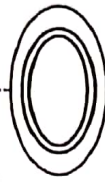


How HR can Perform Effectively



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Outline of Presentation

- Myths about HR
- Some facts
- Strategic HR
- Corporate Culture and Image required for HR
- Culture for Performance
- Use of Technology
- National Level Intervention
- Tips for HR professionals
- Value of a HR Professional

Effectiveness

- Doing right thing to have positive and enduring impact on the Future
- Top Management, Line Managers, Employee and External Environment

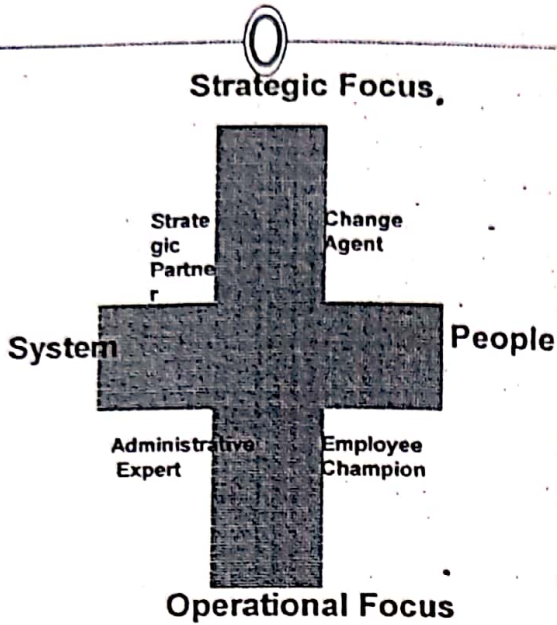
Myths about HR

- HR is an Administrative Function
- HR is Back of the House Function
- HR is new name to Personnel Management
- When Staff work they are my Asset - when they do not work - they are HR's responsibility
- Staff with no Performance / indiscipline / negative attitude should be transferred to HR
- HR is an Employee policing job
- No HR Academic degree or training is required to become a HR professional - Anyone can be a HR Manager
- HR has nothing to do with business of the Organization

Some facts

- *Nearly 70% of the Institutions do not have a HR Department*
- *HR Managers / Heads of HR's have higher rate of turnover than any other executive in most of the organizations "WHY?" have we ever done a research?*
- *HR job itself is comparatively low paid job "no match between the responsibility and pay" ... "stressful job" .. Tons of mental pressure ... at time physically and mentally assaulted by junior staff*

Ulrich's Model of HR as a Business Partner



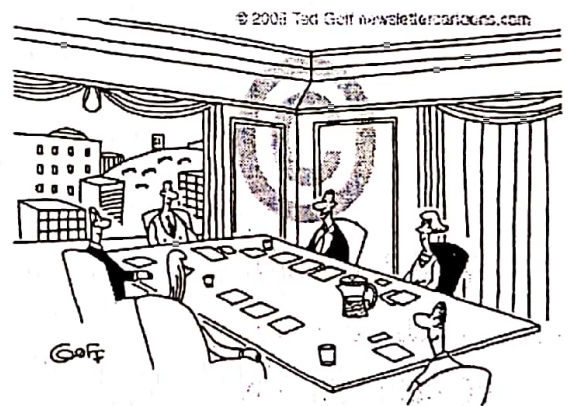
Corporate Culture & Corporate Image

- Corporate culture *...no policy whatever suits my goals... "make policy, implement and interpret"*
- Control based vs. Commitment based Culture
- Corporate Social Responsibility and HR Practices - "Preferred Employer"
- HR Practices are Competitive Strategies
- Fit between HR Practices and Organizational Strengths
- Treat employee like People - "understand, realize and treat them as internal customer"
- Make each one of the employee as asset, not liability
- Shift of Paradigm - "Right to Duty"

Continuation..

- Positive HR Practices Vs. Militant Union Practices
- Political polarization of employee and Multiple and Political ideology influenced of trade unions and employee associations
- Reactive approach - Proactive approach "fire fighting to preventive maintenance"
- Training interventions should frequently take place in order to change the attitude of employee towards entity..... *Sense of Gratitude should be cultivated among employees, "Organizational Citizenship Behavior"*

Meeting



"We didn't discuss the future.
We didn't discuss the past.
We didn't discuss the present.
A successful meeting, I would say."

Culture for Performance

- Performance based Reward System
- MBO
- TEAM Building - Empowering team, autonomy
- Feelings of Result Oriented Cohesiveness - no social loafing
- Individual Performance = ability (knowledge x skill) x motivation (attitude x environment)

Use of Technology

- HRIS
- Succession Planning
- Job Designing
- New office design, utilization of space, equipment

National Level Intervention

- National Institute of HR "Public Private Partnership"
- HR Professional Certification Course and Test
- University Courses need to be upgraded to meet the changing scenario
- More national level seminars to be conducted
- Labour law need to revised / amended as per national-international new arrangements

Continued.....

FOR HR PROFESSIONALS

- HR professionals should need to understand theories of Organizational Behavior *Just applying HR theories will not help much in changing environment*
- Rule and rule will not help "*win and rule*"
- We HR Professionals need train ourselves to make fit in different social settings, culturally and emotionally intelligent in changing environment to be contemporary - "*Impression Management*"

Assist



"Feel free to ask me anything
as long as the answer is no."

MY VALUES AS A HR PROFESSIONAL

People are optimistic, proactive, and creative. They aspire to work, take responsibility, and cherish the achievements. Everyone is special in their caliber and vision. So, in an organization, goals of employer and employee are achieved by harmonized efforts and they grow together having strong feeling of gratitude towards each other. They celebrate their being in mutual acceptance.