal and organizational skills from the more experienced to the less experienced.

It is believed that mentoring is a form of support in enabling women to progress up the career ladder particular in the area of professions and management. Effective mentors will not only encourage individuals to reflect upon their career goals, thereby promoting a sense of purpose and control they will also help individuals acquire the skills necessary to operate within a less hierarchical structure.

MA. Nusla Nahar
3rd Year
HRM Specialization

WORK PRODUCT DISPUTES



What is “Work Product” in an Employment Setting?

In an employment context, the term “work product” refers to anything that an employee creates for an employer or at their place of employment for job purposes. Some common examples of work product are clothing designs, food or beverage recipes, graphics or logos, and product formulas. If an employee develops any of the above examples or other work products specifically for an employer or to fulfill their job duties, then the final work product will belong to their employer once the project is complete.

In most instances, an employee can figure out the ownership

arrangement of a work product by reviewing their employment contract. This is because work product clauses are typically included as part of employee-employer agreements. For example, an employment contract might contain a provision that says, “All employment-related work created by the employee during the course of employment will become the property of the employer and/or company.”

Also, work product in an attorney-client relationship setting is normally protected by common law practices. For instance, the opposing party in a lawsuit may not view or have access to a work product if it was created in preparation for trial.

For the purposes of this article, however, discussions about work product will primarily focus on how it is viewed in an employment context. Thus, if you are involved in a dispute over a work product with your employer, then you may want to consult with an employment law attorney in your area for further advice on the matter.

What are Some Common Work Product Disputes?

Many employees already assume that the work they do or create for a job is owned by the individual or entity that employs them. However, not every worker will necessarily have to sign an employment contract or confidentiality agree-

ment before they are hired. This can cause future disputes to arise over which party has ownership rights to a work product or invention.

For instance, some common work product disputes that might occur between an employee and their employer include the following: Employee versus employer disputes: If the ownership rights to a work product are unclear, then this can cause a dispute between an employee and their employer. Aside from ownership rights, an employee may argue that the work product was additional work done during off-hours or that they were never paid for the work product. In such cases, they may be able to recover monetary damages from their employer.

Usage and royalty rights: Employment contracts that contain work product provisions will normally provide instructions on details, such as what should happen in the event that a work product dispute occurs, who retains the royalty rights to a work product, who collects the proceeds if a work product is sold, and which party will have future use of the work product in question.

Disputes between individual employees: Sometimes, a work product dispute might occur between two employees that work for the same employer. For example, the employees may argue over who actually made the work product or who should get credit for it. In such cases, the employees can provide proof of their creation by submitting certain evidence like work logs, computer data, sketches or drawings, and physical or electronic records.

Work done by employees versus independent contractors: In most cases, an independent contractor will usually own the work product that they create and then permit an employer to use their work through a license agreement. For instance, if an independent contractor created a work product using their own laptop, in their own residence, and without any further instructions, then they most likely own that work product.

Depending on the provisions in an employment contract, there may be many other types of work product disputes that might arise during an employee’s course of employment. Additionally, the laws of a particular state can also impact whether an employee may file a lawsuit to resolve a work

product issue as well as the outcome of a case.

Do I Need a Lawyer if I Have a Work Product Dispute?

Disputes over work product can sometimes have long-term consequences. For instance, a worker may lose their right to profit off of the product sales even though they are the one who created it. A worker can also jeopardize their job in the process. Therefore, if you are involved in a work product dispute, it is generally recommended that you hire a local employment contract attorney to further assist you with your issue.

An experienced employment attorney can review the facts surrounding your dispute and determine whether you have a viable case. If you do have a case, your lawyer can help you file a claim against your employer or company in civil court. Your lawyer can also review your employment contract to make sure that it was not breached and can assist you in negotiating a favourable settlement arrangement based on the facts of your case.

In addition, if you and your employer cannot reach an agreement on the matter, your lawyer can provide legal representation in court. Lastly, your lawyer will also be able to advocate on your behalf for the remedies that are best suited to your situation, such as a monetary damages award or an injunction.

E. Nowreen
3rd Year
HRM Specialization



The HR Club of the Department of Human Resource Management conducted a sustainable community development programme “Time to Think, Let us prevent the Air Pollution”, on the 14th of July 2021, which insists on the importance of preventing air pollution to safeguard the future generation. Around 60 students from the HR Club of the Department of Human Resource Management, Faculty of Business Studies, actively participated in this event. This In-door Tree planting campaign aims to address the multitude of issues associated with air pollution and restore the oxygen level at a considerable rate. Whilst planting trees may seem like a simple solution to a massive global problem, this one action can lessen the impact of pollution and

“ TIME TO THINK ” Tree Planting Campaign

enhance positive energy. Trees are crucial to protecting the environment for future generations. Through this tree planting campaign, the HR club was able to attain the outcomes such as a learning opportuni-

ty to get youngsters involved in the environment and conservation of our natural resources. The members of HR Club planted the in-door plants including English ivy, Pot mom, Gerbera daisy, Holy basil, Aloe

vera, Bamboo pal, Snake plant which are suggested by NASA as high Oxygen generators in their home gardens to raise awareness and consciousness about the environment among the masses. Tree plantation is not just something that should be done; instead, it is a necessity, the urgent need of the hour. Planting trees is essential to protect our environment against air pollution and global warming. The drive was a huge success, empowering students with substantial knowledge of the environment and plants.



