

Times HR

The HR Talent Zone Initiative



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NOTE TO OUR HR HEAD

EMPLOYEES NEED TO RE-SKILL MULTIPLE TIMES TO STAY RELEVANT: REPORT

by Geeta Rawat

And in the coming days, to determine a working professional's pay, skills and certificates would be a key element.

64.61 percent respondents answered negatively when asked if there would be enough skilled candidates to fulfil the demand in the next five years.

Zairus Master, CEO of Shine.com stated, "The job market today has become highly volatile owing to rapid industry developments. We have mapped a gap that exists between the skills in demand and the skill sets possessed by the workforce in many sectors." Initiatives are being taken by companies to upskill their existing employees, the companies fear that after gaining new skills their employees would leave the organisation and join other firms and this fear prevents them from reskilling their employees.

According to the FICCI-Nasscom & EY report, by 2022, 9 per cent of the country's 600 million estimated workforce would be deployed in new jobs that do not even exist today, while 37 per cent would be in jobs that have radically changed skill sets.

A Survey says, re-skilling multiple times is a new normal thing for Indian professionals because of the constant need for upgrading skill sets and for the efficient handling of a wide variety of tasks. Shine conducted a survey in collaboration with NHRD on the significance of re-skilling where 94 per cent of chief human resources officers (CHROs) felt that Indians need to re-skill themselves in order to stay relevant and grow in their career.

In a survey which was conducted earlier this year, around 200 Chief Human Resources Officers noted that in order to fill the talent gap, Indians need to upskill multiple times.



WOMEN RISE IN KEY MANAGEMENT ROLES

by Pallavi Pradhan

India Inc is practicing gender diversity especially at key management levels. To improve gender diversity they are trying to build a pipeline and uplift women managers to higher leadership positions in the management hierarchy.

As per Randstad India, a leading HR service provider's research, 66 companies have disclosed their gender diversity numbers, and out of them, 35 have at least one women key management person. In the BSE 100, out of a total of 1,039 key management persons, 76 are women, which is 7%. Among the remaining 34 companies that have not disclosed their gender number, 15 have at least one women key management persons. In all, there are 50 companies that have at least one WKMP in the BSE 100 and in the year 2017 these 50 companies have witnessed an overall improvement of 21% in the share price, according to Randstand's research.

Women are still outnumbered by their male counterparts at the key management levels, but somewhere the needle is moving in some form. An increase in women key management persons is expected to lead to a strong pipeline for women directorship roles in future. Currently the ratios of gender diversity at entry level are more or less balanced, but as one moves up the hierarchy, the ratios suddenly change their position towards the male employees, as some of the women employees leave their careers on attaining motherhood. Bringing women back into the career stream is a key priority for most organisations today. Elevating women managers to leadership positions is important to improve gender diversity numbers. Randstad India MD & CEO Paul Dupuis said, "It is heartening to see that Indian companies are getting increasingly transparent and mature when it comes to details on diversity and inclusion as part of their continuing effort in becoming responsible corporate citizens. According to our research findings, women are represented on the board of every single company that feature in the BSE 100 and there is also a clear uptick in the number of WKMPs in these organisations. This is definitely a move in the positive direction and is a reflection of the fact that diversity has evolved from being just another checklist item. This should augur well for the role of women at the workplace going forward."

TATA MOTORS IS TURNING MORE WOMEN-FRIENDLY

by Karunya Noronha

Tata motors, the country's largest auto-makers hopes to have 25% of their workforce as women over the next four years.

Way back in 1974, Tata motor's Pune plant was the first manufacturing plant in the country to have a female engineer on its assembly line when Sudha Murthy, the wife of Narayan Murthy Infosys co-founder was hired by late JRD Tata.

Gajendra Chandel, chief HR Officer of Tata Motors said that in the last four to five years they substantially increased the number of women in their workforce and further aim to increase it to quarter of their entire workforce.

Chandel stated, "Over the years, we have been steadily hiring more women from the campuses. This has gone up from 13 percent in 2016 to 19 percent in 2017 and a target of 25% for 2018 batches."

The company employs a total of 55159 people.

