

IMPACT

INNOVATIVE MANAGEMENT PRACTICES
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A JOURNAL FOR MANAGEMENT PROFESSIONALS



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Year

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peace, and prosperity.

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Dear Readers,

India's Journey Forward

India in 2024 stands as a land of tremendous promise and complex challenges. Its ability to adapt, innovate, and overcome obstacles will define its future. As the world's largest democracy navigates its path, it must remain true to its ideals of unity in diversity, while also addressing the pressing issues of inequality, environmental degradation, and social justice.

In the years to come, India could very well emerge as a global leader—not just in terms of economic might, but also in shaping a new, more inclusive vision for the future. The world will be watching as India's journey unfolds, a journey that promises not just to change the country, but the world itself.

IMPACT Team wishes you all a glorious 2025.

Editorial Team

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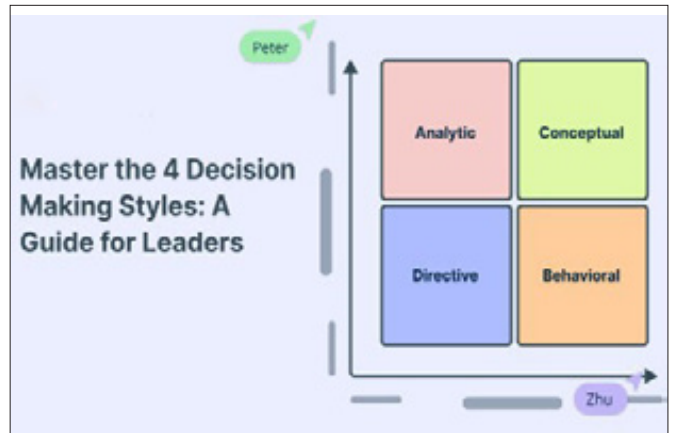
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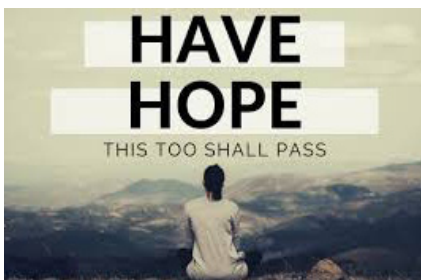
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Vanishing Tribe of the Family Doctors

I started my medical practice in Shenoy Nagar in 1950 in an humble way. As days went by, I began to have a roaring practice with nearly a hundred patients both in the mornings and evenings. Despite the busy schedule, the relationship between the patients and me was so close that they used to consider me as a family friend. Even children of 8yrs and above used to come alone, unaccompanied by their parents and take from me a bottle of mixture, tablets or have even injections and go.

Once, a young P.U.C student had come to me in the morning, with high fever. I gave him the necessary treatment, and as he was leaving, he casually told me that he was to face the exams from the next day onwards, on the success of which his entry into the medical college rested. After my day's work was over, before retiring for my dinner, I suddenly remembered the



student whose residence was a couple of streets away from my clinic. I took a walk to his house. When the student's father who was a Professor





in Pachiappa's College saw me, he asked me "Why this sudden visit?". I told him "Before I go for a good sleep, I wanted to make sure your son would be able to write the exam tomorrow successfully". It was a pleasant experience for the professor to see a doctor walking all the way to his house and enquiring about the patient. This young student is now a great medical specialist, a senior Nephrologist! Whenever, I have a patient with a kidney problem, I seek his advice!

I often wonder how nice it would be if the system of the "Family doctors", is revived and

the patients need to go to specialists only when referred by the Family doctor. This would make the patients feel more secure and also cut down to a great extent their medical expenses.

Dr. H.V. Hande

*Former Health Minister of
Government of Tamilnadu.
Founder & Director of
Hande Hospital.*



Readers are requested to send their
management related questions.

IMPACT will get replies from management
experts.

Send your questions to:

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The D Factor - Dream , Desire and Derive

We all are aware of the world famous Sun temple of Konark, a popular tourist destination, located in Odisha .We had the story of its building process in our odia literature textbook in the primary class.

One day, the mother of Narasingha Deba ,had a dream, where she was being instructed by the Sun God to build a huge temple for himself. Narasingha Deba popularly known as Languzha Narasingha Deba was the then ruler of Odisha. And being the mother of the king, it was not that difficult for her to desire to derive such dreams into reality. She had expressed her dream to her son and the great king had issued orders for the best sculptors of Odisha to gather for the project. The construction work had begun on the Chandrabhaga beach located on the eastern shores in the Puri district. As per the story I had read in my textbook, 1200 finest sculptors had assembled led by the chief sculptor Bishu Maharana.

When Bishu Maharana had left for the project, his beloved wife was carrying his son in the womb. The construction work had continued for 12 years and all the sculptors were away from their families including the chief sculptor. In the meantime, Bishu Maharana's son had grown up and was a student in the primary grade. Where one day he was being questioned about his father by his classmates and unable to control his emotions, he had questioned his mother about



him and had come to know about the temple project and his father's long absence from the home.

The 12 years old child had desired to meet his father to see him in real eyes to get a hug from him whom he had not seen from birth. Then, there were no smartphones, but people used to stay connected through dreams and desires hoping for the meetup and praying for their safe returns. His mother had got a little worried as to how to fulfill his little child's big dream. She was also worried as to how to prove him to be his father's son as his father had not seen him at all. Seeing his heartfelt desire to meet his father, the mother finally had instructed him to visit the place where

the temple construction was going on, carrying some of the plums from their backyard and the dog that was there in their house when his father had set out for the temple project. She had assured him that, seeing the plum, which was a rear variety and was present only in their house in the entire village, his father would agree him to be his son being sent by his wife and the dog, whom he knew, would further justify the truth.

Carrying those plums and the dog, the 12 years old boy had set out on his journey to fulfill his dream of meeting his father where his father was busy for the last 12 years with 1200 sculptors working day and night to fulfill the dreams of the king's mother.

