

Business Manager

Vol. 19 No. 9 March, 2017 Single Copy ₹100/-

Making HR People Complete



15 **Line and Staff Relationship: Issues and Concerns**

Today's line managers are increasingly focused on identifying the core processes that will maximize their ability to meet stakeholders and customer demands, and service and quality goals. More than ever, they need help in developing well-designed programs for recruiting, training, managing and rewarding the best-qualified people to execute the processes. An article by **Nazia Zabin Memon & Lalatendu Kesari Jena**.

17 **Do you have empathy and compassion?**

Leader wants the objectives of either personal or of the organization's to be fulfilled at any cost and doing so he seldom pays attention to other's wants needs and desires but he has to understand that he is working with human-beings who have feelings, aspirations, goals, expectations and desires to grow and evolve. An article by **Viral Das**.

18 **Preventive Maintenance to avoid surgical strike**

An article by **Dr. Ruchir Sharma**.

37 **Happiness Matters- Yes, it really does!**

Happiness is not just a onetime response or feel, rather it is a sustainable feel resulting in satisfaction which guides further efforts. Happiness depends on individual's priorities and tastes, so it is basically an individual experience and is relative in nature. The challenge before the organizations is to work on providing favorable working environment which helps the employees to sustain the feel of happiness. An article by **Dr.V.K. Shrotryia**.

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Our needs for a sabbatical or a career break-could be for a variety of reasons. Some companies have a structured sabbatical policy while others don't. Increasingly companies are offering it as a retention tool. Whatever is the reason, if the employer does not have such a policy, you need to be clear about letting go of the job based on your compelling need? An article by **Aparna Sharma**.

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The article clears the fog, attempted to be created by EPFO through their circular, in the light of court judgments on the issue. An article by **H.L. Kumar**.

58 **Estrangement of wokers into lap of politicians**

One has to admit that a trade union and its leader -- be he a politician or one from the ranks - owe their existence as such to the organization in as much as without the organization there can be no workers, no trade union, and consequently no union leader. Therefore, even a politician-leader of a union has to cherish the organization's progress at the core of his heart and should come forward not only to declare his identification with and loyalty to the organization, but also to demonstrate the same by paying obeisance to the organization's flag. An article by **C.L. Narayana**.



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"Sabbatical"- Boon or Doom?

Our needs for a sabbatical or a career break could be for a variety of reasons. Some companies have a structured sabbatical policy while others don't. Increasingly companies are offering it as a retention tool. Whatever is the reason, if the employer does not have such a policy, you need to be clear about letting go of the job based on your compelling need?

Aparna Sharma, Independent Director on the Board of T.S Alloys Ltd. (100 percent subsidiary of Tata Steel), Mumbai

There are many interpretations of the term, Sabbatical. It was uncommon until a few years ago, especially in the Indian Corporate scenario, however, winds of change is blowing across all walks of life globally including India.

For reference in this article, a sabbatical is a prolonged hiatus, in the career of an otherwise successful individual taken in order to fulfill some dream, e.g. writing a book or travelling extensively. It could be also to attend to some medical emergency in the family including one's own health, time

needed to attend to one's child's higher education or simply a desire to take a break to get out of the daily rut & regain health, energy & direction back in one's life.

While reasons may vary from person to person, I still get to see & hear a negative tonality to it especially in the

Indian corporate environment. There's so much of social conditioning & pressure at play that one is almost viewed as an outcast if one chooses to go on a sabbatical for a year or more. I find this bizarre & extremely unfair for others to decide at least the work journey of your life. Does it need to follow a set pattern...that you graduate...complete higher education...take up a job in your early twenties & then work till the age of superannuation? It's almost like creating a social army of corporate clones....

Each of our lives is different, our circumstances, compulsions & driving forces are different-be it a man or woman. Hence, our needs for a sabbatical or a career break could be for a variety of reasons. Some companies have a structured sabbatical policy especially in the FMCG & Banking sector, others don't. Increasingly companies are offering it as a retention tool. Whatever is the reason, if the employer does not have such a policy you need to be clear about letting go of the job based on your compelling need?

While you're attending to the exigencies, this time can also be used to reflect on one's life's goals, recharging ones batteries after all is taken care of. It can also be used to further your skill set & try new experiences.

Have you thought of creating a "bucket list"? If not, I suggest you seriously consider making one at the earliest. It brings sharper focus & helps in bringing you closer to your "purpose" in life. Might sound philosophical, but creates a "sense of urgency" for living the life you want. I would recommend everyone to have a bucket list or a "To Experience" list. Here's why:

- ◆ Bucket lists make you stop and think what you actually want to experience in this lifetime.
- ◆ Bucket lists remind you that life is short and we should live it to its fullest.
- ◆ Bucket lists increase our happiness because they give us both hope and curiosity (2 essential ingredients for happiness).

So, when I needed to take a career break since the organisation did not have a sabbatical policy, I decided to do my best for the cause of the break & succeeded in the toughest personal situation with help of the Almighty. I started to actively work on my bucket list. I kept myself professionally engaged by writing & launching my maiden book. It was a completely new experience- I have learnt & grown so much as a result. Studying further to gain knowledge was another goal I pursued very seriously & also applied it in the different professional engagements to enhance my performance. Undertaking the most challenging journey to the abode of Lord Shiva-Kailash Manasarovar was an absolute dream comes true. And my list continues....!

I thought of sharing the above examples, so you get an idea of what I mean by spending time meaningfully. In summary, a sabbatical or career break has its own pros and cons. As the saying goes that there lies an opportunity in every setback, a break may make your comeback to work a little tough, but it provides a splendid opportunity to learn and seek more. 

