

HR MEET 2008

HELD ON FEBRUARY 29, 2008

With the theme of 'HR TODAY AND TOMORROW'

RESOURCE PERSON 'HR MEET 2008'

- ✦ Mr. Anil Shah
- ✦ Mr. Gyanedra Lal Pradhan
- ✦ Dr. Narayan Manandhar
- ✦ Mr. Pradeep Kumar Shrestha
- ✦ Mr. Rabin k Acharya
- ✦ Mr. Rabindra Man Shrestha
- ✦ Mr. Radesh Pant
- ✦ Dr. R.P. Mohanty
- ✦ Mr. Saurabh Jyoti
- ✦ Dr. Shankar Sharma
- ✦ Ms. Angur Baba Joshi
- ✦ Mr. Nirvana Chaudhary
- ✦ Dr. Nirakar Man Shrestha

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HR MEET 2008-HR TODAY AND TOMORROW

Nepal has gone through various shifts politically, economically, and socially over the last decade. In this era of global competency in the Nepalese context we have been backwards due to the failure to recognize and upgrade the most valuable asset of any organization, the human capital. Where the world has already taken a leap in establish a separate department dedicated to oversee human resources, we are still influenced by the old model of admin department and human resources is poorly managed in organizations. This has resulted in increased employee dissatisfaction, attrition and poor performance. So the need of the moment is to create a strong platform where knowledge and expertise is shared and intended beneficiaries i.e. the human resources of any organization ranging from big to small are nurtured into result-oriented individuals to create a win-win situation for both the employer and employee.

Realizing this need Growth Sellers took the initiative to organize the first ever meet held in Nepal dedicated to the human resources fraternity in the country. It was held on February 29, 2008 in Hotel DeL' Annapurna. It was inaugurated by Honorable Finance Minister Dr. Ram Sharan Mahat amid individuals representing various organizations and professionals in excess of 90.

The featured speakers comprised of Dr. RP Mohanty as special invitee from India among many other eminent speakers from Nepal.

Prof Dr. R P Mohanty

Mr. Mohanty with over 29 years experience in academics in India and abroad gave a very enlightening presentation on the topic Future of HR. He shed light upon the future role of HR in organizations in the Asian context.

Mr. Anil Shah

CEO, of Nabil bank Mr. Shah's presentation was based on "Expectations from HR Managers." He stressed upon what organization and its employees should and do expect from HR Managers.

Mr. Rabindra Man Shrestha

MD of Continental Trading focused upon the top HR today-Nepal. He pointed about the shift in HR arena then and now in the Nepalese context.

Mr. Radhesh Panta

MD of Bank of Kathmandu, Ltd. Mr. Panta gave his exclusive presentation on Role of HR in change management in an organizational context.

Ms. Angur Baba Joshi

Renowned social worker Ms. Joshi shed light on corporate social responsibility from a human resources scenario and stressed upon its significance.

Dr. Shanker Sharma

Former vice-chairman of National Planning Commission Dr. Sharma delivered a magnificent speech on the topic "HR Management in Nation Building." He pointed out the role of HR management in Nation Building. Mr. Gyanendra Lal Pradhan: MD of Butwal Power Company, Ltd. delivered a speech on "HR for Non-HR Managers. He focused on the significance of the need for HR for non-HR managers.

Dr. Narayan Manandhar

Industrial relations expert, Dr. Manandhar had his say on "Effective Industrial Relations" which was one of the uniquely featured presentations amid the program.

Dr. Nirakar Man Shrestha

Former health secretary of Nepal Dr. Shrestha gave a remarkable presentation on "Emotional Intelligence."

Mr. Saurabh Jyoti

MD, Jyoti Group Mr. Jyoti illustrated his knowledge on the topic of "The HR Ecosystem."

Mr. Rabin Acharya

Principal, Campion College Mr. Acharya represented the academia in the meet and gave his speech on the topic "How HR can perform effectively."

Mr. Nirvana Kumar Chaudhary

Executive Director, Chaudhary Group did a presentation on the topic "HR Manager-an Entrepreneur" and shed light on the entrepreneurial aspect of being an HR manager.

Mr. Pradeep Kumar Shrestha


Managing Director-Panchakanya Group, Mr. Shrestha had his words on the topic "A Dream Organization" by revealing the essentials of an ideal organization.

SUMMARY

The program was thoroughly enjoyed by all the participants. Token of appreciation were given to the speakers by representatives of Growth Sellers and the program coordination committee. The program ended with vote of thanks by the organizer followed by dinner.

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Human Resource *Managers*



Role Confusion

- ▲ Organizational Expectations
- ▲ Management Expectations
- ▲ Staff Expectations
- ▲ Many a times these are:
 - ▲ Conflicting Expectations
 - ▲ Opposing Directions
 - ▲ Confusing Objectives

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Human Resource Manager

Role Dimension

- ▲ Administration
 - ▲ Day to day management
 - ▲ Salary – Transfers - Logistics
- ▲ Development
 - ▲ Team building
 - ▲ Training – Placement – Performance Management
- ▲ Strategy
 - ▲ Planning for tomorrow
 - ▲ Recruitment – VRS – Cost/Benefit

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Human Resource Manager

Role Fulfillment

- ▲ HR Manager must be the 'Core' of the Institutions *Performance Management Process*
- ▲ Performance
 - ▲ Act, process or manner of performing, functioning or execution of a duty
- ▲ Management
 - ▲ Administration of a business comprising both organizational teams, sustained drive, skillful negotiation and effective use of resources
- ▲ Process
 - ▲ Course of action of proceeding followed to deliver predetermined progress