Employers must adopt health and safety precautions to protect the emotional and physical well-being of workers and non-workers. The Health and Safety at Work Act protects employees, customers and visitors in an organization's premises. Ideally, employers aim to eliminate or significantly prevent accidents happening in the workplace.

According to statistics, someone dies as a result of an industrial accident or poor workplace safety standards every twenty seconds of every working minute around the world. Thousands of employees throughout the world lose limbs, suffer temporary or permanent disabilities, or die as a result of insufficient workplace health and safety precautions. Employees, as well as their families, suffer losses throughout their lives.

The hospitalization of large numbers of workers employed by Ceramic World factory on two occasions last year highlights the often unsafe and poor working conditions in Sri Lanka's Free Trade Zones (FTZ). The Korean-owned ornament factory employs 950 workers and is situated in the Biyagama FTZ on the outskirts of Colombo—the second largest of the country's three FTZs.

On November 26 more than 260 workers were admitted to Colombo National Hospital for several days with various symptoms including dizziness, chest pain, headache and cough. The factory was closed on the advice of Dr. Alwis, head of the Labour De-

partment's Occupational Hazard Division, and only re-opened on December 5. Again 50 workers were hospitalized with the same symptoms.

According to workers at the National Hospital, they became ill after contractors removed a layer of solar heat insulation made of glass wool from the factory roof on November 26. Workers involved in cleaning up the insulation powder became ill within 45 minutes. Others were affected some time later. They suspect that the inhalation of silicon dust from the glass wool caused the illness. The haunting memories of this disaster are still fresh in our minds.

Not only have insufficient measures for workers' health and safety at work taken their lives, but stress at work is now emerging as a key culprit in sabotaging the lives of employees and their families. Every now and again, we hear about people in the corporate sector committing suicide.

Isn't mental stress an element

that should be taken into account while making physical health and safety provisions? Have workers' lives become so disposable that little concerns may wreak havoc on their families, leaving children orphaned and parents in disbelief? Does safety at workplace only mean to protect the workers from

competition. It doesn't just relate to the absence of mishaps. Rather, the term encompasses the employees' physical and emotional well-being. It's easy to demonstrate an exterior harm, but what about something that is stifling employees from within?

most valuable asset, and a few well-managed and integrated safety procedures can help reduce loss and damage to both them and the organization. Companies should provide systematic training to industrial staff in addition to basic safety policies and accident remedies so that they can accomplish

their tasks efficiently and safely. Employers have become increasingly concerned about employee mental health in recent years, particularly at the CEO level.

Many outstanding young executives have died as a result of mental breakdowns caused by stress, tension, and job pressure, depression caused by failure to fulfill targets, and mental illness caused by drunkenness and poor interpersonal connections. There is a requirement for mental counseling, collaboration, and advice. The develop-

ment and maintenance of effective interpersonal relationships can be extremely beneficial. As a result, in addition to establishing provisions for physical health and safety at work, employers should also take steps to improve the mental health of their most valuable employee.

Employer has a 'duty of care' to ensure your health, safety, and

welfare while you're at work as much as practicable. They should begin by conducting a risk assessment to identify potential health and safety risks.

They must nominate a 'competent person' with health and safety obligations, which is typically one of the owners in smaller businesses or a member of staff who has received health and safety training. Employer has a 'duty of care' to ensure your health, safety, and welfare while you're at work as much as practicable. They should begin by conducting a risk assessment to identify potential health and safety risks.

They must nominate a 'competent person' with health and safety obligations, which is typically one of the owners in smaller businesses or a member of staff who has received health and safety training. Whatever the size of the business, employers must:

- Follow Employee Assistance Program
- Provide Personnel Protective Equipment
- Make the workplace safe
- Prevent risks to health
- Make sure that all materials are handled, stored and used safely
- Provide adequate first aid facilities
- Set up emergency plans
- Provide health supervision as needed
- Make sure that illumination, ventilation, lightning, washing and rest facilities all meet health and safety requirements.

Pirathisha Shanthakumar
2nd Year
HRM Specialization



the danger of accidents or any other mishaps? Should workplace safety not consider mental stress or emotional trauma or personal issues of employees? Is the physical presence of an employee enough for an employer to run the business?

These inquiries never seem to end. Employers must reconsider workplace safety rules in today's fast-paced world of cutthroat

Efforts to ensure safety and welfare of employees at work play a substantial role in saving the operating costs, increasing productivity and ensuring reliability and dependability from the employees. Though it is a legal requirement and fetches monetary compensation in case of failure but it can't bring back an individual's life.

Employees are an organization's



Rakshana Sharifudeen Gopiharan
 “Human Resources are not just lying around on the surface, we need to hunt the talent pool”



Are you feeling overwhelmed by data?

Nowadays, you have access to more data about your employees than ever before. And with some basic data literacy and Excel, you can create virtually any report you want. But creating effective HR dashboards is still a daunting task.

“This is because not all HR metrics are related to your strategic goals.”

