



Celebrating 50 Years of Excellence



**SIMS**



# NEXUS

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# HR Mythbusters: Clarifying Common Misconceptions



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## EDITOR'S NOTE

We are thrilled to present the August 2024 edition of **THE NEXUS 2024**. Our magazine continues to engage readers with insightful content on human resources, and we hope this issue will be equally appreciated and informative.

We extend our heartfelt gratitude to Brig. Dr. Rajiv Divekar, Director, SIMS Pune, for his unwavering guidance and support.

A special thank you to the senior and junior members of The People Tree for their dedication and valuable contributions in making this magazine possible.



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# Breaking the HR Stereotype: Myths vs Reality

IT IS HR THAT IS MOST OFTEN SURROUNDED BY NUMEROUS MYTHS AND MISBELIEFS, WHICH VEIL THE REAL FUNCTION OF HR IN AN ORGANIZATION. MOST EMPLOYEES, AND SOMETIMES EVEN SOME MANAGERS, TEND TO MAKE A VERY NARROW AND EVEN NEGATIVE IMAGE OF HR. INDEED, IT CAN HURT REPUTATION AND CAUSE DISARRAY BETWEEN WORKERS FROM THE HR DEPARTMENT AND WORKERS FROM ALL OTHER DEPARTMENTS. LET'S ANALYZE MOST OF THE WIDESPREAD HR MYTHS AND SHOW OFF THE REAL SITUATION.

**MYTH:** ONLY LARGE COMPANIES NEED HR

REALITY: SMALL AND MEDIUM-SIZED BUSINESSES BENEFIT FROM HR PRACTICES TO ENSURE LEGAL COMPLIANCE, MANAGE RECRUITMENT, AND MAINTAIN A POSITIVE WORK ENVIRONMENT, OFTEN UTILIZING PART-TIME HR PROFESSIONALS OR CONSULTANTS.

**MYTH:** HR'S PRIMARY ROLE IS HIRING AND FIRING

REALITY: HR SUPPORTS EMPLOYEES THROUGHOUT THEIR LIFECYCLE—FROM ONBOARDING TO DEVELOPMENT AND PERFORMANCE MANAGEMENT—CREATING A PRODUCTIVE WORK ENVIRONMENT AND ENSURING COMPLIANCE WHILE FOSTERING EMPLOYEE SATISFACTION.

**MYTH:** HR ONLY DEALS WITH PROBLEMS

REALITY: BEYOND RESOLVING ISSUES, HR PROACTIVELY BUILDS A POSITIVE WORK CULTURE THROUGH LEADERSHIP DEVELOPMENT, MENTAL HEALTH SUPPORT, AND PERFORMANCE MANAGEMENT, AIMING TO PREVENT CONFLICTS AND ENHANCE EMPLOYEE WELL-BEING.

**MYTH:** HR IS NOT INVOLVED IN BUSINESS STRATEGY

REALITY: HR NOW PLAYS A CRITICAL ROLE IN SHAPING BUSINESS STRATEGY BY ALIGNING WORKFORCE PLANNING WITH ORGANIZATIONAL GOALS, HELPING ATTRACT AND RETAIN TALENT, AND CONTRIBUTING TO SUSTAINABLE GROWTH AND INNOVATION.

Deepak Rautela  
MBA(2024-26)

**MYTH:** HUMAN RESOURCE IS ONLY THERE FOR RECRUITING AND DISMISSING PEOPLE.

A COMMON MYTH IS THAT HR'S PRIMARY ROLE IS RECRUITMENT AND TERMINATION. WHILE THESE ARE IMPORTANT FUNCTIONS, HRM ENCOMPASSES MUCH MORE, INCLUDING TALENT MANAGEMENT, TRAINING AND DEVELOPMENT, ORGANIZATIONAL CULTURE, AND LEGAL COMPLIANCE. HR ORCHESTRATES THE WORKFORCE TO ALIGN WITH THE ORGANIZATION'S GOALS AND ENSURES EMPLOYEES HAVE THE NECESSARY TOOLS AND SUPPORT TO THRIVE.

