

Academy of Human Resources Development

The Human Odyssey

Newsletter

Dear Readers ,

*Greetings from Academy of HRD,
Ahmedabad!*

We are delighted to bring forth the latest volume of “The Human Odyssey”. As the Organizations across the globe have adjusted well to the new normal and learnt the ways of modern management the learning has been constant for leaders and managers for creating well being practices and empowering teams.

AHRD also continues to be a course of learning for its community. We have a consistent flow of coursework classes which inspires our scholars for world class research. We also continue to provide management development programs for students and executives.

Happy to share that the fellows are contributing and writing their insights as they progress their journey as researchers. Hope overall it will be a delight to go through our initiatives.

Look forward to your suggestions and feedback .

Best wishes

Dr. Shreshtha Dabral

Director,

AHRD

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“Learning is the bridge between today’s challenges and tomorrow’s leadership.”

Celebrating a Milestone of Excellence: Congratulations to Dr. Rajan Sinha!



We are pleased to announce the successful completion of the Fellow Program by **Dr. Rajan Sinha**, titled “**Role of Humility in Job Performance in India.**” He also successfully completed his Doctorate from Ganpat University.

This accomplishment represents a significant academic milestone and reflects Dr. Sinha’s sustained dedication and intellectual rigor. His research exemplifies the values of perseverance and scholarly inquiry that the Academy of Human Resource Development seeks to foster.

As Dr. Sinha transitions to the next phase of his professional and academic journey, we extend our sincere congratulations and best wishes for continued success. We are confident that his contributions will leave a lasting and meaningful impact on both research and practice.

AHRD Celebrates Prof. Rajesh Chandwani’s National Film Award for Best Documentary



AHRD takes immense pride in celebrating our Chairman, **Prof. Rajesh Chandwani**, for being honoured with the **Best Documentary Award at the 71st National Film Awards (2023)** for his deeply impactful film “**God, Vulture and Human.**”

The film brings attention to the deeply human and often overlooked subject of organ donation, offering a powerful narrative that highlights the critical role of Organ Transplant Coordinators (OTCs). It masterfully blends storytelling with social impact, aiming to raise awareness about the complexities and compassion embedded in the organ transplantation journey.

Final Research Presentations – Fellow Scholars

As part of the culmination of their Fellowship journey, scholars from the 2021 batch presented their **Final Thesis Presentations on 30th July 2025**.

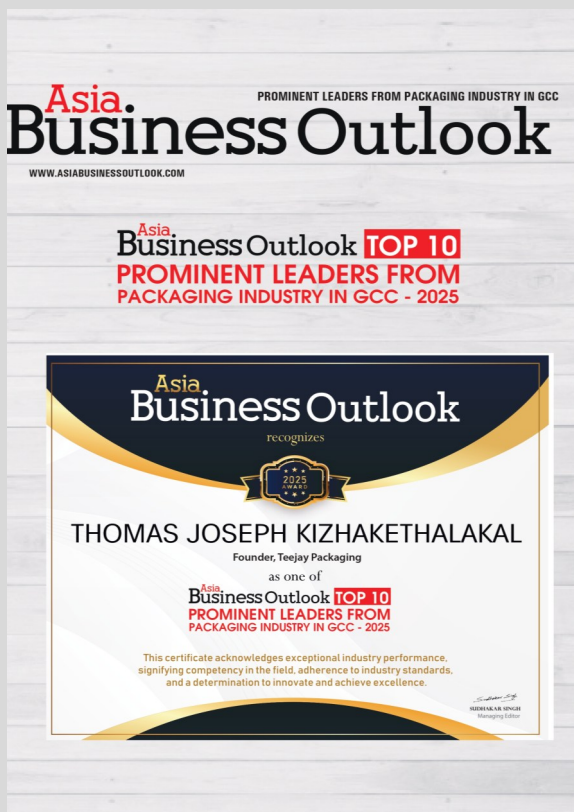
Mr. Biju Sebastian presented his thesis on “**Exploring the Relationship Between Organizational Culture and Corporate Digital Responsibility Implementation in UAE.**”

Ms. Shinu Susan Siby presented her thesis titled “**Blending Diversity, Equity, and Inclusion in Succession Planning and Its Impact on Leadership Diversity – A UAE Study.**”

These scholarly works not only reflect the academic rigour of the Fellowship Program but also highlight their relevance to contemporary organizational challenges and practices in the UAE context.



