

Session III: A Pragmatic Perspective on HR

Dr. Sanduk Ruit, Executive Director, Tilganga Institute of Ophthalmology

The third session for Day I was 'A pragmatic Perspective on HR' by Dr. Sanduk Ruit, who is well-known ophthalmologist and Executive Director at Tilganga Institute of Ophthalmology. He initiated his session by introducing what pragmatic means — not being theoretical. He focused on thinking out of the box and what he had done. He said, "In my experience running size and growth of organization is both important." He explained about the importance to have good leadership, build a good team, involve in recruitment process, and take right decision, positive attitude and quality assurance. He said, "HR is nucleus of any organization and major capital," adding that ownership and engagement both are important aspect in HR. As a team leader, he said one needs to have strategic development, organogram, policy guidance, dynamic executive team for which there is no shortcut. One should focus on incentives, training and development for academics. According to him, top level management should create beautiful environment to create a workplace as the second family. It includes to generate love for the work. He stressed on the need to share the collective vision of the organization and share joy and pride with each individual. He said that running an organization is challenging as one faces the problem of union, corruption, no politicize and maintain and sustained. According to him, outsource has been widely used lately which became an outlet to soft-landing the problems.

it, right people recruitment in right place

CSR. Group of people with shared vision is essential. Team should be innovative, strongly positive, try to bring to employees and love for work and being HR managers one should able to sow these seeds in team players. How to make consistently love their work.