**MYTH:** HR IS ABSOLUTELY AT THE COMPANY'S SIDE.

ANOTHER MISCONCEPTION IS THAT HR ALWAYS SIDES WITH THE COMPANY, OFTEN AGAINST EMPLOYEES. HR AIMS TO BALANCE THE INTERESTS OF BOTH THE ORGANIZATION AND ITS EMPLOYEES. HR ACTS AS A MEDIATOR, NEGOTIATING BETWEEN MANAGEMENT AND STAFF, SAFEGUARDING EMPLOYEES' RIGHTS, AND MANAGING WORKPLACE RELATIONS TO ADDRESS ISSUES BEFORE THEY ESCALATE.

**MYTH :** ORGANIZATIONAL HR POLICIES ARE BUREAUCRATIC AND FIXED.

MANY BELIEVE HR POLICIES ARE RIGID AND UNCHANGEABLE. IN REALITY, HR STRATEGIES ARE DESIGNED TO BE ADAPTABLE TO MEET ORGANIZATIONAL AND WORKFORCE NEEDS. HR REGULARLY UPDATES POLICIES IN RESPONSE TO NEW LAWS, INDUSTRY TRENDS, AND EMPLOYEE FEEDBACK, MAINTAINING FLEXIBILITY TO RESPOND EFFECTIVELY TO CHALLENGES AND OPPORTUNITIES.

**MYTH:** HR IS SIMPLY A COST CENTER, NOT ADDING VALUE TO THE ORGANIZATION.

A PREVALENT PERCEPTION IS THAT HR IS MERELY A COST WITHOUT RETURN. HOWEVER, HR ADDS SIGNIFICANT VALUE THROUGH CULTIVATING COMPANY CULTURE, ENHANCING EMPLOYEE SATISFACTION, REDUCING TURNOVER, AND BOOSTING PRODUCTIVITY AND PROFITABILITY. STRATEGIC HR INITIATIVES IN LEADERSHIP, WELL-BEING, DIVERSITY, AND INCLUSION CONTRIBUTE SUBSTANTIALLY TO ORGANIZATIONAL SUCCESS.

Anurag Bajpai  
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# IT'S A WOMAN'S JOB!

THE STEREOTYPE THAT HR IS A "WOMAN'S JOB" IS ROOTED IN TRADITIONAL GENDER ROLES, SUGGESTING THAT WOMEN ARE MORE NURTURING AND SUITED FOR PEOPLE-ORIENTED ROLES. HOWEVER, THIS NOTION IS BOTH LIMITING AND INACCURATE. HUMAN RESOURCE MANAGEMENT IS A DIVERSE FIELD THAT REQUIRES SKILLS LIKE STRATEGIC PLANNING, ANALYSIS, AND INTERPERSONAL MANAGEMENT, WHICH ARE NOT CONFINED TO ANY GENDER.

THE PERCEPTION IS SHIFTING AS MORE MEN PURSUE HR CAREERS. EDUCATIONAL INSTITUTIONS REPORT AN INCREASE IN MALE ENROLLMENT IN HR PROGRAMS, AND COMPANIES ARE HIRING MORE MALE HR PROFESSIONALS. A NOTABLE EXAMPLE IS RAJEEV DUBEY, FORMER GROUP PRESIDENT (HR & CORPORATE SERVICES) AT MAHINDRA & MAHINDRA LTD. OVER HIS FOUR-DECADE CAREER, DUBEY REDEFINED MAHINDRA'S HR STRATEGY TO ACHIEVE GLOBAL RECOGNITION, FOSTERING AN INCLUSIVE WORK ENVIRONMENT THROUGH THE MAHINDRA RISE PHILOSOPHY. HIS CONTRIBUTIONS HAVE HELPED DISMANTLE THE STEREOTYPE OF HR AS A FEMALE-DOMINATED FIELD.

IN CONCLUSION, HR IS NOT DEFINED BY GENDER BUT BY SKILLS AND COMPETENCIES. IT'S TIME TO ACKNOWLEDGE THAT ANYONE, REGARDLESS OF GENDER, CAN EXCEL AND MAKE SIGNIFICANT CONTRIBUTIONS IN HR.