Under the national employability enhancement mission, an increase by 16% was in seen in the blue-collared women workforce from smaller towns and villages.

"We are slowly but steadily working towards building gender diversity where women work shoulder to shoulder and have the same opportunities as men anywhere in the company," Chandel said explaining the rationale for this new approach.

Tata Group has launched 'Tata LEAD initiative' in the month of March 2014 as part of their HR initiative and their objective is to have gender diversity. This led to a modest start by inducting five women at the assembly line of Tata Motors in Pune.

"This modest shop-floor attempt gave us very encouraging results and the stage was set with culture building, training of all on the shop-floor, mindset change, etc," Chandel said.

The door lines and trim lines were converted to all-women by the company, and there is no compromise made on productivity and quality parameters.

Recently a mission was launched to "create a brigade of Women in Blue," by enrolling, educating and skilling girls especially from economically deprived areas to take gender diversity forward across all the plants.

'Women@Work' is another initiative embarked by the company that encompasses all facets including support systems, policies, infrastructure, cultural and mindset change apart from getting statutory clearances wherever required.

"The agenda focuses on three pillars: Becoming an employer of choice for women, transformation of culture and mindset to create a positive cultural momentum and development and retention," said Chandel.

VIRTUAL INTERNSHIPS ALLOW FRESHERS TO WORK FROM HOME

by Steffy Varghese

Visiting the office everyday can be quite difficult if the travel time is long virtual internships helps the interns to make the most of college and help get the experience needed to build a good profile. So through virtual internships, an intern need not go everyday to office rather the intern can visit the campus once in a week and do majority of his or her work from home.

Companies and candidates say that for content and social media-related jobs where the students' physical presence is not mandatory, virtual internships do the trick. Portals say that close to 40% of requests come in for virtual internships.

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Sarvesh Agarwal, co-founder of Internshala says Companies see a longer association with interns for roles that don't require a constant presence in the office premises. They saw a 100% growth in number of applicants for virtual internships and such internship receive three times more applications since the scope is broadened.

