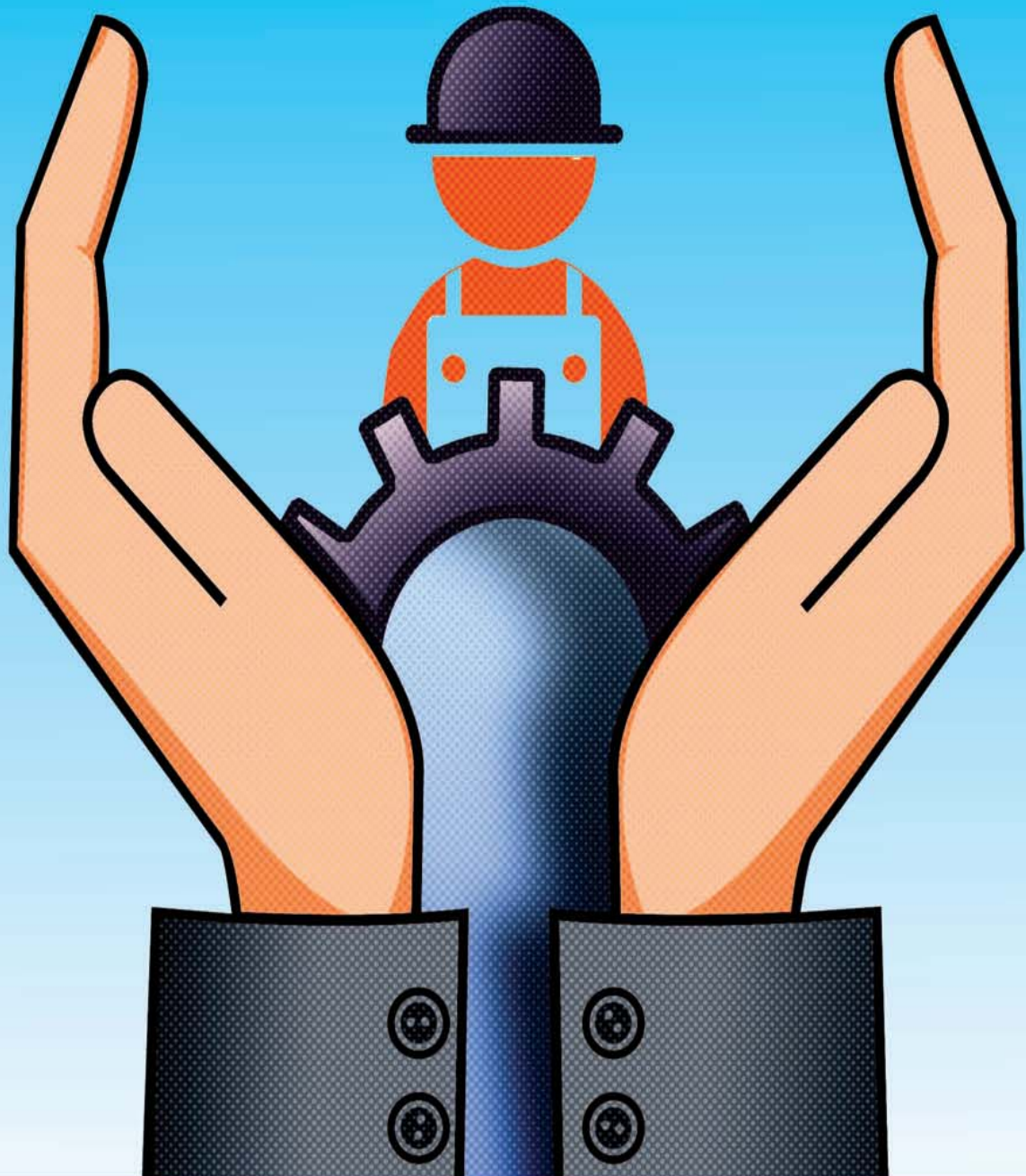


Business Manager

Vol. 18 No. 11 May 2016 Single Copy ₹ 100/-

Making HR People Complete

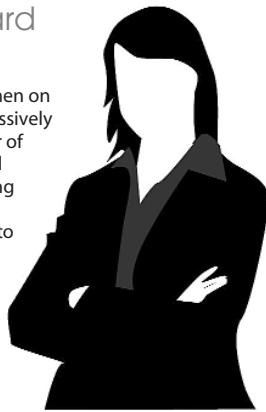
Contract Labour: An era of live-in relationship



