

Atharva Institute of Management Studies

Activity / Event report

Name of event	: FACULTY SPEAKS, Episode 12
Date(s) of conduction	: 20 October 2021
No. of participants	: 16
Student coordinator/ committee	: Sneha Kamalpuria (MMS)
Resource person	: Prof. Reena Poojara
Designation	: HOD, HR Department, AIMS
Contact no.	: 9869317832
Email ID	: reena.poojara@atharvaims.edu.in

DESCRIPTION

Objectives:

- Recent trends in Human Resource Management.

Key Takeaways:

- Basic introductory information about Human resource management.
- Components of HRM:
 - Artificial Intelligence in recruitment
 - Continuous performance management
 - Data Analytics transforming HR
 - Employee experience and engagement
 - Diversity and Inclusion
- Diversity and Inclusion are the heart of HRM.
- Why diversity and inclusion? (Facts and figures)
- In simplest terms, diversity and inclusion encompass a group of unique individuals who acquaint and integrate with one another, but each are entirely different concepts with separate benefits.
- Types of diversity:
 - Gender & Race
 - Cultural & Religious
 - Competency & Personality
- Benefits of diversity inclusion.
- Major challenge in diversity and inclusion: Unconscious Bias.
- Types of Bias:
 - Affinity Bias
 - Confirmation Bias
 - The Halo Effect
 - The Horn Effect

- Gender Bias
- Ageism
- Diversity is the art of thinking independently together.
- QUESTIONS & ANSWERS.

FLYER OF THE EVENT

The flyer is set against a white brick wall background. At the top left, there are logos for AIMS ATHARVA and ATHARVA SCHOOL OF BUSINESS. To the right, a yellow arrow graphic points right, and a yellow circle contains the number 12. Below the logos, the text 'ATHARVA INSTITUTE OF MANAGEMENT STUDIES (Affiliated to Mumbai University)' is displayed. The event title 'FACULTY SPEAKS' is written in large, bold, yellow letters with plus signs. A Zoom logo and a 'LIVE' button are positioned below the title. The date and time 'Oct 20th, 2021 10 - 11 AM (IST)' are shown next to a calendar icon. A dark blue curved banner at the bottom contains the text 'EVERY WEDNESDAY'. On the right side, a hexagonal frame contains a portrait of Prof. Reena Poojara, a woman with dark hair wearing a pink top and a yellow sash. Below the portrait, her name and qualifications are listed. At the bottom left, there are social media icons for Instagram, Facebook, and Twitter, along with the website URL 'www.atharvaims.edu.in'. At the bottom right, a dark blue rounded rectangle contains the text 'Recent Management Practices'. The hashtag '#facultyspeaks' is located in the top right corner.

AIMS
ATHARVA

ATHARVA
SCHOOL OF BUSINESS

ATHARVA INSTITUTE OF
MANAGEMENT STUDIES
(Affiliated to Mumbai University)

#facultyspeaks

12

presents

**FACULTY
SPEAKS**

LIVE

Oct 20th, 2021
10 - 11 AM (IST)

EVERY
WEDNESDAY

Prof. Reena Poojara
Ph.D.(Pursuing) ,SET, M.B.A ,M.COM,BE

Recent Management Practices

www.atharvaims.edu.in

Flyer Designed by: Piyush Chaudhary (MMS)


GLIMPSES

Chrome File Edit View History Bookmarks Profiles Tab Window Help 100% Wed 20 Oct 10:03 AM

meet.google.com/zsq-kvrq-pfd?pli=1&authuser=1

REC Reena Poojara is presenting

Recent Trend in Human Resource Management



10:03 AM | zsq-kvrq-pfd

Reena Poojara, Dr. R.G. Ratnawat, Poonam Patel, Bincy Baby, Monika Chopra, Ganesh Apte, Shubhi Iall, Priyanka Kumari, Vaibhav. Patil, Dr. Tarveen Kaur, 4 others, You

Mac dock: Safari, App Store, Messages, Mail, Photos, Google Meet, Calendar (OCT 20), Apple TV, Music, Podcasts, App Store, System Settings, Chrome, Word, Excel, PowerPoint, Trash

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REC Reena Poojara is presenting