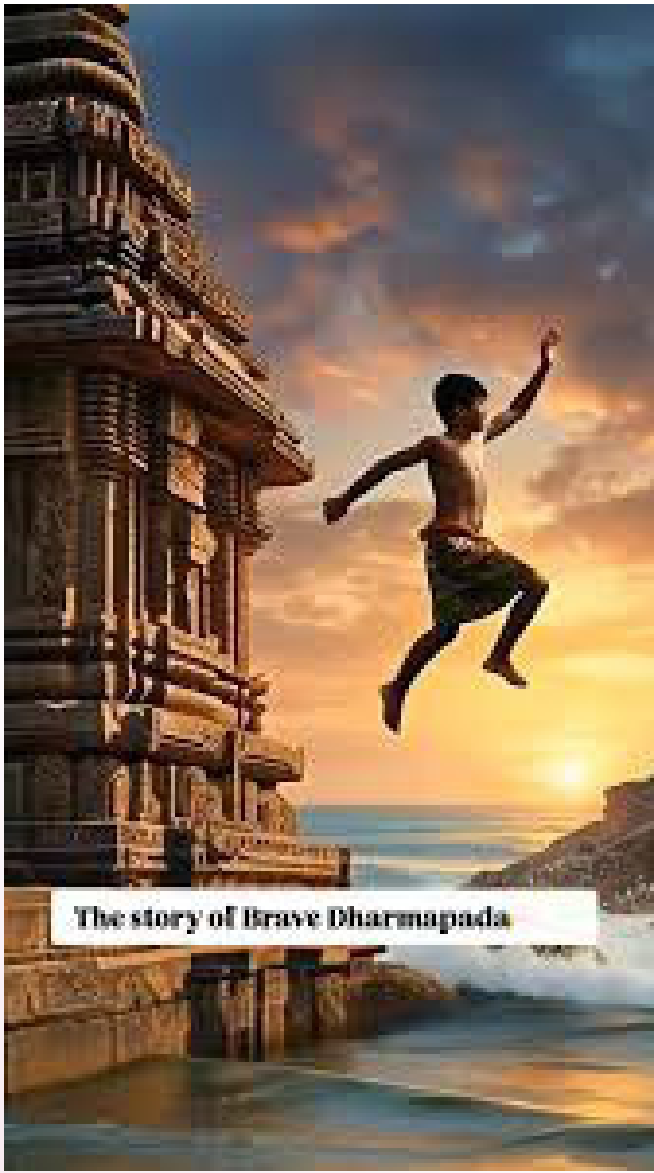
Finally, when the child had reached the construction site, it had become evening and he had seen the group of sculptors who had almost completed the dream project. But in place of a huge happiness of having derived such a big dream and desire into a real marvelous and magnificent temple, he had observed a huge sadness that had spread across the sculptors.



Inquiring about his father when he finally had reached him and had presented those plums and the dog as evidence of identity, Bishu Maharana hadn't stop himself from hugging him. His child, his dream and desire just like every father who dreams and desires a child, was standing in front of him as the reality from which he was away for 12 years.

But, within no moments, his dream had got shattered within the darkness of that evening when he was trying to hide his tears of joys and sorrow. He was very happy to see his son after





The story of Brave Dharmapada

such a long period but at the same time he was sad as he knew that he wouldn't be there anymore to see him in reality, as the king had ordered the entire team of 1200 sculptors to be beheaded the next day if they didn't complete the temple the next morning. And only then, the child had come to know about the cause of the sadness that had spread across the team.

Once again the little child had desired another big dream by asking permission from the team if they would allow him to climb up the temple to inspect the cause of the fall of the kalasam, which are the top most parts of the Utkal style of temple architecture. The 1200 sculptors, working for 12

years had completed the entire dream temple but its tip was not getting completed and without that small tip, the entire structure was remaining incomplete doubting the 12 years efforts as a mere mirage. Every time they had tried to fix that kalash, it was getting imbalanced and the king had ordered the deadline with the deadliest warning.

At first the big desire of the little child had earned him some big criticisms from some sculptors who themselves were in critical conditions. Some of them had humiliated him telling, "You, a 12 years old boy, think you can do what we experienced men are not able to do after having worked for 12 years". But in place of reacting to those big words of those big people, the little child had expressed his little desire of trying his little hands stating about his little knowledge of temple architecture that he had acquired by reading his father's books.

Finally, the team had agreed and the boy touching his father's feet had climbed up the huge temple and after a few hours of inspection he had found out the cause of the fall and to everyone's surprise, he had completed that last task and had climbed down gracefully.

For a moment, the huge sadness had got disappeared within the darkness of that night, making everyone rejoice having completed the dream project and making them dream of a beautiful sunrise, when the first ray of the rising sun would fall on the sun shaped throne of that temple, and suddenly the happiness had got disappeared when the sculptors had realised what would happen when the king would come to know about the fact that only a 12 years old boy could do what those 1200 experienced men couldn't do.

Once again the little boy had desired a very huge dream of disappearing from the real world, turning his physical existence into a metaphysical one by requesting permission from his father to allow him to jump into the deep waters of Chandrabhaga to



hide that story of his little contribution to the temple construction to safeguard 1200 sculptors and their families.

The father's heart had gotten heavier seeing his dream and desire that had turned into reality, getting ready to disappear to make someone's dream and desire appear as reality in the form of the great sun temple of Konark. It was a very difficult moment for him and his team, but finally the little boy had succeeded in convincing the team and once again touching his father's feet and hugging him for the last time and giving him the feeling of reality, he had climbed up the temple and had jumped into the deep and dark water of Chandrabhaga and had got disappeared from earth to make those 1200 sculptors appear in front of their families after 12 years of absence.

Even after 1000 years, the little boy is living among us as Dharmapada, the temple is standing as a witness of the knowledge of magnificent temple architecture that our ancestors were aware of, and the stories of sacrifices of a mother's son to derive the dream and desire of another mother through her son, keep telling us that, our dreams are not completely ours, the I in our consciousness is part of a greater super consciousness called We.

Many times we feel that, it's we, who as individuals, dream and desire and derive those goals of life, but from my experiences I feel that, our goals are not completely our own, rather life has its own way and we are just the

mediums who appear as reality as someone else's dream and desire to experience the life forces while being alive and if grace be upon us of that supreme consciousness, we get a glimpse of our true nature, the purpose of our limited existence for some unlimited causes and we feel thankful for everything.

