

GLASS CEILING
ISSUES & THE
IMPACT OF SRI
LANKA

EMERGING
TRENDS IN HUMAN
RESOURCE
MANAGEMENT

IMPORTANCE OF
EMPLOYEE ENGAGEMENT
IN THE WORKPLACE

COMPENSATION
MANAGEMENT IN
HRM

HR WISDOM

"Unlocking Insights, Inspiring Leadership"

IN

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MESSAGE FROM OUR VICE CHANSELOR

It is a privilege to extend my heartfelt congratulations to HR Club, Department of Human Resource Management on the publication of HR Wisdom Magazine Volume 3 2024. This magazine represents a vital platform for the sharing of knowledge, ideas, and best practices that are crucial to the growth and development of the Human Resources profession.

In today's ever-evolving global environment, the role of HR in shaping sustainable, ethical, and forward-thinking organizations cannot be overstated. HR Wisdom promises to serve as a guiding light of insight, providing both seasoned professionals and emerging leaders with the wisdom and knowledge they need to navigate the complexities of modern-day HR management.

I commend the editorial team for their hard work and dedication in bringing this publication to life and look forward to seeing how HR Wisdom contributes to the enrichment of the HR community. May this magazine inspire innovation, inclusivity, and continued excellence in the field of Human Resources.

Wishing HR Club continued success in this remarkable endeavor!

Sincerely,



Vice Chancellor
University of Vavuniya.



HR Wisdom promises to serve as a guiding light of insight, providing both seasoned professionals and emerging leaders with the wisdom and knowledge they need to navigate the complexities of modern-day HR management.

MESSAGE FROM OUR DEAN

I am pleased to send you a congratulatory message for the third volume of the HR WISDOM student magazine of the Human Resources Club of the Department of Human Resources Management of the Faculty of Business Studies. The magazine clearly shows that the students' dedication, creativity and hard work are paying off, and this latest edition is a testament to your collective talent and commitment. I can able to see how the magazine evolves and flourishes with all your efforts.

Congratulations on the excellent success of the HR club since its inception in 2021. Your commitment to organizing a wide range of activities, from seminars and workshop programs to career guidance and entrepreneurial initiatives, has undoubtedly had a significant impact on our student community. The progress in magazine publishing and the continued success of its initiatives reflect the dedication and hard work of each member of the HR team.

Wishing you continued success as you move forward with future editions. May your passion and vision continue to drive the magazine to new heights!



Dean
Faculty of Business Studies



The progress in magazine publishing and the continued success of its initiatives reflect the dedication and hard work of each member of the HR team.

MESSAGE FROM OUR HEAD OF THE DEPARTMENT

It is a great pride to contribute a message for the HR Club magazine, created by the students of the Department of Human Resource Management, Faculty of Business Studies, University of Vavuniya. This magazine serves as a platform for students to showcase their creativity, encouraging them to think independently and express themselves with confidence. The articles reflect the ingenuity and originality of our students, highlighting their dynamic and innovative ideas.

True educational success is not only measured by academic achievements but also by active engagement in extracurricular and co-curricular activities. I am delighted to see the Department of HRM making significant strides in nurturing the holistic development of students, shaping them into versatile individuals. Through the department's dedication to various initiatives, students have been empowered to discover and develop their talents.

The students have demonstrated remarkable commitment and responsibility in producing this publication, which is a evidence to their hard work and dedication. Their contributions to this magazine reflect their passion for learning and their pursuit of excellence.

I extend my heartfelt appreciation to the students for their invaluable efforts in making our department a distinguished center of learning. Their dedication, sense of service, and responsibility towards personal growth continue to make a positive impact on the university community.

Thank you

Mr. S. Harikaran

HOD

Faculty of Business Studies

Department of Human Resource Management

University of Vavuniya



**The students
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demonstrated
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responsibility in
producing this
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which is a
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MESSAGE FROM OUR SENIOR TREASURER

It is with great pleasure that I extend my warmest congratulations to the HR Club of the Department of Human Resource Management, Faculty of Business Studies, University of Vavuniya, on the publication of the latest edition of the HR Wisdom Magazine Volume 3 2024.

The world of Human Resource Management is continually evolving, and this magazine serves as an invaluable platform for sharing insights, trends, and knowledge that are crucial for both students and professionals in the field. The dedication and hard work of the students and faculty involved in bringing this publication to life is truly commendable.

As the Senior Treasurer, I have had the privilege of witnessing the remarkable growth of the HR Club. The efforts put into organizing events, workshops, and now, this magazine, reflect the commitment to excellence and a deep understanding of the importance of continuous learning in HRM.

The articles and contributions in this edition are not only a testament to the talent within our department but also a source of inspiration for future HR professionals. I encourage everyone to immerse themselves in the content, as it offers valuable perspectives that are essential in navigating the complexities of today's HR landscape.

I extend my heartfelt thanks to the editorial team, contributors, and all those who have supported the production of this magazine. Your contributions are what make the HR Wisdom Magazine a significant asset to our university community.

Wishing you all continued success and looking forward to the future editions of this magazine.



Senior Treasurer
HR Club, Department of Human Resource Management
University of Vavuniya



I encourage everyone to immerse themselves in the content, as it offers valuable perspectives that are essential in navigating the complexities of today's HR landscape.

MESSAGE FROM OUR EDITOR IN CHIEF

It is with immense pleasure that we unveil our third issue of 'HR wisdom', volume 3, from the department of HRM. This publication showcases a diverse array of articles that delve into the concepts, practices and theories pivotal to HRM. The articles featured are crafted by our dedicated third and final year HR students who have poured their utmost effort into making this magazine vibrant and engaging.

The 'HR wisdom' magazine is designed to fulfill several key objectives. Aims to spread knowledge on the latest trends and developments in HRM. It provides comprehensive coverage of HR club activities and workshops organized by HR club.

I extend my heartfelt appreciation to everyone involved in the creation of this 'HR wisdom' magazine for their unwavering dedication and support.

I hope this collaboration continues to flourish.



Chief Editor

HR Wisdom , 2024



**Aims to
spread
knowledge on
the latest
trends and
developments
in HRM.**

GLASS CEILING ISSUES & THE IMPACT OF SRI LANKA

The Glass ceiling is a symbolic barrier that keeps minorities and women from rising to the top leadership positions in a variety of sectors, even when they are qualified and capable. This invisible barrier is caused by ingrained prejudices, attitudes, and institutional practices that provide preference to some groups over others rather than being formally stated in organizational structures or regulations. The glass ceiling can take many different forms, such as unequal compensation, discrimination in hiring and promotion decisions, and restricted access to opportunities for professional growth. It reflects larger cultural norms and societal attitudes that minimize the contributions that minorities and women make in the workplace.

In Sri Lanka, the glass ceiling issues are particularly pronounced due to a combination of cultural, societal, and organizational factors. Traditional gender roles and patriarchal norms significantly influence the professional lives of women, often relegating them to domestic responsibilities and limiting their career aspirations. Despite achieving high levels of education, Sri Lankan women frequently encounter biases in hiring and promotions, with many being overlooked for leadership roles in favor of male colleagues. This is exacerbated by a persistent wage gap, where women earn less than men for similar work. Women are also predominantly found in lower paying sectors such as education, healthcare, and textiles, which offer fewer opportunities for advancement compared to male-dominated fields like engineering and finance. Furthermore, the lack of access to professional networks and mentorship severely hampers women's career growth, as these resources are crucial for navigating the path to leadership.

The glass ceiling has a significant and varied effect on women in Sri Lanka. In terms of the economy, women have lower lifetime earnings and underutilization of their abilities and potential, which impacts not only their own financial security but also the nation's overall economic inefficiencies and gender disparities. Because of this underutilization, a sizable chunk of the workforce's educated and skills labor is not fully contributing to the economy. Social inequality is sustained by the glass ceiling's tenacity, which restricts women's status and possibilities in a number of societal domains and upholds discriminatory practices. Lack of diversified viewpoints and ideas can hinder creativity and overall effectiveness in organizations when there is a dearth of diverse leadership. Additionally, the perception of bias and unfairness can lead to decreased workplace morale and job satisfaction among female employees, affecting organizational culture and productivity. Addressing these issues necessitates robust policy interventions to enforce gender equality, comprehensive educational programs to combat unconscious bias, and organizational changes to promote inclusive practices. By dismantling the glass ceiling, Sri Lanka can fully leverage the talents and capabilities of its female workforce, fostering economic growth, innovations and social equity.



