Times HR

The HR Talent Zone Initiative

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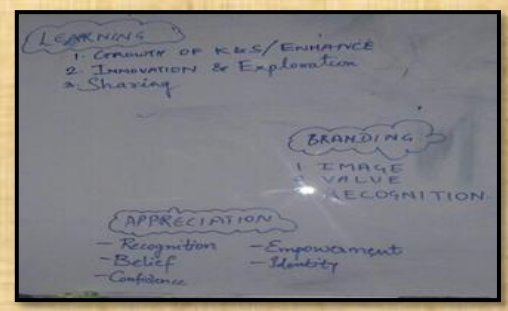
How HR @FABS found its Mojo!

The making of *The HR Talent Zone*

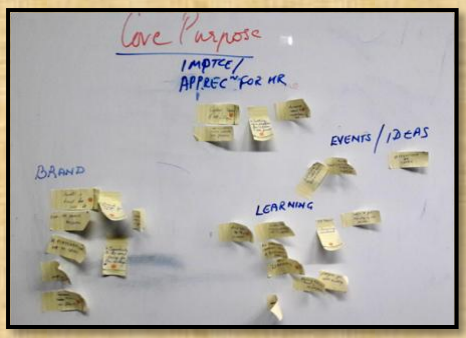
This article is intended to demonstrate how an approach to group problem solving and decision making can spur creativity, pool ideas and arrive at superior solutions.

As FABS HR students got ready to organize an afternoon of fun learning activities for their juniors, they realized that something was missing. The event did not have a name! Nor could they find a suitable title for an HR forum at FABS. They racked their brains and several titles were suggested. None sounded quite right, and as one name after another popped up, confusion prevailed; now what to do??? Then entered Mahrukh Bandorawalla, Facilitator, Trainer, Coach who did a brief intervention with the students. End result… not only a name and for the event, as well as a brand new HR forum, but also its purpose and action direction, indelibly marking this group of seven as founders of a new initiative.



Here's how it went.

The Intervention Funneling many disparate ideas into a coherent group agenda. Mahrukh began by asking the group these questions: What is the core purpose of an HR Forum? What words come to mind when you think of an HR forum at FABS? Students wrote each thought or idea on separate 'Post it'. They then came together and stuck their notes on the board – putting similar ideas



What emerged was that the HR forum should achieve something in three areas - Learning, Events & Ideas, Appreciation for HR, and Branding of HR at FABS. Once these areas were identified, each student jotted down words and ideas associated with each of the aspects of purpose. The next step was to think of powerful words to associate with these three areas. Some that came up were, 'talent', 'learning', 'experience', 'excellence'. The group decided that if the branding and appreciation purpose was to be served the titles / names had to be catchy with a high impact acronym and a logo. By this time each Person's creative juices were fired. One person extended the idea to HR Talent Zone… Yet another student stretched the idea further –borrowed the term 'Hertz' from Physics and thus was born **#HRTz** – HR Talent Zone.

Next, finding a title for juniors' event: Putting together three ideas of 'learning', 'experience' and 'excellence' they coined the title XL (Experiential Learning) – 2016, '2016' being added to incorporate the expectation that it would be continued in future years. This high involvement exercise gave the group the impetus to do a great job of the next step – designing and executing communications of XL-2016 under the #HRTz banner ☺

By Neeta Krishna (Core Faculty HR Specialization @ Fr. Agnel's Business School)

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The Inside TALK

Fr. Agnel Business School #HRTz The HR Talent Zone

FIRST #HRTz event – XL-2016 *Inducting 'The MMS Batch 2016 -2018*

"There is no such thing as a negative experience, only opportunities to grow, learn and advance" and therefore we the students of HR took up the initiative to conduct an Induction Program for the batch 2016-18. We are glad to say that the program was a great success.

For the first time in the history of Fr. Agnels, HR students created a HR forum named #HRTZ (The HR Talent Zone) and gave the Induction Program an identity i.e. XL (Experiential Learning).

The learning objective of the Induction program was to make them understand how to work in a team when given a group task so that they could demonstrate these behaviors ahead in life. The program also aimed at breaking the ice between the students since they

were all new to each other. There were 3 group activities viz., Hula hoop, Caterpillar Traverse, Build the Tallest tower. Each of these activities helped them to learn behaviors that should be exhibited when they are working in a team.

