

Human Resource Eco-System ?

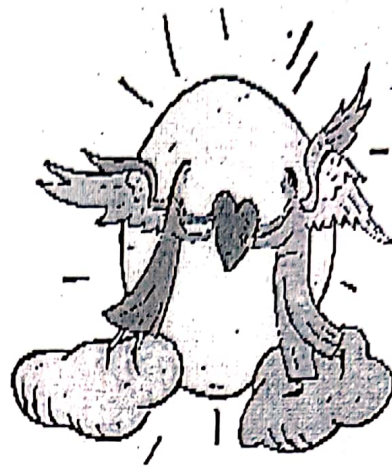
HR MEET 2008

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Human Resource

"Physical infrastructures that men build can crumble and decay. But when we build-up the capacity in people, it lasts for generations, and helps to speedup the development process..."

Human Resource



Human Resource

- Continuous Process
- Increase Efficiency & Effectiveness.
- Most Challenging Tasks
- Asset to Organization

Human Resource

- Low Priority
- Lack of Systematic Approach
- Recruitment, Salary Scales, Appraisals

Human Resource

- Increasing Importance
- Critical Nature of HR
- HR to create strategic competitive Advantage

Globalization

- Global Competition
- Rapid change in Technology
- Demand for Competent Multiskilled Workforce
- Rising demand for Trained & Skilled Manpower



NEPALESE WAY

- Training not regarded as investment
- Learn by Doing
- Self Trained
- Process of Indoctrination very poor
- Training Sporadic
- No regular Training
- Lack Co-operation betn Mgmt & Employees

CHALLENGES

INTERNAL

- Low productivity
- Old Technology
- Low effort in HRD
- Weak managerial competency
- Teamwork

EXTERNAL

- Increased local & global competition
- Irregular supply of Water, Electricity
- Lack of Skilled Manpower
- Increased Environmental Regulations

HR CHALLENGES

POSITIVE

- Increased Efficiency, Productivity, Motivation, Loyalty, Performance
- Enhances Images of the organization

NEGATIVE

- Demand for increased salary, promotion, incentive, facilities, over confidence
- Tendency to Leave Job

CHALLENGES

OLD

- Experienced
- Loyal
- Not Open to Change

NEW.

- Energetic
- Creative
- Dynamic
- Hard to Retain



Strike a Balance betn Old and New

CHALLENGES

- Old Senior Mgmt to not encourage Employees trainings and investment in Employee development
- Training needs identified by informal inquiry
- Formal assessment survey not done
- Only focus on traditional training like Accounting, production, salesmanship
- Lack of training attitudinal training on executive and employees level

CHALLENGES

Two Categories of Employees:

Knowledge based Employees

- Retention Difficult

Shop Floor Employees

- Politicized
- High Demands



Changes Needed

- Need Systematic approach on HRD
- Employee empowerment Concept
- Develop Professionalism
- Precise Policy, Framework
- Objective Oriented Trainings, Programs
- Decentralize
- Transparency

TQM TO TQP

- Organizations obsessed with TQM
- TQP Key to Success
- Training, Retraining, Skill development & Developing high performance workforce essential for success
- Jobs more sophisticated
- Influenced by technological changes
- Empowering Employees Important

TQM TO TQP

- Quality starts with People.
- Participative management
- We are all in it together
- Empower from the "bottom up"
- Employees- The most important asset in organizations
- Treat Your employees the way you want your customers to be treated

EMPLOYEE EMPOWERMENT

- Demonstrate You Value People
- Share Leadership Vision
- Share Goals and Direction
- Trust People
- Provide Information for Decision Making

EMPLOYEE EMPOWEREMENT

- Delegate Authority & Impact Opportunities
- Provide Frequent Feedback
- Solve Problems
- Listen to Learn & Ask Questions to Provide Guidance
- Help Employees Feel Rewarded and Recognized

***“Company
should be an
Asset to the
Employees”***