



7 R'S OF A HEALTHY TEAM

For a team to be successful, it is essential to have a healthy team dynamic. The 7 R's of a healthy-team are Reason, Respect, Relationship, Resilience, Responsibility, Rewards and Reinforcement, and Role model. These seven components are essential for creating an environment of trust and collaboration in any team.

Reason helps the team stay focused on their goals and objectives.

Respect ensures that everyone is treated with dignity and appreciation.

Relationships build strong connections between members, which leads to better communication and collaboration.

Resilience allows the team to stay motivated even when faced with difficult tasks or challenging times.

Responsibility encourages each member to take ownership of their work and strive for excellence in all areas.

Rewards and Reinforcement provide recognition for individual efforts, which builds motivation among the members.

A role model encourages members to set a good example for others by being an inspiring leader or mentor within the group.

FIND JOY IN YOUR JOURNEY

Employee journeys are like roller coaster rides with their fair share of highs and lows. As an HR professional, it is important to understand the importance of finding joy in the journey.

Employees need to feel motivated to keep moving forward in their careers and find joy in their work. It can be accomplished by providing them with opportunities for growth and development and offering support when needed.

Additionally, it is essential to recognize and reward employees for their hard work and dedication so that they can find joy in their journey. By helping employees find joy in their journey, HR professionals can create a positive work environment where everyone feels valued and appreciated. It will ultimately lead to increased productivity, better team collaboration, and higher employee satisfaction levels.

DID YOU KNOW!

- 70% of employees say that motivation and morale would massively improve with managers saying thank you more.
- Research suggests that employees are most productive on Fridays. The anticipation of the upcoming weekend can create a sense of urgency, leading to increased focus and efficiency.
- A large part of persons life is spent at work: Over the course of an average lifespan, a person spends around 90,000 hours at work. That's roughly one-third of their waking hours!

WHAT IS AI & ML ?



Artificial Intelligence (AI):

Artificial intelligence encompasses a wide range of disciplines within the field of computer science, with the primary goal of developing machines, systems, or software that possess human-like intelligence. This includes solving complex problems, learning from data and past experiences, comprehending natural language, identifying patterns, and making autonomous decisions.

Machine Learning (ML):

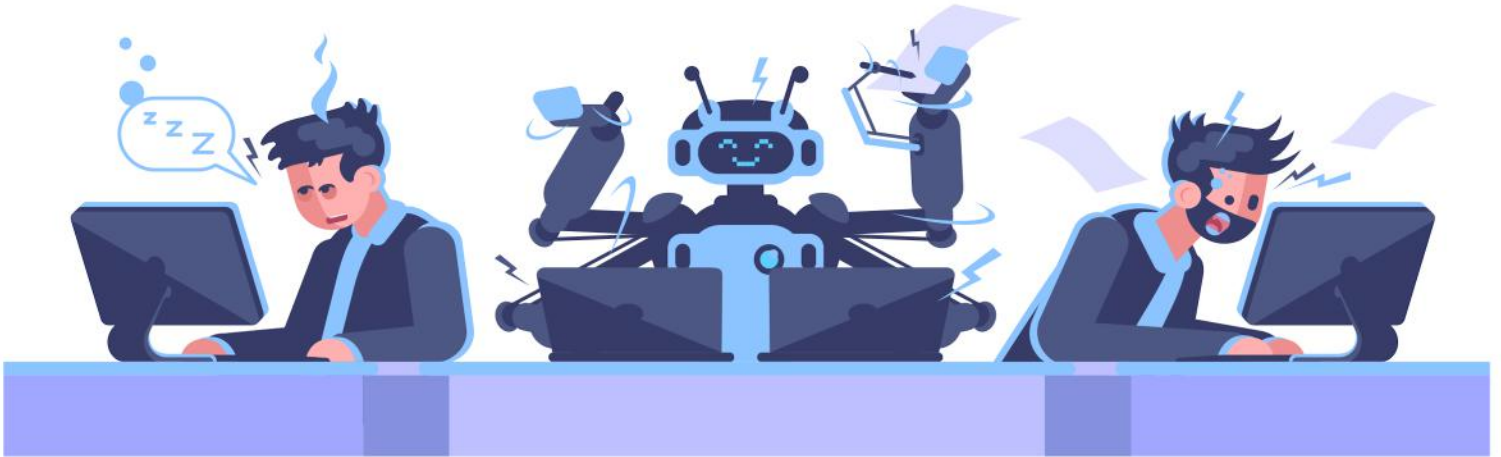
Machine Learning is a branch of Artificial Intelligence that centers on the advancement of algorithms and statistical models, which empower computer systems to enhance their performance in a targeted task by learning from data. These ML algorithms possess the capability to recognize patterns, make predictions, and adjust to dynamic conditions without the need for explicit programming.

