

Academy of Human Resources Development

THE HUMAN ODYSSEY

NEWSLETTER

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Mr. Karthik Mulakaluri

Dear Readers ,

Greetings from Academy of HRD,
Ahmedabad!

We are delighted to bring forth the latest volume of “The Human Odyssey”. As the Organizations across the globe have adjusted well to the new normal and learnt the ways of modern management the learning has been constant for leaders and managers for creating well being practices and empowering teams.

AHRD also continues to be a course of learning for its community. We have a consistent flow of coursework classes which inspires our scholars for world class research. We also continue to provide management development programs for students and executives.

Happy to share that the fellows are contributing and writing their insights as they progress their journey as researchers. Hope overall it will be a delight to go through our initiatives.

Look forward to your suggestions and feedback .

Best wishes

Dr. Nidhi Vashishth

Director

AHRD

AHRD EVENTS

Offline Training Program on Demystifying Assessment Centers for Development



SriBUILD, The MDP Department, and Sri Balaji University saw a 10th and 11th Feb, two days intensive offline training program on Demystifying Assessment Centers for Development. The program was well-designed and delivered by Dr. Nidhi Vashishth (Director, at Academy HRD Consultant and Training specialist in the field of HRD and OD) and Mr. Nagdev Bindiganavale (Senior HR Professional and Teacher. at NIRMA University).

The program conducted made the eager minds from varied verticals of HR from leading manufacturing, Service, and Retail sectors. The two days of training engaged the participants with professional exercises to assess the individual skills, fitment, and potential-development needs in an organization. The training concluded with a valedictory session on 11th Feb, by handing of successful Completion certificate by AHRD and SBUP.

Building Bridges: Unveiling New Collaborations through the Signing of MOU's



Adani University and the Academy of HRD, Ahmedabad (AHRD) have recently entered into an understanding for jointly offering certification programmes, executive education and higher degree research programs leading to doctoral degree.

The Memorandum of Understanding was inked by Prof. Dr. M M Ananth, Provost of Adani University, and Dr. Rajesh Chandwani, Chairperson of AHRD on Friday, May 5, 2023. This partnership envisages to benefit the larger HR community and the future demands of HR.

MOU with Inkpothub

10th May, 2023

We are happy to announce that we have officially signed a Memorandum of Understanding (MOU) with Inkpothub for our esteemed Fellow Program and its marketing initiatives!

This collaboration represents a significant milestone as we join forces with a remarkable organization to further enhance our program's reach and impact.

Below mentioned are the links for the interview's conducted by Inkpothub:

Dr. D.M. Pestonjee: <https://youtu.be/jivsx6OiSdU>

Prof. Rajesh Chandwani: <https://youtu.be/r54UtmAbYMw>

Dr. Nidhi Vashishth: <https://youtu.be/WJD63lxusmo>

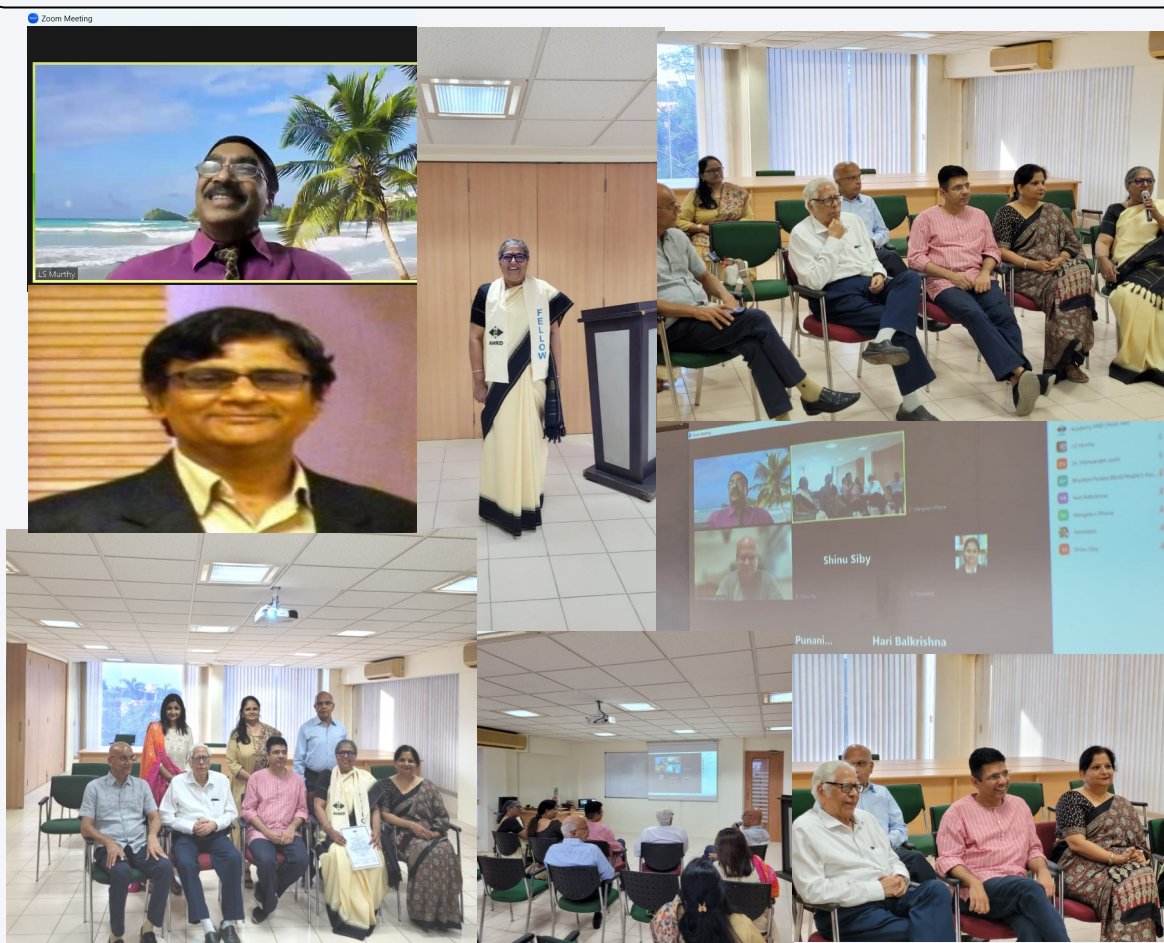
Mr. Venkata Subramanian, Fellow AHRD: <https://youtu.be/5iMM9ptbHIU>

BEST WISHES



We thank **Ms. Savita Gopalan**, Programs Manager, AHRD for her immense contribution to the Academy. We would like to extend our heartfelt thanks for your outstanding contributions and your unwavering dedication to your work. Wishing you the very best in all your future endeavours.

Celebrating an Exceptional Milestone: Congratulations on Completing Your Fellowship!



AHRD is proud to announce that three of our fellow students were conferred the title “**Fellowship**” during the convocation ceremony on 4th July, 2023. We are absolutely thrilled to extend our heartfelt congratulations to **Mr. L.S. Murthy, Ms. Minakshi Balkrishna & Mr. Amit Saraswat** on the completion of their fellowship! The convocation ceremony commenced with inspiring speeches by **Dr. D.M. Pestonjee**, Chairman Academic Council, Co- Founder AHRD, **Prof. Rajesh Chandwani**, Faculty IIMA & Chairman AHRD, our board members **Mr. Nayan Parikh** and **Dr. Bhushan Punani**. The convocation ceremony for completing the Fellow Program was an unforgettable event that celebrated the academic achievements and personal growth of the fellows. We wish the scholars continued success, boundless opportunities, and the fulfilment of your dreams.

A Landmark Achievement in Publishing Thesis in 7 Languages



AHRD is happy to share the achievement of **Ms. Minakshi Balkrishna** as she has accomplished the impressive feat of publishing her thesis in not one, but seven different languages. This accomplishment demonstrates her dedication, linguistic prowess, and commitment to making her research accessible to a wide and diverse audience. Her thesis has been published by Lambert Academic Publishing.

This book is available on Amazon.

The publisher has partnered with an award-winning translation company in Germany and made a huge step to expand the book's audience by translating it in 7 languages. Now people throughout Latin America, Europe, and elsewhere will have the chance to read the book in their native languages. It is available in English, Spanish, Portuguese, French, Russian, Italian and German.