Women have broken through the glass ceiling, and they're now more and more in the power seats.

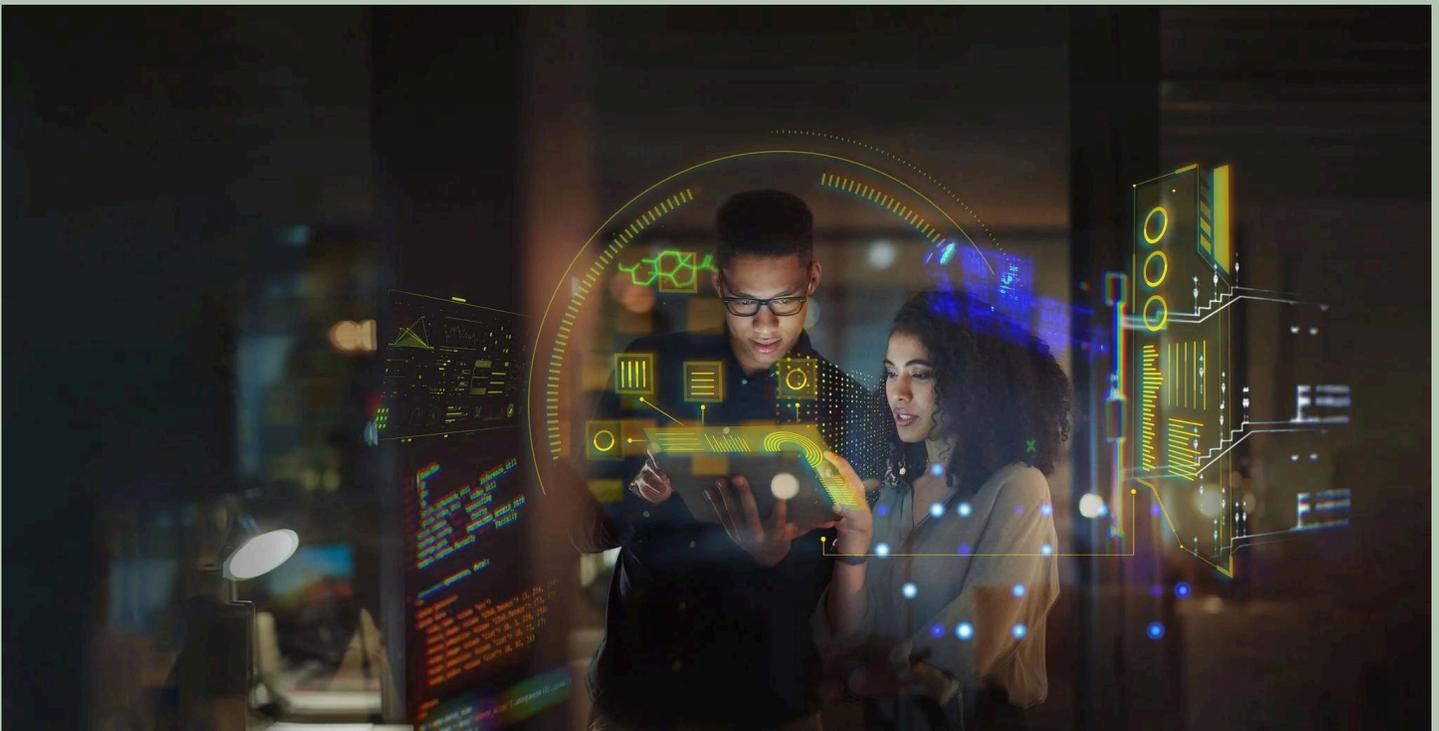
— *Aneetha Franklin* —

AZ QUOTES

SJMI HANSHINI
2019/BS/118

Navigating the Future: Human Resource Management in the Digital Era

BY
L.R.P.P.LEKAMGE
(2020/BS/128)



In today's rapidly evolving business landscape, human resource management (HRM) stands at the forefront of organizational success. With the advent of digital technologies and shifting workforce demographics, HRM practices are undergoing a transformative journey. This article delves into the key challenges and strategies for effective HRM in the digital era.

- **Embracing Technological Advancements:**

The digital age has revolutionized the way organizations attract, retain, and develop talent. From AI-powered recruitment platforms to virtual onboarding processes, HRM professionals are leveraging technology to streamline operations and enhance employee experiences. By embracing automation and analytics, HR departments can make data-driven decisions, leading to more efficient hiring processes and better talent management strategies.



- **Adapting to Remote Work Culture:**

The COVID-19 pandemic accelerated the adoption of remote work, presenting both opportunities and challenges for HRM. As remote and hybrid work models become the new norm, HR professionals must adapt their policies and practices to support distributed teams effectively. This includes implementing remote-friendly communication tools, redefining performance metrics, and fostering a sense of belonging among virtual employees.

- **Investing in Employee Well-being:**

Employee well-being has emerged as a critical focus area for HRM in the digital era. As the boundaries between work and personal life blur, organizations are prioritizing initiatives that promote mental, physical, and emotional health. From flexible work arrangements to wellness programs and mental health support services, HR departments play a pivotal role in creating a supportive work environment that nurtures employee well-being and productivity.

The COVID-19 pandemic accelerated the adoption of remote work, presenting both opportunities and challenges for HRM.

- **Adapting to Remote Work Culture:**

The COVID-19 pandemic accelerated the adoption of remote work, presenting both opportunities and challenges for HRM. As remote and hybrid work models become the new norm, HR professionals must adapt their policies and practices to support distributed teams effectively. This includes implementing remote-friendly communication tools, redefining performance metrics, and fostering a sense of belonging among virtual employees.

- **Developing Future-ready Skills:**

The rapid pace of technological innovation is reshaping the skillsets required in the workforce. To stay competitive, organizations must invest in continuous learning and development programs that equip employees with future-ready skills. HRM professionals are tasked with identifying emerging skill gaps, designing relevant training modules, and fostering a culture of lifelong learning within the organization.

- **Building a Diverse and Inclusive Workforce:**

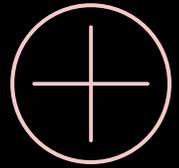
Diversity and inclusion have become integral components of effective HRM strategies. In the digital age, organizations are recognizing the value of diverse perspectives and experiences in driving innovation and creativity. HR departments are implementing inclusive hiring practices, promoting diversity at all levels of the organization, and creating a culture where every employee feels valued and respected.

- **Aligning HRM with Business Objectives:**

Ultimately, the success of HRM in the digital era hinges on its ability to align with broader business objectives. HR professionals must work closely with senior leadership to understand the organization's strategic goals and translate them into actionable HR initiatives. By fostering strong partnerships across departments and aligning HRM strategies with business outcomes, organizations can optimize their talent management practices for long-term success.

In conclusion, navigating the complexities of the digital era requires HRM to evolve and adapt continuously. By embracing technology, supporting remote work, prioritizing employee well-being, investing in skills development, fostering diversity and inclusion, and aligning with business objectives, HR departments can position their organizations for success in the dynamic and ever-changing landscape of the future.

WHY HUMAN RESOURCES NEED TO THE ORGANIZATION

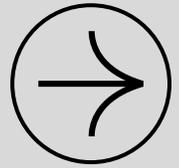


THIS ESSAY WILL EXAMINE THE VALUE OF HUMAN RESOURCES (HR) IN AN ORGANISATION AND HOW THEY AFFECT THE BUSINESS'S OVERALL PERFORMANCE.



BY
W.M.A.P.WEERAWANNI
FOURTH YEAR

An organization's use of human resources (HR) is essential to its overall development and success. The management of an organization's most precious asset, its people, depends heavily on HR. Recruitment, training, performance management, employee relations, pay and benefits, and adherence to labour laws and regulations are just a few of the many tasks that fall within the purview of the HR department. This essay will examine the value of human resources (HR) in an organisation and how they affect the business's overall performance.