Machine Learning is extensively utilized across numerous applications, including:

- Natural Language Processing (NLP)
- Computer Vision
- Healthcare (diagnostics and drug discovery)
- Finance (algorithmic trading and fraud detection)
- Recommendation Systems (e.g., for e-commerce)
- Autonomous Vehicles
- Predictive Maintenance
- Speech Recognition

"Artificial Intelligence and Machine Learning are highly dynamic fields with immense potential to revolutionize numerous industries and enhance daily living. Their continuous progress is driven by the constant development of innovative algorithms, models, and applications by researchers."

THE RISE OF ARTIFICIAL INTELLIGENCE (AI)



The rise of artificial intelligence (AI) has sparked concerns about whether it will replace human jobs. However, a closer look reveals that AI is more likely to enhance and transform the workforce rather than completely replace it.

- **Generative AI:** This technology has the potential to automate certain job functions, particularly those that involve repetitive or mundane tasks. However, it is important to note that AI still lacks the ability to replicate human creativity, critical thinking, and emotional intelligence. Instead of replacing jobs entirely, we are witnessing a shift towards greater collaboration between humans and AI. Companies are increasingly utilizing AI as a tool to augment human capabilities and improve productivity.
- **Ethical implications of AI:** It is crucial to ensure that the implementation of AI technologies aligns with ethical standards and respects workers' rights. Governments and organizations are actively working on establishing guidelines for the responsible use of AI in the workplace.
- **Democratization of AI:** This empowers employees across various industries to leverage sophisticated AI tools without requiring extensive programming knowledge.
- **Cybersecurity:** This remains a paramount concern. Sophisticated cybersecurity measures must be in place to protect sensitive data from potential breaches or misuse when employing advanced AI systems.

In conclusion, while generative AI may automate certain job functions, it is unlikely to completely replace human workers. Instead, we should embrace the opportunities for collaboration between humans and machines while addressing ethical considerations and ensuring robust cybersecurity measures are in place as we navigate this transformative era of artificial intelligence.

EVOLUTION OF WORK

WORK FROM HOME



HYBRID WORK



OFFLINE WORKING



PROS

FLEXIBILITY

You can set your own schedule, allowing you to better work balance.

Allowing employees to split their time between the office and remote work, providing flexibility

Allows employees to tailor their work hours to their individual needs, accommodating personal commitments or peak productivity times.

COST SAVINGS

Remote work eliminates the need for commuting, saving both time and money. You also reduce expenses related to office attire, lunch, and transportation.

Employees still benefit from reduced commuting costs and time, as they only need to travel to the office part-time.

Energy-efficient work spaces, appliances, invest in proper insulation, and encourage energy-saving practices among employees.

INCREASED PRODUCTIVITY

Many employees report higher productivity when working from home.

In-office days can foster teamwork, creativity, and spontaneous interactions that are sometimes lacking in fully remote work environments.

Personal discipline, effective communication, continuous improvement, and a supportive work environment.

REDUCED COMMUTE STRESS

Eliminating the daily commute can reduce stress levels, improve mental health, and contribute to a better work-life balance.

Reduced commute stress can have a positive impact on employees' physical and mental health. Less time spent commuting means more time for exercise, relaxation, and self-care

EVOLUTION OF WORK

WORK FROM HOME



HYBRID WORK



OFFLINE WORKING



CONS

FLEXIBILITY

Maintaining a clear boundary between work and personal life can be challenging when your home is your office.

Managing a hybrid workforce can be complex. Scheduling, coordinating, and ensuring equal opportunities for both in-office and remote employees can be a challenge.

Office work typically comes with a fixed schedule and less flexibility compared to remote or hybrid models.

COST SAVINGS

It becomes more difficult to save money since we cannot buy environmentally friendly buildings or energy-efficient products.

Employees might have to pay for travel to the job site and remote work equipment.

Companies need to maintain physical office spaces, incurring expenses for rent, utilities, and maintenance.

