

*Volume 2 Issue 2 July to December 2018*

# Proclaim

the voice of the aimers





# PAYROLL PROCESS IN HUMAN RESOURCE MANAGEMENT

**In human resource management, the payroll process involves several steps to ensure accurate and timely payment to employees:**

- **Collecting Time and Attendance Data:** HR collects data on employees' attendance, working hours, leaves, overtime, and any other relevant information that affects their compensation.
- **Calculating Gross Pay:** Based on the time and attendance data, gross pay is calculated, taking into account regular hours, overtime, bonuses, and any other earnings.
- **Deducting Taxes and Withholdings:** After calculating gross pay, taxes, social security contributions, health insurance premiums, retirement contributions, and any other deductions are withheld according to legal requirements and employee preferences.
- **Processing Benefits and Deductions:** HR processes benefits such as health insurance, retirement plans, and other voluntary deductions requested by employees.
- **Net Pay Calculation:** Net pay is the final amount that employees receive after all deductions and withholdings have been subtracted from the gross pay.
- **Issuing Paychecks or Direct Deposits:** Once the net pay is calculated, HR either issues physical paychecks or arranges for direct deposits into employees' bank accounts, according to their preferred payment method.
- **Recordkeeping and Reporting:** HR maintains records of payroll transactions, including earnings, deductions, taxes, and any other relevant information. Reporting requirements may include tax filings, employee statements, and other regulatory compliance.
- **Handling Payroll Errors and Discrepancies:** In case of any errors or discrepancies, HR investigates and rectifies the issues promptly to ensure accurate payment to employees.
- **Compliance with Legal and Regulatory Requirements:** HR ensures that the payroll process complies with federal, state, and local laws and regulations regarding wages, taxes, benefits, and other payroll-related matters.
- **Communication and Support for Employees:** HR provides support to employees regarding payroll-related inquiries, such as tax withholding forms, paycheck concerns, and understanding of benefits and deductions.



By following these steps diligently, HR departments can effectively manage the payroll process, ensuring accurate and timely compensation for employees while maintaining compliance with legal and regulatory requirements.

**By R. Pandiya Raja**

International Human Resource Management (IHRM) is a field that focuses on the unique challenges and strategies involved in managing human resources in a global context. It encompasses activities such as recruitment, training, compensation, and employee relations for multinational corporations (MNCs) operating across different countries and cultures. IHRM is crucial for ensuring that organizations can effectively manage their diverse workforce and adapt to the complexities of global business environments. Key issues in IHRM include cultural differences, legal and regulatory environments, language barriers, and the development of global leadership competencies. Successful IHRM practices can lead to improved employee performance, increased organizational effectiveness, and a competitive advantage in the global marketplace.

International Human Resource Management (IHRM) is an evolving field that deals with the challenges of managing a diverse workforce across borders. It involves developing and implementing HR strategies that align with the global business goals of an organization. This includes managing expatriates, who are employees sent to work in a different country, and dealing with the complexities of different labor laws, cultural norms, and business practices. IHRM also focuses on building a global mindset among employees, fostering cross-cultural understanding, and promoting diversity and inclusion. Overall, IHRM plays a critical role in helping organizations navigate the complexities of the global economy and achieve sustainable competitive advantage.

International Human Resource Management (IHRM) goes beyond the traditional HR functions to address the unique challenges posed by globalization. It involves developing policies and practices that can effectively manage a geographically dispersed workforce. This includes designing compensation packages that account for variations in cost of living across different countries, as well as ensuring compliance with local labor laws and regulations. IHRM also involves managing the complexities of international assignments, such as cultural adjustment, family support, and repatriation issues. In addition, IHRM plays a crucial role in aligning HR strategies with the overall business strategy of the organization, ensuring that HR practices contribute to the achievement of global objectives.