A metric is an indicator that lets you track and measure performance. Some metrics are KPIs: a metric that focuses on how effectively you're achieving key business objectives. In this document you will find 15 examples of HR KPIs that reveal the effectiveness of your HR organization, and not just its efficiency.

Read on to discover 15 KPIs that can help you hit your strategic targets!

1 - EMPLOYEE PRODUCTIVITY

RATE This KPI seems simple to calculate (divide units of output by units of input) but is actually quite complex: the units of output and input need to be carefully considered. However, if done correctly, this interesting KPI says something about the capacity of growth in terms of production of human capital.

2 - BENEFITS SATISFACTION

You can measure how satisfied employees are with benefits using

an employee engagement survey. This is particularly an interesting KPI to adopt if you are aiming to reduce voluntary employee turnover.

3 - EMPLOYEE ENGAGEMENT INDEX

Employee engagement is one of the most commonly used KPIs and can be measured through attitude or engagement surveys. High employee engagement predicts many relevant positive outcomes, including higher productivity, better customer service, and lower turnover.

4 - EMPLOYEE SATISFACTION INDEX

You can measure employee satisfaction using employee attitude and engagement surveys. Dissatisfaction is an important cause for employee turnover.

5 - INTERNAL PROMOTION RATE

To measure this KPI, divide the number of senior functions that were filled through internal promotion by the total number of senior positions filled. Internal hires are often up to speed faster, reduce the risk of a bad hire, and on the job longer.

6 - EMPLOYEE INNOVATION INDEX

Attitude or engagement surveys can also be used to measure this KPI. Innovation is more and more often a key driver of business success. It's up to HR to enable innovation.

7 - NET PROMOTER SCORE

Your department's NPS reveals how satisfied employees are with HR's services. However, this KPI is also relevant if recruitment is a key part of your strategy: using the NPS, you can also measure to what degree people recommend the organization as an employer.

8 - PERCENTAGE OF COST OF THE WORKFORCE

Take the cost of the workforce



and divide it by the total cost faced by the organization. This KPI isn't a common one, but it is useful for cost reduction purposes, or to help improve automation/robotization in an organization.

9 - 90-DAY QUIT RATE

This is a key recruitment KPI, measuring the number of hires that leave within 3 months (or a year, if that is more relevant to your organization). A double-digit percentage is a cause for alarm:

failing to hire the right people will have a measurable negative impact on organizational effectiveness.

10 - QUALITY OF HIRE

The quality of hire is the percentage of new hires that are given a good rating by their manager during their performance review. Consistently maintaining a high quality of hire provides the organization with the talent it needs to reach its strategic goals.

11 - RECRUITMENT FUNNEL EFFECTIVENESS

Optimize your recruitment funnels by measuring the effectiveness of each phase using the yield ratio: dividing the number of applicants who successfully completed the stage by the total number of applicants who entered the stage. For example: if 10 candidate submissions lead to 5 hiring manager acceptances, the yield ratio is 2:1.

12 - TRAINING EFFECTIVENESS

Investing in L&D initiatives is a good way to contribute to business goals, but only if the courses, training and workshops offered are a good fit for your company and employees. Measure the effectiveness of training based on the relevant data points for each training to determine if it's effective, or a waste of your resources.

13 - TURNOVER RATE

This popular HR KPI is prevalent for a reason, as high turnover can be very costly. To provide an even more detailed picture of the organization's turnover, you can also measure:

- ✓ Involuntary Turnover Rate This measures the number of employer-led resignations.
- ✓ Voluntary Turnover Rate This measures the number of employee-led resignations.
- ✓ Unwanted Turnover Rate Not all turnover is bad. However, you do not want your top performers to churn. This KPI focuses on the resignation of good performers as a percentage of all performers.

14 - ABSENCE RATE

You can calculate the absenteeism rate by dividing the number of working days an employee was absent by their total number of working days. Monitoring your absence rate can help you identify underlying problems that are affecting employee wellness.

AL. Umaisha
3rd Year

15 - ABSENCE COST

The total cost of absence is calculated by including employee pay, the cost of managing absence, and replacement costs. This KPI is especially relevant for European countries with strong labor unions and a high degree of employee protection.

**15 Key Performance Indicator
to
achieve strategic goals**

Employment Relations

in Making a Delightful Working Environment

The direct contacts of the staff with the neighbors and other workers in the office will reduce attractive and effective workload to carry out the institute.

In this case relationship and close connections with the owner and the management will set up a profitable background of the institution

The productivity of any production or management in the institution will be able to increase efficiency of the workforce in this case head of the department should carry out necessary implementation programs

HOW TO SET UP A PLEASANT ENVIRONMENT IN THE WORKING SITE

- Decorating The Institution

Using various decoration patterns and ways of colorings walls and other back ground things you could paint them and also make drawings and other types of wall decorations. In addition to this you could use valuable wooden materials like various patterns of chairs, benches, tables, desks and other wooden materials.

- Allocating A Special Zone as A Resting Place for Workers

You should allocate a special area as a resting place for the workers. When they get intervals or rest periods they can move to these locations for resting and for reading papers and also you must provide this place with necessary suitable

equipment's such as tables, chairs, benches, beds etc. Even this place should be fit to take their meals.