INCREASED PRODUCTIVITY

Working from home can be lonely, leading to feelings of isolation. The lack of in-person interaction can also hinder collaboration and creativity.

The team is divided between in-office and remote sites. Information may not flow as smoothly, resulting in misunderstandings and decreased productivity.

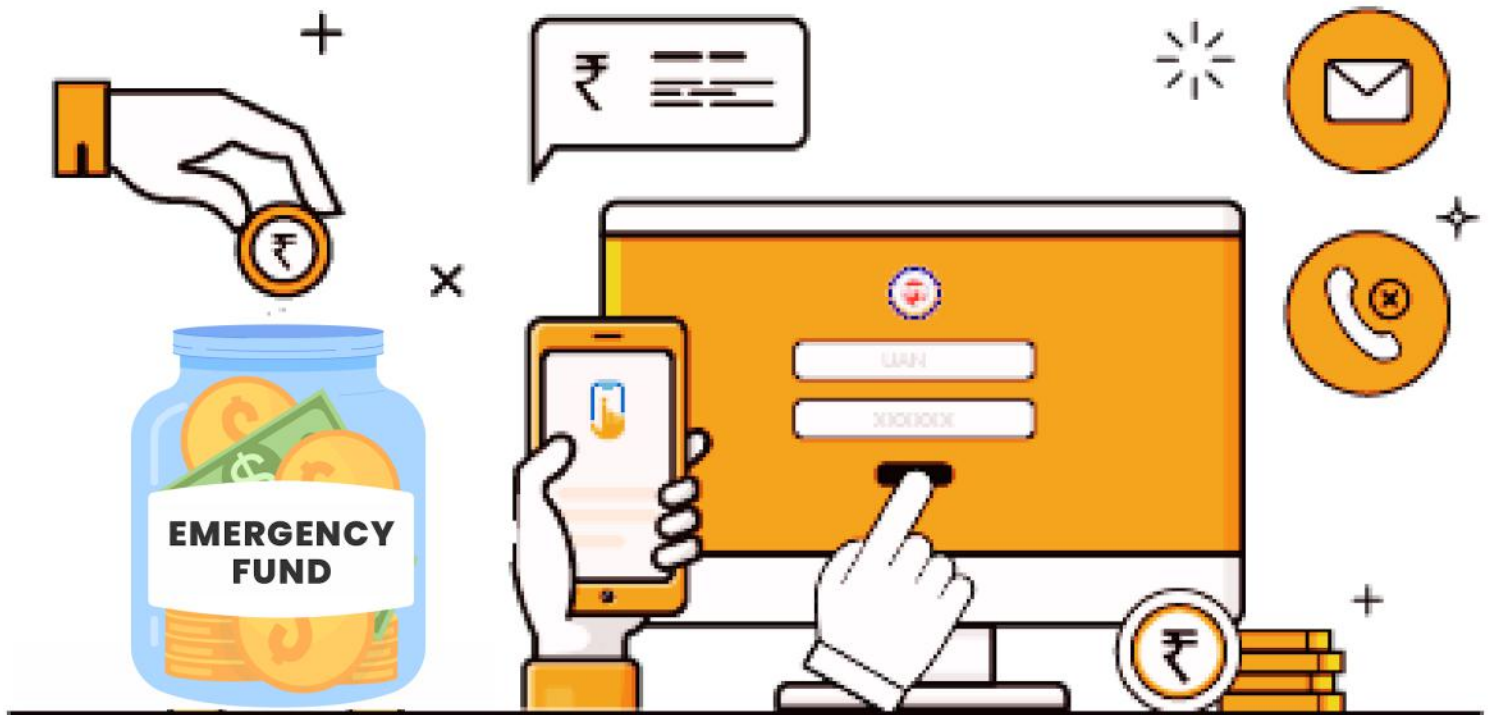
Excessive oversight or micro-management by supervisors can undermine trust and reduce employees' autonomy, impacting motivation and productivity.

REDUCED COMMUTE STRESS

Employees may find it challenging to disconnect from work, leading to overwork and burnout as they navigate the demands of both remote and in-office work.

Daily commuting can be time-consuming and expensive, with costs associated with transportation, lunch & office attire.