10:05 AM | zsq-kvrq-pfd

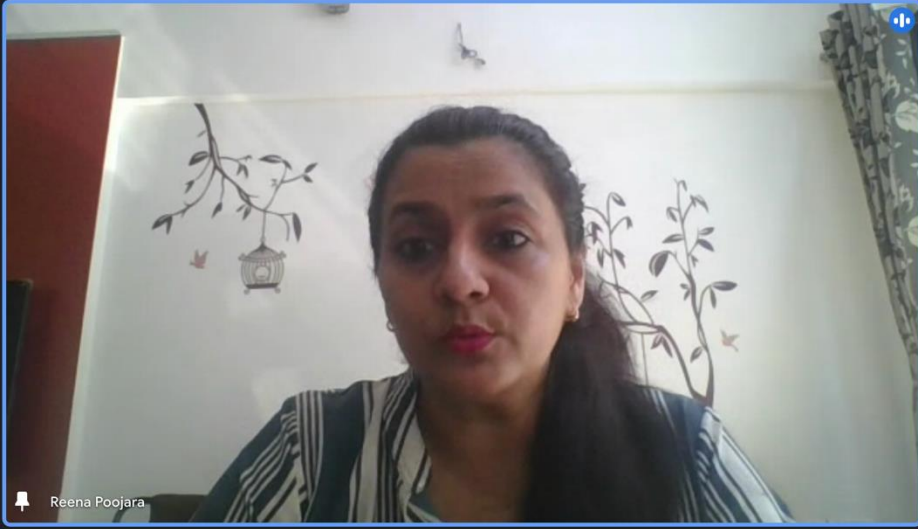
Reena Poojara, Dr. R.G. Ratnawat, Poonam Patel, Bincy Baby, Monika Chopra, Gaanyesh Kulkarni, Shubhi Iall, Priyanka Kumari, Vaibhav. Patil, Dr. Tarveen Kaur, 3 others, You

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REC Reena Poojara is presenting



10:07 AM | zsq-kvrq-pfd

Participant grid:

- Reena Poojara (Presenting)
- Dr. R.G. Ratnawat
- Poonam Patel
- Bincy Baby
- Monika chopra c...
- Gaanyesh Kulkarni
- shubhi lall
- Priyanka Kumari
- Vaibhav. Patil
- Dr. Tarveen Kaur
- 5 others
- You

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REC Reena Poojara is presenting

WHY D&I

SOME FACTS AND FIGURES

Likelihood of financial outperformance,^{1%}

■ Bottom quartile ■ Top quartile

By gender diversity

Why diversity matters*	Delivering through diversity†	Diversity wins*
+15%	+21%	+25%
47	45	44
54	55	55

By ethnic diversity

Why diversity matters*	Delivering through diversity†	Diversity wins*
+35%	+33%	+36%
43	44	43
58	59	59



10:18 AM | zsq-kvrq-pfd

Participant grid:

- Reena Poojara (Presenting)
- Abhay Desai
- Dr. Tarveen Kaur
- Dr. R.G. Ratnawat
- Bincy Baby
- Monika chopra c...
- Poonam Patel
- shubhi lall
- Priyanka Kumari
- Vaibhav. Patil
- 6 others
- You

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In-call messages

Let everyone send messages

Messages can only be seen by people in the call and are deleted when the call ends.

Gaanyesh Kulkarni 10:33 AM
Costa Coffee (while in their then presence in India) used to hire differently abled staff

Gaanyesh Kulkarni 10:35 AM
Laws are only guidelines but it can never be successfully implemented unless every individual put in conscious efforts to make it followed

Sandeep Jain 10:38 AM
Reservations have ensured diversity and inclusion in bureaucracy and government services.