Gauri Joshi  
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## CASE STUDY: TATA CONSULTANCY SERVICES

### COMPANY OVERVIEW

TATA CONSULTANCY SERVICES (TCS) IS A GLOBAL IT SERVICE AND CONSULTING FIRM AND PART OF TATA GROUP, INDIA'S LARGEST MULTINATIONAL CONGLOMERATE. HEADQUARTERED IN MUMBAI, TCS OPERATES ACROSS NEARLY EVERY CONTINENT, EXEMPLIFYING GLOBAL TALENT MOBILITY. THIS CAPABILITY SUPPORTS COMPETITIVE ADVANTAGE AND SERVICE QUALITY AS THE COMPANY EXPANDS ITS GLOBAL FOOTPRINT.

### STRATEGIES AND IMPLEMENTATION

**INTEGRATION OF GLOBAL TALENT POOL:** TCS UTILIZES A CENTRALIZED SYSTEM TO TRACK EMPLOYEE COMPETENCIES, CAREER PROGRESSIONS, AND INTERNATIONAL EXPERIENCES, DEPLOYING TALENT TO WHERE IT IS MOST NEEDED.

**CROSS-BORDER DEPLOYMENT PROGRAMS:** EMPLOYEES ARE ASSIGNED TO INTERNATIONAL PROJECTS, ENHANCING THEIR SKILLS AND MEETING DIVERSE CLIENT NEEDS. THIS IS SUPPORTED BY CROSS-CULTURAL TRAINING, LANGUAGE COURSES, AND BUSINESS ETIQUETTE WORKSHOPS.

**TALENT RETENTION STRATEGIES:** TCS RETAINS TALENT THROUGH PERSONALIZED DEVELOPMENT PLANS, COMPETITIVE PAY, AND CAREER GROWTH OPPORTUNITIES, ENSURING ENGAGEMENT AND MINIMIZING TURNOVER.

**TECHNOLOGY-DRIVEN SOLUTIONS:** AI AND DATA ANALYTICS OPTIMIZE TALENT MANAGEMENT BY ALIGNING STAFFING WITH PROJECT NEEDS AND SKILL REQUIREMENTS.

### OUTCOMES

**INCREASED FLEXIBILITY AND RESPONSIVENESS:** TCS'S GLOBAL TALENT MOBILITY ALLOWS FOR FLEXIBLE AND RESPONSIVE CLIENT SERVICE.

**INCREASED EMPLOYEE SATISFACTION:** INTERNATIONAL OPPORTUNITIES BOOST EMPLOYEE SATISFACTION, REDUCING TURNOVER.

**BETTER GLOBAL FOOTPRINT:** STRATEGIC TALENT MOBILITY HAS STRENGTHENED TCS'S GLOBAL PRESENCE, ENHANCING ITS POSITION IN THE IT SERVICES SECTOR.

### CONCLUSION

TCS EXEMPLIFIES EFFECTIVE GLOBAL TALENT MOBILITY, INTEGRATING TALENT MANAGEMENT SYSTEMS, TRAINING PROGRAMS, AND TECHNOLOGY-DRIVEN SOLUTIONS TO ACHIEVE GROWTH AND OPERATIONAL EFFICIENCY.

Srijani Karan  
MBA (2024-26)

## MYTHS & TRUTHS HR Practices and Policies

1

MYTH- HR has nothing to do with business strategy.

TRUTH- HR plays a significant role in aligning employee performance and satisfaction with business objectives.



2

MYTH- HR processes are archaic and bureaucratic

TRUTH- Modern HR technology has automated many processes, eliminating part of their administrative burden.



3

MYTH- HR looks after recruitment and terminations only.

TRUTH- HR is with employees from career boarding to development & onward.



4

MYTH- Technology will replace HR professionals

TRUTH- Technology frees HR staff to handle routine tasks only so they can focus more on strategic & creative work.





## Game : HR Myth or Fact?

### INSTRUCTIONS:

BELOW, YOU WILL FIND A SERIES OF STATEMENTS RELATED TO HR PRACTICES AND POLICIES. YOUR TASK IS TO READ EACH STATEMENT, AND THEN DECIDE WHETHER IT IS A MYTH OR A FACT.