16

Women in Board Rooms

The representation of women on corporate boards is progressively increasing, but the number of women leading boards still remains low globally. Having women on the board is no longer just the right thing to do based on gender equality arguments but also the smart thing to do. An article by **Dr. S.K. Gupta**



41

Be a Champion!-Learn from World T20

The most important learning from the World Cup T20 is that no matter what one has or does not, no matter what others say or does not say - self-belief, determination and collaboration can help one win. An article by **Prasanth Nair**

42

Government Notifications

- Proposal to amend Contract Labour Rules**
- Revised Minimum Wages in DELHI
- Minimum Rates of Wages in UP**
- Minimum Wage in CHATTISGARH
- Minimum Wage in GUJARAT**

37

Exit Interview : Diagnosing the organization health

Exit interviews are critical to any organization's growth and development as they offer an understanding of the reasons why employees leave, and also provide opportunities for effective talent retention. An article by **Kamlesh Kumar Agrawal**



helpLINE

44

40

Are you your "BEST" Resource?

The bottom line is that the idea that we're supposed to be on a high & have only good times, all the time is misleading and it can cause us to have false expectations of ourselves & the world around us. An article by **Aparna Sharma**



from the **COURT ROOM**
Recent Important Judgments

46

56

Case STUDY

Functioning without HRIS

By **Dr. Pravin Durai**

57

Case Analysis

"Importance of HRIS"

-By **Bhaskar Dhariwal**

59

Book Learning

Leadership by Proxy

The Story of Women In Corporate India

Author : **Poonam Barua**

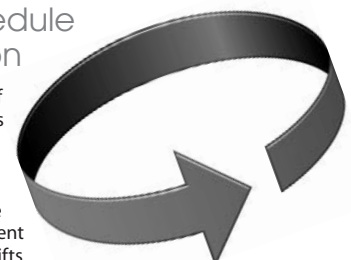
Banking and Negotiable Instruments

Author : **Avtar Singh**

52

Shift Schedule & Rotation

This one is one of the main benefits of shift rotation as it enables management to spread employee expertise and talent across various shifts and responsibilities. An article by **Dr. P.B.S. Kumar**



HR NEWS

60

HR MANTRA

64

Aparna Sharma

Senior HR professional;
Independent Director- T.S Alloys
Ltd. (100% subsidiary of Tata
Steel) & Author of Best Selling
book, "Reality Bytes- The Role of
HR in Today's World"



Are you your "BEST" Resource?

The bottom line is that the idea that we're supposed to be on a high & have only good times, all the time is misleading and it can cause us to have false expectations of ourselves & the world around us.

Our lives are full of illusions! Do you agree? Have you examined this ever closely? I have & here's the crux of my deliberation with a very close friend...who has been going through a lot of trials & tribulations in life just like any one of us! As we're growing up, we associate with our family- parents, siblings, larger family, friends, teachers, our social community, work colleagues etc. We begin to feel safe & secure in each of these relationships based on the strength of these ties & the meaning given to them by our family & society. Each of these has a phase in our life & it's a great place to be...unless we begin to experience them first hand.

You must have heard the saying "Success has many relatives, failure has none". It's an interesting one, since the world associates with people (children or adults) who are successful....including your own near & dear ones. You very quickly know the difference & real meaning of "Apne" (one's own) & "Paraye"(others). Many of you who are lucky may disagree - your experience may be different..!