- Providing Equipment

You could provide a microwave oven to this place. Additionally, some electric kettles, mugs, cups, jugs and other small items. Which they can use for preparation of meals.

- Staff Meetings

It is essential to have a general meeting at least once a month in the institute. And at this meeting they must be allowed

to bring various proposals for the benefit of their future and here in this meeting management should bring to the notice of the workers about the important and valuable proposals and decisions of the firm.

- Time Table for The Future

You have practiced the time tables from 8.00AM to 4.30PM as office

or duty hours. But this can be changed according to the needs of the workers it can be allowed from morning 6.00AM to 10.00PM in the night. You should discuss this

cuss their working problems, time managements, leave and working place misunderstandings with management level officers, unpleasant management rules.

engagement:

- ◇ prioritize company culture.
- ◇ inspire employees through mission, vision, and values.
- ◇ develop and equip your managers as coaches.

- ◇ build great communication habits.
- ◇ create a robust feedback culture.

- ◇ enhances staff productivity and engagement.
- ◇ provide measures against which performance results are assessed.
- ◇ provide clear strategic direction for the work cycle.

- Create A Corporate Training and Development Program

When a company has a training and development program, it reflects the employees' interest in professional growth.

- Build an Executive Leadership Development Plan

Employee performance is the engine room of any business, and without effective leadership it can all collapse and burn out. It is important to ensure that those in leadership roles have the best interests of the company at heart. One of the strategies for effective employee engagement is to create an executive leadership development plan. This approach allows employees to work towards their goals, gaining the training and knowledge needed to grow the company.

Uthpala Jayakody
2nd Year

Employee Relations



Focuses on **improving the employee experience** by listening to feedback and providing professional and emotional support.

and come to a final conclusion

WAYS OF IMPROVE EMPLOYEE RELATIONSHIP

- Empowering The Working Staff

Empowering the staff means in other words to say they will be released to work with full freedom employees are permitted to dis-

Human Resources



Focuses on **managing and developing employees**, while also recruiting, managing payroll, and enforcing company policies.

When the working team allowed to discuss their questions in this manner they will be very much pleased over this situation and work with hartised acceptance. Enabling Employee Engagement

Creating an engaged workplace requires a multi-pronged approach that is fueled by continuous improvement. Here are some proven ways you can increase employee

responsibility that gives people the information required to perform well.

Benefits of written performance expectation

- ◇ help staff understand responsibilities.
- ◇ help staff understand how to perform job duties.

AM I A GOOD HRM?

Am I a good HR Manager or Else
I pretend to be
What if I cannot manageable
else if I cannot executable

Am I a good HRM?
What if I don't care about employees
What if I do partially
How about I never encourage them
How about if I tired of them

Am I a good HRM?
I'm bored to have a conversation with my staff
What if I ignored my customer's needs
How am I supposed to be
A good manager as they expecting to me

Am I a good HRM?
I don't want to waste my time
Doing in development program
Else if I careless in production agendum
What makes me free among them

Am I a good HRM?
What if the sweat of one's brow
When the manager always an oscitant
What if the year end went sterile
I'm doing as a naive

Am I a good HRM?
What if I'm not string along with a policy
Will the firm's functions go properly?
If I'm not using HR strategies
Is it possible to attain the scope as prophesy

Employer and employee
Should keep comfort affinity
Which is the identity
For a triumphant company

HR Manager is the solidarity
Mount-up the company is his responsibility
Value human resources
Give you the dignity

Yes, you are a good HRM
When you achieve the paramount of the company .



Human Resources

Human resources, what a quaint idea,
A group of people to lend an ear.
To train and develop you with passion and pride,
And reward you for successes you don't want to hide.
To recruit you and boot you and pay your wage,
And provide you activities no matter your age.

Focused on people as our primary resource,
We may come across pushy, but never use brute force.
We have aims and objectives, too many to count,
The requests we receive, we work hard not to mount.
Questions upon questions and letter requests too,
Flight tickets, staff dining and transportation issues.

The list is endless and often are jobs are thankless,
but on a positive note we aren't working in finance!

To conclude, let me say we have a hard task to bear,
Often perceived as rude, organized and not always fair.
We must work as a team,
And coordinate right,
Provide sympathy and empathy,
And continue to fight!
Are policies, procedures and processes too,
All have a purpose – they are here to help you!

MA. Nusla Nahar
3rd Year
HRM Specialization

Haseefa Thowfeek
2nd Year



“Never give up on a dream just because of the time it will take to accomplish it. The time will pass anyway.”

Job satisfaction is the contentedness or positive feeling of an individual regarding his or her job. It is a positive state of mind/attitude of an individual towards his job. It means if a person says he is satisfied with his work, he likes his job. For motivating employees, job satisfaction is an important technique. Also, we can consider that a “happy employee is a productive employee.” In general, we can see that a happy person is satisfied with his job. Satisfaction from work/job is important because people spend most of their time on the job. Also, job satisfaction has an impact on the general life of an individual.

A satisfied person has better mental and physical wellbeing. Job satisfaction expresses the inner feelings of a job holder gained by performing his job. Job satisfaction differs for every employee. It affects the behaviour presentment & duration of service etc. Job satisfaction reflects a person’s overall attitude toward their job, including working circumstances, work, co-workers, organizational culture, and society.

