

The People Management

Shaping Young HR Leaders

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PRINTED AND PUBLISHED by

Sunita Rawat

Owned by S & D Media

C-74, Beta 1, Greater Noida 201 308

PRINTED

Innovative Printers Pvt Ltd.

Noida 201301 (U.P.)

Cover Price : Rs. 499/-
(inclusive postal charges within India)

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Editor's Note

To be a Successful Human Resource Leader, it is not only critical to understand the basic principles of business best practices but it is equally important to be proactive and strategically develop your influence over your organization.

The main strategic role of a company's Human Resources function is the employer-employee relationship. However, there is more to this work than many people realize. Human resources professionals formulate workforce strategy and determine the functional processes needed to meet organizational goals. Their work requires experience as an HR generalist & specialist, which means they must be familiar with all human resources disciplines. Like virtually every other department, the Human Resources role has changed tremendously over the years, mainly due to increasing presence of technology in business routines. Today, HR has increasingly involved technology in its functions - From recruiting new talent to digital admission and routine human resources tools.

The world today looks starkly different to the one we were living in just a few months ago- what were thought of a golden rules or things that wouldn't bend-have already broken. Leadership Playbooks are changing. The coronavirus pandemic has caused tremendous disruption in lives and in business, and the human resources (HR) function is key to supporting companies and catalyzing changes in the workplace. Organizations are rethinking, reimagining and reconsidering how they foster talent, deliver services and strengthen their organizations through a forward-thinking HR strategy—how they deliver the most compelling work experience.

The era of Digital experimentation is over. It is time to bring financial discipline to digital initiatives. It's time to scale digital pilots & projects across the organisation. "Thinking Digital" is not just about "efficiency" but also about "enabling innovation". Also, it's no longer someone else's job. It's now on everyone's Job description (JD). The issues are complex—including employee support, leadership development, pay and benefits, holistic wellbeing and strategic partnerships across the organization. Overall, HR is in a fundamentally influential role to ensure success of organizations through and beyond the pandemic. Taking the lead in reimagining the organization, developing talent strategies, addressing wellbeing and work-life, administering HR systems and facilitating re-entry to the office are all critical and uniquely skilled contributions HR can make & needs to be prepared for.

We hope you find the contents of this edition exciting and interesting.

Happy reading!

Aparna Sharma

Consulting Editor- The People Management