Recruitment and Selection

Attracting and selecting top personnel for the company is one of HR's main responsibilities. Creating job descriptions, advertising positions, reviewing applications, holding interviews, and extending employment offers are the duties of human resources specialists. They are essential in making sure that the company has the right personnel in the proper places to meet its goals. By securing qualified candidates, HR helps the company succeed overall by guaranteeing that its team is knowledgeable and capable.

Training and Development

Offering staff opportunity for training and development is another duty of HR. This includes assisting with the onboarding of new employees, giving career development programmes, and delivering continual training to improve abilities and expertise. HR contributes to better job satisfaction, lower attrition, and increased employee performance through investing in training and development. In the end, this helps the company succeed by developing a workforce that is more competent and driven.

Performance Management

HR is essential to controlling worker performance since it sets goals, provides feedback, and conducts performance reviews. HR assists staff members in understanding their roles and duties and coordinating their performance with the objectives of the company by establishing clear expectations and offering frequent feedback. Enhanced employee engagement, increased productivity, and enhanced organisational success are all attributed to effective performance management.

Employee Relations

HR is in charge of handling employee relations and fostering a supportive workplace. This entails responding to grievances raised by staff members, settling disputes, and fostering an environment of candid dialogue and cooperation. HR helps to increase employee morale, decrease attrition, and create a more productive staff by promoting positive employee relations. A Human Resource plays a critical role in the success of an organization by managing its most valuable asset – its people. From recruitment and selection to training and development, performance management and employee relations HR contributes to every aspect of the organization's operations. By investing in its people and creating a positive work environment, HR helps to build a skilled, motivated, and engaged workforce that drives the overall success of the organization.



WORKPLACE DIVERSITY



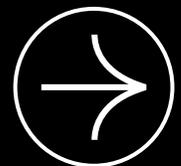
HRM can actively contribute to the creation of a friendly and positive work environment where all employees feel appreciated and respected by actively promoting diversity and inclusion.

Diversity in the workplace is the range of individual differences and commonalities among employees. Disparities in abilities, sexual orientation, gender, age, race, ethnicity, and religion are a few examples of this. In order to create an inclusive workplace where all workers feel appreciated, respected, and empowered to contribute their special skills and perspectives, it is imperative that we embrace workplace diversity. Organizations can gain from enhanced employee morale and retention in addition to higher creativity, innovation, and productivity by cultivating a diverse workplace. This overview of workplace diversity will cover the value of diversity in the workplace as well as strategies that employers can use to encourage equity and inclusivity among their staff.

Diversity in the workplace is essential to human resource management in today's business world. Organizations are realizing more and more how important it is to embrace diversity in the workplace in today's globalized and connected world. Diversity can refer to a broad range of attributes, such as race, ethnicity, gender, age, sexual orientation, disability, religion, and cultural background, among others. Creating an inclusive and productive work environment requires effective management of this diversity.

The creation and application of practices and policies that uphold equality and inclusivity is one of the main responsibilities of human resource management (HRM) in fostering workplace diversity. This entails creating procedures for hiring and promotion that are devoid of discrimination, giving every employee equal opportunity, and promoting an environment that values acceptance and respect. HRM specialists are essential in teaching staff members the importance of diversity and in raising their level of awareness and comprehension of various viewpoints.

BY
HESHANI SAVINDI PRASANNA
FINAL YEAR



Additionally, HRM is in charge of making sure the company abides by pertinent laws and rules pertaining to inclusion and diversity. This includes monitoring and resolving any incidents of harassment or discrimination at work, as well as regularly providing managers and staff with diversity training. Additionally, a more diverse workplace can help organizations perform better. Diverse teams are more inventive, creative, and better suited to tackle challenging problems, according to research. Groups that bring together people with diverse backgrounds, experiences, and viewpoints can gain access to a greater variety of ideas and methods. Building diverse teams and establishing an inclusive culture that promotes cooperation and honest communication are important tasks for HRM

To sum up, diversity in the workplace is a crucial component of human resource management. In order to foster a positive work environment and propel organizational success, HRM can support the promotion of inclusivity, equality, and respect for all employees. Accepting diversity boosts an organization's competitiveness and overall performance in addition to the benefits that individual employees receive. Diversity and inclusion must therefore be given top priority by HRM professionals in both their daily operations and strategic planning.

A greater understanding of various cultures and viewpoints can result from workplace diversity, in addition to the previously listed advantages. This can help businesses reach a wider audience and attract more customers. Since many jobs seekers value inclusive and diverse work environments, organizations that embrace diversity can also benefit from attracting top talent from a variety of backgrounds.

Organizations can create policies that support diversity and equity, establish committees dedicated to diversity and inclusion, and implement diversity training programmed in order to foster workplace diversity. It's critical for leaders to actively support and celebrate diversity within the company and to make sure that every worker, regardless of background, feels appreciated and included. All things considered, it is not only morally right to support workplace diversity, but it also makes sound business decisions. Organizations can develop a more creative and dynamic work environment that benefits workers and the company as a whole by promoting a diverse and inclusive workplace.



TALENT ACQUISITION IN A COMPETITIVE MARKET: STRATEGIES FOR SUCCESS

BUILDING A STRONG EMPLOYER BRAND

01



A strong employer brand is essential when it comes to attracting top talent in a competitive market. Candidates are not only evaluating job offers based on compensation but are also looking for companies that align with their values and offer a positive work culture. HR professionals should focus on showcasing the company & unique value proposition, corporate culture, and opportunities for growth and development. By effectively communicating the employer brand through various channels such as social media, company websites, and employee testimonials, organizations can differentiate themselves and attract the attention of high-quality candidates.

LEVERAGING TECHNOLOGY

02



Technology has revolutionized the recruitment process and has become an indispensable tool for talent acquisition in a competitive market. Applicant Tracking Systems (ATS), recruitment software, and AI-based tools can help streamline the hiring process, improve candidate experience, and identify top talent efficiently. These technologies also enable HR professionals to access a wider pool of candidates, conduct data-driven analysis, and automate repetitive tasks, allowing them to focus on building relationships with candidates and making strategic

ENGAGING PASSIVE CANDIDATES

03



In a competitive market, the best candidates are often passive job seekers who are not actively looking for new opportunities. HR professionals should proactively engage with these passive candidates through networking events, industry conferences, and social media platforms. By building relationships with potential candidates and maintaining a talent pipeline, organizations can stay ahead of the competition and quickly reach out to top talent when positions become available.

CONTINUOUS LEARNING AND DEVELOPMENT

05



prioritizing continuous learning and development, organizations can attract and retain top talent in today & challenging business landscape. Successful talent acquisition not only leads to a competitive advantage but also contributes to the long-term success and growth of the organization.

EMPLOYEE REFERRAL PROGRAMS

04



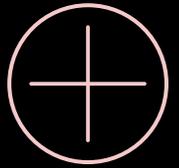
Employee referral programs can be a powerful tool for attracting top talent in a competitive market. Current employees are a valuable source of talent and can help identify suitable candidates who are a good cultural fit for the organization. By incentivizing employees to refer candidates through rewards or recognition programs, companies can tap into their existing network and reach out to potential hires who are more likely to succeed within the organization.

In a dynamic and competitive market, companies must invest in the continuous learning and development of their employees to stay ahead of the curve. HR professionals should focus on offering training programs, upskilling opportunities, and career development paths to attract and retain top talent. Candidates are more likely to choose organizations that prioritize their growth and provide opportunities for advancement, making learning and development a critical component of talent acquisition strategies.

In conclusion, talent acquisition in a competitive market requires a proactive and strategic approach. By focusing on building a strong employer brand, leveraging technology, engaging passive candidates, implementing employee referral programs, and

09

FOCUSING ON EMPLOYEE EXPERIENCE (EX) IS ANOTHER CRITICAL TREND, AS ORGANIZATIONS AIM TO CREATE ENGAGING AND MEANINGFUL WORK ENVIRONMENTS.