When we dream and desire something and we experience a favourable response from our family and surrounding and achieve our goals rather easily, we feel that, it's me as an individual has achieved those goals. But, when we dream and desire something and experience every opposing response, be it from the family or the surroundings and yet stick to our D factors with the glue of the C factor (courage, compassion, consistent efforts,) even the cosmos start conspiring to turn our dreams into reality. But, in this case, we finally realise that, our thoughts are not completely ours, our efforts are not completely ours, our identities are not completely ours, our failures are

“
sleep with a
DREAM.
wake up with
a PURPOSE.
live with
ACTIONS.
”

not completely ours, and so also our achievements completely ours. Rather, we are a very small part of a greater whole and the thoughts of monotheism of me and my dreams become the part of a dualism called I and the greater We.

In my last article I had concluded citing I couldn't stop retrospecting and I am sharing some of my retrospected thoughts about my dreams and desires.

When I was around 12 years old, I had come across a beautiful painting on the wall of one of my childhood friend's neighbour's house. A beautiful flower vase having lots of roses, was painted near the main door in such a way that it was giving the sense of a real vase being kept near the entrance. Then, while in grade 12, we had the story of, The Last Leaf, in which an artist had painted the masterpiece of his life.

In that story, two friends were staying in a building where the artist was staying and during one winter, one of the friend had fallen sick due to pneumonia and despite every care and treatment, she wasn't recovering. It so happened that, the long illness and confinement to the house and bed had resulted in depression and psychological illusions when the girl had started to compare her days with the leaves of a money plant vine that was visible from her window and during that deadly winter, it had started to shed its leaves. Comparing her days to the leftover leaves on that vine, her condition had got worsened and finally the day had come when only one leaf was left and that day the girl had decided that to be the last day of her life. On that same day, the artist had happened to inquire about her from her other friend and had come to know about the grievous situation.

The artist had a long desire of creating the masterpiece of his life but being busy here and there the desire was dormant in a dream state. On that deadly winter night, when everyone had



fallen asleep within the warmth of layers of quilts and covers, the artist had awakened with his paints and palette and had headed for the wall with a headlight where lied the shedding vine of money plant.

The next morning, the girl had got up from her bed and despite the windy winter night, the last leaf had not fallen and as if that sight created a spark of life, the girl had got rejuvenated with a new and strong sense of life and survival instinct and she had started to behave the normal way she used to. Then, seeing the changes, the doctor had realised the impact of that last leaf that didn't fall that night and in turn made the girl overcome her psychological sickness. Again there was smile and happiness in that room and when the other friend had come out to inform about the same to the artist, she had got shattered to see him dead.

The artist had worked the whole night to create a beautiful leaf on that wall, after the last leaf had fallen. That leaf appeared so real that, the



sick girl thought that to be a real one and started recovering. On the other hand, the artist who awaited to create the masterpiece of his life, left the world by giving life to another person through his masterpiece.

Once again, someone's dream is someone's derivative through someone's desires.

Well, seeing those beautiful flower painting on the wall, many desires had crept up in my heart and I had started wondering how such beautiful paintings were created on walls where reality and illusion were becoming one and I had started putting my efforts to learn painting. Now a days, we parents are earning well and running well here and there to put our children in every possible learning center to make them acquire skill and, make them experience greater realities, be it making them prudent public speaker or a successful swimmer or an ace athlete or a super singer. But, in those days, when our parents were earning minimal and used to use that for maximal, these extra curricular activities and our dreams and desires and passions were like big enemies. Neither I got any support from my father to pursue my passion, nor my internal injury supported me to acquire the desired skills, nor

my husband appreciated my longings for those paintings.

But for 30 years I kept putting consistent efforts to stick to my passion by painting here and there, by buying some books to understand those techniques and kept listening to many comments and criticisms. If I would have cleared UPSC and I would have spoken of this passion, it would have been the cherry on top, but even that was not in my favour. Finally, after carrying my passion for 30 years, I decided to join a 30 days freehand drawing course to give a final touch to my passion turning it into another profession.

Those, who don't have anything, their dreams and desires suffer the worst battles, but if they win in those battles, their dreams and desires become the best realities. When I started earning, and my internal injuries started healing and my external efforts started yielding results in my favour, now my father admires my paintings, in fact it was my father who had helped me in fixing a big painting of mine on the wall of my house, that I had painted remembering those beautiful streets of Sunabeda as my childhood memories of my happy days and even won an award of merit for the same, and my husband assists me in carrying

them to the walls of some of the art galleries when I am participating in various art exhibitions.

I am 42 years old and when I am retrospectively looking at my life for the last 30 years, when I was just 12 years old, I started dreaming many things when exactly the hidden injury started showing its effects and I wasn't able to perform from within. As if the cosmos had started conspiring against me by holding me from behind and not letting me move forward. And for 30 years I kept putting my efforts to derive my desired dreams only to derive failures. But finally the day came, when things changed in my life, and the cosmos let me know that when, man proposes and God disposes, there is a reason and, If God closes one door, he opens another for a great reason.

For 30 years I kept learning from my situations and surroundings by facing whatever came my way, and kept craving for my dreams and desires wishing to be a performer and finally at 42, I have started earning happiness by deriving satisfaction when I am able to perform what I am desiring to perform.

I have harvested many paintings which are passionately drawn and I have a small desire to paint on the street walls of Chennai. I don't know if I deserve it or not, but I can desire it and if any day opportunity knocks my doors, I will be very happy to derive it. Till then, let me keep painting on papers and boards as a happy painter.

