

Document

September 2023 Edition



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Sports interbatch

DOC's Sports Day was a thrilling whirlwind of competition that had our campus buzzing with excitement from the 11th to the 13th!

Imagine interbatch battles that included everything from the grace of volleyball to the tactical moves of chess. It was like watching a real-life version of the Olympics, only with a unique DOC twist!

The football matches had everyone on their toes, with each batch showcasing their skills and team spirit. Volleyball had the court vibrating with energy as smashes

and blocks echoed through the air. Throwball brought a mix of strategy and swift reflexes into play, creating some epic rallies.

But it wasn't all physicals. Chess and table tennis brought out the strategic minds and lightning-fast reflexes of our students, adding a mental challenge to the mix.

Amidst the fierce competition, the Sports Day was also a time for bonding and cheering on classmates. It's not just about winning; it's about celebrating the DOC spirit and creating unforgettable memories.



Photowalk

An event organized by the Media Team

DOC's Media Team unleashed their creativity during an extraordinary photowalk session that redefined team bonding!

Hosted by our very own media club, this adventure took us on a scenic stroll along Manipal Lake. However, this wasn't your average stroll; our media maestros were tasked with showcasing their talents throughout.

Our talented photographers captured the beauty of nature and our surroundings with their cameras. The writers among us let their creativity flow, jotting down anything and everything that stirred their inspiration. Meanwhile, our designers put their design skills to the test, conjuring up captivating posters and graphics inspired by the walk.

As the shutters clicked and pens scribbled, laughter echoed, ideas sparked, and friendships were made. This wasn't just a

photowalk; it was a creative explosion that brought our media team closer than ever before.



Museums visit

An event organized by the
Media Team



The Media Team's journey to the KK Hebbar Gallery and Arts Centre on September 25th was an artistic adventure like no other!

As we strolled through the galleries, we couldn't help but be inspired by the incredible works of Kattingeri Krishna Hebbar. The Art Center, a tribute to his creative legacy, felt like a portal into his imaginative world. With twenty-six remarkable pieces from the Portrait Collection, generously provided by

the K K Hebbar Art Foundation, it was a visual feast for our senses.

Amidst the art-filled atmosphere, we, the Media Team, delved deeper into the life and artistry of KK Hebbar.

This museum visit wasn't just a trip; it was a captivating journey that allowed us to connect with the artistry and spirit of KK Hebbar. We left with not just newfound knowledge but a profound appreciation for the world of art.

Teachers day

By the students, for the teachers



DOC's Teachers' Day celebration was an extraordinary blend of gratitude and jubilation!

To express our profound appreciation, students joined forces to craft a heartfelt video. It was a touching tribute, filled with warm thanks for the unwavering support and guidance our beloved teachers have bestowed upon us.

But the festivities didn't stop there. The stage came alive with a kaleidoscope of cultural performances, from foot-tapping dances to soul-stirring music. It was a feast for the senses, showcasing the diverse talents of our DOC family.

And who better to bring this celebration to a sweet conclusion than our Head of Department? With great pomp and cheer, our HoD took center stage to cut a delicious Teachers' Day cake. This Teachers' Day, we didn't just celebrate educators; we celebrated the inspirers, mentors, and guides who light our path towards success.

Rhetoric of the Meaningless

Ayush Roy, First Year Bcom



"Hundreds of billions of dollars are spent every year to control the public mind."

- Noam Chomsky

Noam Chomsky's influential language theory offers profound insights into the erosion of meaning and truth within the contemporary cultural landscape. In a world saturated with information, where digital platforms amplify voices and blur the lines between fact and fiction, Chomsky's ideas shed speak of the challenges of discerning

meaningful discourse amidst the noise. Chomsky's theory of generative grammar emphasizes the innate human capacity for language acquisition and production. However, in the age of social media and digital communication, language's transformative power is being exploited. The rapid dissemination of information through online

platforms, often driven by sensationalism and clickbait, distorts facts and undermines the pursuit of truth. In this context, the art of language, once a tool for communication and understanding, becomes a vehicle for manipulation and deception.

Chomsky's critique of the media's role in shaping public opinion resonates strongly in the 21st century. He introduced the concept of "manufactured consent," which illuminated how mass media can shape perceptions by selectively

oversimplified sound bites and ideological echo chambers. The resulting distortion of reality blurs the boundaries between informed analysis and baseless conjecture. Moreover, the prevalence of algorithm-driven content curation exacerbates the problem. Online platforms tailor content to individual preferences, reinforcing pre-existing beliefs and limiting exposure to diverse perspectives. This is called the "filter bubble" effect, and it contributes to the erosion of meaningful dialogue and intellectual engagement, as individuals are shielded from

The commodification of language, the manipulation of information, and the echo chamber effect challenge the very foundations of meaningful cultural and intellectual discourse.

presenting information and framing narratives. This phenomenon has profound implications for cultural and intellectual discourse, as complex issues are reduced to

viewpoints that challenge their own.