**BY.T. JONES LEDIA – 2<sup>nd</sup> MBA(GENERAL)**



# Harmony of Human and Artificial

Like peanut butter and jelly, AI and human beings make a dynamic team. Imagine, AI efficiently manages monotonous jobs and quick data processing, freeing humans up to participate more fully in creativity and decision-making. It is like having a really intelligent sidekick, a few more such ways through which the AI-human collaboration makes it easier for us in ways we never could have thought of.

Healthcare conversations are unique and deeply personal. Regulations require the protection of patient identity and privacy. The language includes specialized medical, financial and pharmaceutical terminology. The nuances of healthcare conversations coupled with the high stakes in healthcare, necessitate that healthcare leaders embrace industry-specific AI—where the training data comes from and is applied to healthcare.

Customer trust and loyalty take time to build and start with listening for purposes of understanding. Healthcare-specific AI enables us to listen to healthcare conversations at scale. Healthcare organizations see value in AI for analysing conversations to identify the authentic voice of the customer and employee to gain actionable insights for:

Customer loyalty, resulting in increased retention and growth. Associate coaching, leading to higher levels of retention and productivity.

Ongoing monitoring, giving healthcare organisations timely insights to changes happening in the industry (whether those changes are created by the business or by an external factor). Companies have widely monitored sentiment for decades, often via net promoter score (NPS) and similar surveys, but it's shrouded in deeper context. That's where AI shines. It's trained to listen to conversations, identify specific tones and emotions conveyed, and provide context for those calls at scale.

It can even obtain sentiment and emotion at a call's beginning and compare the two—useful for determining whether an agent helped a customer, diffuse a situation or perhaps needs additional training.



-R.Sidhesh

<b>Name of the Activity</b>	<b>ROAD SAFETY AWARENESS PROGRAMME - 2018</b>
<b>Type of Activity</b>	Social Responsibility and Extension activity
<b>Date &amp; Time</b>	18.09.2018& 10:00 a.m. – 12:00 Noon
<b>Details of Participants</b>	120 MBA Students
<b>Coordinator</b>	Dr.M.AyishaMillath, Assistant Professor
<b>Organizing Department</b>	Alagappa Institute of Management
<b>Collaborating Agency</b>	Tamil Nadu Police, Alagappapuram, Karaikudi
<b>Description</b>	Alagappa Institute of Management has launched a social extension activity focused on road safety awareness. The initiative aims to educate the public about the dangers of high beam lights. Students actively engage in spreading awareness and promoting safety on the roads.
<b>Outcome</b>	Students of Alagappa Institute of Management went a rally from Faculty of Management campus to the junction road near Sriram nagar railway gate. They carried out pasting black stickers in the headlights of two wheelers, four wheelers and heavy vehicles to reduce the effect of high beam light. Also created awareness among the public about how the effect of high beam headlights on the drivers on opposite vehicle can cause fatal accidents

## ADIDAS ADIDAS

Some of today's biggest brands started with humble beginnings, and no one embodies this better than Adidas founder Adolf "Adi" Dassler. Dassler's shoemaking career began in his mother's washroom in a small town in Bavaria, Germany. It was there that Dassler began designing and cobbling shoes and decided he wanted to make the best possible sports shoe for athletes. While there were plenty of shoemakers at the time, Dassler was committed to standing out in the market by gathering feedback from athletes about what they looked for in a shoe, what pain points could be improved on, and how they felt about his early models. This feedback allowed Dassler to craft an athletic shoe that was highly valued by his customers and gave him legitimacy when he registered "Adi Dassler Adidas Sports Schuhfabrik" in 1949 at 49 years old. It was that same year the first shoe with the soon-to-become-signature Adidas three stripes was registered. Dassler's vision to create the best shoe for athletes proved itself in 1954 when the German national football team won the World Cup final against the Hungarians—while wearing the new model of Adidas cleats.

"Their unbelievable victory would be heard around the world for decades to come," Adidas states on its website, "and it made Adidas and its founder's name hold name on football pitches everywhere."

Since then, Adidas has grown into an international brand known for high-quality athletic wear. Dassler's story sheds light on the importance of listening to target customers about their dreams, needs, and pain points.