Finally, the last article of last month's issue was about Astrology and I have some very interesting and insightful experiences associated with that as well. The astrologer had cited that I would be getting wedded through the Gandharva Vibhav at a time when I wasn't even aware of its meaning and also had cited that I will not have any peace of mind for several years and because of me, my parents would lose their peace of mind and I had wondered how was that even possible for I was so lovingly attached with my parents and family and last but not the least I would get married to a

person from the south of my birthplace and I was wondering how was that possible as borders of Andhra Pradesh starts from south of Sunabeda. I was prescribed few stanzas of hymns to be rendered for almost 18 years in favour of the planet of Saturn. But, I never took those predictions into consideration and lived my life desiring to see God and taking decisions that I felt suitable only to realise that I got married choosing my husband which is nothing but Gandharva Vibhav and I got married to a south Indian a little more southern from my birthplace and yes, my parents lost their peace of mind because of my decision and even I lost my peace of mind by choosing my husband's love. But, I remember, the last lines of those predictions read, "Despite severe challenges and difficulties, there would be no loss in terms of marriage and education and there is the possibility of Asta Bhoga Yoga", as my father had asked about these two aspects for all three of us siblings. Till now, without showing any interest in those predictions and pariharams, I have experienced everything except for what is that Asta Bhoga Yoga. Anyways, finding its meaning won't be that difficult as we are assisted by Google, but experiencing that would be the talk of the time when I really experience it or may go without experiencing it. So let me be myself, desiring to fulfill my dreams and let the cosmos decide whether I deserve them or not.

Wishing you all a very happy and harvesting Pongal.

Ms. Chinmayee

Am a full-time homemaker and a self-taught passionate artist and an amateur writer looking forward to take my passions to a professional level. I have written certain situational stanzas in English and an amateur autobiography of my life experiences from 1999 to 2021 in Odia titled Baishhi Pahache meaning on the 22nd step.





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IQ:EQ:AQ:SQ

Introduction

Human potential is a multi-dimensional symphony of quotients, each representing a unique quality of intelligence, resilience, emotion, and spirituality. Traditionally, intelligence has been understood as general intelligence, which underpins cognitive ability. Modern perspectives, however, expand this notion to include IQ (Intelligence Quotient), EQ (Emotional Quotient), AQ (Adversity Quotient), and SQ (Social or Spiritual Quotient). Together, these dimensions form a holistic framework for understanding human capabilities and growth.

The Foundation: IQ and Cognitive Mastery

Understanding IQ

IQ is the measure of an individual's cognitive abilities, encompassing problem-solving, logical reasoning, and analytical skills. It serves as a foundation for academic achievements and technical proficiency, measured through standardized tests. High IQ individuals often excel in fields of governance, management, research and development demanding mathematical precision, scientific inquiry, and technological innovation.

Role in Modern Society

In today's competitive world, IQ is a critical metric in evaluating candidates for academic admissions, government positions like the UPSC in India, and various professional roles. It is also critical tool



which can aid self-awareness and help to focus on deficiencies to exercise and work with effectiveness. However, the focus solely on IQ has been critiqued for its inability to capture the complete picture of an individual's potential. EQ, AQ and SQ evolved to overcome the blind spot in mere IQ scores, to give a more complete picture.

EQ: The Heart of Emotional Intelligence

What is EQ?

EQ signifies an individual's ability to recognize, understand, and regulate emotions—both their own and those of others. It embodies five core competencies: self-awareness, self-regulation, empathy, motivation, and social skills. These qualities are pivotal for fostering meaningful relationships and effective teamwork.

Practical Applications

In the workplace, EQ is increasingly valued for leadership roles, conflict resolution, and creating inclusive environments. Metrics like the Empathy Quotient, Expression Quotient, and Energy Quotient measure nuanced aspects of emotional intelligence. Unlike IQ, EQ thrives on social interaction and adaptability, making it indispensable in both personal and professional spheres.

AQ: Rising Through Adversity

The Essence of AQ

Adversity Quotient reflects an individual's resilience—the ability to withstand challenges, recover from setbacks, and adapt creatively to new circumstances. High AQ individuals demonstrate persistence, problem-solving, and an indomitable spirit.

Creativity and Innovation

Resilience fuels creativity, enabling individuals to find novel solutions to complex problems. Metrics like the Adaptability Quotient and Authenticity Quotient explore AQ's broader implications



in navigating personal challenges and driving innovation.

AQ in Careers

AQ is essential for entrepreneurs, who must navigate uncertainty, and for professionals in dynamic industries, where agility and creative thinking determine success. Employers increasingly value AQ for its role in fostering a growth mindset and enhancing organizational resilience.

SQ: The Search for Meaning in Society

Defining SQ

SQ stands equally for Social Quotient and Spiritual Quotient encompassing a quest for meaning, purpose, and ethical living in a society comprised of plural individuals with varied interests, goals and capability. It reflects inner harmony and a connection to the larger world, transcending individual achievements. SQ involves self-awareness, mindfulness, and a commitment to values that promote collective well-being consciously aware of differences and building bridges to manage gaps without distension. SQ highlights an individual's ability to engage





meaningfully with society. Both aspects of SQ underscore the importance of empathy, service, and ethical responsibility in modern life.

SQ in Action

In careers, SQ manifests in ethical decision-making, social entrepreneurship, and leadership that prioritizes sustainability. Personal growth is

marked by a balance between material success and spiritual fulfillment.

The Connection with Physical Structure of the Human Brain

The 4Qs appear to have a parallel with the physical structure of the human brain, divided into the left hemisphere in charge of logical reasoning, verbal, numeric and arithmetic processing, and the right hemisphere, responsible for imaginative thinking, visual arts, music appreciation, geometry and spacial relationships. There is integration through the corpus collasum, providing for interhemispheric communication, combining functionality from both. Designing a pie chart or a scientific diagram requires both creativity of the right brain and the precision of the left brain.

Relevance of Ancient Indian Chakras

Ancient Indian traditions conceptualized energy flows through seven chakras, aligning physical and spiritual realms. The heart chakra, Anahata, symbolized by a hexagram, represents

Proof for Beal's Conjecture

Beal's Conjecture states: If $A^x + B^y = C^z$, where A, B, C, x, y and z are positive integers and x, y and z are all greater than 2, then A, B and C must have a common prime factor

Proof:

If $A^x + B^y = C^z$, where A, B, C, x, y and z are positive integers and x, y and z are all greater than 2, then:

$$A^x + (A - 1)A^x = A^{(x+1)}$$

$$\therefore B^y \text{ corresponds to } (A - 1)A^x \text{ and } C^z \text{ corresponds to } A^{(x+1)}$$

$$\therefore A, B \text{ and } C \text{ have a common prime factor.}$$

\Rightarrow Beal's Conjecture. QED.

