

# THE JAIPURIA COMMUNIQUE

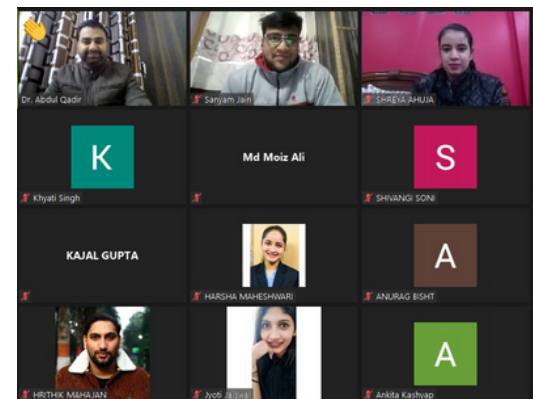
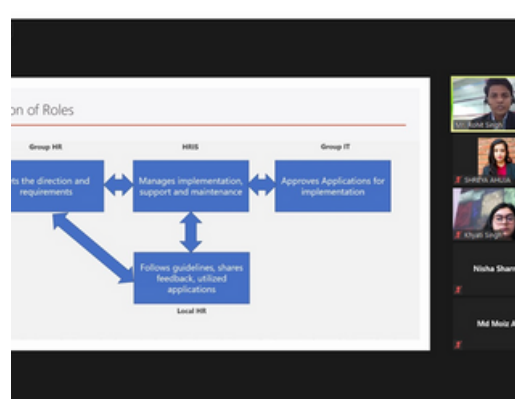
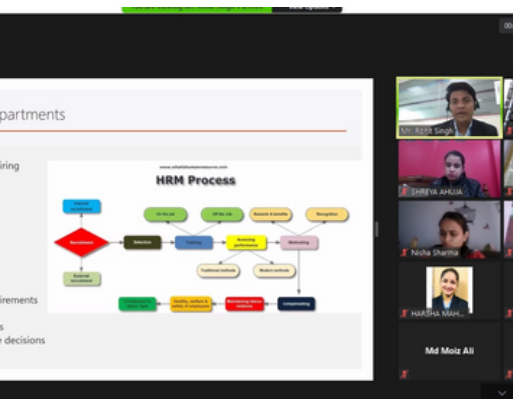
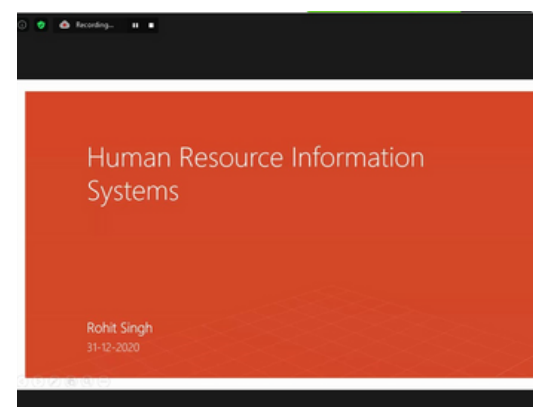
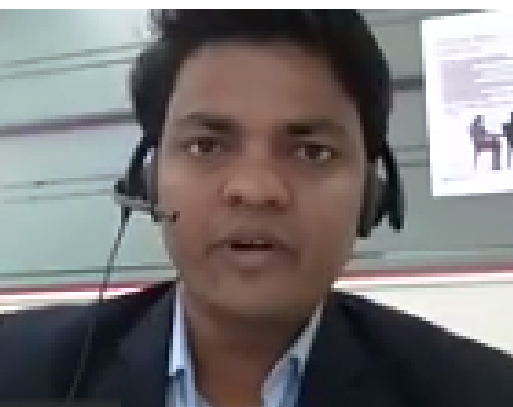
*The official campus newsletter of  
Jaipuria Institute of Management, Noida*

- Guest Session in HRIS Course
- Guest Session in Compensation Management Course
- Guest Session on “Mechanisms To Handle Industrial Disputes” in MHR Course