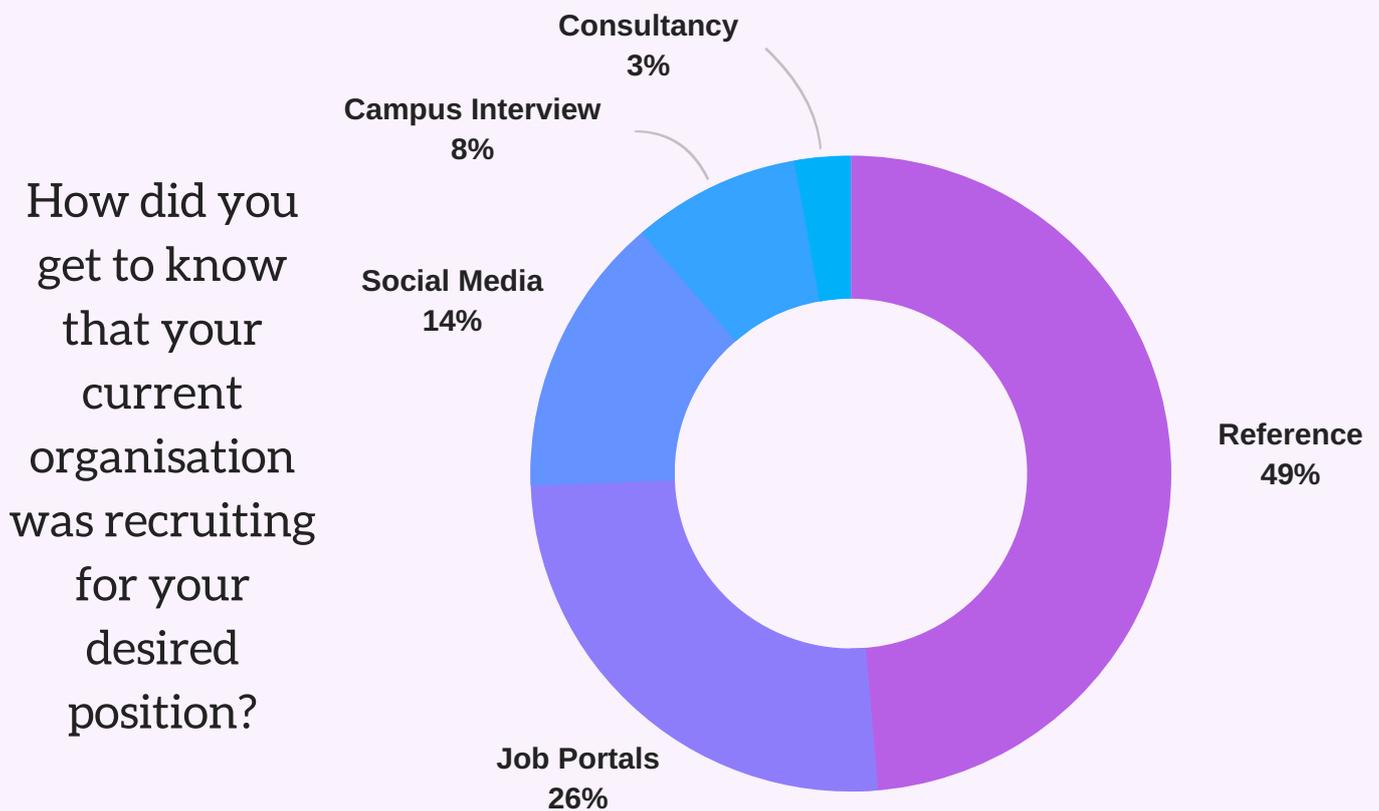
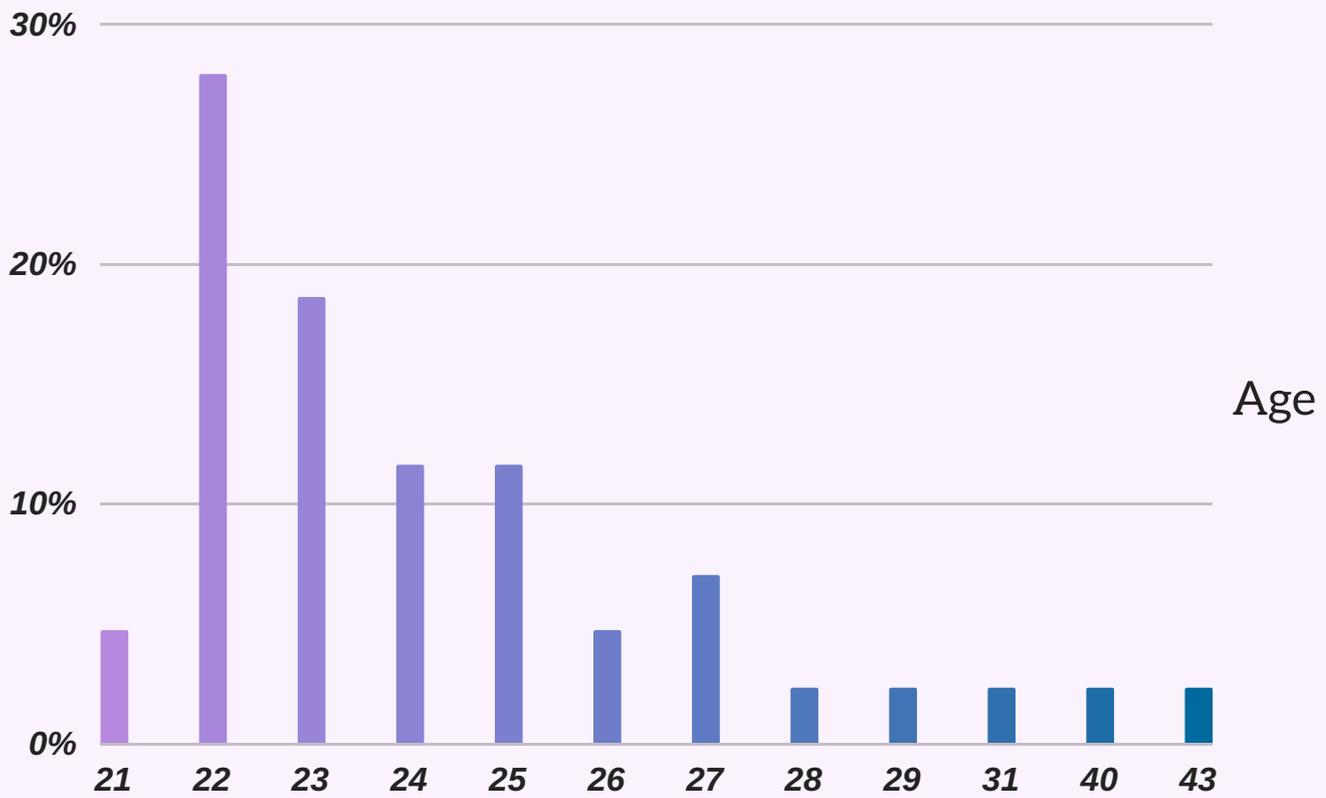
Startups mostly prefer virtual internships since there is a constraint of office space for them. Tools like Skype, Google, Drive and Docs, Hangout and Facebook groups for the team come handy to streamline workflow and information flow.