Revised Beal's Conjecture : If $A^x+B^y=C^z$, where $A, B, C, x, y,$ and z are positive integers with $x, y, z > 2$, then $A, B,$ and C have at least one common prime factor that is the greatest of the prime factors of A, B and C .

Proof:

It has been shown above that

$$A^x + (A-1)A^x = A^{(x+1)}$$

In the term $(A-1)A^x$, $(A-1)$ is less than A , if and only if $(A-1)$ could be expressed as an integer with power y , it would be possible to express $(A-1)A^x$ in terms of B^y , in which case, the prime factors of $A-1$ would be less than A . $A^{(n+1)}$ would not have a prime greater than A , and therefore, either A is prime in itself, or if A has many common prime factors, there would be one which is the greatest among them.

—

the integration of upward (cognitive) and downward (emotional and spiritual) energies. This symbolism connects deeply with the idea of IQ and other quotients working in harmony. By aligning mental focus (Mooladhar) with higher thinking and purpose (Sahasrar), individuals can unlock their full potential, much like the synergy of logical reasoning and creative thinking in IQ enhancement.

In 2020, scientific discoveries revealed that the heart contains about 40,000 neurons, which have been successfully mapped using advanced tools. Ongoing research aims to uncover the precise nature of the heart-brain neural network, suggesting the potential for fine-tuned control of human action and health through deeper understanding.

The ancient hexagram's representation of the connection between the basal and crown chakras gains renewed significance in this context. Practices such as yama and niyama—ethical disciplines and observances—may have been intended to cultivate distilled, pure thoughts and vision. These refined thoughts could then manifest as purposeful actions, synchronized

with every heartbeat, reinforcing the profound unity between intention, emotion, and action.

Connected whole:

The diversity in classification of function serve the purpose of mere division of labour to successfully complete arithmetic calculations or write precisely to express intention using IQ or the left brain or the crown chakras, at the same time broadly connecting with societal needs and spiritual fulfilment to present a harmonic output.

Interconnectedness of Quotients

The true essence of human intelligence lies in the integration of IQ, EQ, AQ, and SQ. These dimensions are not isolated but interdependent:

- IQ provides the foundation for logical reasoning and technical skills.
- EQ adds depth by fostering emotional understanding and collaboration.
- AQ builds resilience, enabling individuals to adapt and thrive.
- SQ offers purpose, grounding actions in values and meaning.

Implications for Education and Careers

Education

Educators must embrace a holistic approach that nurtures all four quotients. IQ-focused curriculums should integrate EQ-building activities like group projects, AQ-enhancing challenges, and SQ-promoting mindfulness practices.

Careers

Governments and private sectors alike value individuals who excel in multiple quotients. For instance:

- UPSC and TNPSC exams prioritize IQ but increasingly test EQ through essays and interviews.
- Private companies seek EQ in teamwork, AQ in dynamic roles, and SQ in ethical leadership.
- Entrepreneurs benefit from the integration of all four, combining technical expertise (IQ), emotional connections (EQ), resilience (AQ), and purpose-driven vision (SQ).

Enhancing IQ

Methods for Boosting IQ

Enhancing IQ involves engaging in activities that stimulate the brain's cognitive capacities. Strategies include:

- **Learning New Skills:** Activities such as playing musical instruments, learning new languages, or coding enhance neural connectivity and problem-solving abilities.
- **Problem-Solving Exercises:** Solving puzzles, engaging in strategic games like chess, and exploring mathematical challenges improve analytical thinking.
- **Lifelong Learning:** Continuous exposure to diverse knowledge domains keeps the mind agile and sharp.



Harnessing AIQ

Nick Polson and James Scott published the book titled “AIQ: How Artificial Intelligence works and how we can harness its power for a better world”, in 2018. The authors of AIQ have devoted a whole chapter to the life of Florence Nightingale, a mathematician and statistician at heart who came to be known and remembered as the “Lady with the Lamp” owing to her extraordinary application of astute knowledge in data science to introduce sanitation and hygiene in hospitals and medical camps to significantly improve mortality rates.

In recent times, both ChatGPT and MetaAI easily available on WhatsApp have made AI easily accessible to users. As the authors summarized ahead of time, “these technologies can help us overcome our weaknesses, and give us all the chance to lead happier, healthier and more fulfilled lives”. ChatGPT comes with this disclaimer displayed at the bottom of the screen: “ ChatGPT can make mistakes. Check important info.” While AI could be used to assist in generating answers, human IQ may be all the more relevant in validating machine output with their own innate intelligence and understanding.

The Role of Aesthetic Quotient (AQ) in Enhancing IQ

High aesthetic quotient, representing creativity and an appreciation for beauty, complements IQ development by fostering lateral thinking and innovation. For instance:

- Creative Problem-Solving: Approaching traditional problems from novel perspectives can lead to groundbreaking solutions, as exemplified by mathematical proofs.
- Appreciation for Patterns: Recognizing and interpreting patterns—essential in mathematics and the arts—enhances abstract reasoning.

Connection to Short Proofs in Mathematics

Discussions on short proofs for complex theorems like Fermat's Last Theorem and Beal's Conjecture highlight the role of aesthetic quotient. Mathematicians often describe elegant proofs as "beautiful," reflecting the interplay between logic and creativity. AI tools may be tested against these proofs that are well within the reach of even High School students. The search for concise explanations underscores the

value of integrating high IQ and AQ. The short proofs for both Fermat's Last Theorem and Beal's Conjecture proposed aid to stimulate the intellect and also promote advancement of knowledge.

Conclusion

The framework of IQ{EQ:AQ:SQ} encapsulates the multifaceted nature of human potential. While IQ lays the groundwork for cognitive abilities, EQ, AQ, and SQ elevate individuals into well-rounded, adaptive, and purpose-driven beings. As society evolves, new metrics like AIQ aid the integration of these quotients promising not only personal success but also collective growth, sustainability, and harmony. Embracing this holistic vision ensures that human potential is not merely measured but maximized in meaningful ways.

