

# THE JAIPURIA COMMUNIQUE

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

- HR Conclave 2023
- Fempreneur'23 By Centre for Entrepreneurship & Incubation

# MAJOR HIGHLIGHTS

## HR CONCLAVE 2023



HR & OB area, under the aegis of the HR Club IPSA, organised the momentous HR Conclave 2023 on Saturday 18th March 2023, at Jaipuria Institute of Management, Noida. This HR Conclave was a special one post-pandemic, as the HR & OB area took the lead to restore the legacy of holding the conclave in full offline mode from the campus. The HR Conclave 2023 was themed on a very contemporary and much talked about theme, "Moonlighting: HR @ Crossroads".

The conclave started with the lighting of the auspicious lamp, followed by a welcome address by the honourable Director, **Dr Subhajyoti Ray**, of Jaipuria, Noida campus. In his inaugural address, Dr Ray welcomed all the guests and audience for being part of this event and congratulated the HR&OB area for organizing HR Conclave 2023 on a very pertinent and compelling theme of Moonlighting and quoted examples of moonlighting in practices in different professions. The distinguished Keynote Speaker on the occasion was **Dr V. P Singh**, Chairman, of Asia Coaching Network who was welcomed with a plant sapling and a green tree certificate, wherein a tree was planted in his name at Trees for Tigers, Sundarbans National Park, West Bengal, India. Dr VP Singh in his keynote speech, spoke about the employee-employer relationship and the history of moonlighting dating back to 1930. To set the premise of "Moonlighting", he connected with the audience with a classic employer-employee backdrop of "Bourgeoisies & Proletarians" wherein the former stood for the owners and promoters of businesses while the latter denoted the labour class. He quoted many examples of moonlighting being practised at workplaces and beautifully explained the backdrop and reasons behind such practices. His address left everyone in the audience to think about the problem of moonlighting through a holistic lens and then urged everyone to further unfold the intricacies of moonlighting through the panel session. The second segment of the HR Conclave 2023 unfolded with a very exciting and enriching discussion on Moonlighting. The esteemed panellists of the session included **Mr Neeraj Mehra**, VP HR – Infogain, **Mr Anirban Das**, Chief People Officer – Lakshmi Kumaran Sundaran Attorneys, **Ms Rashmi Singh**, Head HR – MituToyo South Asia and **Mr Manoj Kumar Sharma**, Head HR at AAJ Enterprises. All the panellists were welcomed with plant saplings and green tree certificates. The panel session was moderated by Dr V. P Singh, Chairman – of Asia Coaching Network. The panellists shared their perspectives on Moonlighting and how it impacts both the employee and employer.

# MAJOR HIGHLIGHTS

The enriching discussion was followed by Q&As from the audience which included students, faculty and staff members of Jaipuria Institute of Management, Noida. A few excerpts of the panel session are presented here for knowledge-sharing purposes. Dr. V.P. Singh, the esteemed moderator of the session first requested the panellists to share their opening remarks on the theme, “moonlighting” and then enveloped their thoughts further to build upon the theme to dig deeper. He briefly involved the audience in the motivation theories of Maslow’s and Fredrick-Herzberg’s focusing on different needs and the hygiene factors coupled with motivators such as the need for achievement, growth, and advancement in one’s career. Quoting from the latest HBR articles, he also talked about employee value propositions in equal measures to commit a work such as Material offering, Growth and Development, Meaning and Purpose, Connection and Value. Mr Neeraj Mehra (VP HR, Infogain), in a very balanced manner, argued against moonlighting and explained the perils of moonlighting in the IT/ITES sector. He gave the examples of doctors as the biggest moonlighters as they prescribe their patients to shift from hospitals to get shifted to in their personal clinics. The employee who is involved in moonlighting is not doing their job and sometimes absconded. They were not putting effort and lagging in productivity in organizations. He also advocated for justifying the job and performance of employees within working hours and beyond that anything can be done without hampering productivity. How you manage the negative impact of moonlighting is to be controlled. As an organization leaders and managers are advised to establish a fair relationship and to be connected more with their employees if the employee’s performance is declining then he should be contacted and asked for the reasons, if employees are engaged in moonlighting then it can be tracked through UAN Number.