As students of HR, my classmates and I were also benefited by getting exposure to such an Induction Program. The Program was facilitated by trainer Manisha Kushte, an alumna batch of 2003.

We wish the new batch great success and also pass the baton for XL-2017.

By Sherin Kuruvilla (Student & Core team of #HRTz) on behalf of HR, Batch of 2016-18

Celebrating Excellence @ TAJ LANDS END

Every Friday, Learning and Development department at luxury hotel Taj Land's End hosts an event titled 'Celebrating Excellence.' The aim of the event is to recognize, appreciate and motivate the employees who tend to outperform in their daily routine tasks. It is a one and a half hour event. Nominees are invited and are felicitated by giving certificates and chocolates, in presence of Top level managers. The evening continues followed by a very fancy High Tea.

Here's an example of excellence – demonstrated and celebrated. During very heavy rain, a door attendant was drenched as he held his umbrella up protecting guests attending an Iftar party hosted by a celebrity. At the 'Celebrating Excellence' event the door attendant received lots of appreciation from colleagues and top managers. Such recognition this builds belongingness and trust with the employer. It ignites the fuel inside a person to stretch beyond norms and add value to organization.

By Swapnil Patil (Student & Core team of #HRTz) on behalf of HR, Batch of 2015-17

Buzz The Grey Cells

SUDOKU

9				3				
			6					
						4	8	
	1				3	9		
	2	4		7				
7		8						1
		1						
			5		6	3		8
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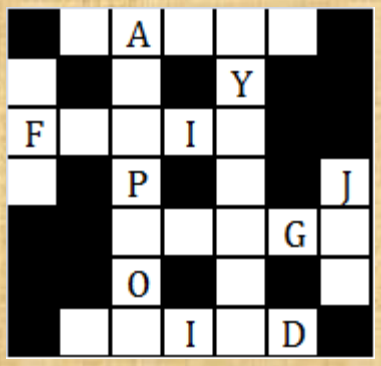
INSTRUCTIONS: Fill each empty cell with a digit from 1-9, ensuring that no digit is repeated in any row, column or 3X3 square

NO CLUE



INSTRUCTIONS: All of the answers are seven letter words in common usage. There are no two-word phrases. We've given you a few letters to get you started.

HR News

Boost to Motherhood

The Maternity Leave Amendment Bill 2016 passed by the Rajya Sabha, increases maternity leave allowed to expectant and new mothers from 12 weeks to 26 weeks for the 1st& 2nd child, and remains at 12 weeks for the 3rd child. Apart from this the bill offers many other benefits including facilitating provisions for 'work from home.' The bill will now go to the Lok Sabha for approval.

http://economictimes.indiatimes.com/news/politics-and-nation/rajya-sabha-passes-bill-to-raise-maternity-leave-to-26-weeks/articleshow/53653364.cms

Tea -Time Teaser

Can you name these 3 homophones (i.e. words that sound the same but have different meanings) from the definitions given? **Example:** peak (top of a mountain), peek (brief glance), pique (cause to feel resentment)

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HR News

Infosys Is Now Using An Algorithim To Identify Employees Who Might Quit: Economic Times, August 12, 2016

Infosys attrition rate stood at 21% for the April to June quarter, up from the previous quarter. This included some senior level exits. The company has developed a predictive analytics tool (algorithm), which identifies who are the people who are at risk of leaving. This can help the company control its attrition rate. The company has also introduced new leadership programmes to groom potential leaders. Also the company said it would bring back employee stock options.
http://economictimes.indiatimes.com/tech/ites/infosys-grooms-next-generation-of-leaders-as-its-top-deck-thins/articleshow/53646718.cms
htttp://www.huffingtonpost.in/2016/08/11/infosys-is-now-using-an-algorithm-to-identify-employees-who-migh/

IT Comapanies begin to make transition away from bell curve but it is a work in progress: Economic Times, August 15, 2016

Many Indian IT companies are joining global companies likeIBM, Deloitte,GE in moving away from the 'bell curve' which required managers to categorise employees as good, average and poor to fit the standard distribution. They are moving to a method of continuous feedback to attract and retain younger workers, and arebuilding mobile applications to allow real-time feedback. HCL Technologies has launched a new performance management platform called iSuccess, and is moving everyone to a regular feedback process. Infosys has launched the iCount platformand are working on putting that realtime feedback functionality into a mobile application. Wipro has also put in a technology system that helps it track its quarterly feedback titled PerformanceNext
http://tech.economictimes.indiatimes.com/news/corporate/it-services-cos-begin-to-make-transition-away-from-bell-curve-but-it-is-a-work-in-progress/53703761

