HR VIDYALAYA
An HR Partner, a signal hidden among noise

Weekly Newsletter

The Insight

June 27, 2021
Volume - 70

People Management, the Pulse of an Organization

INSIDE

Page 2
Training Methodology in simple terms

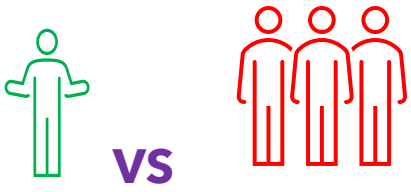
Page 3
Business Impacts of HR Practices

Page 4
What is the USP for an individual

WHO CAN DELIVER? Individual or a Group of Individual or a Team?

There is always a difference between

A Team
&
Group of Individuals



- A Team always have dedication with each other and their Purpose (Unified for a common purpose)
- Whereas the Group of Individuals will have their own objectives and perceptions. And achieving a Common Goal is far from a reality.

Hence, A Team is always mightier than an Individual or Group of Individuals, while performing..... Results will be as expected and if the there is a Good Leader, then it will be exceeding.

DISCLAIMER

The views and opinions expressed herein, are in no way to be considered legal or consultative advice. The thoughts merely represent the author's opinion and for information purpose only. It cannot be treated as Legal Advice. Neither the Author nor HR Vidyalaya Corporate Services LLP makes any representation or warranties on the information published

www.hrvidyalaya.in
hr.vidyalaya@gmail.com
63833-80112

News for the Week

Editorial Team

News Item-1

Government is mulling to extend the applicability of ABRY – Atmanirbhar Bharat Rozgar Yojana, till March 2022, which is due to end by June 30, 2021. Government feels that the scheme will augment more fresh hiring in the Industry, amid the pandemic. The Scheme if extended may come with few changes in the eligibility conditions.

News Item-2

Reforms in the Pension scheme is on the anvil, with the Social Security Code is going to be notified soon. PF and Pension schemes will be separately accounted for the individual PF member to withdraw only the PF in case of any financial emergency. Though even currently the schemes are distinct and only PF or PF with Pension can be withdrawn, the tendency is to withdraw together

Write your Feedback / Suggestions / Contributions to: hr.vidyalaya@gmail.com

TRAINING METHODOLOGY – IN SIMPLE TERMS

Gap Analysis	Interviews	Objective discussions with Stake holding Managers
	Dip Stick	Frequent, Interactive & understanding learning needs
	Gap Analysis	Benchmarking, strategizing & Plan
Formulation	Research	Identify Variables and Optimize resources
	Design	Process of preparing a blueprint for training instruction
	Customization	(1) Derive by Organizational goals for accomplishing (2) Design, (3) Prepare content (4) Mode of delivery
Execution	Delivery	Class room / Instructor Led training / Virtual / Blended
	Action Plan	A document describing the steps to help maximize
	Review	To evaluate whether it is aligned with Org. Objectives

Most Important Leadership Skill

Equipoised Mind or Level Headedness

(1) Self Discipline: To do what ought to do
(2) Self Evaluation: To lend prudence & caution to our Actions
(3) Self Confidence: To give assurances at all circumstances
(4) Self Balance: To have equilibrium of purpose

There two great days in a person's life; The day we are born and the day we prove why we are born..... Best wishes for the second

Business Impacts of HR Practices

HR Metric	Impact	Implications
Successful Talent Acquisition Practices	Reduced Time for the Talent to Commence the Job Manager's time dedicated to Talent Acquisition process Improvement in Team's productivity	Additional Days Worked Reduction in Manager's time, dedicated to hiring process Less Productivity Lost during the new joinee's learning curve
Talent Loss	Productivity Loss during hiring process Productivity Loss during position is open Short term team's productivity loss New Hire training time Lost time related to Onboarding	Labour cost involved in hiring process Loss of Value of work Cost of lost team's productivity Cost spent for training the talent Cost spent towards administrative expenses of On-boarding
Succession Planning	Reduced time to start Immediate commencement of productivity	Less days required to fill key roles and additional calendar days worked Less productivity cost during the learning curve of the succeeding talent in the new role

Applicability of Industrial Disputes Act…. An Act (**Objective**) to solve the disputes and to reduce repeat of such disputes (a) connected with employment or (b) non-employment or (c) terms of employment…… An Act (**Purpose**) to Improve relations between Workers and Employer.

Which industries are not covered?

1. Normal Agricultural operations
2. Hospitals, Dispensaries
3. Educational, Scientific Research Training Institutions
4. Charitable Philanthropic Services
5. Khadi Village Industries
6. Domestic Services

Why ID Act?

