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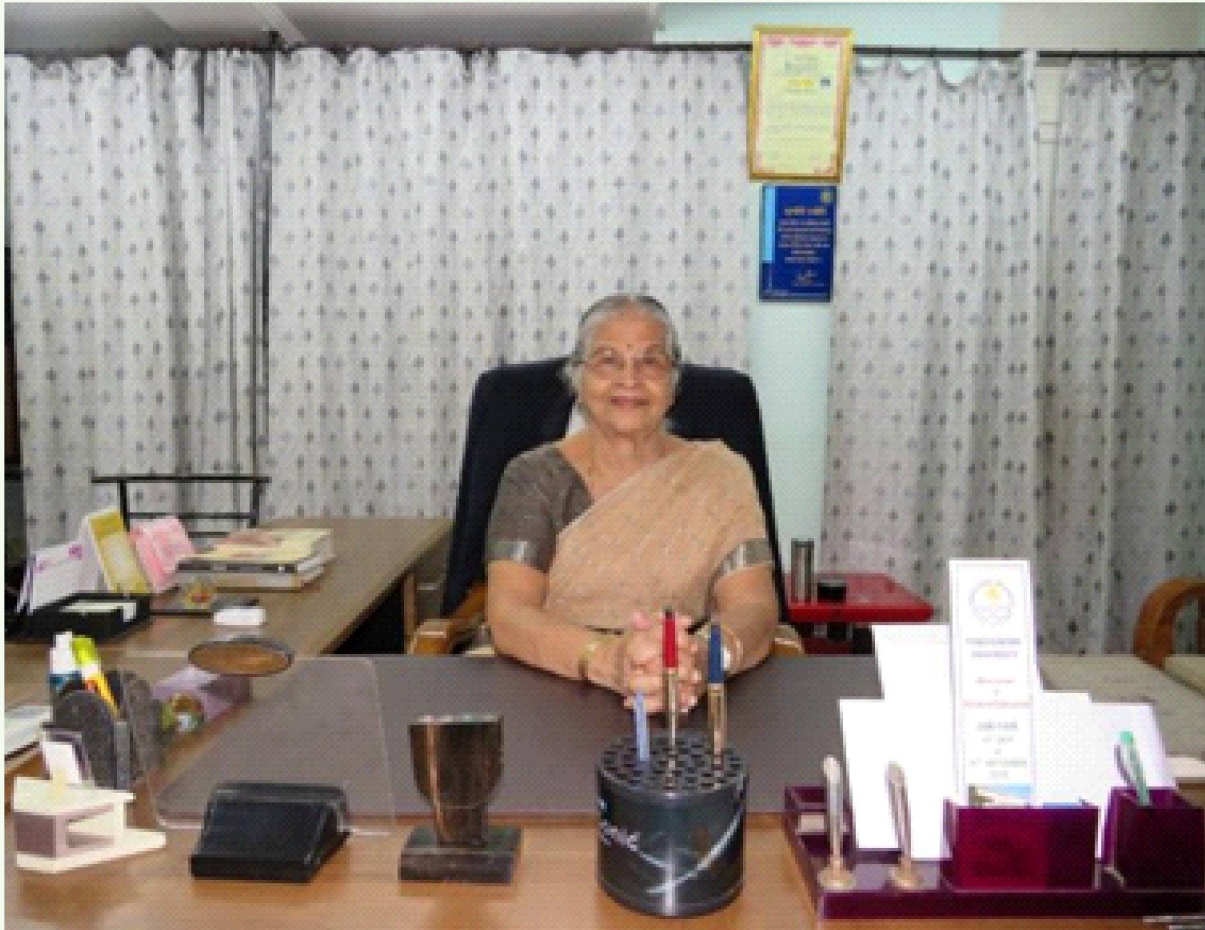
Prof. Sourya Pattnaik

Sukaushalam@rims

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*school of management
& information science
Estd. 1984*



From the Chairperson's Desk

Dear All,

Rims celebrated the 'Utkal divas',

Today Odisha celebrates its 87th foundation day. In 1936, it was the first state that was formed on a linguistic basis. The state was established as a separate British India province and the day is celebrated as Odisha Day to encourage the remembrance of the same and foster a spirit of unity among all the citizens of the state.