Job satisfaction is not only a general feeling but also derived from various factors connected with job satisfaction or a person’s feelings regarding his job experience. These factors are very important to job satisfaction. They include working conditions, pay scale, safety & security, productivity, relations with superiors or subordinates, communication, etc. Each of these factors contributes differently to an individual’s job

JOB SATISFACTION AND IT'S IMPORTANCE TO AN ORGANIZATION

satisfaction. One might consider that pay is the most important factor that contributes to job satisfaction, but one might consider that the working environment is important in comparison to the monetary gain that a person receives from a job.

Importance of Job Satisfaction. Job satisfaction is not an isolated term. It has been related to many variables and affected them, such as employee performance, productivity, loyalty, lower turnover, and absenteeism, etc. Job satisfaction is an important aspect because a person’s attitude may affect his work on the job. Job satisfaction affects the whole life of a person because people spend most of their lives on the job. As a result, if a person is dissatisfied, then this can increase frustration and distraction in his life.

Loyalty: When employees feel the company has their best interests at heart,

they often support its mission and work hard to help achieve its objectives. And, they may be more likely to tell their friends, which helps spread goodwill.

Increased Profits: If employees are safe and satisfied with their work and responsibilities, it can lead to lower costs and high sales and a robust bottom line. Happy employees are satisfied employees who are willing to follow their workers and cooperate with the organization during emergencies.

Lower Turnover: Turnover can be one of the highest costs attributed to the HR department. Retaining workers helps create a better environment and makes it easier to recruit quality talent and save money. Satisfied employees are typically much less likely to leave.

High Productivity: Employees who have high job satisfaction tend to achieve higher

productivity. Higher productivity in employees is seen when they are happy with their job and focus on their tasks. A single member’s high productivity in a team boosts the confidence of others in the same manner.

Develop and maintain steady work relationships: Job satisfaction means being in resonance with both the work and the workplace. Building good relations with those employees work with is also essential. Having people skills helps in getting a task completed efficiently and without conflict. If an employee is part of a team, sharing his or her successes will allow him or her to feel a sense of connection and team spirit, leading to a greater understanding of fulfilment.

KKT. Maduwanthi
3rd Year
HRM Specialization





Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives.

HR professionals manage the human capital of an organization and focus on implementing policies and processes. HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and employee-benefits systems.

HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws.

The world of work is rapidly

changing. As a part of organization, Human Resource Management (HRM) must be prepared to deal with effects of changing world of work. For the HR people it means understanding the implications of globalization, work-force diversity, changing skill requirements, corporate downsizing, continuous improvement initiatives, re-engineering, the contingent work force, decentralized work sites and employee involvement.

1. Discovering The Right Talent

With the rise in business competitions at a fast speed and many other investments being at stake, it will be a daunting task to find the most fitted talents for them. This is one aspect that will be the reason for a headache for most companies in 2021.

2. Globalization and its implications

Business today doesn't have national boundaries – it reaches around the world. The rise of multinational corporations places new requirements on human resource managers. The HR department

needs to ensure that the appropriate mix of employees in terms of knowledge, skills and cultural adaptability is available to handle global assignments. In order to meet this goal, the organizations must train individuals to meet the challenges of globalization.

3. Workforce Diversity

In the past HRM was considerably simpler because our work force was strikingly homogeneous. Today's work force comprises of people of different gender, age, social class sexual orientation, values, personality characteristics, ethnicity, religion, education, language, physical appearance, martial status, lifestyle, beliefs, ideologies and background characteristics such as geographic origin, tenure with the organization, and economic status and the list could go on. Diversity is critically linked to the organization's strategic direction.

4. Changing skill requirements

Recruiting and developing skilled labor is important for any company concerned about competitiveness, productivity, quality and

managing a diverse work force effectively. Skill deficiencies translate into significant losses for the organization in terms of poor-quality work and lower productivity, increase in employee accidents and customer complaints. Strategic human resource planning will have to carefully weigh the skill deficiencies and shortages. HRM department will have to devise suitable training and short term programmes to bridge the skill gaps & deficiencies.

5. Corporate downsizing

Whenever an organization attempts to delayer, it is attempting to create greater efficiency. The premise of downsizing is to reduce the number of workers employed by the organization. HRM people must ensure that proper communication must take place during this time. HRM dept is key to the downsizing discussions that have to take place.

6. Continuous improvement programs

Continuous improvement programs focus on the long term well being of the organization. It is a process whereby an organization focuses on quality and builds a better foundation to serve its customers. This often involves a company wide initiative to improve quality and productivity. Specifically, HRM must prepare individuals for the change. This requires clear and extensive communications of why the change will occur, what is to be expected and what effect it will have on employees.

7. Re-engineering work processes for improved productivity

Although continuous improve-

ment initiatives are positive starts in many of our organizations, they typically focus on ongoing incremental change. Such action is intuitively appealing — the constant and permanent search to make things better. Yet many companies function in an environment that is dynamic- facing rapid and constant change. As a result continuous improvement programs may not be in the best interest of the organization.