K. Ramanraj

K. Ramanraj is a seasoned advocate with over three decades of experience practicing at the Madras High Court since 1990. Beyond his legal expertise, he has a keen interest in computing and leverages technology to drive innovation and progress..



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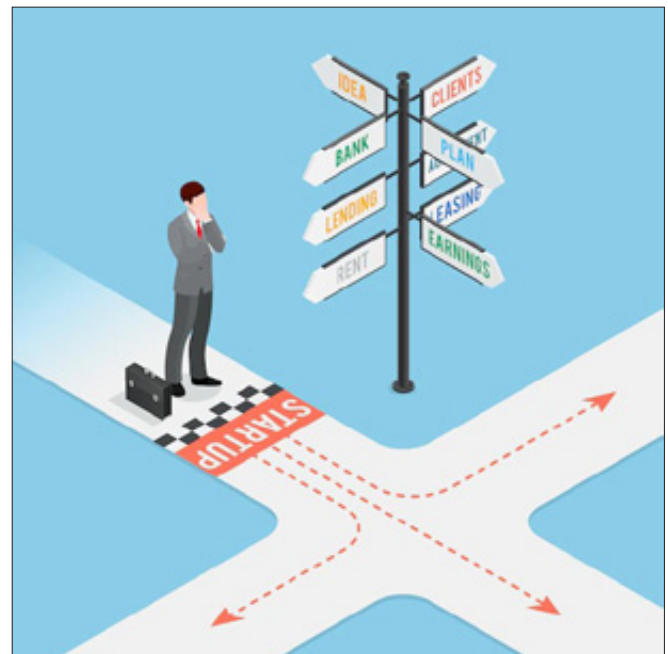
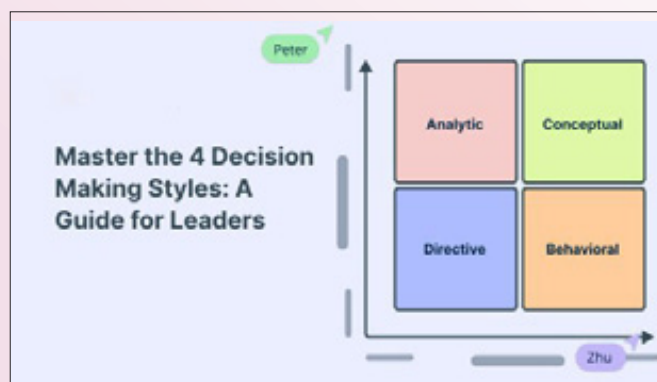
Decision-making: why we do what we do

How many decisions does the average person make daily? Research suggests the average person makes 35,000 decisions daily, or one every two seconds.

Decision-making is psychological. It is a cognitive process. A person has many options, and he has to choose the one that best suits his purpose. It is a challenging task. He has to weigh the pros and cons, and the decisions he makes will decide his future. Decisions made with some intuition or gut feeling are irrational. Decisions made with a lot of forethought can be termed rational.

There are 4 different decision-making styles in psychology. They are analytical, directive, behavioral, and conceptual.

- In analytical decision-making, a person analyses all the available data before making a decision.
- Directive decision-making does not depend on extraneous data or other individuals'



input. Here he relies on his past experiences and selects from the choices and options.

- Behavioral decision-making is group-oriented and needs the consensus of the team.
- Conceptual decision-making is most suitable for long-term planning. It involves collaboration and creative thinking. It involves a big-picture perspective.

Different styles work differently in different situations, environments, and people. We need to understand the factors that affect our decision-making process. The first factor that comes to mind is the personal traits of a person, like open-mindedness or impulsiveness. If he is open-minded, he will weigh different options and choices before

making a decision. He will possibly make a rational decision, while an impulsive person will possibly make irrational decisions based on his emotional status.

Past experiences are also important factors in making a decision. A person's values and belief systems have an important role in decision-making. A person's education also plays a vital role in how and what decisions he makes. Social factors and situations also affect the process of decision-making. Another less visible factor is the gut feeling/intuition that a person uses to make decisions.

Age is another factor that affects the outcomes of decisions one makes. With age, maturity sets in and alters the decisions that one took as a teenager or a young adult. Finally, from a psychological standpoint, cognitive states, which include cognitive biases and mental shortcuts called heuristics, play a major role in decision-making.

To quote PositivePsychology.com, "Five common cognitive biases are confirmation bias, availability bias, anchoring bias, overconfidence bias, and hindsight bias. These biases can distort our perception of information, leading to decisions based on personal beliefs, recent experiences, initial information, or perceived certainty of past events.

Emotions too play a vital part in the process of decision-making. Emotions motivate us to take action. When we are in a positive state of mind while making decisions, the outcome will be positive. When our emotional state is imbalanced, our decision-making is skewed.

Our beliefs are formed from our experiences, upbringing, environmental influences, and cultural background. These beliefs about oneself, others, or situations affect decision-making.

When our decisions clash with our values, it leads to unhappiness and dissatisfaction.




To conclude this topic of decision-making, it is important to understand some fundamental points about making decisions. Life is full of choices, and there will be many crossroads. Your decisions have consequences. You must face the outcomes of the decisions you make. A good decision will have satisfying outcomes, and a bad one will leave us to face challenges. Indecision can be paralyzing. It leads to stress, worry, and anxiety. It can harm our personal and social lives. Sometimes a conscious decision—not to take any decision or postpone it—can be a healthy choice based on expected outcomes.