# MAJOR HIGHLIGHTS

## GUEST SESSION IN HRIS COURSE

To orient the young aspiring HR professionals of tomorrow with the nuances of managing HRIS with its operational nitty gritty at the workplace, the 2nd guest talk in the HRIS elective course was organized for the students of 2019-21 batch on Thu., 31st Dec., 2020 at Jaipuria Institute of Management, Noida. Mr. Rohit Singh, Manager HRIS – TechnipFMC was invited to deliver a session on the topic “The Next-Gen HRIS System on Web-based Technology and Its Operational, Regulatory & Legal Aspects”. The course faculty and session convener Dr. Abdul Qadir, welcomed the guest and presented him Green Tree Certificate wherein a bountiful Tree for Mr. Rohit Singh was planted at Trees for Sun Bears, West Siang, Arunachal Pradesh, India. Mr. Rohit, set the premise of the session by sharing Take 5 philosophy which was about Safety, Integrity, Quality, Respect & Sustainability and taking care of mental & physical health especially during COVID-19 days and beyond. He took the students through the basics of key HR functions and processes which are managed and delivered through a single window system, known as Human Resource Information System (HRIS). He beautifully described the roles of Group HR, Group IT, Operational HR and HRIS Process Owners which are key to the planning, designing and effective implementation of HRIS in any organization. He further went on to explain the key roles of HRIS teams within its own set-up such as Data Security, Interface & Technical Projects, SSO & Certificates, Upgrade & Release Management, Adoption & Optimization, Reporting & Analytics, Operations/BAU and SOPs in a crisp and effective manner. He also recommended some pertinent points for HR professionals which are central to the success of HRIS like Data Quality, Process Automation, User Experience, Understanding of BI Applications and Innovation. He also spoke about some popular HR applications like Oracle, Cornerstone OnDemand, SuccessFactor that are catering to SaaS as well as customized needs of clients. Students were glued to his deliberation and were seen highly engaged with asking questions to align and enrich their learning much before the Q&A round. Towards the end, there came the zero-hour, wherein the guest took-up students queries ranging from careers in HRIS domain to HRIS certifications, which he answered eloquently, satisfying and enriching their learning. Extending vote of thanks, Dr. Qadir and the participating students joined together to appreciate the entire talk of Mr. Rohit which served as a strong and clear road-map for planning their career ahead in HRIS domain while adding to their learning beyond the classroom. The session finally got concluded with the greetings being exchanged for the Happy New Year 2021, around the corner.



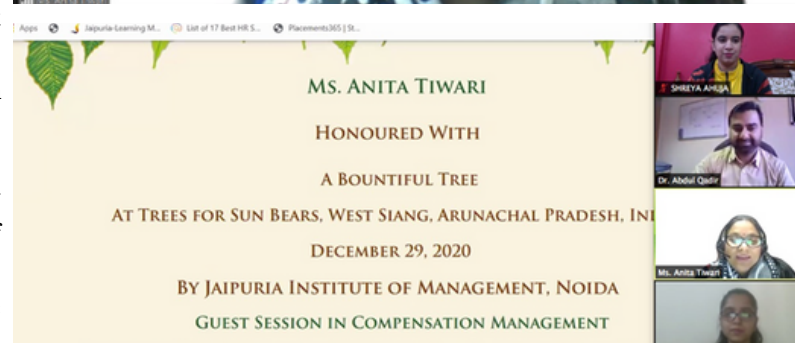


# MAJOR HIGHLIGHTS

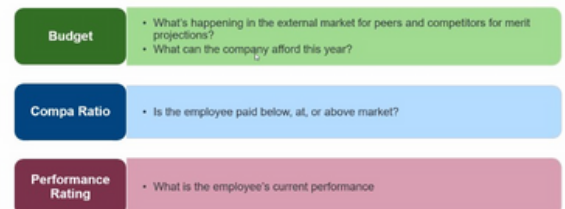
## GUEST SESSION IN COMPENSATION MANAGEMENT COURSE