Layoffs continue at startups as Flipkart shows door to 700: Times of India, July 30, 2016

Companies say that they are letting go of their poorest performers based on periodic assessment. Employees say the layoffs have more to do with the fund crunch at startups than performance. Flipkart which showed the door to 700 people said when employees do not meet the performance bar, the company works with them closely to help them improve and if still they are unable to make the desired progress they are encouraged to seek opportunities outside the company.
http://timesofindia.indiatimes.com/trend-tracking/startup-layoffs-

Government allows IT SEZ Employees to work from home: Economic Times, Aug 9, 2016,

The government will now permit regular employees of SEZ units the flexibility employees to work from home, provided that the work undertaken from home is related to project of SEZ unit/ as per services approved for the SEZ. Earlier this facility was only available to the person who is unwell. The SEZ unit has to provide a computer, a secure network connection for work, and ensure that revenue resultant export revenue earned is accounted by the SEZ the employee is tagged to.
http://economictimes.indiatimes.com/news/economy/policy/government-allows-employees-of-it-sezs-to-work-from-home/articleshow/53607923.cms

Ola Shuts TaxiForSure Business, Lays Off 700, *Economic Times, Mumbai, Aug 17, 2016 pg 8*

Ola had acquired rival TaxiForSure a year and a half ago. Many senior management personnel quit the TaxiForSure unit soon after its acquisition. Now Ola has shut this unit and laid off 700 employees, which would result in a huge cost saving.

'India Inclusive: Cos make room for LGBTs Focus On Diversity At Workplace, Ensure Policies, Benefits Are Gender-Neutral Times of India, July 30, 2016

The Godrej group has policies which are gender neutral. For example an employee's same-sex partner gets the same benefits as a conventionally married couple. HR, ZS India does not ask for information on an employee's gender and marital status. In 2014, Tatas launched an initiative on diversity and inclusion … this encompasses gender, race, ethnicity, special abilities, sexual orientation
http://www.pressreader.com/india/the-times-of-india-new-delhi-edition/20160730/282484298131487

At IIT's , start up hiring to face scrutinity this year, focus now on PSU jobs, Times Business, August 8, 2016

After a few start ups revoked job offers and some deferred their joining dates, IIT's are making changes in placement policies to ensure students don't face similar situation this year. Some, like IIT Delhi are asking companies to mention joining dates on company registration forms. Not many start-ups are keen on hiring due to the fund crunch in the market. PSUs that were mising in campus placement due to HC orders, will be a comeback this year with cells focusing on Make in India's initiative.
http://timesofindia.indiatimes.com/trend-tracking/At-IITs-start-up-hiring-to-face-scrutiny-this-year-focus-now-on-PSU-jobs/articleshow/53597602.cms

CIL Hires Freshers, Aug 8, 2016

Over the next 3 years Coal India Ltd. (CIL) is hiring fresh graduates from IIT's and NIT's. Apart from these graduated, 40,000 workmen will be hired in the same period while around 45,000 workmen, going by past data indicating that around 15000 retire every year.
http://economictimes.indiatimes.com/jobs/coal-india-to-hire-4500-fresh-graduates-from-iits-and-nits-in-next-three-years/articleshow/53589791.cms

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Game On !! Gamification – The HR Advantage !!!

In this digital age, it has become essential for HR to move beyond the conventional norms of emails and calendar invites. Gamified approach to complex matters is becoming the norm in organizational processes i.e using game-play elements in a nongame activity. The current scenario calls for exploring the possibilities of spreading the word, garnering participation and creating undeniable buzz about HR processes using game dynamics - online and offline.

In HR, gamification has implications for recruitment, benefits administration, health and wellness initiatives, and employee engagement. While the applications feel deceptively simple and fun, the organization benefits from tangible return on engagement. It's a win-win situation.

