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HR MEET 2015
MANAGING TALENT, MANAGING HR

Presented By: Shekhar Golcha



“You can have the best strategy and the best building in the world, but if you don’t have the hearts and minds of the people who work with you, none of it comes to life.”

– Renee West, *Luxor and Excalibur Hotel*

Challenges in HR (economic growth)

- Not been able to create jobs
 - Political
 - Revenue focused policy
 - Poor infrastructure
 - Energy Crisis
 - Global competitive (WTO)

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Challenges in HR

- Outdated Labor Law
- Not enough skilled manpower
- Challenge to retain employees

Why labor law reform required ?

- Appropriate legal provisions as per the change in business environment
- Avoidance of ambiguities from the existing labor act
- Formulation of new labor act with labor flexibility and investment friendly provision
- Promotion of industrial peace by minimizing labor disputes
- Optimum use of labor force by making labor market more systematic and skill oriented

New Labor Law

- What the employer achieved ?
 - Right over defining by laws.
 - Performance based appraisal
 - Retrenchment
 - Classification of employment pattern

THANK YOU