8. Contingent workforce

A very substantial part of the modern day workforce are the contingent workers. Contingent workers are individuals who are typically hired for shorter periods of time. They perform specific tasks that often require special job skills and are employed when an organization is experiencing significant deviations in its workflow. When an organization makes its strategic decision to employ a sizable portion of its workforce from the contingency ranks, several HRM issues come to the forefront.

9. Decentralized work sites

Work sites are getting more and more decentralized. Telecommuting capabilities that exist today have made it possible for the employees to be located anywhere on the globe. Decentralized work sites also offer opportunities that may meet the needs of the diversified workforce.

10. Employee involvement

For today's organization's to be successful, there are a number of

employee involvement concepts that appear to be accepted. These are delegation, participative management, work teams, goal setting, employee training and empowering of employees. HRM has a significant role to play in employee involvement.

11. Artificial Intelligence(AI) In HR & Recruiting

Most HR and Recruiting work are already automated. And in 2021 it will only take this process of automation further forward. Using the combination of AI-powered tools and human elements, engaging and retaining more of the employees has become a norm now.

HR trends will have to be more impactful than ever so that they can contribute more to business. Bringing in new talents, training them up in the right way could very well become the best driver of new growth in the future of the near-human resource.

Almost all the HR trends so far have worked together in making our workplace a better one. In 2021 and all the coming years ahead, the expectation will be the same. It will be to make our business process way more impactful and powerful than it ever was. Companies can make this possible only by handling the challenges the HR trends mentions over the years to come.



Human Resource Renaissance

S.Dharshan
2nd Year



are also increasing day by day. If this situation continues we will lose future human resources which will affect the economic growth of a country. To prevent this, the basic nature of human resources must be restructured.

It was created to organize the well-being of the Stone Age people and to recreate in man the doctrines and religious beliefs that are currently weakened. However, theories were put forward by many theorists to correct the human activities and disorders that were found to be irregular among us at that time. Examples include the doctrine of social contract and the doctrine of divine rights.

It is a fact that these principles, which were able to create a civilized society that lived as Vadrans and Karans, can be transformed into a better-led society by the re-

ligious beliefs of civilized modern men. But we have not fully made the effort to do so, which is why the doctrines and religious beliefs have been weakened and society has changed.

Such best principles and religious social morals must be built from the ground up on the citizens of the country. Schools are the capital of every good citizen's activity and therefore human resource-based education should be developed in all schools in addition to the curriculum. Through this, companies will be able to acquire innovative human resources in the future.

These human resources will be trusted and will be able to maintain better relationships with corporate management. Human resources that do not expect rewards and incentives will contribute to the true growth of the organization and human resource development is the development of the community.



Human resources are one of the most complex and vital resource-driven resources in organizations. It is well known that corporate managers need to focus more on maintaining human resources. The hard work and efficiency of human resources can be fully achieved by maintaining a positive relationship between organizational management and human resources.

This will pave the way for corporate profit and growth and when all companies adhere to this the economic growth of the country will increase. Corporate management cannot fully and consistently provide human resources for rewards and incentives to achieve such a grand purpose. We will explore how companies relate to human resources, excluding reward incentive costs.

The nature of human resources is changing due to technological development and cultural changes. The struggles for management

Interconnection Between HRD and Business

J.Madhushaini
2nd Year



However, there are found positive correlation with the HR practices and business performance there is lacking the comprehensive theory that explains the phenomenon. Researchers

should try to open up the 'black box' the causal relationship between HR components and unit of organizational performance. Latest studies reveal that the HRD investment's impact on business is not properly evaluated and therefore the management decision-making process lacks this essential information.

2.Development

process for implementing optimal workplace innovations
The optimal workplace innovation (OWI) can be seen as collectively agreed and successfully fulfilled improvement that best fit for the collective development needs identified at the working society. These workplace innovations meet the employee needs for development and thus improve the Quality of Working life (QWL). QWL describes how the employees feel the organization is fulfilling the individual needs related to working life.

In this article, the QWL is being described by the working society's collective competencies, consisting of leadership, team culture and

processes. When these particular competencies attributes are identified and agreed on, they are being validated as organization specific drivers of human competencies.

QWL can be identified at each level of the working group by asking individuals how the competencies meet their personal needs.

3.Discussions

Boudreau and Ramstad (1999) point out that measurement framework is needed for developing theoretical logic to support the inference that investments on human resource strategies lead to organizational success. This article presents the theory that when working groups implement optimal workplace innovations it will improve the QWL competencies and increase business, but only if the HR-development actions are being executed effectively enough.

The article suggests that the employee quality of working life can be measured by working unit collective competencies consisting leadership, team culture and processes. However, these competencies and attributes should be first validated for each organization environment, situation and strategy. This is essential because effective HRD process has to focus on the development of organization specific human drivers of Performance.

The article presents plausible explanation why human resource development may contribute better business Performance through improved human competencies. It has been argued that strategic human resource Management research lacks a strong theory that integrates the mechanism through which the HR practices influences firm performance.

There is a multitude of HR-practices which have been shown to have a positive correlation with business Performance, for example

- innovative HRM practices raised worker productivity.
- High Performance Work Practices improved employee Performance.
- HR practices which have good fit with strategy, policy and context, seem to be associated with superior performance.
- Systematic tacit signal development process helps implementing optimal Workplace innovations, which contribute better business performance.

