



Department of Commerce,
Dr. Harisingh Gour Vishwavidyalaya,
Sagar, (M.P.)
(A Central University)



**ON THE OCCASION OF "BASANT PANCHMI", DEPARTMENT OF COMMERCE ORGANISING
DIALOGUES ON "MANAGING CONGENIAL ENVIRONMENT AT WORK PLACE"**

DATE 05 FEBRUARY 2022 TIME : 1:30 PM TO 2:30 PM

Google Meeting ID
meet.google.com/tmr-avuw-iew



Prof. Pratap Rao Kadam
Resource Person



Prof. J.K. Jain
Head and Chairman
Department of Commerce



Dr. Rupali Saini
Coordinator

REPORT
OF
ONLINE LECTURE ON
“MANAGING CONGENIAL ENVIRONMENT AT WORK PLACE”
ORGANIZED BY
DEPARTMENT OF COMMERCE
DR. HARISINGH GOUR VISHWAVIDYALAYA, SAGAR (M.P)
IN ASSOCIATION WITH
INDIAN ACCOUNTING ASSOCIATION, SAGAR BRANCH
FEBRUARY 5TH 2022

Patron: Prof. Neelima Gupta, Hon’ble Vice Chancellor, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.

Resource Person: Prof. Pratap Rao Kadam

Moderator: Prof. J.K. Jain, Head of Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.

Coordinator: Dr. Rupali Saini, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.

A congenial work environment is crucial for all employee well-being, job satisfaction, and productivity. This report explores the significance of maintaining a congenial workplace, identifies key factors that contribute to it, and provides strategies for organizations to create and sustain such an environment. It emphasizes the importance of leadership, communication, inclusivity, and employee engagement in fostering a harmonious and productive workplace.

Objectives:

CE01¹: To understand the importance of a congenial work environment in promoting employee well-being and organizational success.

CE02: To identify key elements and practices that contribute to a congenial workplace, including effective leadership, open communication, and recognition.

¹ CE- Congenial Environment

CE03: To explore practical strategies and initiatives that organizations can implement to create and sustain a congenial work environment.

CE04: To recognize the role of leadership and inclusive policies in fostering a harmonious workplace culture that encourages engagement and productivity.

The session commenced with a cordial reception of our esteemed guest speaker, Prof. Pratap Rao Kadam, by Prof. J.K. Jain, the Moderator and Head of the Department of Commerce. Prof. Jain extended his greetings to all participants and provided a brief overview of the lecture's agenda, highlighting the significant elements and strategies required to manage and maintain a congenial work environment.

Prof. Kadam, the Resource Person, commenced the lecture by providing an overview of the fundamental principles of creating a harmonious workplace, emphasizing their foundational importance in fostering a productive and positive professional atmosphere. He highlighted how these principles are essential for ensuring employee well-being, open communication, and overall workplace satisfaction.

The lecture began by addressing common challenges encountered in the pursuit of a congenial work environment. Prof. Kadam, the guest speaker, elaborated on the significance of recognizing and addressing these challenges:

- **Resolving Conflicts:** Attendees learned the importance of effectively resolving conflicts, much like resolving ethical dilemmas in research. Addressing disputes promptly and constructively was emphasized.
- **Credit and Recognition:** Prof. Kadam drew parallels with plagiarism, highlighting the need for giving credit to employees for their contributions. Clear guidelines for recognizing and acknowledging individual and team efforts were discussed.
- **Authentic Communication:** Much like the emphasis on maintaining data accuracy and authenticity in research, the lecture underscored the importance of authentic and open communication in the workplace. Ensuring transparent exchanges was deemed essential.
- **Conflict of Interest:** The lecture discussed the need for transparency in disclosing financial, personal, or professional conflicts of interest, aligning with the ethical standards highlighted earlier. Maintaining objectivity and integrity was deemed critical.

The lecture also provided attendees with key takeaways for effective workplace management, which paralleled the principles emphasized in research ethics:

Adherence to Ethical Guidelines: Much like in research, attendees were reminded of the importance of adhering to ethical guidelines and principles, ensuring a fair and just workplace.

Fostering an Ethical Culture: The lecture stressed the need for organizations to foster an ethical work culture, akin to fostering ethical research practices. Providing resources and training was deemed vital.

Establishing Ethical Guidelines: Similarly, organizations were encouraged to establish and enforce ethical guidelines to maintain integrity, much like journals and publishers.

Transparency and Peer Review: Attendees were reminded of the importance of transparency, as transparency in research was discussed. Encouraging open communication and peer review within the organization was suggested.

Mentoring and Development: The lecture encouraged experienced employees to mentor junior colleagues, instilling ethical values and practices, mirroring the guidance provided in research ethics.

Openness and Accountability: Attendees were urged to embrace open access communication and data sharing within the organization, aligning with the principles of transparency and accountability.

As the session came to a close, attendees departed with not only a deeper understanding of congenial work environment but also with cherished memories of an insightful and inspiring experience. The Coordinator, Dr. Rupali Saini, Assistant Professor, virtually honored Prof. Kadam for sharing his expertise and wisdom with all participants. Further, she extended her heartfelt thanks to everyone for joining the digital assembly.

LO1²: Develop a comprehensive understanding of the importance of research and publication ethics.

LO2: Identify emerging trends in research ethics.

LO3: Learn about research design and methods in the context of ethics.

LO4: Address common challenges in research ethics effectively.

The lecture concluded with managing a congenial work environment paralleled the ethical considerations in research and publication. Attendees left with a comprehensive understanding of the challenges, solutions, and ethical principles essential for fostering a harmonious and productive workplace. Just as in research ethics, the commitment to ethical values and practices is fundamental for maintaining a congenial and thriving work environment.

IAA Secretariat: Sagar Branch

Prof. A.C. Jain, President

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Rapporteur: Ms. Pooja Thakur, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.

² LO- Learning Outcomes

वाग्देवी का संदेश मनुष्य की बेहतरी का ही है- प्रो. कदम

छंडवा | कोई भी विषय हो समाजशास्त्र, इतिहास, विज्ञान या वाणिज्य ही क्यों न हो, मनुष्य ही केन्द्र में होता है। संस्कृति साहित्य कला भी इसी मनुष्य की बेहतरी के लिए प्रयास करती है, उसे रचती है। जब भी मनुष्य-विरोधी बात होती है वह इसका जबरदस्त विरोध करती है। वाग्देवी सरस्वती और बसंत ऋतु का भी यही संदेश होता है। उक्त वक्तव्य साहित्यकार, प्रोफेसर डॉ. प्रताप राव कदम ने बसंत पंचमी के उपलक्ष्य में डॉ. हरिसिंह गौर केन्द्रीय विश्वविद्यालय सागर के वाणिज्य विभाग द्वारा आयोजित विचार गोष्ठी में मुख्य अतिथि के रूप में व्यक्त किए। इस अवसर पर उन्होंने 'उसकी कुंआर की दोपहर, डांगरियां, इस तरह बसंत, कागज, गिरा में, कौओं के बारे में, नाई, गंध सहित अनेक कविताओं का वाचन भी किया। कार्यक्रम



के अध्यक्ष प्रोफेसर जेके जैन ने कहा- शोधकर्ताओं, छात्रों के लिए यह महत्वपूर्ण है कि हमारे आसपास जो घट रहा है साहित्य उसे दर्ज करता है। संचालन डॉ. रूपाली सेन ने किया। इस अवसर पर बड़ी संख्या में छात्र-छात्राएं व शोधार्थी उपस्थित थे।