ONCE YOU HAVE MADE UP YOUR MIND, USE THE KEY AT THE BOTTOM OF THE PAGE TO CHECK YOUR ANSWERS.

### STATEMENTS:

1. HR ONLY DEALS WITH THE HIRING AND FIRING OF EMPLOYEES.

MYTH OR FACT?

2. PERFORMANCE REVIEWS ARE ONLY CONDUCTED TO DISCIPLINE THE EMPLOYEE FOR THEIR POOR PERFORMANCE.

MYTH OR FACT?

3. WORK-LIFE BALANCE IS, HENCE, OF PRIME IMPORTANCE FOR HR DEPARTMENTS.

MYTH OR FACT?

4. HR POLICIES ARE RIGID IN NATURE AND CANNOT BE CHANGED ONCE PUT INTO PLACE.

MYTH OR FACT?

5. EMPLOYEE ENGAGEMENT MUST DO ONLY WITH PROVIDING FINANCIAL INCENTIVES.

MYTH OR FACT?

6. HR IS ALWAYS ON THE MANAGEMENT'S SIDE, NEVER ON THE EMPLOYEES.

MYTH OR FACT?

7. TRAINING AND DEVELOPMENT FALL UNDER THE PURVIEW OF HR RESPONSIBILITIES.

MYTH OR FACT?

8. DIVERSITY AND INCLUSION ARE THE KEY FOCUS AREAS OF MODERN HR PRACTICES.

9. HR'S ROLE IS ONLY ADMINISTRATIVE, AND ITS FUNCTION DOESN'T GIVE VALUE TO ANY STRATEGIC DECISION.

10. EVERY HR POLICY IS TO CONTROL THE EMPLOYEES. FACT/ MYTH

Shaheen Sheikh  
MBA(2024-26)

## Game Title: HR Myth or Fact?

### **SOLUTION SET:**

MYTH – THERE ARE MANY AREAS ABOUT HR'S ROLE, LIKE EMPLOYEE DEVELOPMENT, ENGAGING EMPLOYEES, ETC.

MYTH – THE PERFORMANCE REVIEW TOOL IS FOR GIVING FEEDBACK, REWARDING GOOD WORK, AND GUIDING DEVELOPMENT BUT NOT ONLY TOWARDS PENALTY.

FACT: WORK-LIFE BALANCE IS A CRUCIAL AREA OF CONCERN FOR HR BECAUSE A HAPPY AND EFFICIENT EMPLOYEE EMERGES.

MYTH – HR POLICY IS NOT A STATIC DOCUMENT BUT IS AMENDED TO EVOLVE WITH THE CHANGING NEEDS WITHIN THE ORGANIZATION.

MYTH – EMPLOYEE ENGAGEMENT IS A VERY BROAD AREA. EMPLOYEES ARE NOT ASSESSED BASED ON FINANCES ALONE, BUT RECOGNITION, CAREER GROWTH, AND WORK CULTURE ARE ALL PARTS OF IT.

MYTH – HR IS THERE TO ENSURE THAT THERE IS FAIRNESS AND A BALANCE BETWEEN THE NEEDS OF THE ORGANIZATION AND THE NEEDS OF THE EMPLOYEES.

FACT – HR IS THE ONE TO OFFER EMPLOYEES DEVELOPMENT AND GROWTH OPPORTUNITIES IN A CAREER.

FACT – IN THE MODERN WORKER POPULATION, DIVERSITY AND INCLUSION ARE THE DETRIMENT EFFECTIVE OF HRM.

MYTH – THE SIZE OF HR IS STRATEGIC AND IT DOMINATES ORGANIZATIONAL CULTURE, TALENT MANAGEMENT, AMONG OTHER THINGS.

MYTH – HR POLICIES ARE INTENDED FOR THE BENEFIT OF THE HEALTHY ORGANIZATION AND ITS WORKERS WHILE MAINTAINING STRUCTURED AND POSITIVE WORK ATMOSPHERES.