Honoring Excellence: Mr. Thomas Joseph Kizhakethalakkal Named Top 10 Prominent Leader in GCC Packaging Industry



We are pleased to share that our Scholar from Batch 2021, **Mr. Thomas Joseph Kizhakethalakkal**, Founder of Teejay Packaging, has been recognized among the **Top 10 Prominent Leaders in the Packaging Industry in GCC – 2025** by Asia Business Outlook.

With more than three decades of professional experience, including 27 years in the United Arab Emirates, Mr. Thomas has distinguished himself through visionary leadership, expertise in packaging technology, and a steadfast commitment to sustainability, innovation, and customer-centric growth. Under his leadership, Teejay Packaging has successfully integrated cutting-edge technology with practical excellence, contributing to the advancement of a smarter and more sustainable packaging future.

AHRD–NHRDN Session on Building Social Capital within Organisations



The **Academy of Human Resources Development (AHRD)** in collaboration with the **NHRDN Ahmedabad Chapter** had the privilege of hosting a deeply engaging and insightful session on “**Building Social Capital within Organisations**” on 4th August 2025.

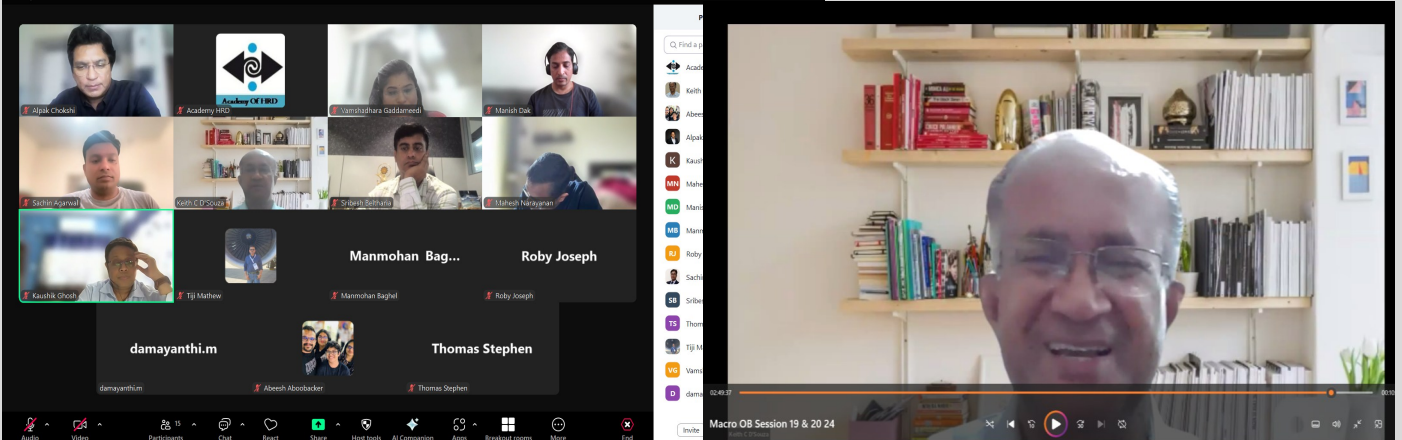
Led by the renowned **Dr. GP Rao**, the session brought to the forefront Social Capital as a vital yet often overlooked cornerstone of sustainable organizational performance and growth.

Dr. Rao eloquently illustrated how trust, meaningful relationships, and shared norms within teams serve as the foundation for innovation, engagement, productivity, and employee retention. He shared actionable strategies for cultivating social capital through strategic onboarding, collaboration, recognition, and informal networks, while also emphasizing the importance of measuring and sustaining these efforts over time.

His insights reaffirmed that Social Capital is an invisible yet powerful asset, essential for building resilient, future-ready organisations in today’s dynamic world of work.

Virtual Classes

Macro OB



The **Macro OB** course for the 2024 batch was expertly facilitated by **Dr. Keith D'souza**, Co-Founder, AHRD, Director Keith D'Souza & Associates & Former Faculty XLRI, who brought his deep expertise and engaging teaching style to the classroom. The sessions provided participants with a comprehensive understanding of organizational behavior at the macro level, focusing on structures, processes, and dynamics that shape organizational effectiveness.