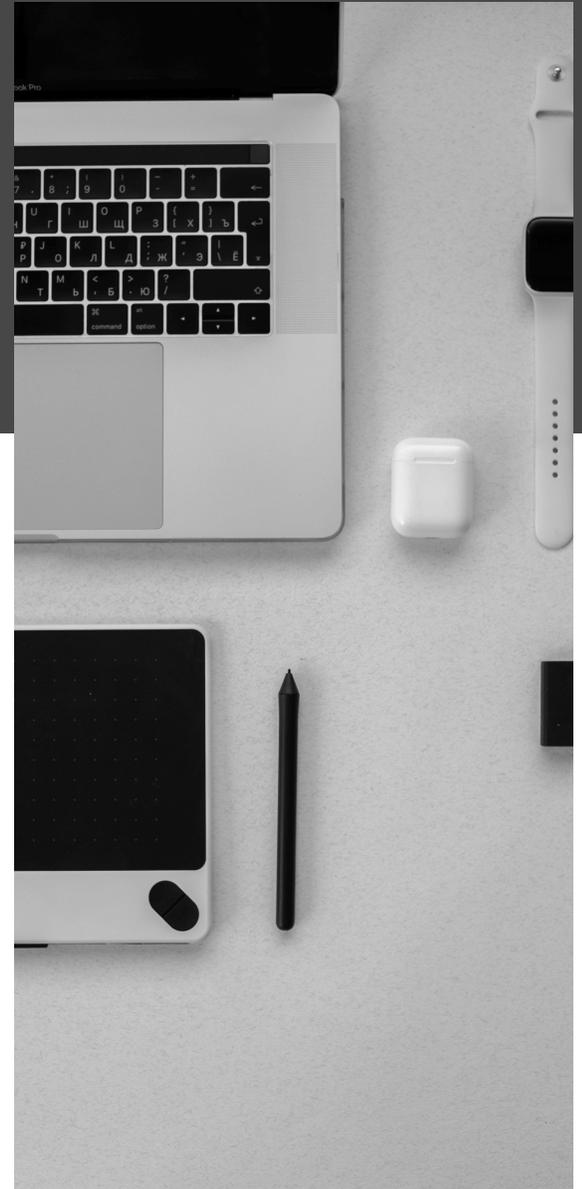
EMERGING TRENDS IN HUMAN RESOURCE MANAGEMENT

BY NEWTON SELVA MERY METTILDA
FINAL YEAR

Human Resource Management (HRM) is rapidly evolving due to new technological advancements, changing workforce dynamics, and shifting business landscapes. Recent trends are driving HR towards greater efficiency, improved employee engagement, and enhanced responsiveness to market conditions. Key developments include the integration of AI and machine learning into HR processes, enhancing tasks from recruitment to employee retention. Data-driven decision-making through HR analytics is also becoming crucial for strategic planning. The rise of remote and hybrid work models, spurred by the COVID-19 pandemic, has transformed HR practices, emphasizing flexible work environments and virtual company culture. Additionally, diversity, equity, and inclusion (DEI) initiatives are gaining importance, fostering inclusive workplaces. Focusing on employee experience (EX) is another critical trend, as organizations aim to create engaging and meaningful work environments. These emerging trends are not only reshaping HR but also influencing broader business strategies, underscoring the essential role of human resources in modern organizational success. Here are some of the most significant emerging trends in HRM:



The first one is **Remote Work and Hybrid Models**. The shift to remote work, accelerated by the COVID-19 pandemic, is here to stay. Many companies are adopting hybrid models, allowing employees to work both remotely and in the office. This change requires HR professionals to develop new policies, support remote team building, and ensure productivity and engagement in a virtual environment. The second is focus on **Employee Well-being**. Employee well-being has become a critical focus for companies. Employers are implementing wellness programs that include mental health support, flexible work schedules, and resources for maintaining a healthy work-life balance.



HR is responsible for creating a supportive culture that prioritizes the overall well-being of employees and next emerging trend is Use of **Artificial Intelligence (AI) and Automation**.

AI and automation are transforming HR processes. These technologies are used for tasks like recruiting, resume screening, and initial candidate interactions through chatbots. Automation also helps with performance management and employee engagement. By automating routine tasks, HR can focus on strategic initiatives and personalized employee support. Another trend is **Diversity, Equity, and Inclusion (DEI)**. There is a growing emphasis on diversity, equity, and inclusion in the workplace. HR teams are implementing policies and programs to foster a diverse and inclusive work environment. This includes bias training, diverse hiring practices, and creating a culture where all employees feel valued and included. In addition, focus on **Continuous Learning and Development**.

The rapid pace of technological change necessitates continuous learning. Companies are investing in employee development programs to upskill and reskill their workforce. Online courses, virtual training sessions, and learning management systems (LMS) are becoming integral parts of HR strategies to ensure employees stay relevant and motivated. And also **Data-Driven Decision Making**. HR is increasingly leveraging data analytics to make informed decisions. People analytics helps HR understand employee behavior, predict turnover, and measure the impact of HR initiatives. Data-driven insights enable more effective talent management and strategic planning.

And the final emerging trend is **Gig Economy and Flexible Work Arrangements**. The gig economy is reshaping traditional employment. More people are seeking freelance or contract work for greater flexibility. HR must adapt to manage a blended workforce, ensuring that both full-time employees and gig workers are effectively integrated into the company's operations.



HOW DOES THE LEADERSHIP MANAGEMENT ACT AS A CRUCIAL ROLE IN HUMAN RESOURCE MANAGEMENT?

The most effective leaders inspire, motivate, and guide their teams and individuals for the purpose of achieving strategic goals. Its profound importance is underscored by the crucial role leadership development plays in HRM (Human Resource Management). Leadership management is a vital force in the HRM. The contributions it makes is well spoken by HR managers. HR managers should pay a great attention in this aspect as to ensure the success of the firm in unique way. Most organizations fail in the HRM due to not paying attention on the area of the Leadership management.

A leader is someone who focus on the environment around them, think in a holistic approach to help the employees to achieve the organizational goals and objectives. Moreover in the way of the HRM leaders are considers as a source of influence for their employees, hence their responsibility differs from others in the organization in a way which is distinguishable.



Having a proper leadership management helps the employees to more likely to be involved in their duties. Not giving the leaders the importance they deserve is one of most common mistake made by the HRM. In several cases it has been reported that HRMs of the most organizations do not pay necessary attention to the top management where leaders come under. They pay attention only to those who are below in the company. Leading to dissatisfaction of the leaders. Many people think due to being the top management of the company makes them think the top management doesn't need motivation or encouragement from those below. But in reality everyone is a human. Such it's important to pay attention to everyone equally.

This is one of greatest challenged faced in HRM in leadership management. In more of a practical way, leadership development enhances organizational agility and resilience. In today dynamic business landscape, the ability to adapt quickly to change is paramount. As a result of HRM initiatives, leaders develop skills for navigating ambiguity, making informed decisions under pressure, and leading teams during transformational times. As a result of this agility, organizations are able to seize opportunities while managing risks efficiently, resulting in the maintenance of a competitive advantage in the organization.

In summary, leadership development is indispensable to HRM because it shapes organizational culture, enhances employee engagement, fosters agility, aligns individual and organizational goals, and promotes ethical leadership. Human resource management ensures long-term success in a competitive global landscape by investing in leadership development. For this reason, leadership development is an essential component of effective HRM practices.

The Heart of the Organization is Human.

K.G.D.M. HARSHANI GAMAGE,

*In the workplace, where minds align,
Human resources face a complex design.
Issues arise, challenges unfold,
But through it all, we remain bold.*

*Recruitment woes and retention fears,
Navigating through a sea of careers.
Training, development, and diversity,
In the realm of HR, it's our university.*

*Conflict resolution and morale to mend,
Balancing needs, we'll never bend.
Empathy, compassion, and a listening ear,
We strive to create an atmosphere
sincere.*

*For in the heart of every company's core,
Lies the people who strive for more.
Human resource issues, we'll embrace,
Guiding our team with wisdom and grace.*

*So, here's to the HR professionals so
bright,
Guiding the workforce, day and night.
Addressing challenges with skill and art,
For the betterment of every human heart.*





BY D.M.T.V.DISSANAYAKA (2020/BS/86)

THE ROLE OF HUMAN RESOURCE MANAGEMENT IN *SHAPING MODERN ORGANIZATIONS*

In today's fast-paced and ever-changing business landscape, the role of human resource management (HRM) has become increasingly crucial for the success and sustainability of organizations. HRM encompasses a wide range of functions that are essential for managing an organization's most valuable asset - its employees. From recruitment and selection to training and development, HRM plays a pivotal role in creating a motivated, skilled, and productive workforce. This article explores the importance of effective HRM in modern organizations and the key functions it encompasses.