Thanking You,

Chairperson, RIMS
Mrs. Nalini Prava Pattnaik



CONTENTS

<u>Sl. No.</u>	<u>Topic</u>	<u>Name</u>	<u>Page No.</u>
1.	The 5 Core Human Resources Function	M. Smrity Reddy	03
2.	Computer Technology	Subham Mahanty	05
3.	Business	Tithi Sarangi	06
4.	Edge Computing	Kiran Kumar Sahu	07

THE 5 CORE HUMAN RESOURCES FUNCTION

Every business with quite just some dozen employees encompasses a human resources department. It should be only 1 one that handles all the human resources functions. Or, as within the largest organizations, there could also be many professionals who concentrate on only 1 functional area. So broad is that the reach of those human resources functions they touch every single employee across every department on a everyday. Depending on the organization, its industry and size, there could also be five, six, seven or more separate human resources functions. For our purposes, we'll have a look at the five core areas: recruiting and staffing, compensation and benefits, training and development, talent management, safety and compliance.

In large organizations, these functions could also be split. So where "safety" might not be a core human resources function for say, an firm, blue collar organizations and people in healthcare and similar fields are more likely to own safety and compliance as separate human resources functions.

However, they're described, all HR departments share the identical basic HR functions. Here's a quick examine each of the core human resources functions.

Compensation and Benefits

Often described as "total rewards," this HR function involves analyzing and setting pay ranges for every job in a corporation and determining the advantages the business offers. Larger employers will conduct compensation surveys to stay pace with the market and set pay ranges according to each verbal description to confirm the corporate can attract and retain talented workers. At smaller companies, HR is also tasked with assisting in managing payroll.

A benefits coordinator – or quite one – will manage and negotiate benefits for the corporate. Employers with large workforces have specialists who will negotiate group insurance rates and coordinate with outside administrators managing the 401(k) and other financial programs.

Smaller companies may outsource benefits management, though an HR practitioner will always be involved during this HR function so as to help employees and stay informed market developments.

Training and Development

This HR function is also as basic as training a replacement worker on the company's practices and procedures. At larger companies, this function entails developing and managing an on-going training and career development program tailored to every employee.

With change rapid and ongoing, companies know their success depends on training employees on new tools and for brand spanking new jobs in order that they are able to step in when needed. That creates succession planning a critical part of this HR function, which is additionally a part of overall talent management.

Training today, however, goes beyond the technical skills. Managers, team leaders and people in managerial career paths are being trained on the so-called soft skills of communication, team work, time management. Companies have discovered that it's much more important for a manager to be a decent listener and coach than to own the most effective technical skills.

Talent Management

What is still sometimes called employee relations, talent management may be a human resources function that has broadened well beyond the normal boundaries of enforcing adherence to company policies and procedures, the "HR police" role.

While HR continues to be the arbiter of employee behavior, the fashionable version of the function is way more involved developing and enhancing the connection between employer and employee. Practitioners specialize in employee performance, job satisfaction, engagement,

company culture, workforce planning and lengthening into productivity and employee motivation.

With that reasonably assignment, talent management necessarily cuts across all other HR functions. The goal is to extend performance, giving the corporate a competitive advantage by creating an integrated process that leverages the complete range of HR functions.

Many practitioners consider talent management to be the overarching human resources function, setting the strategy that guides each of the opposite HR functions.

HR Function Crossover

We've described a number of these five broad HR functions as if they were separate and distinct areas. In reality, even within the largest organizations, what happens in one functional area affects the others. A pay scale that's not competitive makes it difficult to recruit the most effective people, which successively means hiring less skilled workers who require more training and will simply not meet talent management's performance goals.

That's why coordination among the multiple human resources functions is so critical. And why numerous business leaders have come to acknowledge

the importance of human resources to the success of their organization.