If you would like to purchase the translations of her book (ISBN 978-620-6-15635-2) and support the idea, there is a 30% bundle purchase. https://www.morebooks.shop/gb/translation_bundle_e5f49682d40

Electronic versions of translated books may be downloaded in your Author's account on <https://sciencia-scripts.com>

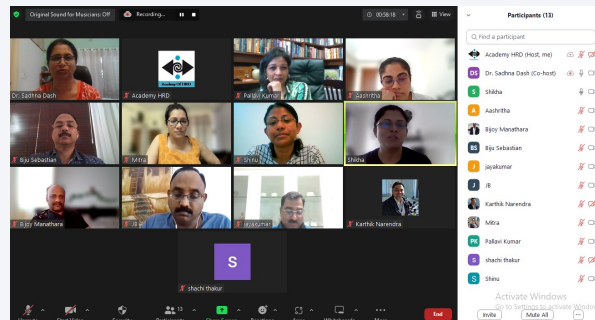
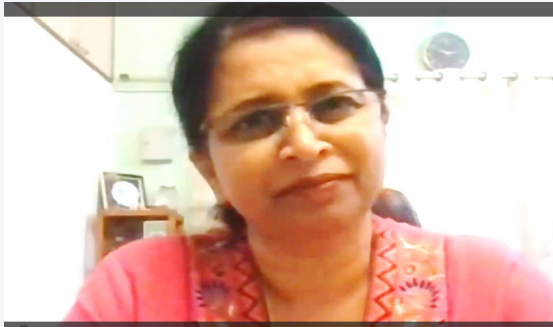
Farewell and Gratitude



We would like to thank **Dr. Nidhi Vashishth**, Director,AHRD for her outstanding leadership, unwavering support, and lasting contributions to AHRD. She has exemplified the true essence of visionary leadership. Her ability to inspire, motivate, and guide our team has been nothing short of extraordinary. She has fostered an environment of growth and learning, encouraging each member of our academy to reach their full potential. You have left an indelible legacy, and your impact will resonate within our hearts and minds for years to come. As we embark on new horizons, we carry the invaluable lessons learned from you, forever inspired to make a difference. Wishing you the very best in all your future endeavours. May your path be filled with success, happiness, and fulfilment.

Virtual Class

Strategic Human Resource Management: A systems perspective of HRM



The course on “Strategic Human Resource Management: A systems perspective of HRM” for batch 2021 was facilitated by Dr. Sadhna Dash, CEO Incubation Centre and Head Academics at Jyoti Nivas College affiliated to Bangalore City University. An alumna of XIM Bhubaneswar for her PhD as well as MBA, she spent the first 22 years of her career in corporate HR. She has co-authored three textbooks in the area of HRM and International HR and International Business, published by McGraw Hill, has authored case studies and academic articles published in top tier academic journals.

Macro Organizational Behaviour



Prof. Aditya Moses, assistant Professor, IIMA, facilitated the session on “Macro Organizational Behaviour” for batch 2022. His substantive areas

of interest include People Analytics, High Performance Organizations, Organizational Learning, Innovation, and Learning and Development. His work has been published in leading international journals. He has also presented papers in international and national conferences. Prof. Aditya has worked as Manager - HRM responsible for the HRM function of a hospital chain in Maharashtra and as a training consultant prior to joining his PhD.

KNOWLEDGE SHARING

The **HUMAN COST** of **MULTITASKING**



Mr. Karthik Mulakaluri
AHRD Fellow
Director, Omega Healthcare,
Bangalore

While I set out to write few thoughts on the Cost of Multitasking, my primary objective is to review and present a scientific viewpoint showing exactly how multitasking is creating significant impact not only on performance (productivity), but also on the mental health of an individual and by adopting certain strategies can translate to meaningful outcomes.

Across industries (explicitly in the Technology industry), one often thinks of multitasking as doing more than

one thing concurrently. This has increasingly become a natural norm and taken for granted (like working on spread-sheets or presentations while attending virtual calls or responding to emails). This is seen as an ability to demonstrate one's agility and being adaptable. It can even be things like – driving and talking on the car Bluetooth system (which the author of this article never prescribes to).