Rashima Gomber, who heads product management at Ambition Box, says that for tech-based roles, presence in the office is a must, whereas for managing content, going virtual works better. So, virtual internships come in for longer associations of 4 months and flexible work timings help.



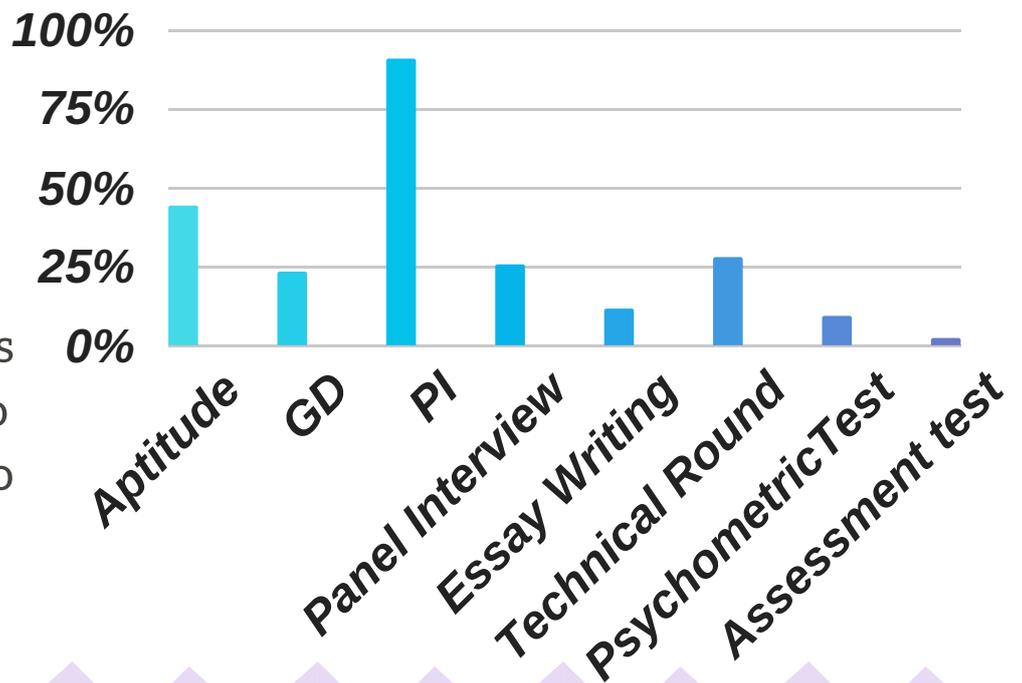
HUMAN RESOURCES SURVEY

"To understand the effectiveness of different HR practices at the workplace, we surveyed a diverse mix of people employed in Mumbai. Here is what they answered, in response to our survey questions."



