

HR MEET 2008

“HR TODAY AND TOMORROW”

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Sharing experience of HR practices...

- 1986 - Surya Nepal
- 1992- Gorkha Brewery Pvt. Ltd.
- 2000 - Himalayan Snax and Noodles Pvt. Ltd.

Surya Nepal....1986

Personnel department
Priority on human asset

- Staffing- recruiting staffs very close to the need.
- Job description- tailing what is expected, defining relation, objectives, deadlines
- Training- Developing the competencies as to match the requirement of the job.
- Leadership enhancement- team building exercises, intensive workshops on exploring oneself (strong ITC back up)
- Formal Appraisal- fairness, impartiality, improvement, promotion and Motivation

Industry dynamics- Monopoly of Janakpur cigarette factory

- Surya Nepal is the # 1 Cigarette Manufacturing company of Nepal

Gorkha Brewery...1992

Administrative department
Priority on human asset
Organization

- High performing team- Dedicated, empowered, flat organization.
- Shared objective, shared approach, high motivation, shared accountability
- Complimentary skills
- Challenging task- "do -or- die" situation

Competitive Industry Dynamic
Sanmiguel and Star beer were three leading brands, Tuborg was r

- Gorkha Brewery is the # 1 Beer company of Nepal

Himalayan Snax and Noodles.. 2001

*HR department
Young Generation
Work force*

- Building high performing team
- Shared objective, shared approach, high motivation, shared accountability
- Complimentary skills
- Cohesiveness, developing each others
- Challenging task- "do and die situation"

Competitive situation. Mics, Wai Wai, Rum Pum were the lea
Mayos wes nowhere

- One of the leading Instant noodles company of Nepal

- One of the key success factors among these successful companies was addressing the human resource better than their competitors

All the successful products they produced and advertising campaigns they launched are outcomes of excellent human effort with in these successful companies.

Changing priority to HRM and its Challenges

- Educated informed workforce
- Highly competitive industry dynamics- domestic and international
- Increasing entry of women into workforce
- Obsolete labor laws, regulation
- Open labor market- retaining talents

- The Human Resources Management (HRM) function includes a variety of activities, and key among them is deciding what staffing needs you have and whether to use independent contractors or hire employees to fill these needs, recruiting and training the best employees, ensuring they are high performers, dealing with performance issues, and ensuring your personnel and management practices conform to various regulations. Activities also include managing your approach to employee benefits and compensation, employee records and personnel policies. Usually small businesses (for-profit or nonprofit) have to carry out these activities themselves because they can't yet afford part- or full-time help. However, they should always ensure that employees have – and are aware of – personnel policies which conform to current regulations. These policies are often in the form of employee manuals, which all employees have.