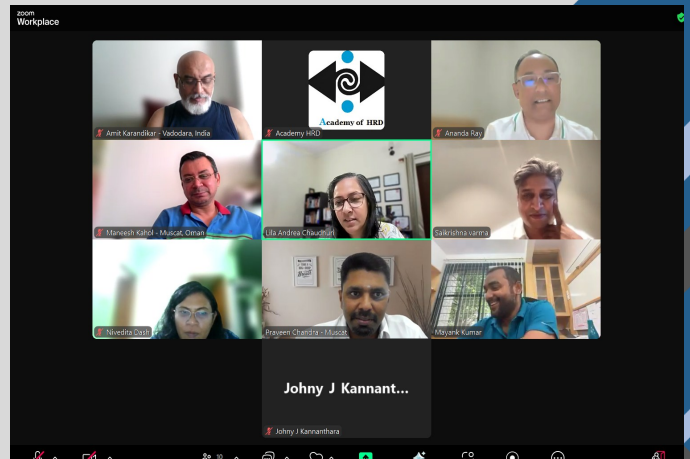
Structured Equation Modelling (SEM)



The **Structured Equation Modelling (SEM)** coursework for the 2023 batch was conducted under the expert guidance of **Prof. Furkan Khan**. His ability to simplify complex concepts, combined with hands-on discussions and real-world examples, enriched the learning experience and equipped scholars with the analytical skills essential for high-quality research and academic contribution.

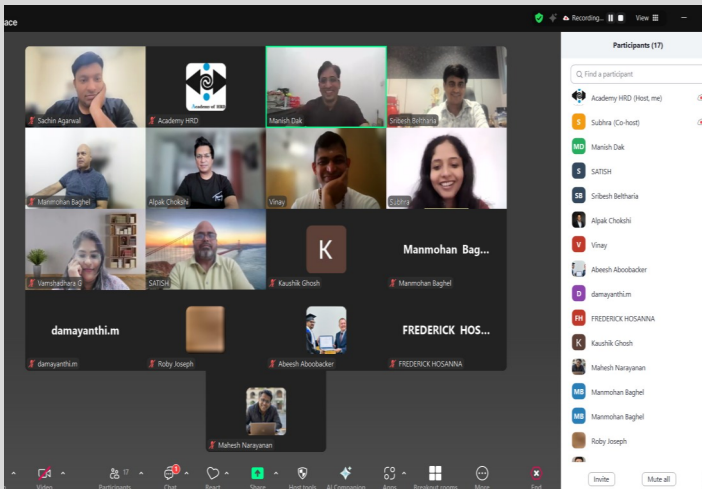
Qualitative Research Methods

The **Qualitative Research Methods** coursework for the 2023 batch was skillfully facilitated by **Prof. Mayank Kumar**, who brought a rich blend of academic depth and practical insights to the sessions. His expertise created an intellectually stimulating learning environment that not only strengthened the research capabilities of the participants but also inspired them to approach inquiry with greater rigor and critical perspective.



Virtual Classes

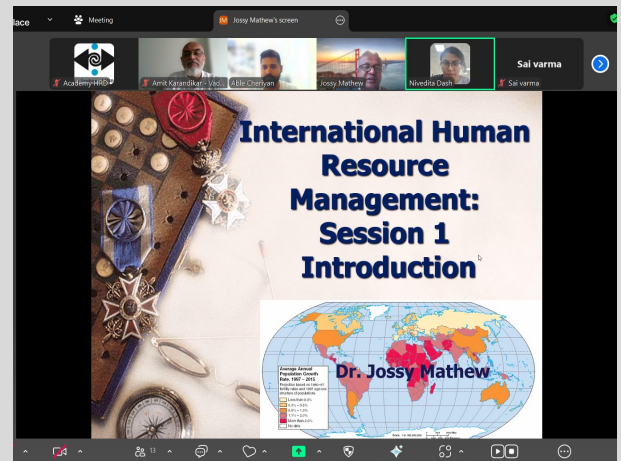
Strategic Human Resource Management (SHRM)



The **Strategic Human Resource Management (SHRM)** coursework for the 2024 batch was skillfully facilitated by **Prof. Subhra Pattnaik**, offering participants a comprehensive and engaging learning experience. Conducted over the course of 20 well-structured sessions, held every Saturday from April 2025 the program provided an in-depth understanding of the principles, frameworks, and practices of SHRM.

International Human Resource Management (IHRM)

The **International Human Resource Management (IHRM)** coursework for the 2023 batch was successfully conducted under the guidance of **Prof. Jossy Mathew** from Swansea University, UK. Beginning in June 2025, the sessions were held every Saturday and provided participants with a comprehensive understanding of global HR practices, cross-cultural management, and the evolving dynamics of workforce management in an international context.



Systematic Literature Review (SLR)

The **Systematic Literature Review (SLR)** coursework for the 2024 batch was conducted in July 2025 and was expertly facilitated by **Prof. Abhishek Singh** from XLRI. The sessions were designed to provide scholars with a comprehensive understanding of the SLR process, equipping them with essential skills to critically evaluate existing research and identify gaps. Prof. Singh's expertise and engaging teaching approach enabled participants to gain both conceptual clarity and practical insights, making the coursework an enriching and impactful learning experience.



