

'HR PROFESSIONAL HAS TO BE TECH-SAVVY'



APARNA SHARMA



Aparna Sharma, the author of 'Reality Bytes-The role of HR in today's world' was in Pune on Tuesday and spoke to **Fahad Ginwalla** about her book

Can you tell us what your book is about?

The book focuses on all relevant concepts in the field of Human Resources (HR). It talks about the complete life cycle of an employee in an organisation right from when they are hired till they exit. It is written in a lucid, simple and jargon-free manner. It talks about the 'What and Why' of HR management.

What do you think are the challenges for an HR in the modern era?

The needs of an HR employee differs between various sectors and hence, an HR professional needs to learn to adapt to different environment. A lot of traditional methods which an HR manager used to follow have changed. A modern HR professional has to learn to be tech-savvy, learn analytics and manage people remotely.

HR professionals in the modern corporate world are also given the responsibility of handling employees' mood and behaviour. Your comment?

There is a lot of connect and care required nowadays for the HR to take care of the employees' inner turmoil. However, HR professionals need to understand that this is how modern businesses runs and they need to align themselves with this fact. As society evolves, people become more complex and it requires a lot of maturity to understand this. Hence, an HR needs to become more fluid with his role and needs to learn multi task management also.