



SAMVAD

UNION BUDGET

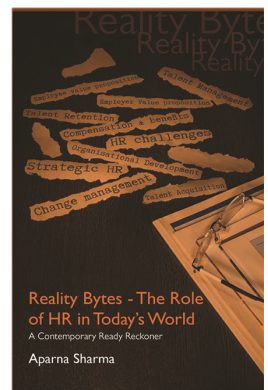


We Chat



Mr. Vikaas Sachdeva
CEO at Edelweiss Asset Management

Exclusive



Book Launch

Reality Bytes- The Role of HR in Today's World by Aparna Sharma

Featured Article

Union Budget : Pitching RBI vs The Government

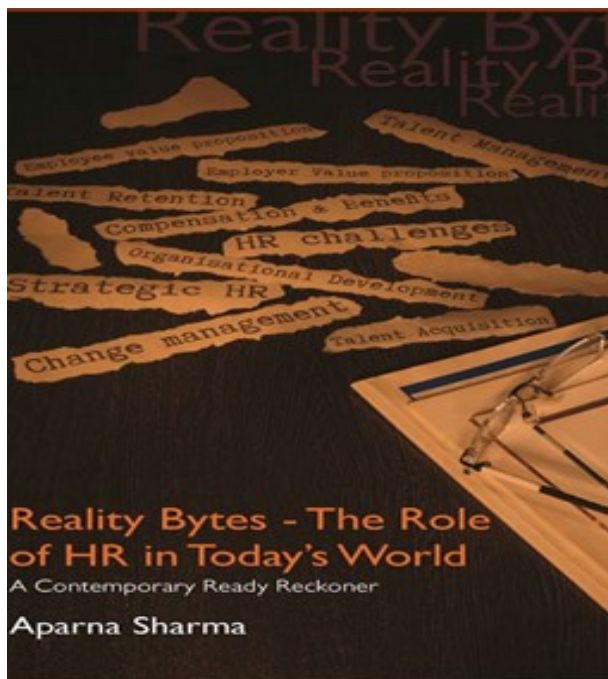
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Reality Bytes - The Role of HR in Today's World

By: Anuja Kadam, Team Samvad

Human resource professionals have come a long way from being viewed as administrators to strategic advisors. It continues to be the only function that is not specific to a particular sector and deals with intangible assets. In today's knowledge based economy, companies value their people more than ever, as they can give an organisation a competitive advantage and hence it is imperative to be a hands-on HR practitioner. Set against this backdrop, "Reality Bytes – The Role of HR in Today's World" is a book written to impart the years of acquired knowledge and distilled experiences of Mrs. Aparna Sharma, Ex-Country Head (HR) at Lafarge India and a leading light in the HR realm.



Cover Page: Reality Bytes– The Role Of HR in Today's World

The book is written with the purpose of gearing up prospective HR managers to face and deal with the reality at workplace. Aparna Sharma is a multifaceted persona and has been conferred with the "30 Women Super Achievers Award" by World HRD Congress 2013.

She has an eclectic mix of experience having worked in a host of companies operating in different sectors from Monsanto in manufacturing sector to Deutsche Bank in the financial services sector.

Published by Vishwakarma Publications, the book is written in a succinct and jargon-free manner for young HR professionals and what better place than the quaint and tranquil campus of the Tata Institute of Social Sciences (TISS), where Mrs. Aparna Sharma's corporate journey began 18 years ago, to introduce this landmark book to students and budding HR professionals. The programme was a pleasant mix of humour, discourse and camaraderie. One of the highlights of the evening was the panel discussion that followed the inauguration of the event. The august panel consisted of luminaries such as Mr Ranjit Shahani, Vice Chairman and MD of Novartis India Ltd., who was the chief guest for the evening and the guests of honour, Mr. Radhakrishna Pillai of the "Corporate Chanakya" (book) fame and Mr. K Ramkumar, Executive Director, ICICI Bank. Mrs. Sharma played moderator to the broad ranging discussion that ensued on the Role of HR in today's world.

The panellists began by encapsulating what is the role of HR in today's world and how it would evolve in the years to come. Mr. Shahani recounted how the HR function has grown from being simply a process driven personnel or payroll department to a people driven one, which is integral to business development. He shared his own experience and elaborated on the curious predicament of our times, where we need to have one leg in the past and deal with archaic

processes, and have one leg in the present and embrace the huge technology and data resources available to us.

The plethora of topics covered during the course of the discussion included the expectations or business needs of the changing times that HR professionals need to address, be it the increasing use of Big Data or the dependence on technology. The panellists also spoke about how the VUCA times have rendered the HR theories defunct; with some debate over whether theories & actual industry practises were converging or diverging and what are the implications of multi-generational diversity on HR. The audience was captivated as the panellists spoke passionately about their own perspectives, experiences, beliefs and the inspiring work they have done over the years. While Mr. Ramkumar promulgated the work done at the ICICI Skills Development Academy which is providing means of securing gainful and respectable employment through such initiatives, Mr. Pillai dwelled on how PM Narendra Modi valued Human Resource and HRD as a ministry and followed several HR practises in his own political life.

The unanimous opinion echoed by all the panellists was that regardless of what one's function in the organisation is, one must create value and stay true to one's beliefs. The emphasis should always be on the people behind the machine than the machine itself, as cited by Mr. Pillai. A humbling lesson for all the young aspirants in the audience was that, the name for the HR functions might have changed over the years, but the essence of it still lies in humaneness and being an arbiter or an advocate to ensure equanimity.

This candid discussion was followed by the unveiling of the book and the official launch of "Reality Bytes – The Role of HR in Today's World". With an interesting medley of family, friends, colleagues and HR aspirants, the book



Book Launch Event at TISS, Mumbai

launch marked the debut of Aparna Sharma as a writer. The book is written in simple, clear and lucid language which can be understood by all. It would serve as a practical guide or a ready reckoner to several aspiring HR professionals and equip them with tools to tackle issues right from recruitment to retention, competency mapping to rewards and compensation, best policies for succession or exit, employee value proposition and also has a section on HR analytics, which is very relevant in today's context. The book would prove valuable to HR students or budding professionals, line managers, entrepreneurs or even teachers with its useful case-studies and illustrations. The programme left us richer in experience and understanding of the HR domain and we hope that this book is the first of many from the desk of Aparna Sharma.

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