St. Mira's College for Girls, Pune
(Autonomous-Affiliated to Savitribai Phule Pune University)
B.Com.
Subject: Business Administration-I C 32108
Semester: III
Year: 2021-2022

Unit 4: Trends in HRM_Functional& Presentation Skills

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CLASS:SY.BCOM-B
ROLL NO:3814

TRENDS OF HUMAN RESOURCE MANAGEMENT

1.PROMOTE DIVERSITY AND INCLUSION

Company culture plays a pivotal role to provide a positive experience to its employees. With employees belonging to diverse races, ages, genders, sexual orientations, and cultures, industries ought to make their employees feel that they belong to a community. HR professionals need to plant a seed of inclusion and affiliation where the employees feel confident to express their ideas with equity. Research shows that a cohesive work culture boosted employee performance to 56% and decreased turnover risk to 50%. Motivate them to be involved in the company vision holistically.

2.THE TREND OF WORK FROM HOME (WFH)

Unit 3: Salary Slips_ExperientialLearnin/Functional Skills_Report Writing

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STUDY OF COMPONENTS OF A SALARY SLIP

BASIC SALARY:-

Basic salary, also called base salary, is the amount of money a salaried employee regularly earns before any additions or deductions are applied to their earnings. Additions and deductions to basic salary can significantly affect the size of an employee's paycheck.

DEARNESS ALLOWANCE:-

Dearness allowance means an allowance paid to employees in order to curb the impact of inflation. It is the cost of living index paid by the government to pensioners and public sector employees calculated as a fixed percentage of basic salary. Dearness

Asst. Prof. Shanthi Fernandes(Subject Teacher)

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