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MBA-HRM



CONSCIENTIA

2024



HR's Role in
Redefining Work
SUSTAINABILITY
MEETS STRATEGY



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CONSCIENTIA '24

Presented by
HRNxt Club
(batch of 2025 &
2026)



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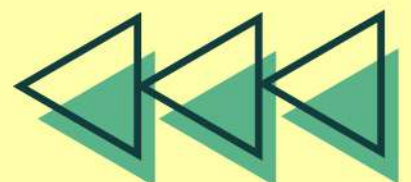
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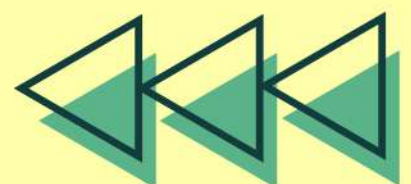
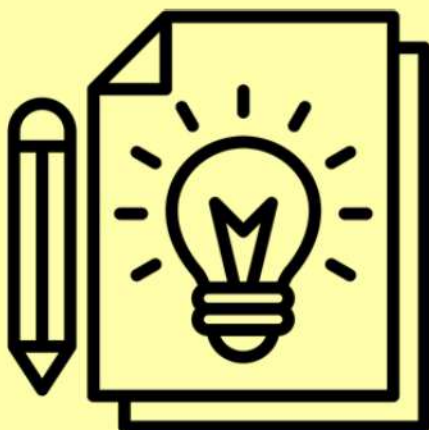


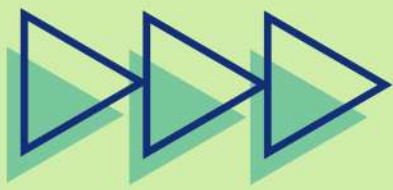
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Employee Well-Being & Sustainability: The Twin Pillars Of Organizational Success

***By: Ananya Ghosh
[Batch 23-25]***

In today's fast-paced and competitive corporate landscape, the priorities of organizations are undergoing a significant transformation. Success is no longer defined merely by profitability but also by how well businesses take care of their employees and contribute to the broader goals of sustainability. For MBA students specializing in HRM, these dual priorities—employee well-being and sustainability—present an exciting opportunity to shape organizations that are resilient, ethical, and future-focused.

Employee Well-being: The Heart of Organizational Health

Employee well-being encompasses more than physical health; it addresses the holistic needs of employees, including mental, emotional, and social well-being. Organizations are increasingly realizing that a happy and healthy workforce directly contributes to increased productivity, creativity, and organizational loyalty.

Modern workplaces are introducing a variety of initiatives to support employee well-being. These include mental health counseling, stress management workshops, flexible working hours, hybrid work models, and opportunities for continuous learning. For example, tech giant Microsoft has integrated mindfulness and wellness programs into its corporate structure to help employees manage stress and maintain a healthy work-life balance. Similarly, global consumer goods leader Unilever has pioneered initiatives to reduce workplace burnout, focusing on open communication and a supportive organizational culture.

Sustainability: A Strategic Imperative

Sustainability is no longer just a buzzword—it is a strategic priority for businesses aiming to remain relevant in a world that values environmental and social responsibility.





How Inclusive Hiring Drives Corporate Sustainability

By: Sanjana Dey

[Batch 24-26]

With the ever-evolving landscape of workplaces, inclusivity has become a significant issue of importance. Not only does inclusive hiring create a diverse workforce built on the principles of equity, but it also fosters a company culture of cohesion and innovation. This is where the **"people"** concept of the **triple bottom line of sustainability** comes into play. This article addresses the **intersection** of **inclusive hiring** and **sustainability**. It examines the benefits of integrating inclusion into corporate culture. Finally, it concludes by suggesting how **diversity**, **equity**, and **inclusion** can be harmonized with **sustainability** to achieve organizational goals.

What is inclusive hiring?

Inclusive hiring ensures a diverse workforce. For many, the concept of **DEI** is a buzzword, but it is equally important for business leaders to comprehend the significance of diversity, equity and inclusion. Breaking down the concepts:

Diversity refers to representing various and unique characteristics among people in a specific setting, such as a workplace or community.

Equity means ensuring fair treatment, access, opportunities and advancement for all individuals while seeking to identify and remove barriers that prevent certain groups from fully participating.

Inclusion focuses on creating an environment where all individuals feel welcomed, respected, supported and valued to participate fully.

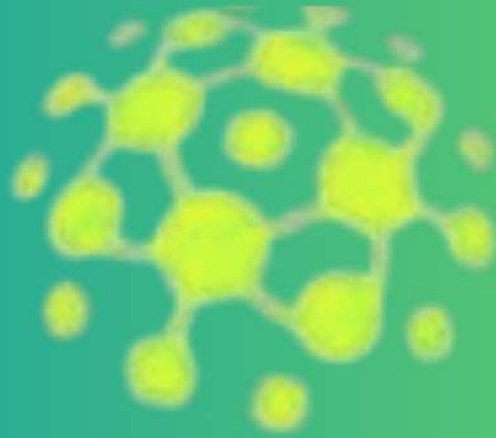
The primary aim of inclusive hiring is to **minimize bias** and ensure **equity** and **fairness**, starting from evaluating job applications to the offer process for candidates from diverse backgrounds. Inclusive hiring is the foundation of diversity, equity and inclusion. It is not just a single process but an amalgamation of various activities.





By: Sneha Mallick
[Batch 24-26]





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