In the pursuit of truth, Chomsky's emphasis on critical thinking and

skepticism is more relevant than ever. The speed and ease of information dissemination require individuals to develop heightened media literacy skills to discern credible sources from misinformation. As Chomsky warns, the passive consumption of information without critical analysis contributes to the erosion of genuine intellectualism.

The commodification of language, the manipulation of information, and the echo chamber effect challenge the very foundations of meaningful cultural and intellectual discourse. As technology accelerates the dissemination of information, it is imperative to return to Chomsky's call for critical thinking, media literacy, and a renewed commitment to uncovering truth in a landscape plagued by distortions and half-truths.

Road To HR manager

*Manan Bhargava (Second Year, BBA)
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Introduction to the HR Profession

The field of Human Resources (HR) management plays a pivotal role in organizations of all sizes and industries. HR professionals are responsible for managing the most valuable asset of any company—its people. From recruitment and

development to performance employee management and conflict resolution, HR managers are instrumental in creating a positive work environment and maximizing the potential of employees. This article serves as a comprehensive guide, outlining the road to becoming an HR manager. It explores the necessary education and qualifications,

gaining practical experience, developing essential skills, advancing in the HR field, climbing the career ladder, navigating challenges, and embracing future trends and innovations in HR management. Whether you are just starting your journey in HR or looking to take your career to the next level, this article will provide valuable insights and strategies to pave your way to success as an HR manager.

Understanding the Role of an HR Manager

Being an HR manager is like being the maestro of an orchestra – you're responsible for bringing the diverse talents and personalities of employees together in harmonious collaboration. From recruiting and onboarding new talent to managing employee relations and overseeing company policies, HR managers wear many hats. They act as a bridge between the organization and its employees, helping to create a positive work environment and ensuring that everyone's needs are met.

The Importance of HR in Organizations

Without HR, organizations would be like ships without a rudder. HR

plays a crucial role in attracting, developing, and retaining top talent, which is the lifeblood of any successful company. HR managers also contribute to creating a positive work culture, fostering employee engagement, and implementing fair and transparent policies. In today's competitive business landscape, having a strong HR department is essential for organizations to thrive.

Building a Strong Foundation: Education and Qualifications

Relevant Degrees and Certifications for HR Professionals

While there's no one-size-fits-all path to becoming an HR manager, having a solid educational foundation is important. Many HR professionals pursue degrees such as Human Resources Management, Industrial-Organizational Psychology, or Business Administration. Additionally, obtaining certifications like the Professional in Human Resources (PHR) or the Senior Professional in Human Resources (SPHR) can demonstrate your expertise and commitment to the field.

Continuing Education and Professional Development

The HR profession is ever-evolving, so it's crucial to keep your skills sharp through continuous learning. Attend workshops, webinars, and conferences to stay updated on the latest HR trends and best practices. Join professional associations like the Society for Human Resource Management (SHRM) to connect with other HR professionals and access valuable resources. By investing in your own professional development, you'll be better equipped to navigate the challenges and changes in the HR landscape.

Gaining Hands-on Experience: Internships and Entry-level HR Roles

The Value of Internships in HR
Internships provide a valuable opportunity for aspiring HR managers to gain practical experience and apply what they've learned in the classroom. Whether it's assisting with recruitment efforts, conducting employee orientations, or handling administrative tasks, internships allow you to observe and learn from seasoned professionals.

They also provide a chance to network and make connections that can help open doors to future job opportunities.

Exploring Entry-level HR Positions

After completing your education and gaining some internship experience, it's time to dive into entry-level HR roles. These positions, such as HR assistant or coordinator, give you hands-on experience in various HR functions like employee relations, benefits administration, and HRIS management. While these roles may not be glamorous, they provide a solid foundation and allow you to learn the ropes of HR while honing your skills.

Developing Essential Skills: Communication, Leadership, and Problem-solving

Effective Communication Skills for HR Managers

As an HR manager, you'll be interacting with employees at all levels of the organization. Strong communication skills are vital for building relationships, resolving conflicts, and effectively conveying HR policies and initiatives. Practice active listening, be approachable,

and strive for clear and concise communication to ensure that your message resonates with employees.