Certain studies do show multitasking makes people more productive. But the true costs of multitasking started showing on mental health one's work-life balance and ability to acquire new learnings.

Understanding the status of focus and the formula for attention by overcoming distractions is extremely critical. In simple terms – **“Multitasking is the Archenemy of Focus.”**

By theory you are multitasking, you are perhaps doing is consecutively upto 50% more and takes 50% longer to accomplish a single task.

switching tasks, shifting your focus rapidly back and forth. Yet time with aggressive switching, it might make you truly believe as though you are performing two or more tasks at one go.

Various sources do provide deeper insights on Multitasking that underscore that it is a fact and connected in our modern-day life. However, research clearly voices out the spurt in mistakes, increased stress and impact on global economy that cost an estimated \$450 billion annually.

Certain facts that speaks out clearly:

1.) The Distraction Economy –

a. Temptation is a constant friend. The average person checks their phone I roughly 150 times per day.

b. Average time spent on a task before interruption is over a minute.

c. It takes more than 25 minutes, on average, to resume a task after being interrupted.

2.) Negative Impacts –

a. An experience productivity drops by 40% across the board, making errors

b. Constant multitasking (texting or checking emails – a mainstay of multitaskers) has shown a temporarily lower IQ by as much as 15 points (3X more than the effect of smoking cannabis)

c. And finally, academic studies have found that most of us interrupt ourselves an average of roughly every 3 minutes. Given that - certain interruptions are unavoidable, but the things about multitasking is by choice, not by chance. Distractions are handled by your Limbic system, which responds to potential threats and rewards, real or imagined. The Prefrontal Cortex (PFC) is slower and more resource intensive than the rest of the brain.

The ideal way to refine your focus is to eliminate various factors that disrupt and cultivate skills that encourage you each day. Staying focused isn't easy and multitasking makes it even more difficult. The deliberate and conscious attempts in keeping the basics right do strengthen the efforts of mental wellness.

Strategies for Staying Focused:

1.) Prepare for Each New Task : Clear the internal space in brain before embarking the

difficult task.

2.) Find some Fun and Interest in What You're Doing : Emotions can make focusing calmer if your tasks are innovative and fun, you're less likely to look elsewhere for motivation.

3.) Establish Concentration Time and Work in Manageable Blocks of Time : Self Discipline may be an admirable trait and carving out some Concentration Time during the day is critical. Adopt "20 minutes rule" – if you find it difficult to work on a single task; devote the rule exclusively to one task before shifting to another.

4.) Use your Brain Wisely : Using brain sensibly yield productive results specifically if its your livelihood. Better to dedicate sometime in the areas of your interest (playing sport, workout, art etc).

5.) Keep Your Habits Under Control : On an average a professional spends 23% on their workday dealing with emails. Being mindfulness of smartphones and emails lead to distraction is the first step to self-control.

Emotional Intelligence (EQ) is so critical to success that it accounts 58% of performance in all types of job. And EQ is the only quality that is flexible and able to change. Your ability to rec-

ognize and understand your emotions, leads to awareness in managing your behavior and relationship with others.

The ability to multitask depends on the decision matrix and how do we distinguish between Urgent and Important task and make a real progress. Business thinker Stephen Covey popularized the Eisenhower Decision Principle in his book – The 7 Habits of Highly Effective People. The matrix guides in enhancing your ability to stay assertive and manage time crises while multitasking.

As Steven Kotler, author of "The Rise of Superman", explains – "By trying to improve performance by being everywhere and everywhen, we end up nowhere and never".

Gain the control YOU need to ZERO on what is IMPORTANT and LEAVE distraction behind to stay healthy and peaceful.

Sources:

- a. The Effects of Multitasking on Organization (Realization, 2013)
- b. T Mobile (2012)
- c. Dr. Gloria Mark (Research 2013) *Information Professionals
- d. Brain Rules, by John Medina (2006)
- e. Infomania, by Dr Glenn Wilson (University of London, 2006)
- f. The Leading Brain by Friederike Fabritius & Hans Hagemann
- g. Emotional Intelligence 2.0 by Travis Braderry and Jean Greaves



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