

"THE INTEGRITY QUOTIENT OF HR"

Initially, I had worked for 4 years as **QC Chemist in Greaves Foseco (India) Limited** and thereafter as a **Police Officer for more than 30 years**. My feel for Social & Human values during my stint as a Police officer, led me to release a book titled "Police as a Humane Force – a Study". I further explored this aspect at length during my **PhD research studies on "Community Policing"** with special attention to the word 'Integrity' which finds place in the Preamble of our Indian Constitution by 42nd Constitution Amendment Act, 1976 after being accepted as a key Human Trait (Management Tool) for progressive economic growth of any individual or institution or organization or country.



I take the privilege to sensitize this forum that, Government of India had declared the "Theme" - "Independent India @ 75: Self Reliance with Integrity" to the conduct of Vigilance Awareness Week during October 2021 to review our self-reliance & economic growth after Independence from British Rule as preparation to celebrate our forth coming Independence Day on 15th August 2022. It is imperative that we imbibe integrity quotient as a trait, engrain this as our character and own up Responsibility for progressive economic growth of our country and to come out from **Known Blindness on Corruption**.

It is true that Artificial Intelligence @ Digitalization had taken over mankind ignoring boundaries of this global village under Corporate Politics making **HR Managers as Referee**, challenging Human values on our Motherhood culture. Pandemic has enriched us better on emotional intelligence and mutual respect for better understanding & motivation as best Leadership practices by coming out of **Comfort Zone** engrossed by Bribe, Misappropriation, Nepotism, Patronage & Groupism.

HR Managers need to be ROLE MODELS to demonstrate "INTEGRITY", sounding moral & ethical principles as scale, to build better relationship, connecting Management and Human Force for the humanness, pride & Institutional growth.

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SAFETY

Though the omicron variant is not causing severe symptoms, it is spreading rapidly and hence utmost caution is needed to check its spread. The severity is less in those who have taken both doses of the vaccine.

Hence, members of PDYHRC and their family are requested to follow **COVID APPROPRIATE BEHAVIOR (CAB)** like wearing of a mask, following social distancing, frequent washing of hands and avoid physical contacts such as handshake etc, which will help in keeping the virus at bay.