Building Leadership Competencies in HR

HR managers not only manage HR operations but also serve as leaders within the organization. Developing leadership competencies, such as the ability to inspire and motivate others, is essential. Seek opportunities to lead projects, mentor junior HR professionals, and demonstrate your ability to make informed decisions. By showcasing your leadership qualities, you'll gain the trust and respect necessary to succeed in an HR management role.

Problem-solving and Decision-making in HR

HR managers are often faced with complex problems and difficult decisions. Developing strong problem-solving and decision-making skills is crucial to navigate these challenges effectively. Use critical thinking and analytical skills to assess situations, gather relevant information, and propose creative solutions. Seek feedback and learn from your experiences to continuously improve your

problem-solving abilities.

Remember, the road to becoming an HR manager may not always be straightforward, but with the right education, experience, and skills, you'll be well-equipped to steer the HR ship towards success. So, put on your HR hat, embrace the challenges, and embark on a rewarding journey in the world of Human Resources!

Advancing in the HR Field: Specializations and Advanced Certifications

Specializations within HR: Recruitment, Training, Compensation, etc.

So, you've made it to the HR field, but now you're wondering how to take it up a notch. One way to do this is by specializing in a specific area within HR. Whether it's recruitment, training, compensation, or something else that tickles your fancy, specializing can give you a competitive edge. It allows you to dive deeper into a particular aspect of HR and become an expert in that field. Plus, it gives you a chance to really nerd out about one aspect of HR without feeling guilty.

Embrace your inner HR nerd!

The Benefits of Obtaining Advanced HR Certifications

If you want to level up even further, consider obtaining advanced HR certifications. These certifications not only demonstrate your commitment and expertise in the HR field but also open doors to higher-level positions. Plus, they give you an excuse to add more letters after your name, like "HRMCP" (HR Manager Certified Procrastinator). Kidding aside, having advanced certifications shows that you're committed to your professional development and are willing to go the extra mile to excel in your career. And, who knows, maybe it will even earn you some bragging rights at the next HR convention.

Climbing the Career Ladder: Strategies for Promotion and Advancement

Building a Professional Network in HR

They say it's not what you know, but who you know. And while we don't fully subscribe to that notion (because let's be honest, what you

know is pretty darn important too), building a professional network in HR can certainly be beneficial for your career advancement. Attend industry events, join HR associations, and connect with fellow HR professionals on LinkedIn. You never know when a connection might lead to a new job opportunity or a chance to collaborate on some HR shenanigans.

Seeking Mentorship and Guidance

Sometimes, we all need a little guidance in our careers. Seeking a mentor who has been there, done that, and got the HR t-shirt can be immensely helpful. A mentor can provide valuable advice, share their experiences, and help you navigate the challenges of climbing the HR career ladder. Plus, having a mentor means you have someone to vent to when dealing with those oh-so-delightful HR situations. Remember, having a mentor doesn't mean you have to start wearing matching outfits or adopt a secret handshake (although, that could be fun). It's just an opportunity to learn from someone with more experience and knowledge.

Proven Strategies for Advancing in HR

Okay, let's cut to the chase. You want some tried-and-true strategies for advancing in HR, right? Well, here they are: show initiative, take on new projects, continuously educate yourself, be adaptable, and don't be afraid to step out of your comfort zone. Oh, and maybe don't challenge the CEO to a dance-off during the company party. While it might be entertaining, it's probably not the best way to climb the HR career ladder. But hey, you do you!

Taking example of one of the most esteemed figures in Indian human resources management is N.R. Narayana Murthy, the co-founder of Infosys, a prominent information technology services giant in India. Murthy's notable contributions to the HR domain are widely acknowledged, particularly for his emphasis on principles like meritocracy and employee-centric policies. He played a pivotal role in molding the organizational culture at Infosys, setting a standard that many other Indian IT companies aimed to emulate. During his tenure, Infosys introduced innovative HR initiatives, including a stock options program for

employees. This not only attracted top-tier talent but also nurtured a profound sense of ownership and dedication among the workforce. Murthy's unwavering commitment to ethical business practices and his dedication to the well-being of employees have garnered him accolades both within India and on the global stage, solidifying his status as an iconic figure in the field of human resources management.

Another prominent luminary in the realm of Indian human resources management is Vandana Ramnani, who serves as the Chief Human Resources Officer (CHRO) for one of India's leading conglomerates. Vandana Ramnani has gained recognition for her transformative approach to HR management, noted for her introduction of contemporary HR practices and her cultivation of an innovative culture within her organization. Her strategic leadership in talent acquisition, development, and retention has made a significant impact on her company's growth and prosperity. Vandana Ramnani's steadfast dedication to promoting diversity and inclusion in the workplace has set a commendable example, positioning her as a role model for HR professionals throughout India

and as a trailblazer in the field of human resources management.

