



SAMPARK

e - Magazine

Indian Society for Training & Development – Kolkata Chapter

Message from the Chairperson



Dr. Ruma
Gomes
Chairperson
ISTD Kolkata

Dear Reader,

I would like to extend a very warm welcome to the readership of ISTD. I take this opportunity to thank our authors, editors and reviewers, all of whom have volunteered to contribute to the success of the journal. Finally, I wish to encourage more contributions from the ISTD community, and industry practitioners to ensure a continued success of the journal.

Thank you and hope you will find it informative.

Best Wishes
Dr. Ruma Basu Gomes
Chairperson – ISTD Kolkata
Chapter

Highlight

Two Day Internal Auditor Course on SA 8000: 2014 standard
Date: 1st & 2nd September, 2016

Knowledge partner – Consultivo Business Solutions Pvt. Ltd.

Editor's Pick

The Leadership Factory

"Leaders aren't born, they're made".

Organizational are especially aware of this, and open prophetically build upon a 'leadership pipeline' they can rely on.

However, forecasting success of an individual is not simple. Not only involves spotting potential amid the crowd, but also involves paving a path that is in no way easy and by all means fraught with a fair amount of pressure, while at the same time making sure that the struggle uphill is delightful.

**** Spotting The HIPO:- A high potential employee (HIPO) is often a discontented maverick; one, is on a continuous mission to improve operation and process through smart innovations and loves to try out of the box idea to achieve his/ her goals. ****

Subramanian P., President – India Operations, Appnomic Systems.

A survey conducted in US by the Center for creative Leadership (CCL) found that most high potential employee are looking for "formal" recognition. It is also observed that formally named were relatively more loyal to the company- as in, not seeking other employment- as compared to those who had been informally identified.

****In focus:** With the aim of developing their potential, it becomes important to place them with the eyeshot of Senior Mangers as well as the organization, giving them the opportunity to be coached & mentored.

**** Following the Bread Crumbs:** CCL Survey also revealed that "high potential are more committed & engaged when they have a clear career path". It is important for them to picture where they're heading and to understand the following steps they need to take in terms of development, experience & movement.

The Pressure Test: When a person is recognized as a high potential employee the expectation the Company has from that individual automatically rise. They are given special assignment that bring along greater responsibilities. "The best of an individual becomes visible when he/she is under pressure. It can be used as an instrument to reveal the strength & character of a person. However, to make sure that the individual does not crumble under the load, it is essential to back him/ her with a strong support system, a team he/she can rely on".

A soft landing: Empowering a Hipo to take risks should be followed by allowing them to fail. The failure, if faced, matures & seasons the individual to take on a leader's title in the future. "Such employees should be given a very high level of clarity regarding their goals and also the required autonomy & decision making authority necessary to achieve them. However, in case they fail, effort should be put into helping them understand why things did not work out as intended & how their approach or efforts can be bettered."

About the author



Prof. Deba Prasad Basu
Ex. Sr. HR Executive & State Head HR of IOCL
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HR, IR, legal consultant

Each of the aspects is crucial in creating, nurturing & holding on to future leaders who are seen as "fit" to eventually lead the way to success.

Benefits of HR Outsourcing in recent days



Human Resource (HR) had been in the back burner for decades until the new millennium dawned when it started gaining prominence right up to the Board Room.

It is an established fact that Human Resource development and Human Resource Management is a high priority KPI for any leader at the top in the corporate world today, particularly when ratio of employable to unemployed is grossly skewed.

While an organization's performance is broadly interpreted through turnover and profit figures, a closer HR audit reveals the intricacies of Human resource performance Index and its repercussion on the profitability and performance of the organisation. In order to maximise the effectiveness of HR system it is increasingly felt that HR needs to be left to the professional companies who would stand neutral and work in tandem with the leadership team to strategically reduce the redundancy from the system and bring in high performance delivery to achieve inclusive growth.

It is important to highlight some of the core benefits that HR outsourcing brings to the table out of several.

Compliance factor: In a country like India where there are various labour laws and acts, it becomes a challenge to comply with every possible act and law unless one sets up an internal legal department, a team that liaises with government department.

Reduction of Administrative hassles: organizations can do away with the wastage of man hours in administering the HR function at the base level and leave it to specialised companies with 'hands-on' experience.

Focus on the core: While the specialised company takes care of the execution under the directives of its client, the organization is encouraged to focus on its core business to its best ability.

Cost benefit: Monetarily, an organization that outsources its HR stands to save money in the long run and makes the bottom line grow further.

With the demand for HR outsourcing expected to grow manifold, there comes a challenge to churn out employable resources who can fit in to an organization seamlessly. Overcoming this challenge is not an easy task unless there is right skilling. Hence the role of training companies is the greatest amidst the chaotic white or blue collared 'labour' market to say the least. The time lost in training a resource on the job often result in huge wastage of productive hours setting the economy back by miles. India has to accommodate close to 14 million students additionally by 2020 wherein the vast majority of the pool are not considered employable. Maintaining quality while skilling them is another big challenge that can be detrimental unless there are accredited, independent and competent body to conduct Tests to qualify a candidate for a job.

Hence, in the coming days with HR outsourcing growing rapidly, training companies along with accreditation / certification bodies will see a huge demand that can concretise India's growth story further.

About the author



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Page 2 of 2