

THE JAIPURIA COMMUNIQUE

*The official campus newsletter of
Jaipuria Institute of Management, Noida*

- Finance Conclave, 2020 - Post Covid Challenges and Opportunities
- Guest Session in Compensation Management Course - “Legal Framework of Compensation & Benefits and HR Statutory Compliance”
- Pan HR Area FDP on “Work-Life Spillover - Blurred Boundaries of Work-Life during Covid-19 times”

MAJOR HIGHLIGHTS

FINANCE CONCLAVE, 2020 - POST COVID CHALLENGES AND OPPORTUNITIES

HIRAYANA – The Finance Club of Jaipuria Institute of Management, Noida on the **21th of November, 2020** organized a conclave on **“Post Covid Challenges and opportunities in finance”**. A stirring panel discussion was led by the keynote speaker **Mr.RK Joshi**, Sr vice President, Reliance industry limited, and was followed by the panelists **Mr. Haresh Lapudi** ,Lead Business Analyst – treasury capital markets, Charles Schwab , Dallas , Texas , USA , **Mr. Vipin Agarwal**, Gr President, Raymond’s Ltd. , **Dr. K Srinivas Rao** ,Former Director NIBSCOM, Adjunct Professor, IIRM Hyderabad, **Mr. Mayank Rasu** ,Vice President, Barclays, **Mr.Himanshu Saboo** , CEO, EqCap Venture Partners, Mumbai. The panel discussion was moderated by **Dr. A.K. Puri**.

The session was conducted by the finance club President, “Ms. Shelly Vaxhish” and Vice President, “Mr. Vasu Bhardwaj” under the guidance of **Dr Puneet Dubblish**.

The session started with the addresses of the conclave coordinator Mr. Vasu Bhardwaj alongwith the welcome addresses by Director Jaipuria Noida, **Dr. DN Pandey**, which was followed by the introduction and felicitation of the keynote speaker Mr R.K. Joshi with the customary green certificate by Ms. Shelly Vaxhish. Mr. Joshi started the active discussion by talking about the covid impact on the finance sectors and services; and also about the changes in stock market and other financing bodies. He also talked about how management institutes must introduce in their curriculum and discuss the government’s policy impact on the financing sector and also made us aware of the factors the institutes must focus on to get a better future perspective of the economy and financial system. He provided an enlightened and a broad approach on the current and future scenario.

The active discussion was then taken forward by the panelists. Mr. Haresh Lapudi wonderfully talked about the impact of covid on the economy and how and in what segments the recovery is going on and will be taking place in the coming future. He also discussed about bond market and the impact of the free flow of money in market and how it affects demand. Mr. Vipin Agarwal enriched the session with his valuable concepts and understanding about the impact of covid in the corporate world like job cuts and income cuts. He also talked about various sectors of India and about the way they are affecting the economy due to the COVID’s impact, along with this he also talked of stock market inflow and outflow. Mr. Mayank Rasu, stressed on growth of Sensex, involvement of hot money, fixed income market and the economy of India. Mr. Himanshu Saboo contributed to the session with his discussions based on the focus on the vulnerable sectors in the current scenario and his suggestion on how recovery can be reinforced. Dr. K Srinivas Rao, with his thoughtful insights talked about the Banking systems in India and how to some extent this merging of banks will be beneficial to India. After the informative discussions, the queries of students were answered and the event was concluded by a vote of thanks extended by Prof. Nidhi Singh.

