

NIPM Western Region Conference, Pune – 2017

21st and 22nd April 2017

Venue: Hotel Sheraton Grand Pune Bund Garden Hotel, Raja Bahadur Mill Road, Pune- 411001

THEME: Championing HR Excellence towards Business Growth



SESSION 4

THEME: ROLE OF HR IN RADICAL BUSINESS TRANSFORMATION

Speakers:

Ms. Kavita Kulkarni (VP-HR, Infosys Pune)

Mr. Makrand Deshpande (Director HR- Endurance, Aurangabad)

Synopsis:

To be a successful HR practitioner and to find the way to Board Room, one has to learn the language of the business. The changes in business scenarios are inevitable. There are new types disruptions coming in the business environment, namely: Demographics upheavals, Rate of change, New Social Contracts and Digitisation.

Demographic change is the shift of workforce from baby boomers to the millennials. Millennials are more oriented towards clarity of their role in the organisation, importance of learning new skills every day, and PURPOSE behind performing role need to be very clear. Adaptability towards the rate of change should be high. With change in technology, we have to leverage this technology and simplifying the learning process using the internet, websites like glassdoor, naukri, E-mails, LINKEDIN, and SKYPE etc. We can use this technology to find the people having HOT SKILLS in the market and lure them into our firms. HR should understand the fact that every 'change' is an opportunity and the HR should navigate the business through these changes, make the board understand how making changes in HR practices and processes is profitable for business.

HR performance+ People Management skills+ Business Leader skills = High performance of the organisation and following this formula, we can go from RATIONALISATION to OPTIMISATION of the human resources in the firm. But, HR has to do more than just this if practitioners have to find the way to board room. They have to understand the business itself. They have to understand the business culture, business model, what does the model says, challenges attached to the business environment, scan it and know the trends in 'PEST' environment.

HR also has to understand the business' supply chain, where the organisation makes money from, its financials, risks, critical positions and people occupying those positions and have to design the succession plan for these positions. HR has to come out of its routine and has to convince the management that it has to spend on the HR strategies, which are aligned with the business strategies. HR is not only a part of business now, it is the business now. The rules of the business change when business goes from local to global, so, the business should build a talent pipeline to cope up with changes in environment. There should be focus on masses, and the learning program should be backed by time and money, so as to get better ROI from its human resources.

Credits : Synoptic Notes of the Conference done by Summer intern at Bharat Forge Ltd namely ,
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