RECRUITMENT AND SELECTION

One of the fundamental functions of HRM is the recruitment and selection of employees. This involves identifying the right candidates for specific roles within the organization and ensuring a good fit between the individual and the job requirements. A well-designed recruitment process can help attract talented individuals who possess the skills and competencies needed to drive the organization forward. By leveraging various recruitment channels, such as job boards,

social media, and professional networks, HRM can effectively identify and engage potential candidates who align with the organization's values and goals.

TRAINING AND DEVELOPMENT

Once employees are hired, HRM is responsible for providing them with the necessary training and development opportunities to enhance their skills and knowledge. Investing in employee development not only improves individual performance but also contributes to the overall growth and success of the organization. Through tailored training programs, workshops, and mentorship initiatives, HRM can empower employees to acquire new skills, stay updated with industry trends, and adapt to evolving job roles. Furthermore, ongoing development opportunities can boost employee engagement and retention, as individuals feel supported in their professional growth within the organization.

EMPLOYEE RELATIONS

HRM plays a critical role in managing employee relations and fostering a positive work environment. By establishing open lines

of communication, promoting teamwork, and addressing employee concerns, HRM can contribute to a harmonious and productive workplace culture. Additionally, HRM is responsible for handling conflicts or issues that may arise within the workplace, ensuring fair treatment and resolution of disputes. By prioritizing employee well-being and satisfaction, HRM can create a supportive environment where employees feel valued and motivated to contribute their best to the organization.



COMPLIANCE AND POLICY DEVELOPMENT

HRM is also responsible for developing and implementing policies and procedures that comply with labor laws and regulations. This includes managing compensation and benefits, handling disciplinary actions, and ensuring workplace health and safety. By staying abreast of legal requirements and industry standards, HRM can mitigate risks associated with non-compliance and create a fair and transparent work environment for all employees.

PERFORMANCE MANAGEMENT

Another essential function of HRM is performance management, which involves setting clear expectations, providing regular feedback, and evaluating employee performance. This process is essential for recognizing and rewarding high performers, as well as identifying areas for improvement and providing support to underperforming employees. By implementing performance appraisal systems, goal-setting frameworks, and recognition programs, HRM can drive a culture of accountability and continuous improvement within the organization.

In conclusion, effective human resource management is essential for creating a motivated, skilled, and engaged workforce. By focusing on recruitment, training, employee relations, performance management, compliance, and policy development, HRM plays a crucial role in driving organizational success. As businesses continue to evolve, the role of HRM will become increasingly important in shaping the future of work. Therefore, organizations must prioritize their HRM practices to attract, retain, and develop top talent in today's competitive landscape. Overall, the pivotal role of HRM in modern organizations cannot be overstated. As businesses strive to adapt to changing market dynamics and technological advancements, effective HRM practices will continue to be instrumental in shaping organizational culture, driving employee performance, and fostering sustainable growth. By recognizing the significance of HRM and investing in its strategic functions, organizations can position themselves for long-term success in an increasingly competitive global marketplace.

Employee Wellbeing

IN HUMAN RESOURCE MANAGEMENT

In human resource management, the work of achieving quality results is done through HRM.

"Human Resource Management is the planning, organising, directing and controlling of the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational, and social objectives are accomplished."(Edwin B. Flippo)

Improving the well-being of employees is a must for an organization in human resource management.



Employee wellbeing is a critical aspect of human resource management that has gained increasing attention in recent years. As organizations recognize the importance of creating a positive work environment for their employees, the concept of employee wellbeing has become a key focus for HR professional. Employee wellbeing refers to the physical, mental, and emotional health of employees in the workplace. It encompasses factors such as work



life balance, job satisfaction, stress levels, and overall happiness at work. Research has shown that employees

who are well taken care of by their employers are more productive, engaged, and loyal to the organization. who are well taken care of by their employers are more productive, engaged, and loyal to the organization.

Analyzing the impact of employee well-being on organizational success requires a comprehensive understanding of the factors that contribute to employee well-being. This includes assessing the work environment, identifying sources of

stress, and implementing strategies to promote a healthy work-life balance. HR managers play a critical role in facilitating these efforts and creating a culture of well-being within the organization. Prioritizing work-life balance is one of the most important steps managers can take to improve employee well-being in the organization. to improve employee well-being in the organization. .



Managers should encourage flexible work schedules, telecommuting options, and paid time off to help employees effectively manage their personal and professional commitments.

Another critical aspect of promoting employee well-being is creating a supportive and inclusive work culture. Managers should create a sense of belonging and community within the organization by promoting open communication, collaboration and teamwork. Encouraging diversity and inclusion initiatives helps create a more inclusive and supportive work environment where all employees feel valued and respected. Furthermore, managers should prioritize employee health and wellness by providing access to resources and programs that promote physical and mental well-being. This may include offering wellness programs, gym memberships, mental health resources, and access to health services. Investing in employee health and well-being can help managers reduce stress, improve morale, and increase overall job satisfaction.



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BY W.I.S WANIGASEKARA



BY M.W.F SAFA

2ND YEAR

Navigating the Changing Job Landscape: AI and Disability Employment

Unlike natural intelligence displayed by humans and other animals, artificial intelligence (AI) involves machines displaying intelligence for a variety of reasons, including learning & problem solving. In the recent years AI has undergone significant evolution due to the existence of the open source communities, Interdisciplinary Research and advancement in algorithms.

In the job market AI opens various opportunities for the enhanced innovation in the new industries like robotics, Retail and Ecommerce, Aggrotech and Fintech. Likewise AI also pose as threat to existing jobs as well. As a coin has two sides. AI offer both opportunities and challenges to the labor market. In the case of disability employment AI has played a major contribution.



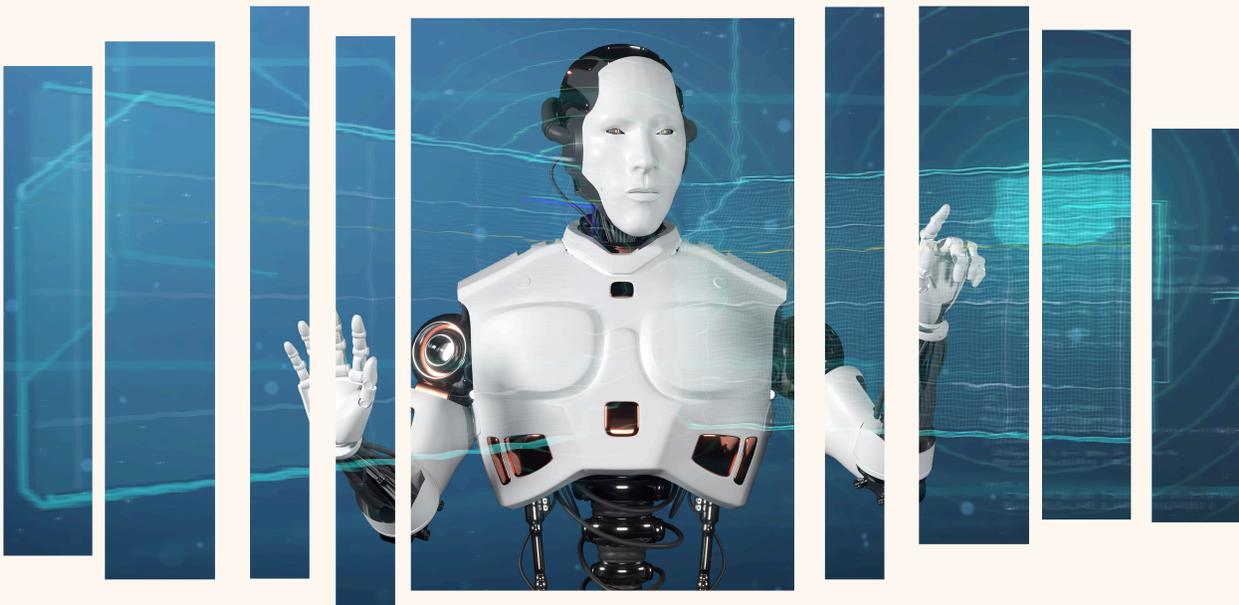
AI simply made to people who are born with disabilities to have an employment on their own. AI has reshaped the labor market where even the disable people can realize their dreams and pursue their aspirations.