Send a message to everyone

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REC Reena Poojara is presenting

TYPES OF DIVERSITY

10:39 AM | zsq-kvrq-pfd

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REC Reena Poojara is presenting

Benefits of Diversity Inclusion

Top 10 benefits of workplace diversity

Reena Poojara, Abhay Desai, Pallavi Rane, Monika chopra c..., Poonam Patel, Dr. Tarveen Kaur, Bincy Baby, Priyanka Kumari, Vaibhav. Patil, Gaanyesh Kulkarni, 6 others, You

10:43 AM | zsq-kvrq-pfd

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REC Reena Poojara is presenting

Unconscious Bias @ Work - Diversity & Inclusion Training

Reena Poojara, Poonam Patel, Pallavi Rane, Dr. Tarveen Kaur, Abhay Desai, Monika chopra c..., Bincy Baby, Priyanka Kumari, Vaibhav. Patil, Gaanyesh Kulkarni, 6 others, You

10:50 AM | zsq-kvrq-pfd

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REC Reena Poojara is presenting

10:54 AM | zsq-kvrq-pfd

Reena Poojara, Poonam Patel, Pallavi Rane, Dr. Tarveen Kaur, Abhay Desai, Monika chopra c..., Bincy Baby, Priyanka Kumari, Vaibhav. Patil, Gaanyesh Kulkarni, 6 others, You

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10:56 AM | zsq-kvrq-pfd

Reena Poojara, Poonam Patel, Pallavi Rane, Dr. Tarveen Kaur, Abhay Desai, Monika chopra chadha, Bincy Baby, Priyanka Kumari, Vaibhav. Patil, Gaanyesh Kulkarni, Ansha Gupta, Sandeep Jain, shubhi lall, Ganesh Apte, Sandeep Rasal, Abhay Desai, You

System tray: Safari, App Store, Messages, Mail, Photos, Calendar (OCT 20), Apple TV, Music, Podcasts, App Store, System Settings, Chrome, Word, Excel, PowerPoint, Trash

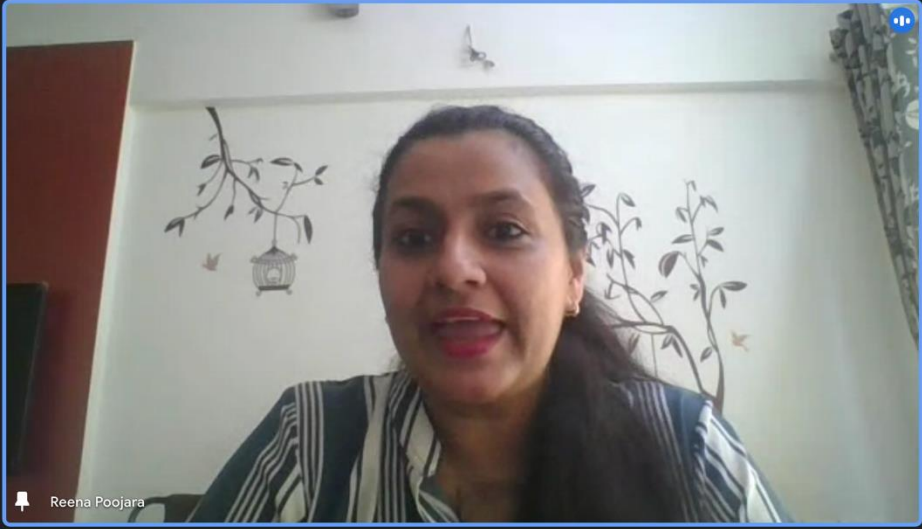
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Reena Poojara

10:56 AM | zsq-kvrq-pfd

S Sandeep Rasal	P Pallavi Rane	P Poonam Patel
D Dr. Tarveen Kaur	A Abhay Desai	M Monika chopra c...
B Bincy Baby	Priyanka Kumari	Vaibhav. Patil
K Gaanyesh Kulkarni	5 others	You

17




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REC R Reena Poojara is presenting




Pallavi Rane

10:58 AM | zsq-kvrq-pfd

Any Questions? Reena Poojara

B Bincy Baby	P Reena Poojara	
D Dr. Tarveen Kaur	S Sandeep Rasal	P Poonam Patel
A Abhay Desai	M Monika chopra c...	Priyanka Kumari
Vaibhav. Patil	6 others	You

18



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Chrome File Edit View History Bookmarks Profiles Tab Window Help 97% Wed 20 Oct 11:03 AM