HUMAN RESOURCES SURVEY

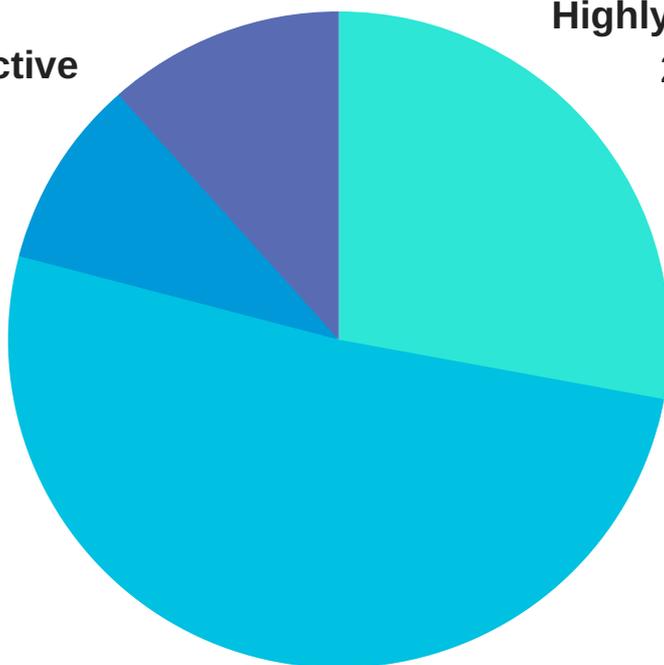
How many rounds did you have to go through to get into your company?