AI tools improved the opportunities given to the disable people but also it has also started to threaten the job stability in the other sectors. In here we must realize that AI can simply replace the human effort such we must ensure it complements the human efforts not replacing them. It act as important path in the current generation. The field of digital accessibility has made significant progress thanks to artificial intelligence, but it is necessary to find a balance between technology and ethics in the workplace. Although in Srilanka it's still not possible due to being a developing country. But in the western countries its great possibility too many people.



The job market related to this always stands out in its own way. In America and European countries there is a place for the disability employment in the area. In respect of this Human resource management has to pay a huge attention towards this area. The following area is where HRM (Human Resource Management) must focus on. The risks of bias and exclusion persist if artificial intelligence is not properly regulated. Unchecked algorithms can exacerbate societal biases and create new obstacles for people seeking employment. For example, we may see AI-based recruitment tools overlooking the unique skills of people with disabilities, potentially excluding them from job opportunities.

Furthermore, inadequate regulation could prevent AI from complying with digital accessibility standards. HRM should battle those risks and unwanted views of the people. This is where AI and disability empowerment affect the moral of these working force people. In the future the force of these people who are in the disability empowerment will give a great contribution towards the growth of the country. Also allowing many live hoods being improved upon.



IMPORTANCE OF EMPLOYEE ENGAGEMENT IN THE WORKPLACE

Employee engagement is a crucial aspect of any successful business. It refers to how committed and involved employees are in their work and the company they work for. When employees are engaged, they are more productive, happy, and loyal. This article explains why employee engagement is important and provides simple tips for HR professionals to improve it.

Why Employee Engagement Matters?

1. Increased Productivity - Engaged employees are more productive. They are motivated to work hard and do their best because they care about their job and the company's success. This leads to better performance and higher efficiency.

2. Better Employee Retention - When employees feel valued and engaged, they are less likely to leave the company. High employee turnover can be costly and disruptive. Keeping employees engaged helps retain top talent and reduces hiring costs.

3. Improved Customer Satisfaction - Happy and engaged employees are more likely to provide excellent customer service. They go the extra mile to ensure customers are satisfied, leading to better customer retention and positive reviews.

4. Enhanced Company Culture - Employee engagement contributes to a positive company culture. Engaged employees are more likely to collaborate, support each other, and create a pleasant work environment. This, in turn, attracts more talented individuals to the company.



Tips to Improve Employee Engagement

- 1. Clear Communication** - Open and clear communication is essential for employee engagement. HR should ensure that employees are kept informed about company goals, changes, and updates.
 - Regular Meetings: Hold regular meetings to discuss progress and address any concerns.
 - Open Door Policy: Encourage employees to share their ideas and feedback without fear.

2. Recognition and Rewards - Recognizing and rewarding employees for their hard work and achievements boosts morale and motivation.

- **Public Recognition:** Acknowledge accomplishments in meetings or company newsletters.
- **Incentives:** Offer bonuses, extra time off, or other incentives for exceptional performance.

3. Professional Development - Providing opportunities for growth and development shows employees that the company is invested in their future.

- **Training Programs:** Offer training sessions, workshops, and online courses to help employees improve their skills.
- **Career Pathing:** Help employees understand potential career paths within the company.

4. Work-Life Balance - Promoting a healthy work-life balance helps prevent burnout and keeps employees engaged.

- **Flexible Schedules:** Allow flexible working hours or remote work options to help employees balance work and personal life.
- **Wellness Programs:** Offer wellness programs that include fitness classes, mental health resources, and stress management workshops.

5. Team Building - Encouraging teamwork and building strong relationships among employees fosters a sense of belonging and engagement.

- **Team Activities:** Organize team-building activities, such as group outings, games, or collaborative projects.
- **Social Events:** Hold regular social events, like company picnics or holiday parties, to strengthen bonds.

6. Supportive Leadership - Leaders play a key role in employee engagement. Supportive and empathetic leadership can make a big difference.

By G.D.T. Shamindi
2019/BS/45





SKILLS NEEDED BY THE HR MANGERS TO MANAGE WORKFORCE DIVERSITY

BY M.S.P SAWUMYA

Managers

MUST HAVES

Human resource management (HRM) is one huge concept which covers many aspects. It has many factors which affects it in various ways. Those factors which influence HRM are crucial in maintaining a balance in the HRM of an organization. Workforce diversity is one of those factors which heavily influence the HRM of an entity. Diversity in the workplace means maintaining a workforce of people with varying backgrounds, perspectives, abilities, and lifestyles. Managing diversity means acknowledging peoples differences and recognizing these differences as valuable, it enhances good management practices by preventing discrimination and promoting inclusiveness. Good management alone will not necessarily help the manager's work effectively with a diverse workforce. It is often difficult to see what part diversity plays in a specific area of management.

HR managers need to have other skills when managing a workforce that is diversified. It is important that managers have following skills like communication, address all aspects of the diversity, educate themselves on the subject of the diversity, and avoiding stereotypes. Communication is the key point. As it means having a good relationship between the employees and manager. Able to share ideas and options in an open manner. The HR management must emphasize the need for feedback and effective communications. Often signs are placed for cultural diversity in management and inclusivity creation, so all employees understand diversity management and the creation of an inclusive environment where all the employs coexist together.

Additionally another skill is that address all the aspects of the diversity. Whether the manager have any knowledge related to particular diversity or not he must try his best study the diversity such it can benefit that particular employee. In some cases some diversities may be in minor population of the employees. HR mangers will ignore those minor diversities due to being a small group. Hence it doesn't matter size of the group, it is the responsibility of the managers to oversee the all the aspects of the diversity. Other factor is that the HR managers must educate themselves on the field of diversification. Most managers fail in this management of the diversified workforce due to inexperience, bias and lack of interconnectivity. The field of diversification in the workforce is dynamic. Such keeping up with the current and existing trends is something the HR managers must pay attention to.

Finally the avoidance of the stereotypes. Stereotype means it is a fixed general image or set of characteristics that a lot of people believe represent a particular type of person or thing understanding the cultural stereotypes is important to managers. A good manager must have a good grasp of stereotypes associated with different cultures. It is sometimes a bit too easy to get confused between cultural differences and stereotypes. Studying how people behave and respond to those stereotypes is vital to HR manager.

In conclusion there are many skills that HR managers must possess to lead an effective management of the workforce diversity. Those skills explained above are the most crucial factors that managers must pay attention to.



HUMAN RESOURCES, GOD RESOURCES



BY M. JANANY

Mankind's been blessed with wondrous
mind's legacy's ensured,
And so much more the day he finds
The blessed of the lord!
For secret truths are then revealed,
beyond the wit of man,
Unfolding scrolls that goad has sealed
According to his plan

Imagine all of history,
Compressed into one week
For here explains God's mystery
The world rules by the meek...
The prophecies explain the facts,
The future must belong
Not to the leader who reacts,
Not to the ones thought strong

Resources that are now esteemed
Are temporary at best
God's pannes much more, beyond
hopes dreamed, its like
his treasure chest...
Today man fumbles here and there,
his bombs
don't solve a thing,
That's why believers kneel in prayer
To Jesus Christ, the King

And his name, they prophecy,
of blessing at good time
of peace on earth that meant to be
A respite quite sublime...
When god preserved a world called
lost,
When man admits defeat
When perfect love has paid the
cost,
When live proves truly sweet.

COMPENSATION MANAGEMENT IN HRM

The process of keeping track of, evaluating, and figuring out each employees pay, benefits, and incentives is known as compensation management. Any talent management and retention strategy must include compensation management. Companies can use both monetary and non-monetary benefits as part of creative compensation to increase employee engagement and productivity, lower attrition, and draw in top talent.

HOW COMPENSATION MANAGEMENT AFFECT HUMAN RESOURCE MANAGEMENT ?