Shaheen Sheikh  
MBA(2024-26)

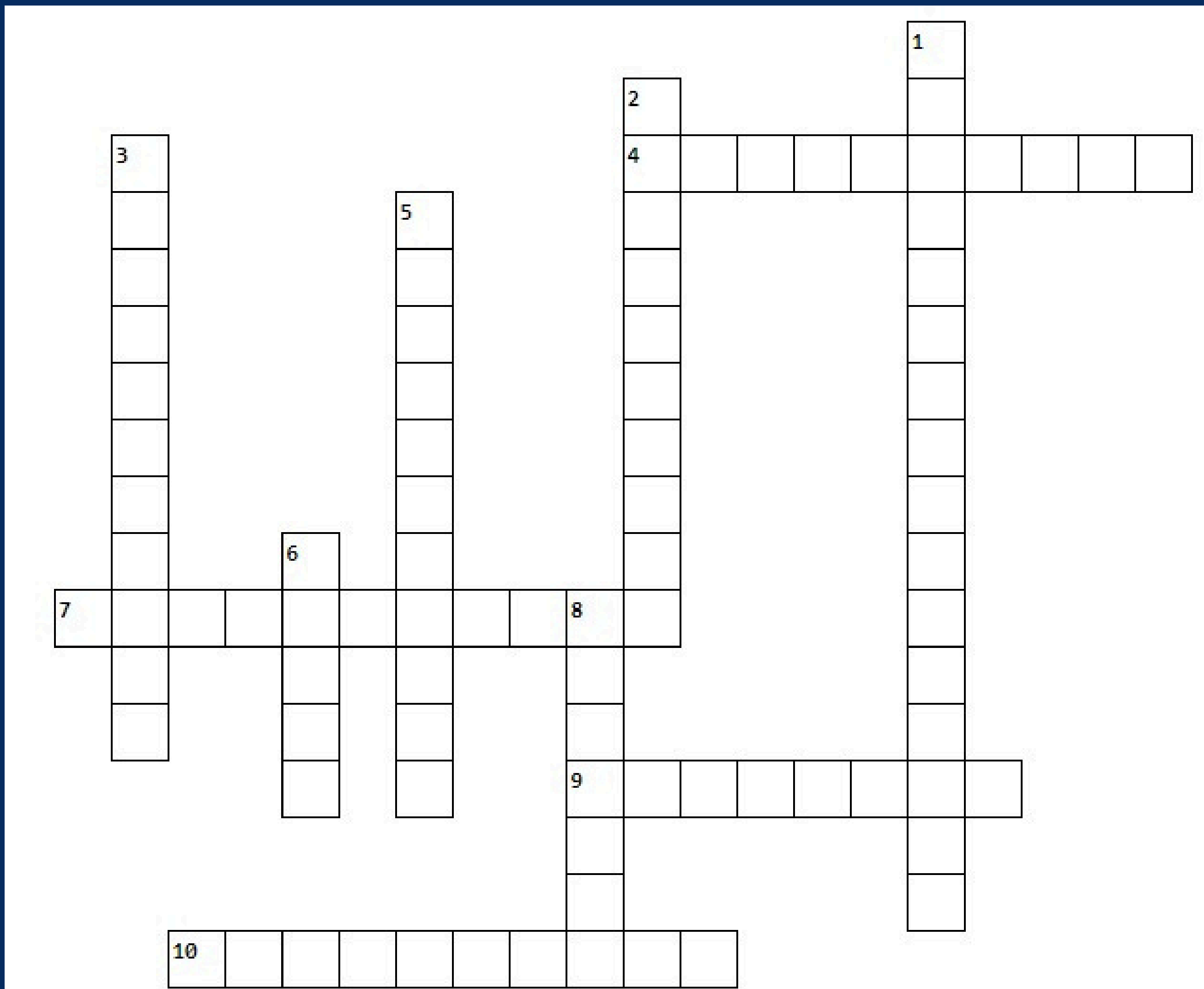
# PUZZLE TIME

## Across

4. The process of integrating new employees into an organization.
7. A process where employee performance is evaluated
9. Development of skills and knowledge to improve job performance.
10. What is the term for the feeling of being connected and involved in your work?

