

# HRV POST

## WEEKLY NEWSLETTER

Vol. 204 | 21 January 2024

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- Improvised Hiring
- Computing Yield Ratio in TA

PG. 4

### Millennials @ Work

PG. 5, 6 & 7

- What is the USP for individual?
- Misconduct & Termination – Alert

**“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 one....”**

**Do you receive any Vulgar / Offensive / Harassing  
Message in any social media? Want to raise a complaint?**

**The victim just needs to furnish a screenshot of the message  
along with the mobile number and email it to  
ccaddn-dot@nic.in**

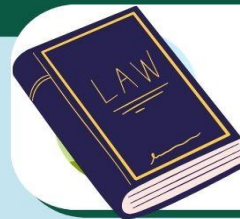
### Disclaimer

The views, opinions and information provided in this Newsletter are in no way to be considered as legal or consultative advice. We do not make any warranties on the information published.(Anandan Subramaniam – Author)



## 4 Labour Codes & TN Rules (Draft)

**Delay made  
us realize  
how badly  
we want it.**



**The Delay was an  
Opportunity to equip  
yourself ...  
Are you Prepared??**

### IMPACT ANALYSIS

- DISSECTION OF PROVISIONS OF 4 LABOUR CODES
- DEEP DIVE INTO TAMILNADU RULES
- EMPLOYER'S PREPAREDNESS FOR LIABILITIES
- A COMPARISON OF CURRENT AND NEW PROVISIONS
- REAP THE BENEFITS OF NEW CODES



### IMPACT SNAPSHOT - TN Rules

#### Wages

Code on Wages  
(Tamil Nadu)  
Rules, 2022

#### IR

Code – Industrial  
Relations (Tamil  
Nadu) Rules, 2022

#### OSH

Code –  
Occupational  
Safety, Health and  
Working Conditions  
(Tamil Nadu) Rules,  
2022

**Full Day Workshop  
03-February-2024  
10.00 am to 5.00 pm  
Hotel Grand Kalyan,  
Kilambakkam**

# Improvised Hiring



## MAKE THE CANDIDATE SPEAK-OUT

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It shall be Open ended questions, which can make the interviewer to unearth real potential of the candidate

(e.g. Instead of asking why you changed many companies, the question shall be "*describe the career growth which made you to the current role*")



## INVITE THOUGHTS OF THE CANDIDATE

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Recruiter should describe the skills and abilities ideally required for the specific job and invite thoughts of the candidate, how he/she will acquire such capabilities to perform the required job to the expectation of the Organization.



## DETERMINE THE CAPABILITIES REQUIRED

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During the discussion, the Recruiter shall determine the following three factors from the abilities of candidates

- What can he/she do?
- What cannot he/she do?
- What is completely missing from the individual?



## NETWORKING

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Best candidates do not usually engage in job searching. Only Networking can enable the Recruiter to identify and target, right candidates

To Register for Full Day Workshop on 4 LABOUR CODES & Tamilnadu Rules  
in Chennai – on 3<sup>rd</sup> February 2024

<https://forms.gle/AsuwfnRA9cuV8SJx9>



## COMPUTING YIELD RATIO IN TALENT ACQUISITION

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Before defining Yield Ratio, one needs to understand different Stages in Sourcing (Talent Acquisition) .....

- Stage 1** : Upon advertisement (through various sources), number of applications received for the position.
- Stage 2** : Screening of Job Applications.
- Stage 3** : Identifying no. of specific applicants, which was submitted to the Hiring Manager.
- Stage 4** : Upon personal and technical interviews, no. of applicants shortlisted by the Hiring Manager.
- Stage 5** : Interview of such shortlisted applicants and select 2 out of such applications.
- Stage 6** : Out of Two Choose 1 candidate
- Stage 7** : Offer to 1 candidate

**Yield Ratio is computed as**

$$\frac{\text{Number of Job applicants who successfully completed a Sourcing stage.}}{\text{Total number of Job applicants who had entered such Sourcing stage.}} \times 100\%$$

**Benefit of Yield Ratio:**

- It determines the value, of the Talent Acquisition team being, added to the Management.
- It measures how the Acquisition process is working.
- The outcome of Ratio determines,
  - the Time to Hire and
  - Cost to Hire.
- Such Ratio allows the right resource to be identified.
- In case of Mass recruiting, the efficiency increases.
- One can check for Bias and Discrimination in hiring.

**More than quantity, Quality of the Resource is ensured.**

# Millennial @Work Reasons for Discontentment @work

## Not being heard-out

- ✿ Wondering whether the Management is ready to Hear-out them
- ✿ Wonders whether the Management is keen in taking care of the “working group”
- ✿ Open communication, grievance handling, feedback mechanism is not complete to the expectation of the Millennial

## Feels discrimination in Rules/Policy

Feels Discrimination among Project groups / Departments / Segments, in experiencing amenities, welfare, infrastructure, vacation, reward & recognition, etc. Expect a Fair practice.

## Absence of Appreciation / Recognition

Feels that their Good Work is being taken away by the Supervisors / Managers for their KRA / KPI. Supervisors / Managers feel that “Thanking” or “Appreciating” the good work by their team member, is inept.