Freewill: Myth or Reality?

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This article is based on the discussion conducted by DOCument. This topic was chosen because it has the potential to highlight the shortcomings in beliefs that people hold. The authors capture the discussion and their learnings.

What do you mean by freewill? Is freewill a reality or just an illusion?

The debate over freewill has been a central topic in philosophy for centuries and still remains a complex and contentious issue. In simple language, freewill could be associated to the words liberty, autonomy, freedom, etc; but in reality, it is so much more complex. According to freewill, one makes decisions and performs actions, of their own accord, independent of any prior event or state of the

universe. What it really means is that, one makes decisions or chooses certain paths out of their own voluntary wish. It is not forced, imposed or predetermined. One acts in accordance with their desires and intentions, which puts them in charge of their own destiny.

universe. What it really means is that, one makes decisions or chooses certain paths out of their own voluntary wish. It is not forced, imposed or predetermined. One acts in accordance with their

desires and intentions, which puts them in charge of their own destiny.

On the other extreme, we have determinism. It basically means that actions or decisions that one makes are already predetermined. The basic idea of determinism is that events do not occur randomly or by chance. They occur as a result of prior events. In the simplest words, it means that what is meant to happen, would happen either ways, it would not have happened differently under the

All in all, freewill, determinism and the question of their existence, compatibility and inconsistency makes us question our deep rooted point of views, beliefs and notions and lead us to learning a great deal more about ourselves and people around us.

same conditions. For example, in this case, the student who wished to go against his teacher and speak on a controversial topic did not do it out of his freewill but only because it was determined to happen this way and would have happened anyways.

So technically speaking in this sense, freewill is just an illusion. If our actions are already determined prior to its occurrence, then we can't say that freewill exists because we have no control over these causes. So, from the breakfast we choose and clothes we wear to the most major life decisions we make- everything is already pre-decided. So factors such as genetics, upbringing, etc, are all predetermined, which influence the way we behave and the actions that we take, leaving no room for the existence of freewill or the choice of making decisions voluntarily. It raises questions if individuals can be held morally responsible for actions and decisions that they make, as they are pre- established and whether a true freedom of choice exists in a deterministic universe or not. Indeterminism stands in contrast to determinism, which means that the occurrence of events involves a certain sense of randomness or

possibility and is not certain to happen.

Liberty in plain words is the sense of being free from external forces, such as limitations, restrictions, control, etc, and comes within the purview of freewill. Liberty includes having the freedom of making voluntary choices and decisions. According to some, the existence of liberty proves the falsehood of determinism whereas some are of the belief that freewill is a necessary condition of determinism.

Ensurance states that people act in a certain way or make certain decisions due to some predetermined factors, such as their psychological or mental states and the environment that they are present in. For example, a woman has a choice to either use the stairs or the elevator in a building. In one sense, she has the liberty and is free to make her own decision by choosing either. But In a deterministic sense, she makes this choice not because she has the liberty to do so, but due to her mental or psychological states and the environment which she is present in, which are already predetermined.

After further assessment, one tends to wonder, if freewill and determinism are just the different sides of the same coin or simply cannot co-exist?

It has to be noted that freewill and determinism contradict the very existence of the other. Presence of the one proves the absence of the other. If freewill exists, determinism cannot be real because that means that we do not get a choice in life, and that defeats its meaning. What we assume to be a choice or a decision might be an already set path that we keep blindly following, under the false impression of having freewill.

But on the other hand, after looking closely, we can observe that freewill and determinism can go hand in hand and exist in a parallel manner. Determinism says that the events in our lives are predetermined and follow a fixed course based on previous causes or conditions. But that does not mean that we do not get to make a choice about the decisions we make or take, and in the end, we get to make a choice about our actions and behaviour.

So is freewill real or is it an illusion? And are all the choices we think we make already determined?

Taking day to day examples like tying our shoe lace, waking on the right side of the way instead of the left, eating food or drinking water, what if these are things that were supposed to happen. From the meteor shower that hit the earth, wiping off our entire dinosaur population, to the spread of the deadly corona virus, all of these events can either be categorised as random episodes or fixed occurrences. Were these happenings bound to take place or did they happen as per the natural course of action? This is an endless debate, questioning the truthfulness of freewill and determinism, which leads us to get stuck in an infinite loop.