That's absolutely fine... however, majority will agree!!

When you're person to reckon with according to worldly standards, on a "high" in life- you will have lots of friends; your acquaintances will make extra efforts to make friends with you; you will be surrounded by people- "genuine as well as so-called friends & relatives".

'It is not any different in the professional sphere', my friend adds. Depending on how senior(age & experience)you are, you may have a great fan-following- especially by the ones who know that you could help them in any

way, you will be invited to every professional forum-people will sing praises of you verbally & in print. This one is industry agnostic-whether it is in politics, field of education or any other profession. It can be summed up as "Chadhate Suraj Ko Salam" - the literal translation is "Worshippers of the Rising Sun" or just the "Sun" since it shines. You need to have a "Utility Value" in any or all relationships. Harsh as it may sound, you will only agree once you experience it!

So, coming back to the illusion, we begin "to believe" that all these people like us, love us & care for us, until reality hits hard- you're facing hard times, surrounded by hardships- the "ebb" or trough in life. When you look around you or behind you- where are all the fans, friends, relatives? You hardly find a handful of people who really care & are still there with you & for you. The same people do not answer your phone calls, respond to messages or begin to make excuses if you reach out to them.

I questioned if gender diversity had any role here---guess, the experience is same whether it is men or women. Each one can argue basis their own life's truth.

Another point, is about Mentors. Where do they feature in this....? In her view & experience, "True Mentors" are like "True Friends"- They will stand by you & guide you all along, irrespective of the season in your life!

The fact is that there is an ebb and flow to life. There are highs and lows. There is bitter and sweet. There are grey days and sunny days and it's all part of the package. If it were peaches, sunshine and roses all the time, we'd probably get bored pretty quickly & not learn the real lessons in life! The bottom line is that the idea that we're supposed to be on a high &

The best way to cause a shift in our mood when the darkness hits is to completely surrender to the experience of it. This means facing the feelings.

have only good times, all the time is misleading and it can cause us to have false expectations of ourselves & the world around us. We would live in a "make believe" world. It's no wonder that we live in a world mired in addictive behaviors aimed at escaping the lows that we all inevitably experience.

What I shared with my friend basis my own life experiences & those I have been closely observing & learning from is to have & maintain a strong connection with the Divine & have faith & confidence in one's own abilities & potential irrespective of good or bad times, whoever stands by you or distances from you! Always, remember "You're your only RESOURCE"!

Also, I've been learning that the best way to cause a shift in our mood when the darkness hits is to completely surrender to the experience of it. This means facing the feelings, writing about them, talking about them with someone we trust (if you have) and sometimes, even laughing about them.


Most importantly, when we're having one of those days or phases in life, it's an opportunity to practice loving ourselves more, to dig deeper and have greater faith in our dreams, to build up our spiritual endurance and press on in the face of fear and uncertainty. It's an opportunity to learn about ourselves and grow by getting to know a side of ourselves that makes us uncomfortable.

Surely, there is an ebb and flow to life. Rather than fight it or resist it, embrace it. Adjust our expectations of what is "normal" and practice accepting the highs, the lows and everything in between.

There's a lesson in all of it and it's by fully being wherever we are that we can maintain a sense of inner peace and remain empowered regardless of what the day or phase holds or what the weather outside looks like.

As Dolly Parton so aptly said, "If you want the rainbow, you've got to put up with the rain".

"You 're going to meet people who are intimidated by you. You're different. People don't know how to react or how to accept people who don't follow the crowd. They are not used to someone who doesn't fit in-so instead of bolstering your uniqueness, they'll try to make you feel like you're weird or damaged. I'm here to offer some well-earned advice : Don't bother- Keep moving, Keep "BEING YOURSELF". "~ Anonymous (Alfa CALfavorites)

Etch this well in your mind & keep reinforcing "I am my "BEST" resource! It will give you all the strength to surge ahead on your own steam!!!!  M