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Session on “Employee Engagement = Mountain Climbing” on 29-November-2024 by Mr. Mustafa Raj at Arcelor Mittal Nippon Steel India, Sanaswadi

Deccan Chamber of Commerce Industries & Agriculture (“DCCIA”) organized a session on “**Employee Engagement = Mountain Climbing**” at “Gurukul” training hall, Arcelor Mittal Nippon Steel Ltd. on 29th November 2024.

Mr. Mukund Jagirdar –Head-HR, Downstream, Arcelor Mittal Nippon Steel welcomed the participants and the speaker for the session – **Mr. Mustafa Raj, Vice President-Learning & HR Consulting, Ergodemy**. He further added how AM/NS has implemented various employee engagement programmes and their effectiveness, thereby helping the employees and the organization to a great extent.

Mr. Mustafa Raj began his session by introducing himself and his professional journey.

The participants were asked about the Employee Engagement practices prevailing in their organizations.

Mr. Mustafa Raj went on to speak about two types of factors which affect motivation - hygiene and motivational, which are also closely linked to employee engagement.

He then facilitated the session through questions and discussions – right from ‘What is the purpose of a business?’ to the role of managers in ensuring a high level of engagement of their team, which will then lead to the ultimate objective of any business – sustainable AND profitable growth!

Towards the end, many participants also wanted inputs on various other topics/issues related to field of Human Resources as a profession – these were effectively addressed by **Mr. Mustafa Raj**.

Overall, the session was quite engaging (literally!).

It was well attended by 35 participants.

Best regards,

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