Recruiting and Staffing

In today's highly competitive business environment, where every organization is raring to rent the foremost talented people, recruiting has become a strategic imperative. It's not enough simply to fill job openings. This human resources function is involved in sourcing talent, marketing the corporate to candidates and smoothing their entry into the corporate and its culture, a process called onboarding.

To do that, recruiters work directly with hiring managers to craft and post job descriptions. They review resumes, screen candidates and make interview recommendations to the manager. they will also interview the candidate and coordinate the hiring with the manager who makes the ultimate selection.

In the largest organizations, this HR function is split among different specialists, including sources who focus exclusively on identifying the simplest candidates, often for the foremost challenging to fill positions. A growing number of companies have recruitment marketers whose job is to market the employer brand and gather and analyze candidate views and sentiment.

Safety and Compliance

As we noted earlier, in many companies, these are separate HR functions. Organizations in highly regulated businesses – mining or trucking for instance – and definitely those with a world presence are those possibly to own HR professionals specializing in each area. Companies not in hazardous or regulated industries typically see this as one function.

Safety professionals might not be a component of HR, but there'll be a practitioner within the department – or over one – working with them to supply required safety training and to observe the licenses employees must do their job. Compliance with industry and government safety standards and rules, preparing reports and maintaining records of incidents and inspections are key parts of this human resources function.

Outside the precise area of safety, all organizations need to suits a myriad of presidency laws and requirements. Even the littlest businesses are required together and keep a range of records for the IRS, Homeland Security, OSHA, the EEOC and other agencies both federal and state; in some cases, for his or her local municipality.

Neglecting this human resource's function is costly. There are civil and even criminal penalties for failing to suits the govt. rules.

M.SMRITY REDDY

BCA 3RD SEM





COMPUTER TECHNOLOGY

Computer technology is a technology that rather of building a physical machine for each operation builds a logical or virtual machine.

The logical machine is general purpose and can be put to any specific problem.

Each specific problem is implemented in the logical machine by software. Software is therefore the most important element of computer technology.

Software enables the mass product of cheap mass-produced physical machines that can be turned to any operation, rather than building expensive special-purpose hardware.

Not only that, but software is flexible and can be bettered with new features over time without the need to replace the original physical machine – only the logical machine is changed and this is cheap to distribute (now over the network, so nothing physical needs to be produced or shipped).

Computer technology is about the effective and effective implementation of these ideas.

An important fact of computing is that with just a many installation the complete power of computing can thus be realised. No machine can do 'magic' instructions that makes it is more important than others. Interaction with the physical world is a little different, but all machines with the basic functionality are original at the software level.

The important thing about this is that all machines can be translated into other machines. This is important about producing software – high-position languages which express problem domains can be translated to machine-oriented executable programs. Note again that relations with the physical world are different – hardware may include an instruction to 'move robot arm up', 'read current image from print cell', etc and these may be given by original statements in a high-position language – there is no need for low-position systems languages (although it can be argued that such control makes the language low-position).

SUBHAM MAHANTY

BCA 3RD SEMESTER





BUSINESS

Business is a very demanding profession that has broadened and popularized over the times. A business requires heavy chops of operation, teamwork, patience, internal strength, and effectiveness of work. A person should be mentally prepared to accept the losses of a business at any point of time in their life since it is not always secure. But, if planned properly, with help from the expertise and patiently blossomed over the years, also a business has a lesser rate of success. A business generally works with the collaboration of many activities. Account, financial management, manufacturing, marketing, research and development, safety, and sales management are the colourful factors that need to be tended to while running a good business with the end of success. Investors, creditors, and controllers play a vital part in the profit of a business. Generally, there are four main types of businesses, which include sole proprietorships, partnerships, limited liability companies (LLC), and corporations. Before initiating a business, the entrepreneurs should carefully consider which structure is best suited for their enterprise.