IMPORTANCE OF EMPLOYEE PROVIDENT FUND (EPF)



Mandatory Retirement Savings Scheme: It is designed to provide financial security to employees after their retirement. EPF is mandatory in many countries including India

Helpful for building retirement corpus: A portion of the employee's salary and a matching contribution from the employer is deducted and deposited into the EPF account. This regular savings habit helps individuals accumulate a substantial amount of money that can be used for various purposes, such as retirement, housing, medical emergencies, or education.

Attractive tax benefits: The contributions made by both the employee and the employer are eligible for tax deductions under certain limits. Additionally, the interest earned on the EPF contributions is tax-free, making it an attractive long-term savings option.

Provides a safety net: The accumulated EPF balance can be withdrawn in case of emergencies, such as unemployment, critical illness, disability, or any unforeseen circumstances.

Overall, EPF is an important financial tool that helps employees save for their retirement and provides financial security during their working years. It is advisable for employees to contribute regularly to their EPF account to secure their future.

PROJECTS WE HAVE DONE SO FAR



STFC Project

CHALLENGES FACED

- No integrated application for multi-stakeholders.
- Non-adherence to industry standard calculation methodology.
- Lack of data transparency and accountability.

OFFERED SOLUTIONS

- Personalized user interface in a unified platform.
 - Blockchain embedded to limit data fraud & security.
 - Adoption of globally recognized sources & references.
 - Analytical dashboard & insights for end-clients.
-



AutoEntry

CHALLENGES FACED

- Poor accuracy of Information extraction.
- Time-Consuming Manual Receipt Classification.
- Lack of Automation and Management in record-keeping.
- Inability to forecast business demand & supply.

OFFERED SOLUTIONS

- 89% accurate text extraction using ML Models.
- Classification of 500+ diverse formats of receipts.
- AI-driven streamlined and automated operations.
- Simplified expense sheet analysis for financial overview.

PROJECTS WE HAVE DONE SO FAR



Recolearn

CHALLENGES FACED

- No user-oriented, personalised learning platform.
- Absence to manage the franchisee and its operations.
- Limited flexibility & customisation for clients.
- Lack of data-driven for effective decision-making.
- Limited multi-industry platform in multi-languages.

OFFERED SOLUTIONS

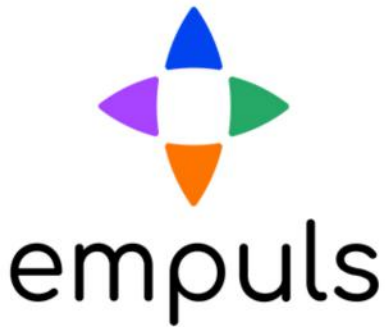
- Personalized, adaptive LMS powered by Recommender.
- Generative AI-based content making & grading ability.
- Smart CRM features with advanced business analytics.
- End-to-end Franchise management solutions.
- AR/VR-based Simulation Learning along with intelli-bots.



Jute Grader

We are pleased to inform you that our company is collaborating with the West Bengal government on a project that includes jute. Jute is used for a variety of purposes in daily life, including grain sacks and vegetable bags, and there are various types and qualities of jute used for each of these purposes. we use Python, Raspberry Pi, and other tools to categorise the jute according to its quality, In the back end, machine learning, our team is putting a lot of effort.

SUSTAINABLE GIFTING



We are introducing a platform for employee engagement called empuls to our company. This platform will enable our employees to operate more effectively, and a new version of kudos and appreciation will also be rendered.

- **Rewards and Recognition:** The platform enables managers and peers to recognize and reward employees for their accomplishments and contributions. This can be done through a points-based system or other creative rewards.
- **Social Recognition:** Empuls fosters a sense of community and teamwork by allowing employees to give and receive public recognition and appreciation from their colleagues.
- **Surveys and Feedback:** The software facilitates the creation and distribution of employee surveys and feedback mechanisms to gather insights on employee engagement, satisfaction, and areas of improvement.
- **Analytics and Insights:** The platform provides data-driven insights and analytics to help organizations measure the effectiveness of their engagement strategies and identify areas for improvement.



EMPLOYEES ART CORNER

The Employee Art Corner is a designated space within the office where employees can showcase their artistic talents. It provides a platform for employees to exhibit their art and express themselves creatively to their colleagues. This corner can include paintings, drawings, sculptures, photographs, and any other form of art.



Hello, I'm Saswati Barik, My interest turns into passion in my home and I found my own style of canvas art, I follow one rule, i.e. in this world full of copies I am trying to be an original.