In the pursuit of making the classroom learning more relevant with the help of guest sessions and bridge the gap between theory and practice, 2nd guest talk in the Compensation Management HR elective course was organized for the students of the 2019-21 batch on Tuesday, **29th December 2020** at Jaipuria Institute of Management, Noida. **Ms. Anita Tiwari**, Head – Total Rewards & HR Compliance Lead – BOSTON SCIENTIFIC India was the guest on the occasion to deliver on a very contemporary topic “Pay-for-Performance – Practices, Insights & Challenges at Workplace”. The course faculty and session convener **Dr. Abdul Qadir** welcomed the guest and presented her Green Tree Certificate wherein bountiful Tree in the name of Ms. Anita Tiwari was planted at Trees for Sun Bears, West Siang, Arunachal Pradesh, India. Ms. Anita Tiwari began her talk by inviting thoughts of students on the importance of Compensation and Pay-for-Performance at organizations. She explained why compensation is important where she expressed that money is an important driver of performance. She then quickly touched different theories related to compensation such as Exchange theory and Equity theory.

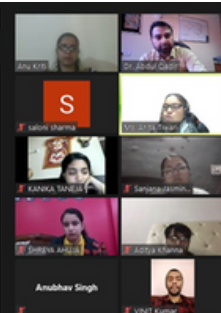
Sharing the importance of compensation with the backdrop of Society, Firm & Individual, she shared the Total Reward Offerings which involve Base Pay, Short-term Incentives, Long-term Incentives and Benefits at her organization Boston Scientific in detail with the students. Moving on to the key topic of the session “Pay-for-Performance”, she explained the Annual Bonus Plan in detail and elaborated the six steps involved its implementation. The session also helped students to understand the importance of benchmarking performance and compensation in respect to the peer companies using COMPA ratio technique. For “Merit Increase”, Budget, COMPA Ratio and Performance Rating are collectively taken into consideration at organizations. However, she cautioned that despite the importance of knowing the science behind money, which directly or indirectly drives performance, we should not forget internal affordability aspect of organization while benchmarking Comp. & Ben. practices with the market trend. Paucity of time at both ends, left the students intriguing and excited for knowing more from the guest on the topic to enrich their learning further. Towards the end of the session, she took-up questions from the students and answered them all to their satisfaction. At the end, Dr. Qadir extended vote of thanks to Ms. Tiwari for her enthralling session which was well appreciated and liked by all the participating students.