Factors affecting the state of a business are the size and scope of a business firm, the sector and country, tax advantages, disclosure and compliance requirements,

control, and coordination requirements. Businesses cover a huge field of jobs including, agriculture, financial services, entertainment companies, industrial manufacturers, real estate, transportation, sports, utilities, retailers, wholesalers, and distributors.

Business benefits employment generation. Business is important for generating employment as it provides jobs to several people in the form of managers, clerks, salesman, and more. Businesses use the scarce resources available and convert them into valuable products that fulfil a utility and sell them to the public. Therefore a business is helpful in optimum utilization of resources. Businesses also help in perfecting communication between nations through foreign trade and thus help in perfecting relations between nations.

Setting up a business not only makes one independent but also gives one a better life. A successful business provides financial rewards, creative freedom, and personal satisfaction. The success of a business brings in a person self-confidence and motivation. In recent years, E-business has popularized greatly. Online business gets benefits from the government as the government is trying to promote digitalization. E-business is often very advantageous, as it

gets easier to reach a larger audience and also can be conducted at any time. Small start-up businesses are often initiated online and are established once they gain minimal client fashion ability.

The involvement of time and regions makes it the biggest disadvantage of a business plan. When a business set up does not have maximum money or expertise to make a proper business plan, the business ends up suffering further than gaining. Certain businesses are region and climate

bound and therefore have to concentrate their deals at a particular place or time and are unable of expanding. Such businesses are often harder to handle and needs to be planned carefully and tactfully. A business often starts with a small idea or inspiration. It is important to cultivate the creativity in a person and be well informed before putting the creativity into action.

TITHI SARANGI
BCA 3RD SEMESTER



EDGE COMPUTING

Edge computing is transforming the way data is being handled, reused, and delivered from millions of devices around the world. The explosive growth of internet-connected devices—the IOT along with new applications that require real-time computing power, continues to drive edge-computing systems.

Faster networking technologies, such as 5G wireless, are allowing for edge computing systems to accelerate the creation or support of real-time applications, such as video processing and analytics, self-driving cars, artificial intelligence and robotics, to name a many.

While early goals of edge computing were to the cost of band range for data traveling long distances because of the growth of IOT-generated data, the rise of real-time applications that need processing at the edge is driving the technology ahead.

What is edge computing?

Gartner defines edge computing as “a part of a distributed computing topology in which information processing is located near to the edge—where things and people produce or consume that information.”

At its basic level, edge computing brings computation and data storage closer to the devices where it’s being gathered, rather than counting on a central position that can be thousands of miles away. This is done so that data, especially real-time data, does not suffer latency issues that can affect an application’s performance. In addition, companies can save money by having the processing done locally, reducing the amount of data that needs to be reused in a centralized or cloud-based position.

Edge computing was developed due to the exponential growth of devices, which connect to the internet for either receiving information from the cloud or delivering data back to the cloud. And many iot devices generate enormous amounts of data during the course of their operations.

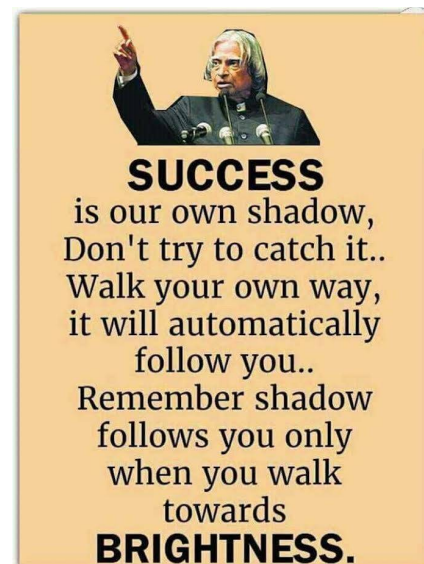
Suppose about devices that cover manufacturing outfit on a factory floor or an internet-connected video camera that sends live footage from a remote office. While a single device producing data can transmit it across a network quite easily, problems arise when the number of devices transmitting data at the same time grows. Instead of one video camera transmitting live footage, multiply that by hundreds or thousands of devices. Not only will quality suffer due to latency, but the costs in bandwidth can be tremendous.