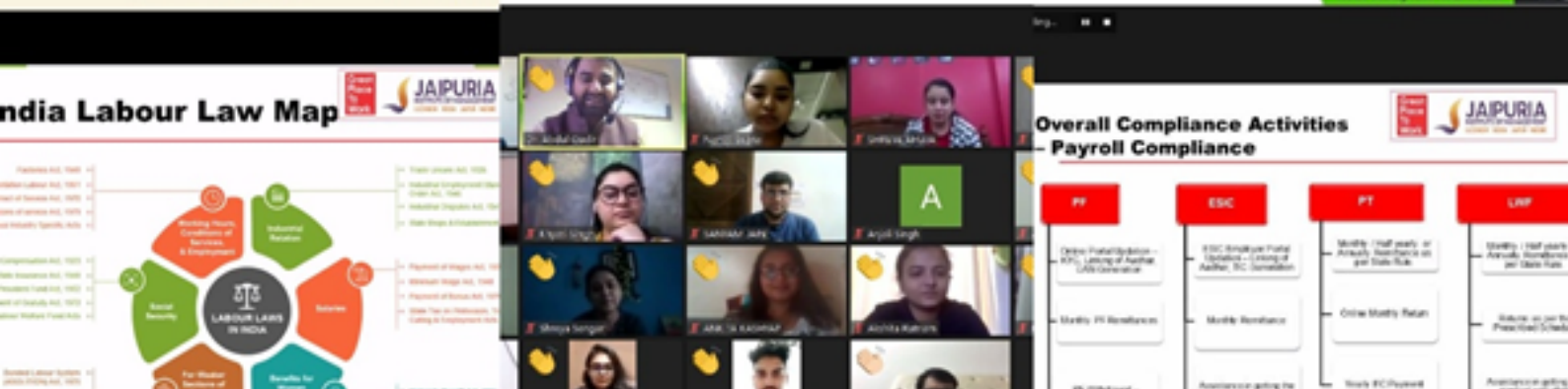
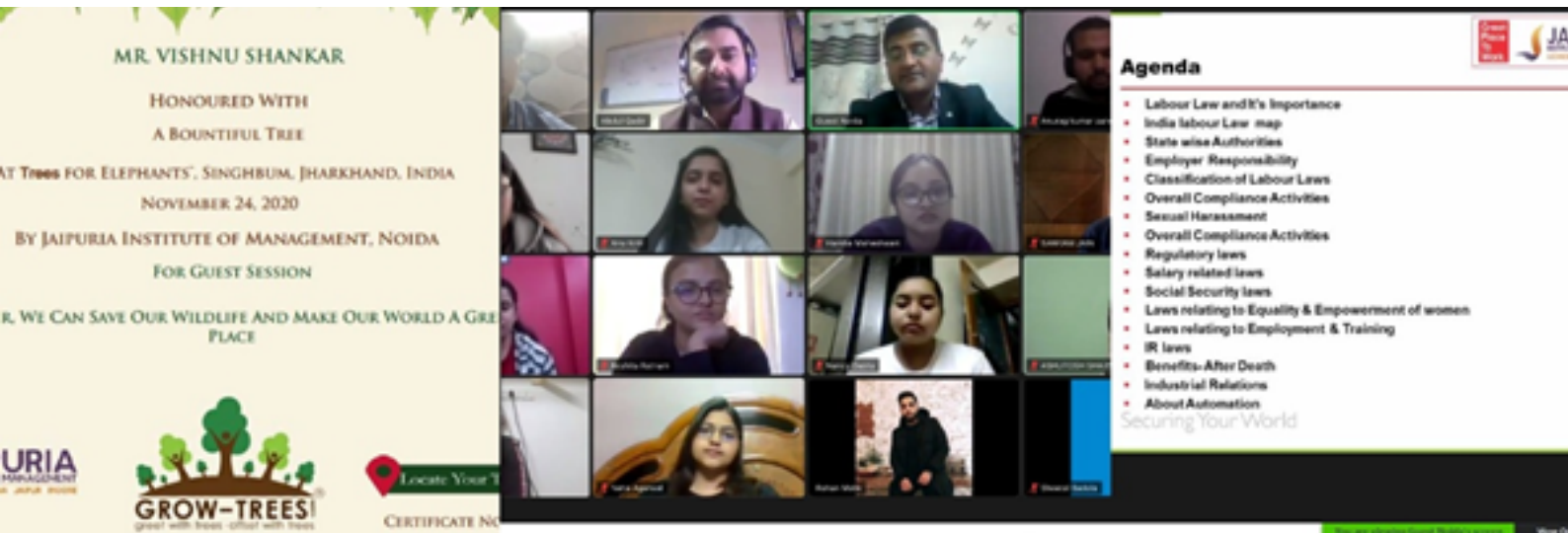


MAJOR HIGHLIGHTS

GUEST SESSION IN COMPENSATION MANAGEMENT COURSE - "LEGAL FRAMEWORK OF COMPENSATION & BENEFITS AND HR STATUTORY COMPLIANCE"

Taking the classroom discussions and learning their-off to the next level of validation and hearing it all from the work-desk, the 1st guest session in the Compensation Management course for the students of 2019-21 batch was organized on the topic "Legal Framework of Compensation & Benefits and HR Statutory Compliance" on 24th Nov. 2020. Mr. Vishnu Shanker, AVP-HR & Head - Compliance & Labor Laws at G4S Solutions (a global security solutions organization, listed at London Stock Exchange) was invited to interact with 2nd year HR aspiring students on this pertinent topic. Dr. Abdul Qadir, Course Faculty and session moderator presented Green Tree Certificate to the guest and set the premise for discussion.