A crucial component of human resource management (HRM), compensation management has a big impact on both the general performance of a business and other HR-related tasks. Ensuring equitable remuneration for employees labor through effective compensation management has a knock-on effect on recruitment, retention, motivation, performance, and organizational culture. Attracting top talent requires effective compensation management. An organization attracts more candidates when it offers a competitive compensation package with bonuses, benefits, and competitive salaries. Employers are more likely to draw in top

talent when they provide competitive benefits packages. A tech company that offers competitive salary, stock options, and extensive health benefits, for instance, is likely to draw in more highly qualified engineers than one that only pays minimum wage. The remuneration package is frequently a deciding factor for candidates during the recruitment process. To guarantee that offers are competitive, effective compensation management involves comparing salaries to industry norms. Employee retention is yet another important factor that compensation management affects. If workers believe they are receiving fair compensation, they are more likely to stick with the company.

Competitive and equitable pay plans lower turnover rates. For example, a retail company can reduce employee attrition by offering competitive wages, regular performance bonuses, and employee discounts. Workers are happier and more devoted when they believe their pay is just and meaningful. This loyalty results in a more stable workforce and cheaper recruitment expenses.

Pay is one of the main factors that influences how well employees perform. Employee motivation and performance are more likely to be high when they receive appropriate rewards. Pay is directly correlated with performance when profit-sharing or bonuses are implemented as part of performance-based compensation. To encourage greater sales volumes, commission-based pay structures are common in sales teams. A motivated workforce is a result of regular salary reviews, merit raises, and other forms of recognition like employee of the month awards. These procedures let workers know that their efforts are appreciated.

An organizations values and culture are reflected in the way it handles compensation. Fair and transparent compensation policies support a positive workplace culture. Trust and fairness are fostered by transparent compensation practices. Workers feel more engaged and appreciated when they are aware of the process used to determine compensation. For example, open and honest communication about the formula used to determine performance bonuses can increase management's credibility. Just compensation practices encourage inclusion and equity. A diverse and inclusive workplace must guarantee that compensation practices do not discriminate on the basis of gender, race, or any other factor.





BY D.C.D. ABEYSEKARA
4TH YEAR

In order to stay out of trouble with the law and avoid penalties, compensation management must abide by a number of labor laws and regulations. Following regulations like the Fair Labor Standards Act (FLSA) in the United States guarantees that workers receive overtime compensation in addition to the minimum wage. There may be fines, legal action, and reputational harm to the business for noncompliance. Pay practices must be devoid of any form of discrimination. Men and women must be paid equally for equal work, as required by the Equal Pay Act. This necessitates close observation and modifications to compensation guidelines.

Good pay management supports the organization's strategic objectives. It guarantees that pay policies align with the overarching business plan. Compensating employees in accordance with strategic goals can encourage desired behavior. For instance, rewarding employees with bonuses for hitting sales targets can encourage them to help the company reach its market share expansion objective. For organizations, compensation is frequently the biggest expense. Achieving HR and organizational goals while maintaining budgetary constraints on compensation costs is a guarantee of effective management.

HRM's core function, compensation management has an impact on all facets of the business, including performance, motivation, and culture as well as hiring and retaining employees. Good pay management guarantees that workers feel appreciated and rewarded, which promotes loyalty, productivity, and engagement. Organizations can utilize compensation management as a potent instrument to accomplish their business objectives and preserve a competitive advantage in the market by coordinating compensation practices with strategic objectives, guaranteeing legal compliance, and cultivating a fair and transparent work environment.

QUESTIONS & ANSWERS ABOUT DIVERSITY IN THE WORKPLACE



1. HOW DO YOU FOSTER DIVERSITY AND INCLUSION IN THE WORKPLACE?

Foster diversity by actively recruiting from diverse talent pools and ensuring inclusive policies and practices. Encourage open dialogue and celebrate diverse perspectives.

2. WHAT APPROACHES DO YOU USE TO UNDERSTAND THE PERSPECTIVES OF EMPLOYEES FROM DIFFERENT BACKGROUNDS?

Implement listening sessions, employee resource groups, and regular feedback mechanisms. Actively seek input from diverse teams to understand their unique viewpoints.

3. HOW DO YOU ADVOCATE FOR DEI WITHIN YOUR ORGANIZATION?

Advocate by promoting training programs, mentorship opportunities, and policies that promote equity. Engage leadership in setting DEI goals and hold accountable through measurable outcomes.

4. HOW DO YOU RESPOND TO DISCRIMINATION, HARASSMENT, OR BIAS BASED ON IDENTITY?

Address promptly through clear policies and procedures. Encourage reporting, provide support to affected individuals, and ensure thorough investigations with corrective actions.

5. COULD YOU SHARE YOUR STRATEGIES FOR HANDLING DISAGREEMENTS AND CONFLICTS ARISING AS A RESULT OF DIVERSITY ISSUES?

Mediate with sensitivity to cultural differences, promote understanding through facilitated discussions, and emphasize mutual respect and common goals.

6. WHAT APPROACHES WOULD YOU USE TO SPREAD THE IMPORTANCE OF DIVERSITY, EQUITY, AND INCLUSION TO COLLEAGUES WHO AREN'T AWARE OF ITS IMPORTANCE?

Use data-driven arguments, case studies, and personal anecdotes to illustrate business benefits. Tailor messages to resonate with different stakeholders priorities.

7. WHAT IS THE CHALLENGING PART OF WORKING IN A DIVERSE ENVIRONMENT?

Managing different communication styles, expectations, and conflict resolution approaches while ensuring everyone feels valued and respected.

8. HOW DO YOU MEASURE THE SUCCESS OF YOUR DIVERSITY EFFORTS?

Measure through metrics like representation, employee engagement surveys, promotion rates, and retention of diverse talent. Adjust strategies based on feedback and outcomes.

9. HOW DO YOU STAY INFORMED ABOUT INCLUSION AND DIVERSITY ISSUES BEST PRACTICES?

Stay updated through industry conferences, professional networks, continuous learning programs, and collaborating with diversity experts.

10. HOW DO YOU ENSURE YOUR DECISIONS ARE UNBIASED AND FAIR?

Use structured decision-making processes, diverse interview panels, and data-driven assessments to mitigate bias. Regularly review decisions for fairness and equity.

11. WHAT STRATEGIES WOULD YOU IMPLEMENT TO ENSURE YOUR ORGANIZATION DOESN'T RECRUIT WITH BIAS?

Implement blind recruitment techniques, standardized interview questions, and diversity training for hiring managers. Regularly audit recruitment processes for bias.

12. IN YOUR OPINION, WHAT IS A MAJOR MISTAKE ORGANIZATIONS MAKE CONCERNING DIVERSITY AND INCLUSION?

Treating DEI efforts as a one-time initiative rather than an ongoing cultural shift. Lack of leadership buy-in and insufficient resources also hinder progress.

13. WHAT PRACTICES HAVE YOU TAKEN TO ENCOURAGE YOUR LEADERSHIP TEAM TO INVEST IN DEI INITIATIVES?

Present business cases linking DEI to improved performance metrics, engage leadership in setting DEI goals, and showcase success stories from similar organizations.

14. DESCRIBE HOW YOU WOULD APPROACH A SITUATION WHERE YOU HAVE TO DISCUSS A DIFFICULT TOPIC SUCH AS SEXUAL ORIENTATION, RACE, AND RELIGION IN THE WORKPLACE?

Foster a safe space for open dialogue, set ground rules for respectful communication, and emphasize understanding diverse perspectives. Encourage empathy and active listening.

15. CAN YOU SHARE A PERIOD WHEN DIVERSITY BENEFITED YOUR ORGANIZATION OR TEAM?

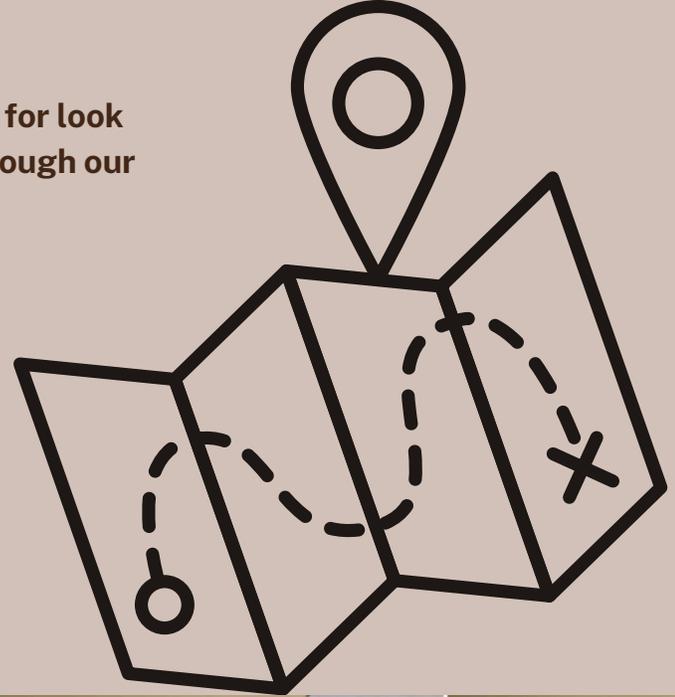
Diversity led to innovative solutions by bringing together varied perspectives, improved employee morale and engagement, and enhanced creativity in problem-solving.