Edge-computing hardware and services help break this problem by being a original source of processing and storage for many of these systems. An edge gateway, for example, can reuse data from an edge device, and also shoot only the applicable data back through the cloud, reducing bandwidth needs. Or it can send data back to the edge device in the case of real-time application needs.

These edge devices can include many different things, similar as an IOT sensor, an employee’s notebook computer, their latest smartphone, the security camera or even the internet-connected microwave oven in the office break room. Edge gateways themselves are considered edge devices within an edge-computing structure.

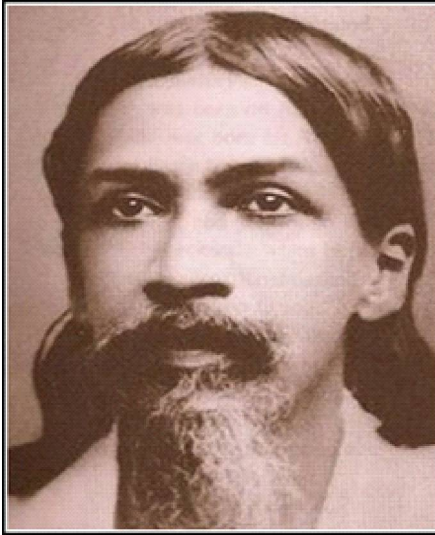
KIRAN KUMAR SAHU

BCA 3RD SEMESTER



CURRENT AFFAIRS

- Prime Minister Narendra Modi inaugurated the three-day Semicon India 2022 conference, which was held in Bengaluru, Karnataka. Who organized the conference? It was organized by India Semiconductor Mission in partnership with industry associations.
 - Maharashtra Cabinet approved the 'Maharashtra Gene Bank', a first-of-its-kind project in India. What is the objective of the Maharashtra Gene Bank Project? To conserve genetic resources in Maharashtra including marine diversity, seeds of local crops, and animal diversity.
 - Speaking at the opening ceremony of the Boao Forum for Asia (BFA) Annual Conference 2022, Chinese President Xi Jinping has put forward a new Global Security Initiative.
 - All cybersecurity incidents in the country like targeted probing or scanning of critical systems and networks, unauthorized access of systems and data, compromise of critical systems and information, etc. must be informed to the Indian Computer Emergency Response Team (CERT-In) by the respective companies within a six hours' time frame.
 - With the marginal and small farmers of the country getting a raw deal regarding the waivers of farm loans, the National Bank for Agriculture and Rural Development (NABARD) is planning to create a farmerdistress index (FDI) with the aim of tracking, identifying, and supporting the real distressed and needy farmers of India.
 - Single-use masks that were being used during the pandemic are now turning out to be an environmental problem and researchers have demonstrated a way of incorporating these masks into a mixture of cement to create more durable and stronger concrete.
 - On 28th April 2022, Google announced that it is collaborating with the state government of Telangana and signed a memorandum of understanding (MoU) with the aim of supporting and accelerating the state's vision to leverage technology for the purpose of inclusive social development and sustainable economic development.
 - FAO 'World Review of Capture Fisheries and Aquaculture Insurance 2022' has recommended that private and public insurance service providers work together as there is low penetration of insurance products in the fisheries sector. The service providers must also take proactive measures to help the aquaculture and fisheries insurance market of India recover.
 - On the 28th of April World Day for Safety and Health at Work is observed across the globe. This day also coincides with the International Commemoration Day for Dead and Injured Workers. Overview: This day generates the promotion and awareness of ways that can help prevent occupational accidents and diseases across the world.
- India has achieved a major landmark after the Airports Authority of India (AAI) successfully.



When mind is still, then truth gets
her chance to be heard in the purity
of the silence.

— Sri Aurobindo —

AZ QUOTES

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Rourkela Institute of Management Studies

Institutional Area, Gopabandhu Nagar, Chhend, Rourkela – 769015, Odisha
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