



Atyaasaa

# KNOWLEDGE BEANS

A HUMAN RESOURCE NEWSLETTER

## ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



ATYAASAA  
AWAKENING HUMAN EXCELLENCE

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## IN THIS MONTH



**THE OD CONNOISSEUR'S ORATE**  
Nirzari Sen, Manager - HR, SNS Technologies Pvt. Ltd., Pune, discusses 'High Job Involvement - Roadway to Organizational Success'



**THE OD ENTHUSIAST'S ORATE**  
Anita Alekar, Manager - HR, Times of India, elaborates on 'Emotional Intelligence - An Investment for Employee's High Productivity'



**THE OD FOLLOWER'S ORATE**  
Col. Venkat Raman, GM - Corporate Relations, Universal Business School, Karjat, writes on 'How Emotional Intelligence Proactively Affects Involvement on the Job'

## THE OD CONNOISSEUR'S ORATE ..... Nirzari Sen

# HIGH JOB INVOLVEMENT - ROADWAY TO ORGANIZATIONAL SUCCESS

Today, harnessing 'emoskills' (emotional skills) at the work place is not only important but indispensable. In my career, spanning over eight years, I have observed and realized that during any crisis, if intelligence is combined with emotions - it surely delivers effective results.

I have come across a perfect example of the issue at hand. A woman - a homemaker started running her own event management company, after she noticed that her triplets, though extremely different from each other, bonded amongst themselves when faced with a common purpose.

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*Nirzari Sen has a rich experience of over eight years working with various MNCs. She is passionate about Human Resource Management and OD initiatives. She possesses a clear focus on managing HR interventions as a career. Currently at SNS Technologies, she heads the global HR department where she is responsible for ensuring smooth delivery for strategic and operational activities along with talent acquisition and engagement. She is currently pursuing PGD-HRM from SCDL along with preparing for SPHR from HRCI, USA.*



## THE EDITOR'S MESSAGE

Emotions play a vital role for an employee to be committed and engaged on the job. They along with enhanced involvement make employees put in immense effort and produce outstanding results. It is often observed that emotionally intelligent employees enjoy great relationships with people around them thus facilitating a high performance culture in an organization. Such employees also end up taking up challenging tasks since dealing with compelling situations is their way of life. Through this issue, we highlight the relationship between job involvement and emotional intelligence.

The theme of the next issue of Knowledge Beans will be 'High performance teams: critical for business excellence'. If you share a passion for the topic and have a flair for writing, do send to us your 300 word article with your brief profile along with your photograph in jpeg format to [atyaasaeditor@atyaasaa.com](mailto:atyaasaeditor@atyaasaa.com)

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OD CONNOISSEUR'S ORATE - HIGH JOB INVOLVEMENT – ROADWAY TO ORGANIZATIONAL SUCCESS - Nirzari Sen

Her first child had the rare skill of identifying mistakes very easily, the second child possessed excellent networking skills and the third child was gifted with the ability to collate things as and when required. She harnessed the talents of her three children; an eye for detail, networking skills and collating skills. She then took on the task of training them to achieve expertise in each of their domains. She used these skills to expand her business, attract customers and organize her business, leading to extraordinary outcomes.

This story though simple, lucidly and effectively conveys that every corporate can harness emotional intelligence to ensure and enhance job involvement. It portrays how the handling of emotions intelligently plays a very important role to guarantee this link between emotions and job involvement.

Like the lady in the anecdote, the management should deploy emotional intelligence to identify and develop effective communication, inspiring leadership, change catalysts and collaborative forces at the workplace.

Once identified, it would help develop a framework where the employee feels a part and parcel of the organization, and looks at every task at hand as a personal goal to be achieved - a true personal and organizational alignment. **E**



THE OD ENTHUSIAST'S ORATE

Anita Alekar

EMOTIONAL INTELLIGENCE - AN INVESTMENT FOR EMPLOYEE'S HIGH PRODUCTIVITY

Anita holds bachelor's degree in commerce followed by finance degree from NMIMS and has completed her PGDBM in human resource from L.N. Welingkar Institute of Management. Five years in the industry, she has experience spanning across IT/ITES and print and media industry. Currently she is employed with leading media conglomerate - Times of India as Manager - HR



We reside in a transactional era now! The workplace today is breeding employees with detached involvement. Team members actively participate in the ongoing meeting but are oblivious post the meeting. Gone are the days when people used to be emotionally attached to the organization.