### Factors Impacting Merit Increase



### Annual Bonus Plan



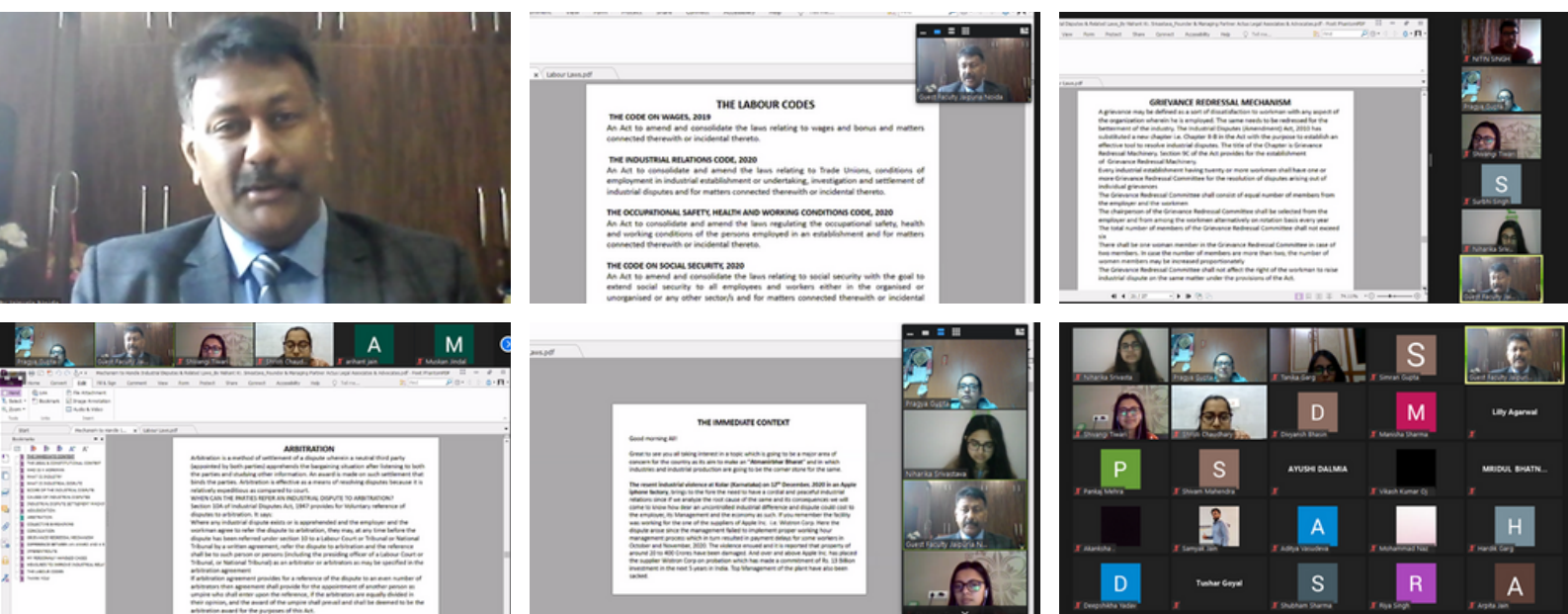
# MAJOR HIGHLIGHTS

## GUEST SESSION ON “MECHANISMS TO HANDLE INDUSTRIAL DISPUTES” IN MHR COURSE

Mr. Nishant Kumar Srivastava, founding member and managing partner at Actus Legal Firm, joined us on 31st December for a guest lecture on mechanisms to handle industrial disputes & related laws. Before establishing the firm, he had worked as an independent practitioner, except for a brief period when he was associated with the law firm Lex port where he had independently handled complex Company Law, Arbitration and Taxation (Indirect) matters. A well-known figure in the Lawyers' circle in Delhi, he has conducted proceedings related to some of the top political leaders and media personalities of India.

Dr Pragya Gupta, faculty for the MHR course moderated the session. He enlightened the students with the recent changes made in this order. Mr. Srivastava not only had a charismatic aura but also was also very interactive which made the session engaging. He initiated the discussion by emphasising on the importance to preserve the rights of the labour. Every strategy and action must be in the context of the protection of labour rights. He quoted the recent context of labor unrest in Apple and how lack of participation of the workers in the management could lead to industrial disputes, which not only led to monetary losses but also hurt the brand reputation. He further led the session by explaining the labor laws in the constitution and he gave a brief checklist of employment laws and industrial dispute settlement machinery.

The idea of the industry doesn't only mean active corporations providing similar goods and services in the market, rather he explained industries as a concept in the context of law. He threw light upon the integration of law with labor rights in corporate culture. He concluded the session by explaining the measures to improve the industrial relations through progressive outlook by the employer and creating an atmosphere of trust. Towards the end of the lecture, he addressed a few questions asked by students on Sexual harassment, which he answered giving examples from the cases he had handled recently. The session was ended with a vote of thanks by Dr Pragya Gupta.



**Prof. Abdul Qadir**  
MRC Chairperson



**Ms. Shefali Sharma**  
MRC Coordinator



**Dayal Chaudhary**  
President



**Abhishek Jindal**  
Vice President



**Shivika Saxena**  
Sr. SPOC-Content



**Akash Dey**  
Sr. SPOC-Media



**Aditya Ujjwal**  
Sr. SPOC-Videography

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