"May your choices reflect your hopes, not your fears."—Nelson Mandela

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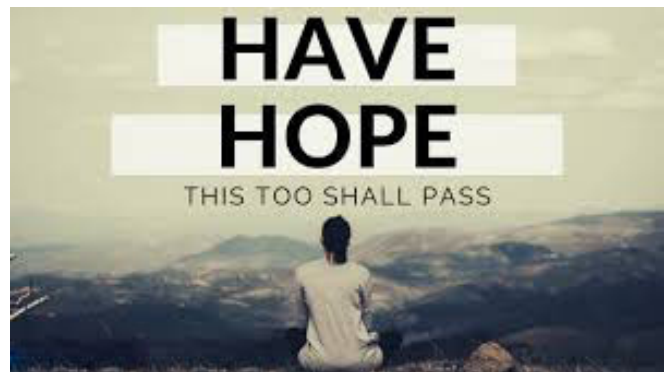


Que Sera Sera (This Too Shall Pass)

I am sure many of our esteemed readers would have heard and enjoyed this song. This song conveys the message that there is no permanent, ever lasting pleasure or pain in this world, and that pleasure or pain will end sooner or later. This song is a great consolation for people undergoing extreme suffering. There can not be any human being disagreeing with this concept which is the beacon light of hope for one and all.

Some scars are worth it

There is a family of husband, wife and two young daughters aged 10 and 8. Life is going on smoothly. But suddenly, the behaviour of the mother changes. She starts going for morning and



evening walks regularly, do yoga exercises and even goes for jogging. She reduces her food intake too and avoids all sweets and oily stuff. She has been never so disciplined like that in her life. Hence the young children on noticing all these things use to wonder as to what has happened to their Mom and even laugh secretly. They can't ask their Dad since he is basically a serious person. Then they themselves decide that their Mom is doing all these things to reduce her weight so that she can join the film world after a few months and can supplement their family income. Six months are over. One day when daughters return from school, they get the shocking news that their mother has been taken to the hospital. Both think that their Mom has overdone her exercise and got into trouble. Anyways they rush to the hospital. They find to their shock that their both parents are admitted in the ICU. Their relative informs them that their Dad was suffering from malfunctioning of his liver for the last six months and he needed a liver transplant urgently and only a close relative could give it. Their Mom immediately came

WHAT IS QUE SERA SERA?

The phrase "Que será, será" is a popular Spanish expression that translates to "what will be, will be" in English. The essence of this phrase lies in the idea of embracing the unpredictability of the future and accepting that certain things are out of our control. Derived from the Spanish words "que" (what) and "será" (will be), the phrase reflects a sense of fatalism, where the future is considered to be in the hands of fate.

- The phrase "que será, será" originated in the 16th century as a heraldic motto
- Its meaning, "what will be, will be," is a reminder of the power of fate
- The phrase remains popular and relevant across cultures and contexts today





forward for donating her liver. But unfortunately she was overweight and she had to shed her kilos so that the proper sized liver can be fitted into her ailing husband. That is the reason for her sudden health 'consciousness' and naturally as loving parents they did not want to scare their kids by revealing this truth. Now the liver donation is going on within the ICU.

Both the daughters stand dumbfounded and dazed. They feel even ashamed that they were making fun of their Mom. They simply begin crying. Their relative tries to console them saying " Don't weep. Everything will be ok and the surgery will be over shortly and you can meet your parents."

Accordingly the operation is over and their Mom is brought out first. Both the girls hug her and cry loudly. Innocently they ask their Mom " Amma, will there be scars"?

Mom replies smilingly " Yes, but some scars in life are worth it".



Yes every wound has to heal.

Every pain has to pass.

Every situation, whether happy or sad, has to end.

But often people stand dazed as if their whole life has come to end. Every grief can be won.

Each difficulty can be solved.

Actually everything is easy, when you are busy.

But nothing is easy when you are lazy.

QUE SERA SERA- THIS TOO SHALL PASS.

Food for Thought

Your days are numbered.

Use them to throw open the windows of your soul to the Sun.

If you don't, the Sun will soon set

And you with it.

- MARCUS AURELIUS

R. Venugopal

Mr. Venugopal has served in LIC of India from 1968 to 2006 for 38 years and retired as an Executive Director.



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Pros and Cons of Investing in a Highly Volatile Stock Market

Investing in the stock market has long been a cornerstone of wealth creation and financial growth. However, the allure and risk amplify when it comes to highly volatile markets. These markets are characterized by significant price fluctuations, often triggered by economic changes, geopolitical events, or company-specific developments. While they present opportunities for substantial gains, they also carry heightened risks. Here's an in-depth exploration of the advantages and disadvantages of investing in such markets.

Pros of Investing in a Highly Volatile Stock Market

1. High Return Potential

Volatile markets create opportunities for significant profits within short periods. For instance, during

rapid price swings, savvy investors can capitalize on the low buy and high sell prices, yielding considerable returns.

2. Active Trading Opportunities

Highly volatile markets are ideal for active traders, such as day traders or swing traders, who seek to exploit short-term price movements. The increased activity often leads to enhanced liquidity, making it easier to enter and exit positions.

3. Market Corrections

Volatility often leads to corrections, allowing long-term investors to acquire fundamentally strong stocks at discounted prices. This presents a golden opportunity for value investing.

4. Diversification Benefits

Investing in volatile markets across sectors and regions can provide diversification. While one market may decline, another may rise, balancing the overall portfolio performance.

5. Hedging Opportunities

Volatility fosters a robust environment for hedging. Instruments like options and futures enable investors to protect their portfolios against adverse price movements.



ADVANTAGE & DISADVANTAGE OF INVESTING IN STOCK MARKET



Cons of Investing in a Highly Volatile Stock Market

1. Heightened Risk

The most significant downside of volatile markets is the increased risk of substantial losses. Price swings can be abrupt and unpredictable, making it difficult to time investments effectively.

2. Emotional Decision-Making

The rapid price fluctuations can trigger fear and greed among investors, leading to irrational decision-making. Panic selling or impulsive buying can erode returns.

3. Lack of Predictability

Volatile markets are often driven by speculative trading rather than fundamentals. This lack of predictability makes it challenging to analyze and forecast price trends accurately.

4. Increased Transaction Costs

Frequent buying and selling in response to market volatility can lead to higher transaction costs, including brokerage fees and taxes, which eat into profits.

5. Not Suitable for All Investors

Volatility demands an in-depth understanding of market dynamics and a high-risk tolerance. Novice or conservative investors may find it overwhelming and unsuitable for their financial goals.