HR Club

HR Club has organized part time job opportunities for the FBS students follows

Part Time Job for the FBS Students

Teaching

- English
- ICT
- Tamil
- Maths
- Geography
- Sinhala
- History
- Communications
- media

Sports Coaching

- Cricket
- Volleyball
- Cricket Review
- Scores Under SL cricket

Music Class

- Music
- Violin

Art

- Art
- Rangoli

Other

- Typing
- Assignment Helper
- Card Designing
- Gift Packing
- Stitching

Currently

- MUSIC AND VOICE CLASS - MADHURAVINI
- NET SKILLS - PREETHASA
- GIFT PACKING - P. HEERTHANA & PREETHASA

Going on

Contact Details

P. Heerthana
 (Vice President/HR club)
 TP- 0758789520
 Forward your CV to
 heerthanapakkiyarasah@gmail.com

If you want to apply

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Organized by Tamil Students Committee
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P.HEERTHANA
 Vice President/HR Club

HUMAN RESOURCE CLUB
 Department of HRM,
 Faculty of Business Studies,
 University of Vavuniya

Organizes

Documentary Short Film Competition

SEND YOUR SHORT FILMS BEFORE 20TH JULY, 2022

First 03 Best Short Films will be awarded

Make your short film for 15 minutes

Contact Details:
 Ms. P. Heerthana,
 Vice President/ HR Club,
 0762898000 / 0758789520
 heerthanapakkiyarasah@gmail.com

HUMAN RESOURCE CLUB, FACULTY OF BUSINESS STUDIES
 organizes

"BE THE HELPING HAND" CAMPAIGN

FOR A SELECTED ORPHANAGE CONTRIBUTING CASH OR THINGS

Contact Details

K.L.L.C. Pooze
 President/ HR Club
 Mobile: 0762898000

P. Heerthana
 Vice President/HR Club
 Mobile: 0758789520

We kindly Anticipate your Support & Cooperation

Donate things as:

- Soap
- Tooth paste
- Brush
- Dry Food/ Dry Drinks (biscuits, flour, biscuits, sugar, packet juice and etc.
- Washing Powder
- Sanitary Napkins

Cash Deposits:
 Name: HR Club
 Account Number: 6932042
 Bank: BCC
 Branch: Poozventilam

DID THE SPREAD OF COVID 19 AND THE POLITICAL AND ECONOMICAL INSTABILITY OF THE COUNTRY, FORCE THE HUMAN RESOURCE TO WORK FROM HOME?



No. The human resource has adapted itself to work smarter with the alternative notion that sets the home as the office. The fulfillments of the needs and the wants of the human, cannot be fulfilled without work. It is well-known that 'The work' is the core mechanism for human-in-operation.

In this rapidly changing globe, human resource is expected to be involved in adopting and making changes and this is the change, which was expected to be. In this fast moving world, most of the employees don't prefer to rush to the office from their homes (especially the women). They can also continue their work from home, even if they are on their medical leave.

A research centre in India, called "Transland India" also has verified this statement, throughout its research. In spite of lock down and economical crisis, the work could be done efficiently without any delay. This, working online is the

greatest advantage for the company.

At the initial stage of the Covid spread, many companies around the world had shut down their companies instantly and went bankrupted. On the other hand, the companies which already had adopted themselves to the modern working schemes, started generating more income rather than before. (And this might benefit a bunch of software companies) It is assumed that 'Google' saved up approximately 21 0000 Million Rupees during the pandemic, by setting their employees to work from home.

It seems that 'work from home' is uncertain. But instead of focusing on the cons of work from home, we can consider the advantages of that, in order to achieve more in this modern world.

Not all the companies around the world prefer to allow their workers to work from home. They could

allow a certain amount of employees to work from home, and only if necessary, they can call others to the office.

Even in the field of cinema, a South Indian Film director, called 'Santhosh Narayanan' directed two movies, 'Mask' and 'Tune', using online platform to direct virtually. His outcome was beyond the expectation of his fans. Cinema also depends of human resource. See, how the modern man plays a role in it.

Even though it's seems to be an easy one, still there are many cons that we will have to face, when we work from home. But identifying those problems and tackling them prudently, will be beneficial for the company as well as the employees.

Having an effective communication between the employees and the employers.

Setting up a proper place for official purpose.

Enabling an effective Internet connection.