New trends in assessment science!!For instance, the use of gamification: the candidates play an online game, and as they do so, they reveal significant stuff about their traits and preferences. By the time the game has concluded, the engine at the back-end throws up a culture-values fit report. Large companies such as Accenture, Deloitte, GE, Ford, Google, and Microsoft are using gamification principles to change the way they work. Here are a few of the ways major companies have successfully integrated gamification into HR functions: 1. Google Code Jam – This competition, focused on software writing, helps the company recognize new recruits. With prizes up to $50,000, the approach attracts talented engineers and developers who are interested in testing their skills within a crowd.

2. Badgeville – Deloitte's executive training program uses gamification to improve learning pathways, real-world simulations, and offer feedback. The program has resulted in a 50 percent increase in course completion and 36 percent higher weekly retention rates.

One of the benefits of gamification is the immediate feedback which could be the killer app for Millennials. Using gamification like an activity tracker for work may well be the defining factor of workforce software in 2016.

Gamification is more than a passing trend, and it has the potential to revolutionize the way human resources professionals conduct business on a daily basis. It must be designed with alignment to the organisational goals. As more companies gain an understanding of its uses and benefits and see examples showcasing ROI, adoption rates will start to rise. ***By Snehalata Kamble (Student & Core team of #HRTz) on behalf of HR, Batch of 2015-17***

HR News

Hi-Fliers IN TROUBLE

Air Costa facing Cash Crunch, Economic Times August 12, 2016

Some employees of Air Costa, which is reportedly in talks with Qatar Airways to sell up to 26% stake have not been paid salaries since June 2016. Rostering irregularities and deficiency have also been reported.

http://economictimes.indiatimes.com/industry/transportation/airlines-/-aviation/air-costa-employees-salaries-not-cleared-since-june/articleshow/53661523.cms

Spice Jet Pilots Fly Overtime

Records reveal that 63 Spice Jet pilots have violated the Fly Duty Time Limitations (FDTL) prescribed by the aviation safety regulator, exceeding the maximum mandatory duty period. Those who have exceeded their duty period for the first time have been warned, while those who have repeated the offence have been suspended for 15days.

http://www.hindustantimes.com/business-news/63-spicejet-suspended-for-violating-duty-hour-norms/story-Rkbiw3MQbWWDkgc2dZX79N.html

Consumerised HR Technology : Why HR should go mobile

This article focuses specifically on ways in which HR can leverage the power of the mobile phone. ANDRE LAVOIE, CEO, Clear Company, in Entrepreneur magazine (June 2016) urges HR to adopt available new mobile technologies. These of smart-phones (especially by millenials) is increasing; phones are being used to do more and more, as the phone becomes an extension of the person. He cites a survey reporting that a big proportion of professional employees check their phones for work at least 20 times a day, most believing that using mobile technology is critical to get their work done.

Businesses can use mobile platforms to improve productivity, engage employees and streamline processes. 45 % of companies in Asia Pacific (2015 KPMG report) are using or planning to use mobile technology in HR. Here are some ways in which the HR function cause mobile technology to improve effectiveness.

RECRUITMENTA Recruitment 'App' can make it easier for candidates to search for opportunities in a company. Survey suggests that job-seekers are comfortable with searching and applying for a job using their mobile phones. While several recruitment sites in India do provide mobile platforms yet few companies' hiring processes are available for the mobile platform. However, almost 65 % of Indian companies (Times Jobs Survey 2015) claim to have built a comprehensive mobile recruitment strategy. **EMPLOYEE REFERRAL** With more millennials at work, employee-referral programs allowing participants 'anywhere, any device' access to a web-based portal could encourage employee referrals. There could be interfaces to simplify collaboration, eg allowing quick document-sharing, so everyone who requires it has access to candidate information to make decisions faster. Employees can even keep track of their incentives.

ON-BOARDING NEW HIRES Paperless processes reduce waste and automate document-management, even allowing customization of content, adding convenience for HR and for the new employee. Information about Brand messages, company processes, policies etc, and documents can be delivered 'anywhere, anytime', directly to the new hire through a mobile friendly internal employee portal. **REAL TIME RECOGNITION** Mobile technology allows real-time feedback with performance-tracking so employees know how they stack up against expectations. GE for instance is replacing its performance reviews with an App so that managers can give their employees constant feedback. Instant communication also allows employers to issue instant rewards to employees exceeding expectations.There could be a project management feature allowing teammembers to view team progress. ***By Ulfa Fakih (Student & Core team of #HRTz) on behalf of HR, Batch of 2015-17)***