"Adi Dassler's secret to success had an additional personal ingredient: He met with athletes, listened carefully to what they said, and constantly observed what can be improved or even invented to support their needs," reads Adidas's website. "The best of the best trusted Adidas and its founder from the beginning."

**-Jeyamanimegalai.R**

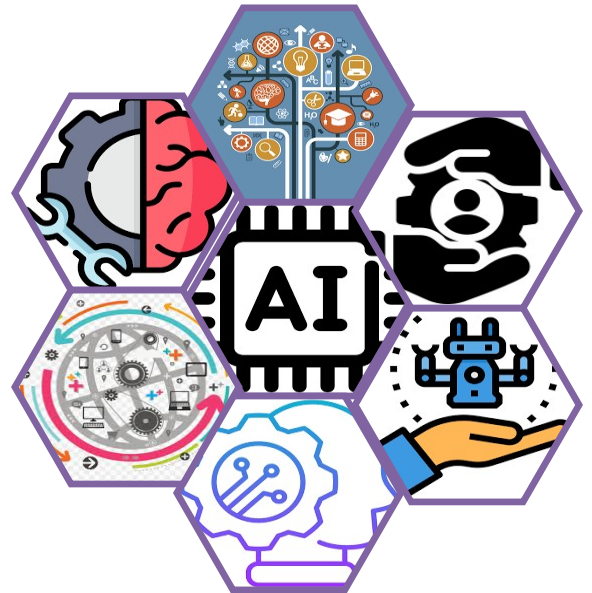
# Artificial Intelligence

In the world of circuits, where wires align,  
AI awakens, a mind so fine.  
Digital brain, bits and bytes converse,  
Silent thoughts in lines, diverse.

A silicon wizard, magic unseen,  
Learning from data, a screen between.  
Algorithms dance, a rhythmic code,  
In the heart of circuits, knowledge bestowed.

Like a smart friend, it understands,  
Answers questions with its coded hands.  
But in this tale, a caution to share,  
Guide AI wisely, with mindful care.

For in simplicity lies our quest,  
To let AI help, and serve us best.  
In the language of circuits, where dreams take flight,  
May we journey with AI, in wisdom's light.



Aasiya Mariyam. R



## 11 Tips To Help Manage Stressed Employees in the Work place

1. **Communication:** Open and frequent communication with employees helps build trust and allows you to understand their sources of stress. This can help you address issues before they escalate.
2. **Work- life balance:** Encouraging a healthy work-life balance shows that you value your employees' well-being. Flexible working hours and time off can help prevent burnout and improve overall job satisfaction.
3. **Stress management resources:** Providing resources such as workshops, counseling services, or mental health support programs can give employees the tools they need to cope with stress effectively.
4. **Positive work environment:** Recognizing and appreciating employees' hard work and accomplishments fosters a positive work environment, boosting morale and motivation.
5. **Physical activity and breaks:** Encouraging physical activity and breaks through out the work day can help employees recharge and reduce stress levels.
6. **Clear expectations and goals:** Setting clear expectation sand goals helps employees prioritize tasks and manage their workload effectively, reducing feelings of overwhelm.
7. **Professional development:** Offering opportunities for professional development and growth empower employeesto enhancetheirskillsandcareerprospects, reducingfeelingsofstagnation.
8. **Supportiveteam culture:** Creating a supportive team culture where employees can openly share their concerns and receive help from their colleagues promotes collaboration and a sense of belonging.
9. **Stress-reducing activities:** Implementing stress-reducing activities in the workplace, such as mindfulness sessions or yoga classes, can help employees relax and recharge.
10. **Leading by example:** Managing your own stress effectively and demonstrating healthy coping mechanisms sets appositve example for your employees to follow.
11. **Monitoring workload:** Keeping an eye on employee workload and providing additional support or resources when needed can help prevent burn out and ensure healthy work environment.





**Alagappa Institute of Management**



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