- **Good Industrial Relations increases the morale of employers**
- **It paves way for introduction of new methods, developments and leading to adoption of modern technology**

Don't say "No One Likes me"…. Just say "No one is Like me"

Common Concerns raised by Women employees working in night shift across Industries / across India
&
Expectations from the Establishments for appropriate Care

Health related
Work related Backaches
Tiredness due to night work
Respiratory illness
General illness
High BP
Menstrual issues
Depression due to sleeplessness
Anxiety & Irritation
Gynaecological issues
Gastric disorders

Shift related inconveniences
Unsecured work atmosphere
Mental Harassment
Commutation issues
Long duration of the shift
No better package / allowance
Lesser number of women @ night
Trainings not provided @ night
Employers dissatisfied with performance
Social image/ issues
Lesser career growth opportunities

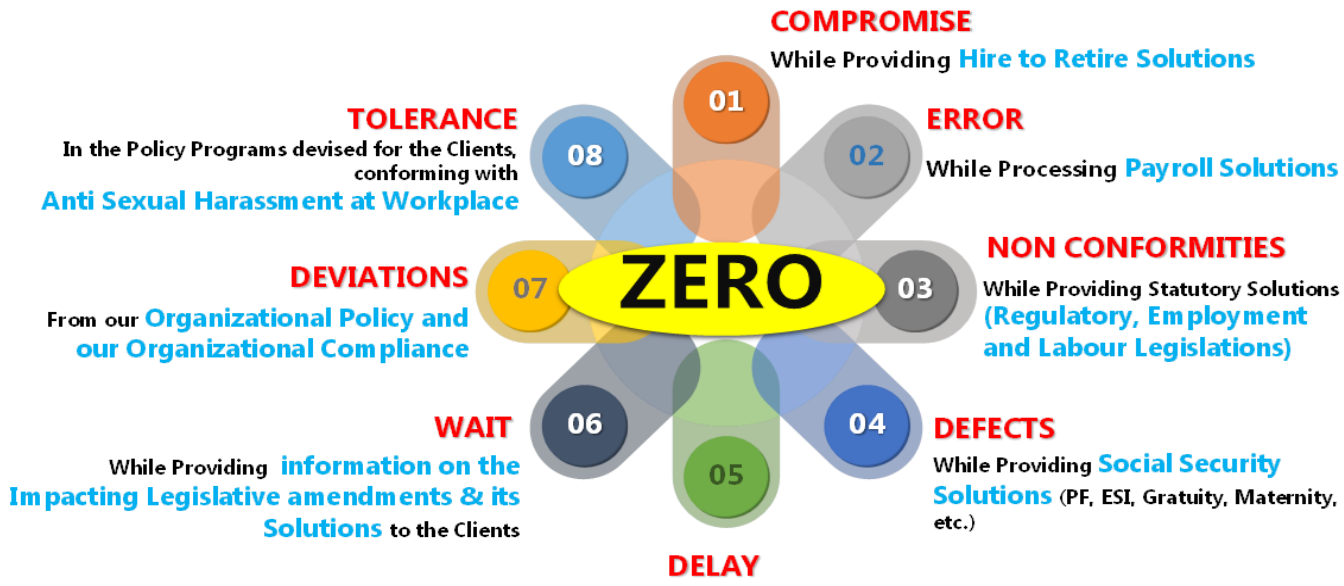
What is the USP for an individual?

A question is asked to a Supervisor/Manager – What is that you had done today? The answer is: "We had Produced / Delivered "such a quantum", which is due for today.

- **He has not realized, that it is their teams performance.**
- **The expectation is, "*with their Skill*, what they did, to (1) Resolve (2) Innovate (3) Enhance the skill of his team (4) Acted in a way to prove their Personality? etc.**
- **For any Teams – What they did to (1) Enhance Production / Delivery (2) With more quality (3) Reduce the Timeline for similar productivity, etc.**
- **For Management personnel – (1) What is the Revenue you had brought in, because of your performance (2) How many Clients / Customers / Businesses, were Retained because of your Actions? (3) Were your time today being WORTH spent for the Business, how? etc.**
- **For a candidate (the Recruiter will look for) – (1) What are you good at? Inside or Outside the Job (2) Have you got any Professional training, specific to the Job, (3) What is your Unique skills or Unique combination of Skills(4) What would you like to achieve? (5) What is the skill you possess which differentiate you from others? etc.**

Where an Organization is delighted if there is ZERO DEFECT of its Products/ Services or ZERO ACCIDENT in their Shop Floor/Workplace; We as a Proud Partner in providing HR Services to our Client's, would like to brand (and ensure)

ZERO based Solutions



HR VIDYALAYA CORPORATE SERVICES LLP

We Serve, PAN-INDIA, to Industries as,

(a)…Factories (b)…Shops & Commercial Establishments (c)…Contract Labour (d)…Catering Establishments, etc.

service@hrvidyalaya.in | www.hrvidyalaya.in | 63833-80112