



Importance of HR

I would like to sincerely thank Mr.Kishore Shetty & Mr.Lalit Mahboobani to give me an opportunity to spread awareness about Human Resource (HR) through this Gowalis News letter which reaches out to hundreds of Entrepreneurs.

What is HR ?

In simple words to use Human source in force is Human Resource. On this earth in this entire world, Human Resource is THE ONLY source which is unique, indifferent than one another and very scarce.

In any production process when fix raw material is used with fixed parameters in pre determined procedure, the out put will be always uniform and as per expected norms. But with each human being the outcome of every input in terms of instruction or discussion will be always different as per their interpretation of the same. That is why managing this indifferent Asset is very important.

Why HR ?

Time is rapidly changing. Before few years the Entrepreneurs were playing multiple role of handing manpower, doing Business Development, Product Development, taking a complete control of Production and collection of payment. But now each this role has become very challenging. There is tough competitions, constant increase in overheads and profits are shrinking. More importantly stress levels are high and mental peace is at stake.

Entrepreneurs have to be proactive and ahead of time in all the sphere. To focus on core business without any compromise has become utmost necessary.

I am sure every one reading this article would agree with me that managing employees with their every day new issue is becoming not only time consuming but also difficult. Some has proceeded on leave without any prior permission and one whats app message early morning kills your mood of entire day planning. Some one wants to resign all of a sudden without any prior discussion or reason. Some one wants to have fantastic increment without any logic. Some one rather few employees do not want to change their working style and still continue with traditional mindset and rigid working approach. Some very old employees feels they are untouchables and next to owners in the company .They are allowed to do anything and every thing which they feel is correct.

At the same time few cream and very talented employees feels lost if their efforts are not rewarded. They do not see any change in culture, working pattern, operational freedom and most importantly career path in same company and start looking for a change.

It has become extremely challenging to find, attract & retain tight talent. New generation has their life funda very clear .What salary they want to join at, what designation they want to apply for, What working hours they want to work for, what leave benefits they are entitled for and what career path company would provide them if they put in their tenure in ... are the questions in their first round of interview.

So.... Bottom line is to take care of employees before Recruitment, during Recruitment, during employees tenure and post resignation to have proper HR dept is need of an hour.

HR department is heart of the organisation as they have to work before, during and after employees work life cycle.

What is Role of HR ?

HR is must not only for survival but also for growth of organisation as well as employees.

Traditionally HR people were playing a role of filling form of new comer and pay salary as per their

attendance on monthly basis. Entrepreneurs used to get people just on word of mouth and productivity used to enhance by keeping a hand on shoulder or pat on back.

Friends, days are gone where we had such type of working. Now each role has to be given as per the requirement of skill set that job demands. Salary that matches market rate, career path which your competitors are ready to offer your employees.

Since last around 10 - 15 years HR is been playing a strategic role which includes looking for right candidate at right place at right time at right price. Offerer a compensation which is not only as per market rate but also retaining tool, motivating tool, tax friendly and most importantly not attracting long term or indirect liability or burden on employer.

Laying down correct reporting system, working on different careerpath, grades, fixing every ones jobs and responsibility, finding our unbiased way of evaluating performance management system which is purely on system based rather than people based, deciding, implementing and monitoring policies which majorly dominates culture of the company, introducing different retaining strategy time to time, planning different employee engagement activities, Grievance handling, having proper reward and recognition plan in place, conducting exit interviews and not to miss a authentic payroll computation not violating any statutory obligation.

How to implement HR System ?

This is possible in two ways. Either you have inhouse HR experts in your company as Employee OR there are outsourced HR Consultant available in market. Ideal would be to have combination of these two...which means to have outsource experts designing all above HR Systems & modules for your company while training your inhouse Junior employee.

For SME - a full time HR expert would turn out to be expensive. Further you have a option of only consulting, consulting with implementation and later on only monitoring at reasonable rate with complete expertise and flawless service is possible through outsource HR option.

Hope this basic sharing on HR will help all Entrepreneurs to look at HR vertical in different way. Remember one thing HR is never a cost center but a Investment & Profit center.

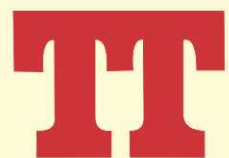
Thank You.

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