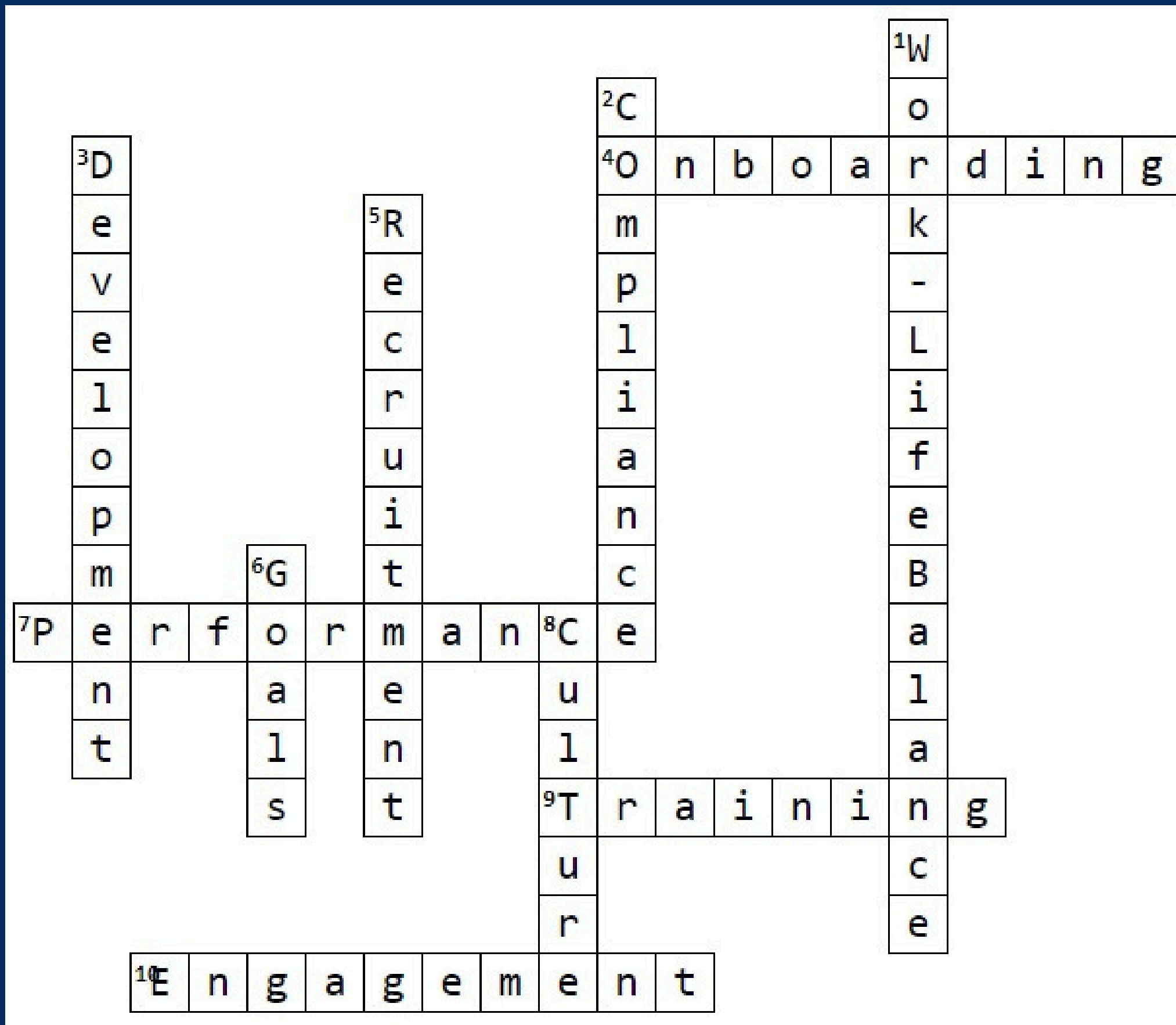
## Down

1. Programs aimed at balancing work responsibilities with personal life.
2. Policies and practices to ensure fair treatment and prevent discrimination.
3. Encouraging employees to grow in their careers through mentoring or coaching.
5. The systematic effort to attract, identify, and hire individuals.
6. A framework that outlines what employees need to achieve.
8. A shared set of beliefs and values within an organization.



Dhruv Sharma  
MBA (2024-26)

# ANSWERS :



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