Tips for Navigating a Volatile Stock Market

1. Conduct Thorough Research

Analyze the fundamentals of companies and sectors to make informed decisions rather than relying on market sentiment.

2. Diversify Investments

Spread investments across asset classes, industries, and geographical regions to mitigate risks.

3. Adopt a Long-Term Perspective

Avoid being swayed by short-term price movements. Focus on long-term growth and the intrinsic value of investments.

4. Set Stop-Loss Orders

Use stop-loss orders to limit potential losses by automatically selling stocks when they reach a certain price.



5. Stay Informed

Monitor economic indicators, news, and market trends to stay ahead of potential disruptions or opportunities.

6. Seek Professional Advice

Consider consulting financial advisors or portfolio managers who specialize in volatile markets to develop a tailored strategy.

Investing in a highly volatile stock market is a double-edged sword. It offers the potential for significant rewards but comes with equally significant risks. For seasoned investors with a clear strategy and a high-risk tolerance, volatility can be an opportunity to maximize returns. Conversely, for those unprepared or averse to risk, it can lead to financial stress and losses. The key lies in understanding the dynamics of volatility, maintaining discipline, and adopting a balanced approach to investment.

Ultimately, whether volatile markets are a boon or bane depends on how effectively investors navigate the inherent challenges and opportunities.

Dr. B. Sahana

She is the Asst. Professor of English at M.O.P Vaishnav College, Chennai. She has interests in many fields and a Bharathanatyam dancer.



AI for Indian HR: Leveraging Free Tools for Enhanced Human Resource Management

In today's rapidly evolving technological landscape, Artificial Intelligence (AI) has emerged as a transformative force across various industries, including Human Resources (HR). In India, where a diverse and vast workforce poses unique challenges, AI is proving to be a game-changer. From streamlining recruitment processes to enhancing employee engagement, AI is reshaping HR practices. This article explores how AI is revolutionizing HR in India, focusing on free tools that can help organizations improve their HR functions.

The Role of AI in HR

AI in HR refers to the application of machine learning algorithms, natural language processing, and data analytics to automate and optimize HR tasks. AI can help HR professionals in several ways, such as:



1. Automating Routine Tasks: AI can handle repetitive administrative tasks, freeing HR professionals to focus on strategic initiatives.
2. Improving Recruitment: AI-driven tools can screen resumes, shortlist candidates, and even conduct initial interviews, making the recruitment process faster and more efficient.
3. Enhancing Employee Engagement: AI-powered chatbots can answer employee queries, provide onboarding assistance, and gather feedback, improving the overall employee experience.
4. Data-Driven Decision Making: AI tools can analyze employee data to predict attrition, identify training needs, and improve performance management.

Applications Of Artificial Intelligence In HR

Talent Acquisition & Recruitment



Orientation Of Newer Recruits

Training The Recruits



Enhancement Of Employee Experience

Leadership



Free AI Tools for HR

Several free AI tools are available that can help Indian HR professionals enhance their operations without significant financial investment. Here are some notable ones:

1. Trello: While not exclusively an AI tool, Trello uses AI to suggest task prioritization and workflow automation, making it a great tool for managing HR projects and tasks efficiently.
2. Google Forms and Google Sheets: These tools can be integrated with AI-driven analytics tools like Google Data Studio to collect and analyze HR data, such as employee feedback and engagement surveys.
3. Zoho Recruit: Zoho offers a free version of its recruitment software, which includes AI capabilities like resume parsing and candidate matching.
4. XOR: A free chatbot tool designed for HR, XOR can handle candidate screening, scheduling interviews, and answering candidate queries, thus streamlining the recruitment process.
5. Slack with Workbot: Slack, when integrated with Workbot, can use AI to automate HR processes like onboarding, leave management, and employee communication.

Case Studies of AI in Indian HR

1. Recruitment at Flipkart: Flipkart, one of India's largest e-commerce platforms, uses AI to streamline its recruitment process. By using AI tools to screen resumes and schedule interviews, Flipkart has significantly reduced its time-to-hire and improved the candidate experience.
2. Employee Engagement at Tata Consultancy Services (TCS): TCS employs AI-driven

chatbots to provide 24/7 support to its employees. These chatbots handle a wide range of queries, from HR policies to payroll, enhancing employee satisfaction and reducing the workload on HR teams.

3. Performance Management at Infosys: Infosys uses AI to analyze employee performance data, identify training needs, and provide personalized learning recommendations, thereby improving employee productivity and career development.

Challenges and Considerations

While AI offers numerous benefits for HR, there are challenges and considerations that organizations need to address:

1. Data Privacy and Security: AI systems require access to large amounts of employee data. Ensuring this data is secure and used ethically is crucial.
2. Bias in AI Algorithms: AI tools can perpetuate existing biases if not designed and monitored carefully. It is essential to ensure that AI systems promote fairness and diversity.
3. Integration with Existing Systems: Integrating AI tools with existing HR systems can be challenging and may require technical expertise.
4. Employee Acceptance: Employees may be wary of AI in HR processes. Transparent communication and demonstrating the benefits of AI can help in gaining employee trust and acceptance.



Future Prospects

The future of AI in Indian HR looks promising, with continuous advancements in technology. Here are some trends to watch:

1. Personalized Employee Experiences: AI will enable HR to offer more personalized experiences, from tailored learning programs to customized career paths.
2. Predictive Analytics: AI will increasingly be used for predictive analytics, helping HR to anticipate and address workforce trends proactively.
3. Voice and Conversational AI: The use of voice and conversational AI in HR is expected to grow, making interactions with HR systems more intuitive and accessible.

AI is transforming HR in India by automating routine tasks, enhancing recruitment, improving employee engagement, and enabling data-driven decision-making. Free AI tools offer Indian HR professionals an accessible way to leverage AI's benefits without substantial financial investment. As AI continues to evolve, its impact on HR will only deepen, making it an indispensable part of modern HR practices. However, it is crucial for organizations to address challenges such as data security, bias, and integration to fully realize AI's potential in HR.

Author: Ms.Lakshmi Sastry

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