Today it's all about targets, revenue, sales figures, notional and actual value add. Though professional, but this rather dry approach seems to work with limited success.

Passion for work, sense of belongingness, out of box thinking, going beyond the call of duty, in the productivity bargain takes a hit. With the dim economic scenario employee morale and engagement is at an all time low. Organizations are resorting to engagement surveys, employee help forums to gauge the employee pulse and in turn ensure high productivity.

Concepts like inclusivity, diversity, emotional intelligence (EI), stress management workshops on them have created a stir and gathered momentum worldwide.

Emotional intelligence works best when applied top down. Though it is not a precise science; organizations are willing to invest and attempt. It involves hiring differently abled, people from varied ethnic, cultural, social background with the required skill sets. EI is about having the awareness and maturity to deal with difficult situations.

Stable and composed minds can be better trouble shooters and more result oriented. The team can cohesively enhance strengths and supplement weaknesses of each other. Disturbed employees are disengaged, which further spreads discontent in the team. Cases of absenteeism, attrition, delays and errors increase as a result.

Re-evaluation of the happiness quotient, derived from time and value we add to our life and people associated with us only promotes better productivity. Most of us in the corporate world are in the pursuit of excellence. Thus, recalculation of the future goal where opportunity cost involved is peace of mind today is worth the effort! **E**



THE OD FOLLOWER'S ORATE

Col. Venkat Raman

# HOW EMOTIONAL INTELLIGENCE PROACTIVELY AFFECTS INVOLVEMENT ON THE JOB

Col. Venkat Raman is a retired Army Engineer. He has accomplished his B.Tech in civil engineering from JNU New Delhi, full time MBA from Anna University Chennai in 2001 and M.Phil in management from TGOU in 2009. He has almost 25 years of experience as an Army Officer in the Corps of Engineers in combat assignments. After retirement from the Armed Forces in 2007, he has worked with DLF Home Developers in Mumbai, C.B.Richard Ellis India, Dr. V.N. Bedekar Institute of Management, Thane as Asst. Professor for two years and at Panoramic Group of Companies as DGM (OD) for two years. Currently he is GM Corporate Relations at Universal Business School, Karjat near Mumbai.



Emotional intelligence is a set of competencies consisting of a broad collection of individual skills and dispositions, usually referred to as soft skills or inter and intra-personal skills. These are beyond the traditional realms of specific knowledge, general intelligence, and technical or professional skills.

Emotional intelligence comprises of five factors, namely, understanding one's emotions, managing emotions, motivating one self, recognizing emotion in others, and using emotions to improve relationships with others.

How is EI connected to job involvement on the job? It has been proved by empirical research that involvement on the job protects engagement levels from stress. Employees motivate themselves by imagining a better outcome to tasks that they take on. Emotional intelligence in modern organizations creates energetic and dedicated employees: people who are emotionally attached to their work. These organizations expect proactive behaviour, initiative and responsibility for personal development from their employees.

Motivating people to engage in their work is a classic challenge in organizations, complicated by the existence of multiple roles, because the attitudes, behaviours, and emotions associated with one role may spill over to another.

Moreover, as careers become more and more complex, people are increasingly faced with engaging in multiple roles to fulfill job expectations which can be successfully fulfilled by understanding and using emotional intelligence.

As a managerial responsibility, leadership plays a crucial role in enhancing emotionally intelligent behaviour amongst employees. Managers, therefore, need to associate with employees in order to motivate them by imagining a good outcome to tasks that they take on and use their work experience while they deal with varied EI behaviour.

Emotional intelligence helps improve individual and organizational performance. It plays a significant role in the kind of work an employee produces, and the relationship he or she enjoys in the organization. **E**



**BEAN STATEMENT**

Happiness brings involvement, which is an outcome of creative needs and individual passions being allowed to be fulfilled and practiced through deployment of personal strengths