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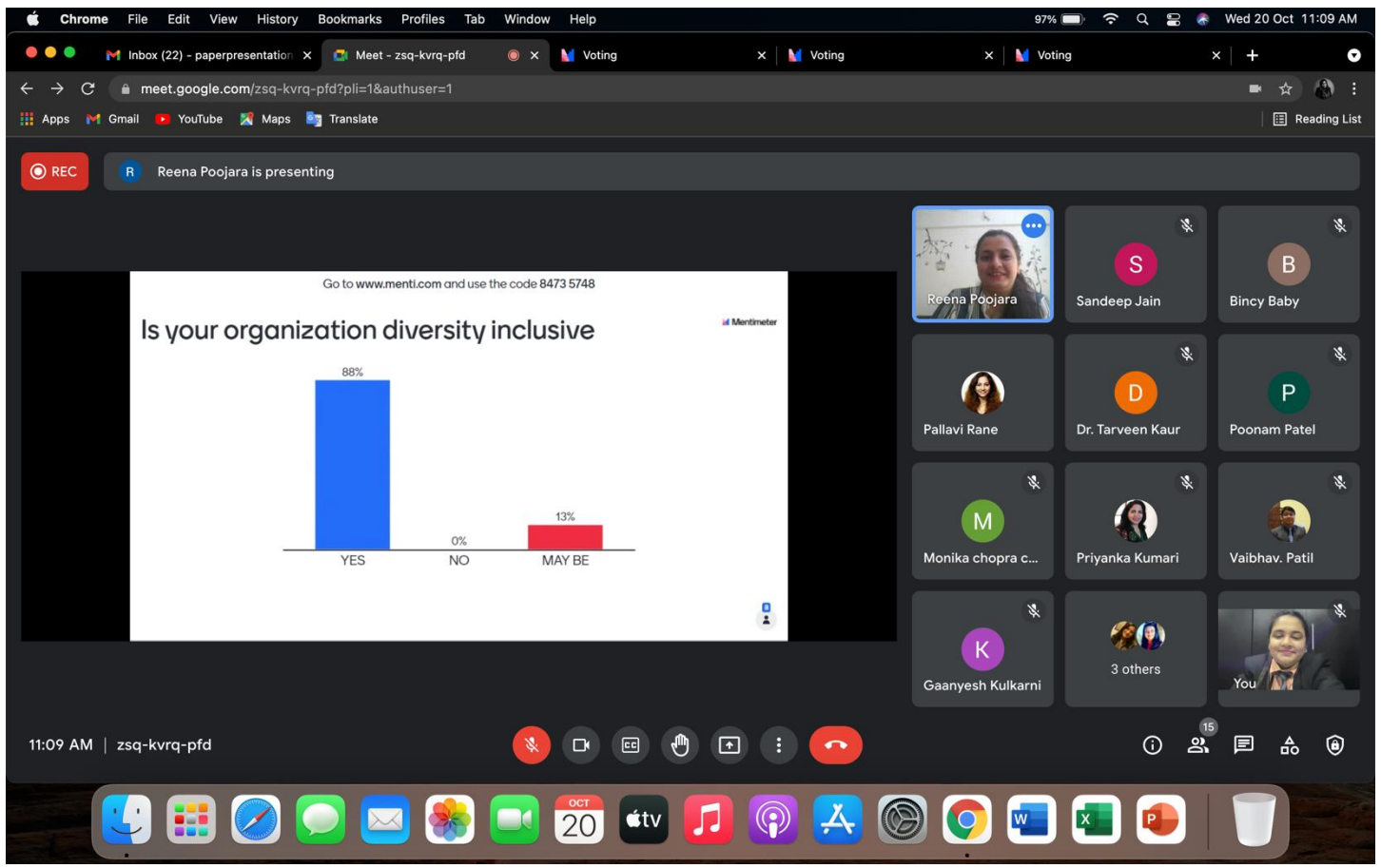
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EVENT REPORT PREPARED BY: SNEHA KAMALPURIA, STUDENT, MMS DIVISION B.

Verified by: Dr. Shubhi Lall Agarwal, Director, IQAC, AIMS.

Submitted to: Dr. R.G. Ratnawat, Director, Atharva Institute of Management Studies.

This video was recorded on the Email ID paperpresentation@atharvacoe.ac.in

Live session was initiated by Sneha Kamalpuria.