No Significance
12%

Not so effective
9%

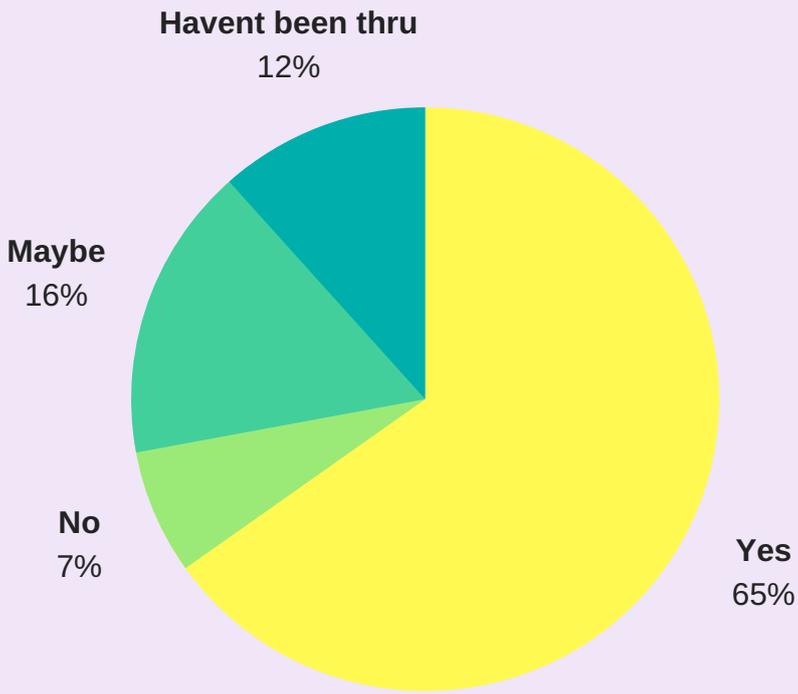
Highly Effective
28%



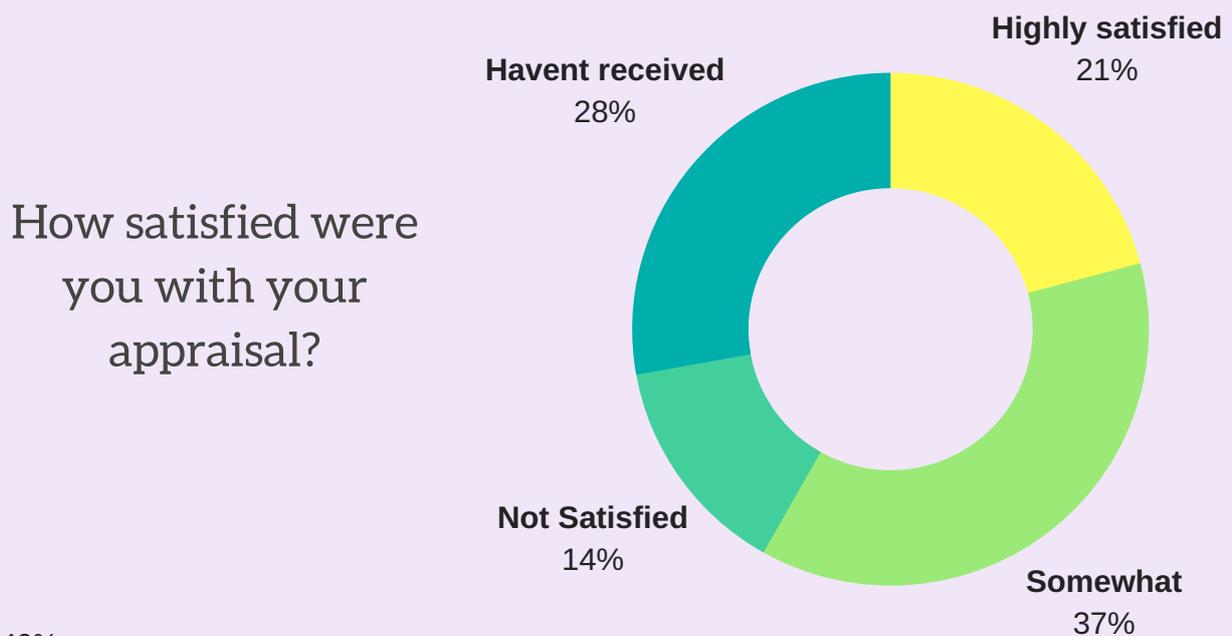
Somewhat
51%

How effective do you think your induction programme (orientation) was to make you have an understanding about your company?

HUMAN RESOURCES SURVEY



Was your initial training relevant and effective for your job?



Rate your Human Resources Department
5 being the highest and 1 being the lowest



Summer 2018

BUCKET LIST

- Learn Driving.
- Learn to finalize books of accounting & financial statements at internship.
- Do Advance excel course.
- Learning & gaining expertise in Finance.

-Evangeline Janet
MMS Finance

- Do a Six Sigma Course.
- Reflect on learnings from my intership at Siemens.
- Complete self help books by summer end.
- Attend seminars & workshops on Entrepreneurship & Manufacturing industry trends
- Learn French & take up a programming project.
- Devote time at NGO.
- Yisit Toyota Motors Production facilities to grasp their processes.

-Bharat Kesar
MMS Operations

- Complete digital marketing Course.
- Do freelancing for social media company.
- Read pending books.
- Go for an international exchange internship.
- Start networking with startups.
- Yolunteer for events & seminars.
- Learn driving & swimming.

-Sushma Yadav
MMS Marketing

What's your Bucket List this Summer?

Farewell!! Dear Neeta Krishna Ma'am

We, your students still cannot believe you are leaving us. Learning under this atmosphere will never be the same without you. You loved your job and you made it so easy for us to learn both your subjects. It was such a wonderful experience with you and I hope so badly for you to teach us as a visiting faculty for the next 2 semesters. Wish you the best on your retirement.

-KARUNYA NORONHA

Dear Ma'am,

You are the most experienced and a very active professor I have ever known. You are truly an asset for our organisation. We learnt many things from you. You helped us to know about ourselves. Your activities were very useful.

You have always encouraged us. You will be missed. I wish you would be

there for our next semester as well. Thank you for encouraging and tolerating us.

-PALLAVI PRADHAN



Words cannot describe how blessed we are to be among those that were trained during the time of an icon like you. Truly, we will miss your mentorship skills! I wish you all the best and may God bless you have health.

-GEETA RAWAT

Dear Ma'am, I am grateful to you for teaching us and showing us to be better versions of ourselves and how to be disciplined and love what you do and give your 100% to achieve par excellence results. You taught us in a different way with worksheets, examples and activities. You're one of my role models and would persevere to be like you. Was lucky to have you teach us Human Resources and you made me deeply connect to it. We will surely miss you.

-HARRIET D'ALMEIDA

THE HR TEAM- Geeta, Harriet, Karunya, Pallavi & Steffy