Going forward, we are faced with a very important question, namely, is freewill independent or is it affected by other factors. We live in a society where everyone is so restricted mentally and physically. This is due to multiple reasons, few of them being fear, parental pressure, unrealistic societal expectations, self-inflicted boundaries, etc. This means, when self preservation kicks-in, freewill takes the back seat. We let our limits and boundaries get in the way of absolute freewill. An example for this can be a 3 year old child with a crayon. He can

break it, throw it away, put it in his mouth, peel the wrapper off of it or do anything else with it; we cannot predict his actions as his mind has not yet been bound by external or internal limitations. However, the same cannot be said for a sane adult as their actions are defined by fear, disappointment, internal conflicts, and various other emotions. This leads us to believe that freewill is indeed affected by external factors as well as a person's own internal state of mind.

Existence or co-existence of freewill and determinism are, from a practical aspect, not possible. However, theoretically speaking, unconditional freewill is achievable as if one wishes to and chooses to perform a task; there is no one and nothing stopping them. They can act on any impulse or convert to reality their deepest and darkest desires. This is not taking in account all the external and internal factors that are affecting a person at all times.

So it can be concluded that, absolute freewill, disregarding all moral and ethical boundaries, will lead to complete and utter chaos, making it practically impossible for it to be in existence. If we want to live in a civilized society, we cannot

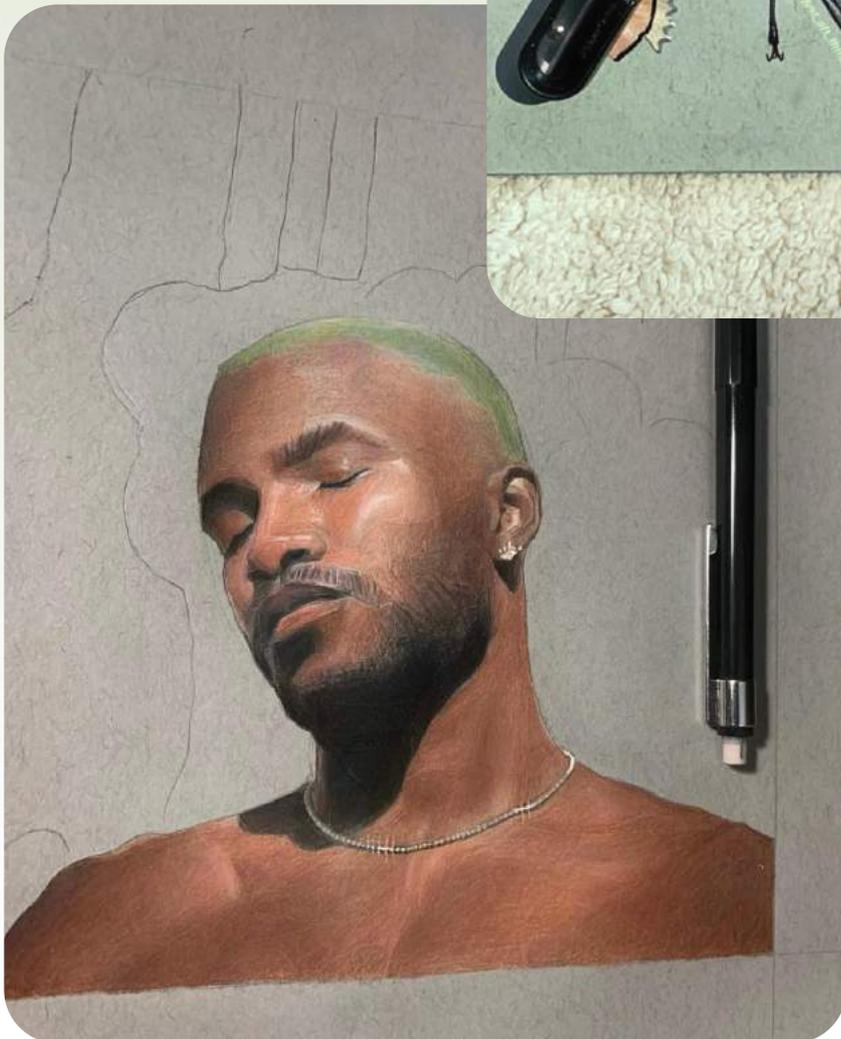
exercise complete freewill.

But determinism is also not realistic, as people will stop working towards their goals and stop striving towards a better future, leaving it all up to fate. They will refuse to live their lives, stop putting any efforts and just start to merely exist; claiming their lives' decisions are already made and nothing they do will change their destiny, which will yet again lead to absolute chaos.

All in all, freewill, determinism and the question of their existence, compatibility and inconsistency makes us question our deep rooted point of views, beliefs and notions and lead us to learning a great deal more about ourselves and people around us. We learn to question everything, including our own thoughts, surroundings and actions, and it drastically changes the way you perceive everything else.

Artworks

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