

HORIZON 2022

The Annual HR Conclave of IISWBM

On 29th April 2022, the annual HR Conclave of IISWBM, Horizon '22 took place at Seminar Hall (Ground Floor) from 2 pm till 5 pm. Guests for the session include Jaidip Chatterjee (CHRO, SREI), Kallol Dutta (Additional Labour Commissioner, Kolkata) , Indrajit Gupta (Partner and Director, Encore Mindseek) , Snigdha Singh (Associate Vice President – Global Rewards, OYO), Sreela Das Gupta (Lead SME – Diversity Equity and Inclusion , TCS).

The topic for the session was “**Psychological Safety At Workplace**” and it was moderated by Jaidip Chatterjee.

What the Speakers Said

Sreela Das Gupta : Psychological safety has been in need for a long time in workplace and we all need to acknowledge it. When we say diversity, there are a category of people who are neglected and vulnerable, so we need to shift our attention to them , like the LGBTQ community. It is important for us to create a culture in our organization which empowers people from all ethnic background to express their opinion.

Snigdha Singh: Psychological safety is a situation in a group where you feel safe enough to express your opinion. The organizational culture helps ensure psychological safety at the workplace. Psychological safety is important for new-age companies like OYO because there is no job security like the well-established companies. The attitude of the employers should be like “If you deliver we are there for you” in a result-driven organization. If the employees start to deliver then the management can provide them with flexibility.

Indrajit Gupta: A lot of psychologists in 1960s studied about psychological safety at workplace , they concluded that the phenomena of psychological safety is dependent on the organizational environment. People with psychological safety deliver better , perform better and agile. Google conducted a study to find out what would make their team more efficient, they found psychological safety as one of the drivers for high performing teams and started implementing psychological safety at workplace. Students of IISWBM are going to be managers in future so its important to ensure psychological safety among our teammates. Leaders should develop humility, sociability , and concern for others.

Kallol Dutta: Since I come from a Government sector, I can say that Government employees are also psychologically unsafe because of low wage, privatization, unhealthy working conditions etc. Fear predominates in a psychologically unsafe situation, the fear of failure, rejection etc. If we can contribute unconditional positive regard to any person who comes into our contact irrespective of his social status, education , skill etc then we can make him feel psychologically safe. Communicating our feelings to others helps in enhancing psychological safety. We blossom when we feel psychologically safe, our productivity increases and we feel loved by others. Self actualization, intrinsic motivation, inner strength helps us to drive out our fear and overcome our obstacles.

Jaidip Chatterjee: Bad culture travels through lift ,whereas good culture travels through staircase. If we can communicate to employees that we will support them , ensure job safety then we can create a psychologically safe working environment. The employee care system of Tata makes it an employer brand and aspired by millions of Indian youths. For example Tata Sumo was named after Sumant Moolgaokar for his contribution towards designing of the utility vehicles of Tata Motors.

SOME GLIMPSES OF THE SESSION



Indrajit Gupta



Jaidip Chatterjee



Snigdha Singh



Kallol Dutta



Panelists of the session with Professors and Alumni Committee



Prof. Dr. Madhumita Mohanty (HOD,MBA-HRM)