Mr. Vishnu Shanker as true "Karm Yoddha" of Compliance and Expert of Labor Laws in general and Comp. & Ben. related laws in particular, for more than two decades, presented a bird's eye view of the entire gamut of Compliance and Compensation related Labor Laws. Speaking from his core industry experience and workplace practices, he went on to explain almost all the key provisions of compensation and payroll related laws which come under the ambit of Indian Statutory Requirement/Compliance such as Wages, Minimum Wages, EPF, ESIC, Gratuity, Bonus, ER, Social Security, Employment Exchange etc. He also enlightened the students about how forty four labor laws have been subsumed into recently introduced four codes on employment. Besides these, he also discussed the Employer Responsibility, State-wise Authorities, Automation of IR & Labor Law. Paucity of time, kept the audience thirsty for more of such deliberation. Towards the end, students were answered on their queries and concerns on the theme of the session and wished to have a full day workshop on Labor Laws and HR Compliance. The session ended with the vote of thanks extended by the moderator.



MAJOR HIGHLIGHTS

PAN HR AREA FDP ON “WORK-LIFE SPILLOVER - BLURRED BOUNDARIES OF WORK-LIFE DURING COVID-19 TIMES”

On 28th November 29, 2020, PAN HR Area FDP of Jaipuria Institute of Management in collaboration with the **International Relations Committee** conducted a seminar on “**Work-Life Spillover**”, to stir a discussion on the theme of *blurred boundaries of work-life during covid-19 times*. The webinar was set into motion by the student anchors Ashita Bhandari and Shivani Vashishtha. Opening note and introduction of topic were beautifully delivered by **Dr. Poonam Sharma**, Dean IRC. Guests were welcomed onboard whole heartedly by **Dr. Shalini Srivastava**, PAN Area Chair (OB/HR) and as Jaipuria’s custom, guests were felicitated with the Green Certificate. After the welcome speech delivered by Dr. Shalini Srivastava, the panel discussion was set forth into motion.

“**Prof. Shanthi Ranjan**”, Director- Institution Development of University of Stirling, UAE, was the first speaker on the virtual dice. She gave her insights about the various changes which have ensued in the work culture. Formerly, working in isolation was the norm, while nowadays employees need a physical setting with a collaborative environment where they can zeal up and motivate each other to be productive. She told us that the industry is still defining the new normal and the teleworking culture. Work from Home is less productive as most of the tasks cannot be done in a desired way. She suggested the traditional practice of setting up time boundaries, shrinking the duration of online meetings. She also emphasized on the importance of saying “No” when one is preoccupied with workload.

“**Ms. Deniz Keyadelen**”, Manager-EY- Frankfurt, Germany, the next speaker shared her viewpoints and told that we at present are in the transition and transformation phase. She talked about getting out of our comfort zones and finding our self-interest. She emphasized that one should set boundaries in how we deal the work-life and social life to interrupt the life imbalance. She shared anecdotes of the challenging times of her journey and emphasized on the benefits of meditation, workouts, setting priority, and love for things one is passionate about. She conveyed that converting challenging times into success by approaching things differently is the new normal.



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"Prof. Monica Barton", ARA Institute of Canterbury, New Zealand- shared her recent research report on the topic of discussion. She highlighted that work-life balance is important, told ways to minimize online meeting fatigue. She emphasized on how remote working skills and wellbeing management training are in high demand, and how relationship management and sense of belonging are the key to work-life balance. Apart from the study done by her, she shared a few recommendations on the topic to maximize the balance between work and life.

After the discussion of the honorable guests on the aforementioned topic, **Prof. PJ Mathew** shared his views that how teaching online has changed, where the learning is more of an activity based learning than the traditional learning.

Prof. Arindam Saha also shared his ideas on the subject and touched a few points on how setting boundaries is necessary.

Prof. Anway Bhargava talked about how isolation during covid time feels like a punishment as it lessens the motivation to work. He also emphasized on how AI and BOTs doing a job can be the new future.

After insightful deliveries from guest speakers and professors, the platform was opened for QnA where students, professors, and guests took an active part.

Prof. Manisha Seth concluded the event by summarizing the session's discussions and delivered a vote of thanks to all the guests, professors, and students



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This weekly newsletter is an initiative by MRC Noida to present all the events during the preceding week. We welcome your thoughts and suggestions.