# MAJOR HIGHLIGHTS

Ms Rashmi Singh, Head HR (Mitutoyo South Asia) in her own unique style kept her perspectives on moonlighting and reflected upon them to introspect the reasons for which employees are positioned differently for moonlighting. She focused on one aspect of job enrichment, i.e., Variety. She said that moonlighting is occurring not only in IT but in all industries due to the following reasons such as “Need of the Money/Financial Independence, Need of the Variety - upliftment of skills for betterment, Exploring human psychological and social needs, Passion which triggers individual fulfilment. There is a need to place demarked of the same (exploring areas of interest and job rotation). To restrict the impact of moonlighting through behavioural pattern monitoring, organizations are striving to satisfy customers with new product development and others but satisfying employees is at stake, they need to understand the reasons behind people looking for another role outside the organizations. The reasons are they are not liking the work they are doing so the right identification according to their potential is the need of the situations. Mr Anirban Das (CPO, LKS Attorneys) laid emphasis on ongoing data security issues and the inevitable talent shortage via moonlighting. He focused on the following prospect of moonlighting: Breach of data and confidentiality, personal wellness compromising, and employer definition of acceptability. He also talked about the positive aspect as employees are accomplishing their passion to retain more satisfaction. To overcome the moonlighting impact, he suggested that if the employees will be satisfied with their job and the package offerings, then it can be reduced or controlled. Through diving into multiple other



# MAJOR HIGHLIGHTS

assignments, they are risking their lives and productivity as well. So as an HR professional, it is important to maintain internal harmony between employees and organisations. Manoj Kumar Sharma (Head HR, AAJ Enterprises) highlighted the prospect occurring through moonlighting: Financial independence, multi-skill talent, organization structure of policy framework, retention of talent, cost advantage, flair up- silent resignation, low productivity, divided attention, data bleaching and deteriorating potential leading to less productivity. He also focused on ESG framework i.e., Environmental, Social and Governance, Performance management, Causal effects of work from home and Cost impact. He emphasised the importance to build resilience in an organization. Towards the last leg of this panel session, Dr VP Singh invited meaningful questions from the students, faculty and staff members. The panellists answered those questions well to the full satisfaction of the audience. The panel session ended with a prize “A Book from HBR Collection” given to an individual from the audience whose question was declared as the “best question from the audience”. **Prof. (Dr.) Shalini Srivastava**, Pan HR Area Chair and HR & OB Area Chair, Jaipuria Institutes of Management, announced the prize which went to Ms Akanksha Lal. A surprise announcement was made to declare the winner and runner of the HR Quiz which was conducted for the participants of the HR Conclave 2023 on contemporary HR topics on the Kahoot Platform. Dr Subhajyoti Ray & Dr VP Singh gave certificates to the winners of the HR Quiz wherein the runner-up was Ms Aarushi Karol of PGDM-M (Section B) and the winner was Mr Priyam Singh Chauhan of PGDM-SM programs of 2022-24 batches respectively.



# MAJOR HIGHLIGHTS

## FEMPRENEUR'23 BY CENTRE FOR ENTREPRENEURSHIP & INCUBATION

Centre for Entrepreneurship & Incubation Centre organized an event Fempreneur 23' to celebrate International Women's Day on 22nd March 2023 at Audi 2, Jaipuria Institute of Management, Noida. A competition for Women Budding Entrepreneurs - "CEI Fempreneur'23" on the occasion of International Women's Day this year was also done towards the same.

In this event, women students were to participate and develop a unique startup idea for solving any problem faced by women, in order to effect social change. Teams of MINIMUM three women members, including one leader, must create a video on a unique startup idea and post it on Instagram Handle to inspire women and young youth and tag CEI at ([https://www.instagram.com/jimnoida\\_cei/](https://www.instagram.com/jimnoida_cei/)). There were 3 teams which participated. Runners' Up team was felicitated with INR 3000 which was led by Ms Pooja Shree Agarwal with Ms Sneha Kumari and Ms Divya Varshney. The Winner team was felicitated with INR 4000/- and was led by Ms Ameesha Mathur, Ms Sakshi Agarwal and Ms Vanshika Bhattacharyya. Each participant was awarded a certificate as well by the chief guest.

To celebrate the event three eminent guests were invited for a panel discussion and interaction with students: **Dr Rashmi Assudani**, Associate Provost for Academic Affairs; Professor-Management & Entrepreneurship at Xavier University, USA graced the event as the Chief Guest, **Ms Tanu Rajput**, Founder UDAI Trust and **Ms Arti Jalota Soni**, Founder, Very Indian, also graced the occasion as special guests. The session was very interactive and students could know the challenges women face in the entrepreneurship journey. To be an entrepreneur one needs commitment and dedication. Students appreciated the session very much.



Dr Renuka Mahajan  
MRC Chairperson



Shazia Siddiqui  
President



Banajyoti Deb Sarmah  
SPOC - Videography



Anubhav Rathore  
SPOC - Videography



Abhinandan Sharma  
SPOC - Photography



Shibai Saha  
SPOC - Photography



Nishita Dutta  
SPOC - Newsletter



Chiranjib Acharji  
SPOC - Content



Deepali  
SPOC - Graphics



Shambhavi  
SPOC - Graphics



Durga  
SPOC - Social Media



Kunal Tiwari  
SPOC - Social Media

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