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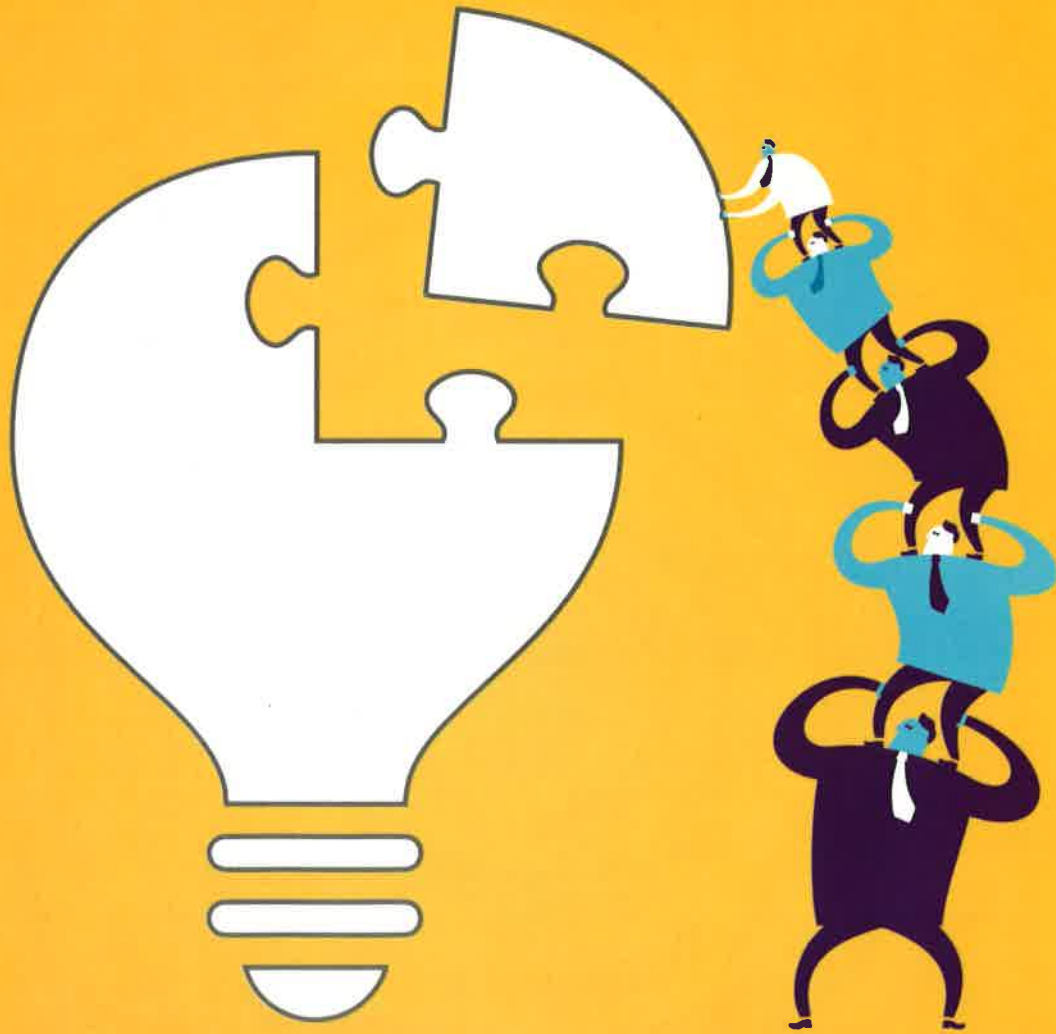
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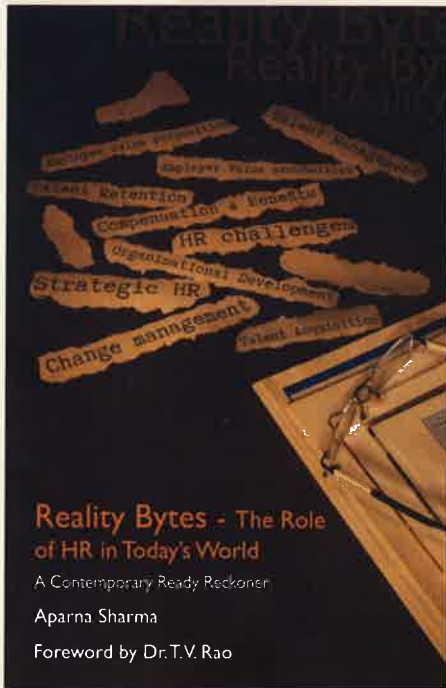


Effective  
Team Building

## Book Review

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

## *A Contemporary Ready Reckoner*



**Author:** Aparna Sharma

**Pages:** 192 pages

**Publisher:** Vishwakarma Publications (2015)

**Language:** English

People are the core of any business. Their talents, skills, ideas and perceptions are what shape the destiny of organisations. However, some times organisations fall short of managing their people well, probably because formal education in HR does not prepare the students, and would-be HR managers fall short in understanding or grasping the reality that they have to face and deal at the workplace in future. This is due to a gap between theory and actual practice. For this very purpose, '*Reality Bytes - The Role of HR in Today's World*' has been written by Aparna Sharma.

The book has something for everyone, be it a foundation student studying an introductory module in HRM or a post graduate management student specialising in HRM or a budding HR manager or even a management educator. The book covers the entire life-cycle of an employee in an organisation; from recruitment to retention, competency mapping to rewards, and finally, best policies for succession and exit.

The author hardly uses any jargons in the book, to help the newcomers in the field of HR to understand the nuances in HR and its components very easily. Every chapter is written in simple and easy to understand business language with illustrations, and short and powerful caselets. The presentation of the text and messages are appealing to any new reader and learner.

In short, the book is simple and contemporary ready-reckoner, covering the logical sequence of the employee's life cycle in an organisation and balancing it with practical caselets illustrating concepts that work in organisations in today's times. The book gives the reader a clear idea of the strategic role that HR plays in attaining the business goals of the organisation.

### **About Author:**

Aparna Sharma has been felicitated with the "HR Super Achiever Award" by Star News at the 20th World HRD Congress in 2012. Aparna's passion for her field reflects in her diverse roles over 18 years of intense and expansive HR work, where she has successfully been a learning partner, mentor and coach to leaders, leadership teams and organisations to build competencies, learning abilities and nimbleness for achieving purposeful performance.

After completing her post-graduation in Personnel Management & Industrial Relations from Tata Institute of Social Sciences (TISS), Mumbai, she began working in Nocil and moved into different roles in the HR function in organisations like Monsanto, Novartis, UCB, Deutsche Bank and Lafarge.

She is well-read and well-travelled, with an interest in wildlife and photography. Her interest in people shows through her work and the affectionate relationships she has formed across cultural and geographic boundaries.