Gen Z and the Emerging new Cognitive Biases



Mr. Thomas Stephen Joseph

AHRD Fellow

Finance and Operations Manager

Everest Metal Industries, UAE

As Generation Z (born 1997-2012) enters the workforce, businesses face a new set of challenges and opportunities. Known as digital natives, Gen Z has grown up immersed in digital technology and social media, making them highly tech-savvy and adaptable. Unlike previous generations like Millennials, who had to adjust to technology later in life, Gen Z has been connected from an early age, shaping their communication styles and decision-making approaches.

This deep digital exposure allows Gen Z to quickly embrace new tools and platforms, staying ahead of trends and innovation. Their comfort with technology enables them to thrive in a rapidly evolving digital landscape. However, the constant engagement with social media and digital platforms has also led to the development of specific cognitive biases. These biases can influence decision-making and produc-

tivity in the workplace.

As Gen Z becomes a key driver of innovation in organizations, understanding these biases is crucial. Businesses must recognize the impact of digital immersion on their thinking and decision-making processes, ensuring that they can harness Gen Z's strengths while managing potential risks effectively.

Common Cognitive Biases Among Gen Z

- 1. FOMO (Fear of Missing Out):** This bias arises from the need to remain connected and constantly aware of others' activities, which can lead to impulsive decisions or distractions. In the workplace, FOMO can hinder focus, decision-making, and productivity, as employees may become preoccupied with external distractions rather than staying engaged in their tasks.
- 2. Influencer-Driven Bias:** Social media influencers play a significant role in shaping Gen Z's opinions and decisions. This bias causes them to make decisions based on popularity or trends, rather than rational or reasoned logic. In a work environment, this bias can influence everything from product choices to career paths, with employees potentially prioritizing trends over practical, informed decisions.

Insight Sharing



3. Instant Gratification Bias: Gen Z has grown up in an era of instant access to information and rewards, leading to a preference for immediate results rather than long-term achievements. While this can drive fast decision-making, it can also impact work ethic and the ability to focus on long-term goals, potentially affecting career progression and organizational growth.

4. Digital Image Bias: As digital natives, Gen Z is highly focused on curating and maintaining a digital persona. This focus on personal branding and online image can distort their real-world interactions and decision-making in the workplace. The pressure to present a certain image may lead to misaligned goals, shallow decision-making, and the prioritization of image over substance.

5. Echo Chamber Bias: With their constant exposure to social media, Gen Z may become trapped in echo chambers, where they are exposed to similar viewpoints that align with their existing beliefs. This can limit their ability to consider diverse perspectives and challenge their own assumptions, which are critical skills for effective decision-making in a collaborative workplace environment.

The Role of Organizational Culture in Mitigating Gen Z's Cognitive Biases

As Gen Z becomes a larger part of the workforce, organizations must address the cognitive biases that arise from their digital-native upbringing. These biases can impact decision-making, collaboration, and productivity, but organizational culture can play a key role in mitigating their effects. Creating a culture of openness and critical thinking is essential. When employees feel safe to share feedback and challenge assumptions, they can better assess situations from different perspectives. Promoting thoughtful decision-making and collaboration can also counter biases such as instant gratification and FOMO, leading to more informed, long-term decisions.

By 2030, Gen Z will represent almost 30% of the global workforce. Organizations must recognize the cognitive biases they bring and work to mitigate them. Cultivating a culture of inclusivity, collaboration, and critical thinking will help unlock the potential of Gen Z, fostering a more effective, competitive workplace in an increasingly digital world.



**Academy of Human
Resources Development**



**ADMISSIONS OPEN FOR FELLOW
PROGRAM 2025**

Academy of Human Resources Development

<https://academyofhrd.org>

Founded in 1990 with the support of distinguished professors like Late Dr. Udai Pareek, Dr. T. V. Rao, Dr. D.M. Pestonjee, Dr. Keith D'souza, alongside other HRD professionals and people-management oriented corporations.

- ✓ Eminent faculty from top Institutions IIMs, IITs, XIM.
- ✓ Hybrid Classes conducted on weekends to accommodate working professionals.
- ✓ Over 45+ scholars awarded with Fellow titles.

// A Fellowship for Visionary Professionals //



Programme

2025

Commencing from
September 2025



Eligibility

Criteria

Masters degree or equivalent
PG diploma



Register Before

Timeline

15th September 2025

MORE INFO

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