

ROLE OF HR MANAGER IN
MAKING A COMPANY
SUCCESSFUL

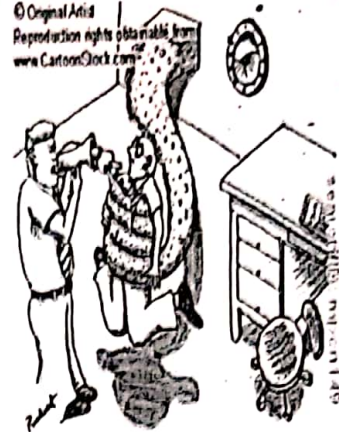
HR MEET 2010
ANAND BAGARIA

Is HR Managers job to threaten the employees.....??



"How long have I worked here? Since the day they threatened to fire me."

Or is he the spokes person for the Gen ??



"Mr. Smith! According to H.R., you can no longer be employed here! Alright H.R., you can set Mr. Smith down now!"

Or is he just a facade of team work



"I wanted to get your opinions before I go ahead and do what I want."

General Perceptions on the job of a HR Manager

- Hiring and firing
- Performance Appraisals
- Salary and Benefits monitoring
- Attendance and time clock tracking.
- Finalization of Accounts at the time of leaving or being asked to leave

Outstanding organizations are composed of outstanding people

- Average people make average organizations

Need for people

- **A company is only as good as the people it keeps.**

Quantity Vs Quality

- **It is not the quantity of the meat, but the cheerfulness of the guest that makes the feast**

Attraction, Retention & Attrition

- Management guru Tom Peters once joked that if you want to insult a Human Resources Manager, ask him if HR stands for 'Human Remains.'
- **no matter how much you have to do, you simply must make the time to let your people feel important.**
- Attrition has a very high cost

HR Manager.....??



“My main job was developing talent, I was a gardener providing water and other nourishment to our top 750 people. Of course, I had to pull out some weeds too”

Jack Welch, Former GE CEO

Typical Job Profile of a HR Manager

- Hiring & Recruiting
- Coaching & Training.
- Organization Development.
- Communication.
- Performance Management.
- Policy Recommendation.
- Team Building.
- Employee Relations
- Culture Development
- Leadership.

Knowing what to do is not the major challenge faced by executives

finding

WHO

to do it is !