2024 Club Activities

By: H. Hafsha & A.M.SARAAH

It's time for look
back through our
journey.



1 PROVIDING DRY RATIONS TO THE CLEANING STAFF

The HR Club of the Faculty of Business Studies, University of Vavuniya, organized a project on 22nd August 2024 to provide dry rations to 27 cleaning staff members, appreciating their contribution to the university. The project involved purchasing and packaging essential food items, followed by a formal distribution event. The initiative strengthened bonds within the university community, and the club expressed gratitude to donors and volunteers, with plans for similar future efforts.



2 HR CLUB T-SHIRT DISTRIBUTION

The HR Club held a successful T-shirt distribution event on September 4th, 2024, promoting club identity, engagement, and belonging among members. 64 T-shirts featuring the club logo and university names were distributed to students and staff. Feedback was positive, and the event strengthened the club's visibility and networking opportunities. This event set a precedent for future member engagement activities and community spirit.



3

SEMINAR ON “CHALLENGES AND OPPORTUNITIES FOR MANAGEMENT GRADUATES”

The HR Club organized a seminar on 21st August 2024 titled "Challenges and Opportunities for Management Graduates." Led by Ms. B. Shanmugarajah and facilitated by Mr. Jerad Milvinfrom, the event aimed to provide insights into future opportunities, challenges, and the importance of self-empowerment.

4

FIELD VISIT TO OMEGA LINE VAVUNIYA APPARELS

The HR Club organized a field visit to Omega Line Vavuniya Apparels for 70 students, offering insights into HR processes, employee engagement, safety measures, and operations in the apparel sector. Students toured the manufacturing floor, observed HR practices, and engaged in a Q&A session on workforce management, training, and retention strategies. The visit connected classroom theory with practical HR applications, providing valuable real-world learning experiences.



5

A WEBINAR ON “COMPETENCY CANVAS FOR A MODERN- DAY HR PROFESSIONAL”

Purpose of this webinar, explore the competencies required for HR professionals to thrive in the modern workplace.

The “Competency Canvas for a Modern-Day HR Professional” webinar successfully highlighted the essential skills and knowledge areas that HR professionals must cultivate to remain relevant and effective.

"Competency Canvass for a Modern Day HR Professional "

Gain knowledge about competencies needed to be a part in modern organizations

07.00 Pm - 08.00 Pm

28th JUNE 2024, FRIDAY



Scan to Join

Mr. Ahmed Hannan



6

01.WEBINAR ON “LETS LEARN CANVA”

This workshop aimed to introduce and familiarize students with the Canva tool, helping them to create interactive presentations and enhance their presentation and poster-making skills.

The session was very interesting and informative, providing an opportunity for students to learn a new digital tool to enhance their presentation skills and gain confidence in delivering presentations and creating a social media presence.

7

WORKSHOP ON “BUILDING A FORTUNE FUTURE FOR YOUTHS

Our HR Students have visited the Kovilkulam Children home on 5th April 2024 and conducted the Workshop. The target audience of this Workshop was the Girls who are over 16 years and completed their O/Ls and A/Ls and waiting to step in for their next phase of life. The major aim of this event was to provide insights to students who have completed their O/Ls and A/Ls regarding their next career and educational paths in life, and to build confidence in them.



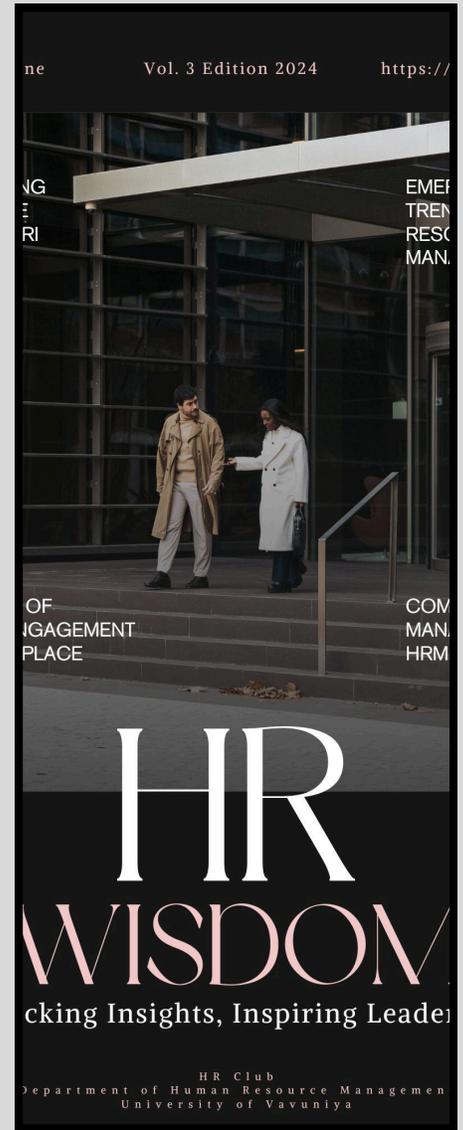
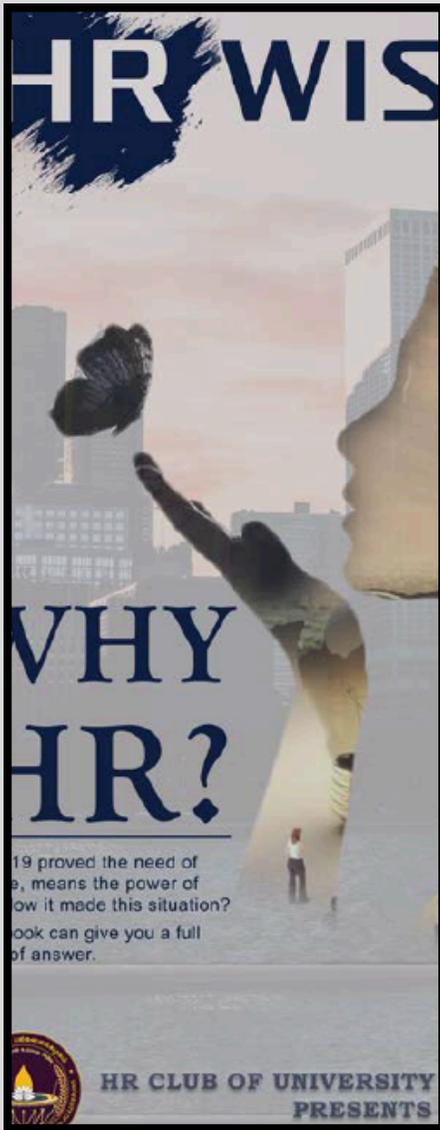
8

A SUGAR CANE JUICE STALL

The HR Club initiated a Sugar Cane Juice Stall, especially during the summer season, with the aim of providing hydrating juices rich in vitamins and minerals to boost the immunity of the people.

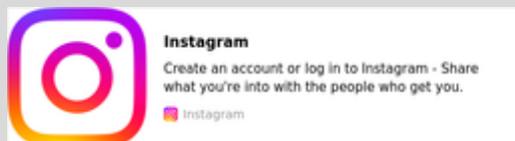
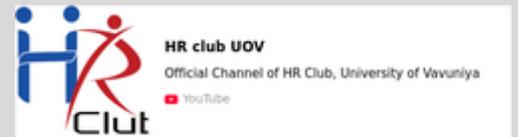
This event was a resounding success and provided a unique and enjoyable experience for the participants.





NEVER MISS AN ISSUE

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