Saswati Barik

परछाईं भी बता रही सच, लेकिन मैं मानता नहीं।
इस कदर बदल गया हूँ के खुद को जनता नहीं।
दिल में कहीं पे एक अनसुना दर्द है।
शायद उसे सेहन करना ही उसका मर्ज है।
खामोशी सी छापी है, खयालो में।
डरता हूँ देखना खुद को ही आयनोमें।
बस जो नहीं बदले वो तो रुह और सपने हैं।
पराये ना होकर भी करने वाले तो अपने हैं।



Adwait Deshpande



EMPLOYEES ART CORNER

It promotes creativity and self-expression and creates a positive and inspiring work environment. It is a great way for employees to connect with each other and appreciate each other's talents outside of work-related tasks. Overall, the Employee Art Corner is a fantastic addition to any workplace culture.

Behthi Si Hawa Chehre Ko Chu Kar Chali Jaati Hai...
Khuli Aankhon Se Humain Nazar Nahi Aati...
Par Ankhein Band Hone Par, Apne Hone Ka Ehsaas Dilati Hai.....
Maano Kuch Kehna Chahti Hai..
Par Bin Kuch Kahe BehJaati Hai.....



Tahreem Jamadar



Hi, i am Shivani Bhat. Creating different Mandalas, zentangles, doodling is my hobby. Every art begins with a dot and when the dots are connected the line appears. It is the artist who makes the line his own and embarks on a personal creative journey. It is my way of expressing myself.



Shivani Bhat

JOKES APART!

FOLLOW
YOUR
DREAMS!



"It's supposed to be inspirational, but most employees see it as permission to take a nap."

When you ask a simple question at work and it turns into a meeting



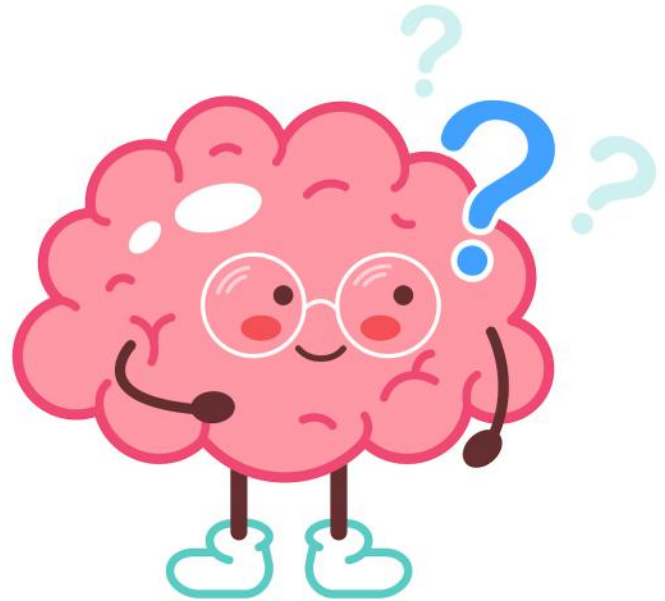
DONT MIND IT!

I just bought my co worker a 'Get Better Soon' card, they are not sick, i just think they could do better.



TEASER

- I am taken from a mine and shut in a wooden case, from which I am never released, and yet I am used by almost every person. What am I?
- I can be cracked, made, told, and played. What am I?
- I am always hungry, I must always be fed, The finger I touch, Will soon turn red. What am I?
- I have keys but no locks. I have space but no room. You can enter, but you can't go outside. What am I?
- The more you take, the more you leave behind. What am I?



FACTS!

- Did you know that multitasking can reduce productivity by up to 40% It's more effective to focus on one task at a time.
- The concept of a "virtual office" was first introduced in the 1990s, allowing employees to work remotely. Today, it's a common practice in many companies worldwide.

ANSWER KEY

1.Pencil lead 2.A Joke 3.Fire 4.Keyboard 5.Footsteps



Sayli Ratnaparkhi

HR. Manager

Content Writer & Editor
for Newsletter



Shivani Bhat

HR. Executive

Asst. Support



Koel Mondal

Sr. UX Engineer

Senior Designer



Adwait Deshpande

HR. Intern

Asst. Designer



One **Team**
one **Passion**

**THANK YOU FOR YOUR SUPPORT & TO SHOWCASE
YOUR SKILLS & TALENT IN HR NEWSLETTER**

Please share your art work on
hr@neurapses.com