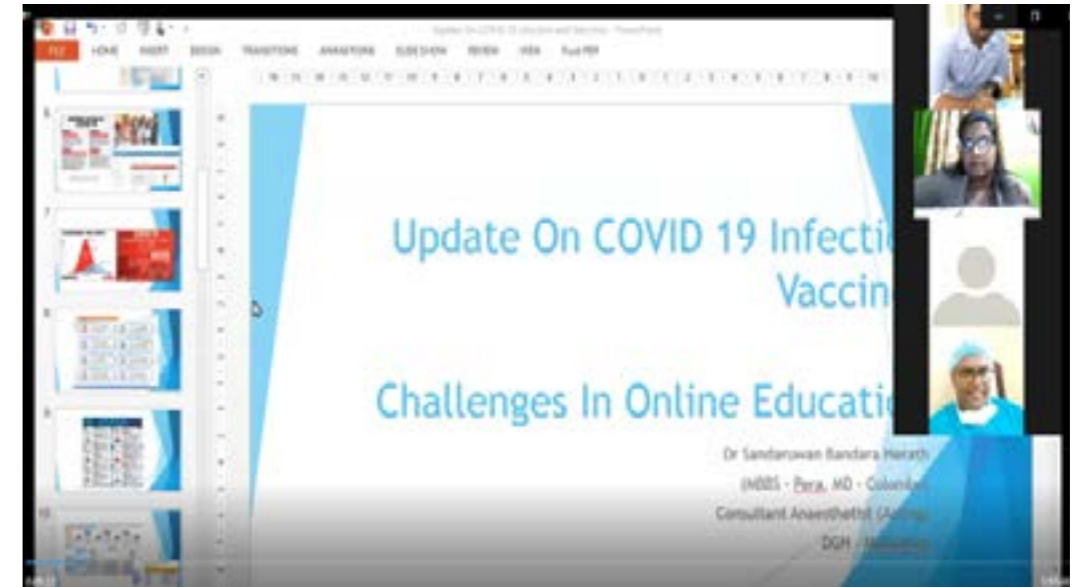
Appointing a skillful supervisor to manage things effectively.

The best thing I prefer, to prepare ourselves to this modern world is to make sure all the problems are solved and adopting ourselves to work online.

Do the Works smart & Fast!!

G.Abiuth
2nd Year

"Strengthening the online learning environment during the covid 19 pandemic"



The HR Club of the Department of Human Resource Management conducted an online workshop on "Strengthening the online learning environment during the covid 19 pandemic" for the Faculty of Business Studies undergraduates on 18th of May 2021 from 6.30 pm to 8.30 pm. Around 71 students from the Faculty of Business Studies actively participated in this event. DR. Sanduruwan Bandara Herath, the Consultant Anaesthetic and intensivists at district general hospital Mullaitivu and DR. Dhanoja Wijesinghe, the Consultant Psychiatrist at district general hospital, Mullaitivu were the Resource persons for this event.

The main objectives of this webinar:

- (i) Helping the students to manage their stress and reducing covid 19 anxiety.
- (ii) Guiding students to prepare themselves for the online learning environment.
- (iii) Encouraging the students towards active participation during the online learning process.

DR. Sanduruwan Bandara Herath preceded the first session of this workshop, and in this session, a clear understanding of the Online learning environment was given by him. At the end of this session, the students have gained knowledge on creating a conducive online learning environment to help them in their learning

progress. The next session was on Stress Management, and this was conducted by DR. Dhanoja Wijesinghe. From this session, the students gained a comprehensive understanding of the concept of stress, and the students were given guidance to manage their stress effectively. The participants were actively taking part in the discussions and raising their doubts, and the resource persons were enthusiastically clarifying the doubts of participants. Overall, the session was both informative and exciting, and it could be observed that most of the participants of this workshop find it useful not only for their learning but also for managing their personal life as well. The webinar ended at 8.45 pm successfully



CLUB SECRETARY'S REPORT

I begin this report as a Secretary of Human Resource Management Club for the year 2022/2023. HR Specialization at Vavuniya University has been established for the last 6/7 years. The DHRM was established on 18th March 2021. The growth of HRM among students can be felt by seeing an increase in the number of students enrolled in HRM Specialization from 2015 to 2021.

DHRM has entered into MOU agreement with CIPM which can be viewed as a golden opportunity to enjoy discounts and exceptions for professional studies. And DHRM intends to enter into agreement with several companies that will benefit for the HRM students. Through those activities of DHRM, helps to improve Hr specialization students knowledge, skills, attitude and social engagements.

HRM Club offers various services to the community. In that regard, on behalf of HRM Club, last year tree planting day was celebrated on the occasion of World Earth Day. HR Club was successfully conducted a webinar on "Improving Presentation Skills" for University students on 24th February 2021. And a guidance webinar was conducted by HR Club entitled "HRM related Questions and Explanations" via online on 12th October 2021.

Also as a part of various community services, the bus stand at the entrance of the University of Vavuniya was painted from 18th June 2022 to 21st June 2022. DHRM also organized a short film competition aimed at exposing the hidden talents of University students.

And as the next phase of community services, donations were received from volunteers to distribute dry rations to families suffering from the current economic crisis.

The biggest success of DHRM was the unleashing of the unique talents of DHRM students through the magazine "HR Wisdom". It is also welcome that, DHRM provides the necessary support to students working part time.

Our thanks to HOD Mr. S. Hariharan , Senior Treasurer, Mrs. MRF. Aqeela Ijas, and the Dean of the Faculty of Business Studies Mr. Dr. Y. Nanthagoban.

Also thank you to the students of HRM, ex-co members, and the magazine committee members in the academic year 3017/2018, 2018/2019.

AF.Misfa
Secretary
HR Club (2017/2018)
University of Vavuniya

When people are financially invested, they want a return. When people are emotionally invested, they want to contribute. — Simon Sinek

You cannot mandate productivity; you must provide the tools to let people become their best. — Steve Jobs

One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man. — Elbert Hubbard

A lot of people have gone further than they thought they could because someone else thought they could. — Zig Ziglar