## Less freedom@ work (Micromanaged)

Feels that their employers “dominate” them with (a) what they have to do (b) what they are doing— conforming to what their supervisor instructed (c) how they are doing (d) when they are doing etc

## Workplace is Stressful atmosphere

Perpetual state of anxiety prevails, in the name of Corporate culture, which curtails their independence in performing the job

## No, Free will to perform

Could not able to perform with full potential as the decision making on the jobs are given to their supervisors. Drained, de -motivated and lost creativity

## Being Treated as Children

- ☆ They feel like student - to come in time, break at fixed intervals and leave at a regular time (even after Govt. relaxed to flexi-hour)
- ☆ In the name of Supervision, I am being controlled, not given free hand to execute or perform the required job
- ☆ Neither in the meetings nor in a work desk I am not allowed to ‘speak my mind out’ in the name of office culture, workplace ethics

## Dress Code

Where the world is changing to GIG economy, organizations are still sticking to DRESS CODE, on duty

# Millennial @Work Expectations @Work

## Let the things happen on its own

- ✿ No Millennial wanted to bargain (on status, compensation or recognition)
- ✿ Wants to be part of Organization’s success and failures, even to forgo with increment, bonuses or incentives. But the Management should be sincere and honest in keep them abreast of the happenings of the organization.

## Prevalance of Fair Atmosphere

Millennial expect that they be respected, recognized, appreciated and treated fairly. People-centred Supervisors are most welcome in place of Task -centred Supervisors. Nevertheless, such Supervisors should not lack Skills.

## Let the Sighted, Lead

Expect the Leaders who has the Sight of Vision only Lead them. Those who can give solutions at Difficult Situations / Challenges, Mentors and Role Models should be their Leaders

## Expect Reciprocation

Where Management expect Respect from them, on the Vision, Mission and Policies of the organization, same is expected by the Millennial’s. They expect to be treated as Income Producing ASSETS

## Treat as Valued business partner

Expects the Senior Management to believe the honest feedback and let open communication replace surveys/suggestion box, etc.

## Support Professional Development

Support them in the efforts of Professional Development , professional networking with those in the same field in the industry. (This will be a strong message to the outside world that this organisation support growth opportunities of employees)

## Understand Goals are Different

Goals of individual is always different from Goals of the Organization. Even if the Management wishes to take tough decisions in the interest of achieving Goals of the Organization, the same can be consulted among stake-holders before being implemented.

## Cascading communications

Expect Middle Managers to stay away while Management wanted to cascade information to employees (Direct Communications from Top)



## 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 (individually), to

- Resolve
- Innovate
- Enhance the skill of his team
- Acted in a way to prove their Personality? etc.

🔊 For any Teams – What they did to

- Enhance Production / Delivery
- With more quality
- Reduce the Timeline for similar productivity, etc.

🔊 For Management personnel

- What is the Revenue you had brought in, because of your performance
- How many Clients / Customers / Businesses, were Retained because of your Actions?
- Were your time today being WORTH spent for the Business, how? etc.

🔊 For a candidate (the Recruiter will look for)

- What are you good at? Inside or Outside the Job
- Have you got any Professional training, specific to the Job?
- What is your Unique skills or Unique combination of Skills?
- What would you like to achieve?
- What is the skill you possess which differentiate you from others? etc.

As an Employer, you wanted to take ACTION against any employee/worker, for MISCONDUCT?

**STOP**

if such Employee/Worker is covered under ESI.....



Such Insured Person is protected against

Dismissal, or

Discharge, or

Other Punishments, during the following Periods:

- HR-V A period of 6 months in case of recipient of disablement benefit
- HR-V A period of 6 months in case of an employee is under medical treatment
  - for sickness or
  - certified illness due to pregnancy or confinement
- HR-V A period of 18 months in case an employee is under medical treatment for
  - T.B.,
  - Leprosy,
  - Mental illness,
  - Malignant or
  - Any of the 34 specified diseases

### Precautions

- HR-V If an employee is absenting himself/herself during such period, try to reach him/her to know the reason for his/her absence
- HR-V If an employee himself or herself wanted to resign on their own, it should not be under any “Force” during such period and the Resignation letter shall be written and signed by the Employee (Insured Person)

(This will safeguard the interest of the Employer in case of dispute, if any, later)

# WHO CAN DELIVER? 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.



# FULL DAY WORKSHOP

## SOCIAL SECURITY BENEFITS

Applicability, Definitions, Conformation,  
Benefits to Employees / Contractors

### Challenges & Solutions

Latest Updates | Case Studies

## A DEEP DIVE

~~9th~~ **16th February 2024, Friday - Chennai**  
(date changed as requested by many HR's)

✓ EPF  
✓ EDLI  
EPS

✓ Maternity

✓ Gratuity

✓ LWF

✓ Employee  
Compensation

✓ Statutory  
Bonus

✓ ESI

Register @: <https://forms.gle/bJw8GpbK43gTSw519>

 **HR Vidyalyaya**  
Corporate Services LLP

  
**Anandan Subramaniam**  
நான் வீழ்வேனென்று நினைத்தாயோ?