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People

People first

The single most competitive edge for any organisation is its people, according to **Aparna Sharma**, country head, human resources at Lafarge India. "I have a deep conviction that this is true today and will be in future too," says Sharma, whose book *Reality Bytes – The Role of HR in Today's World* was launched by the Pune-based Vishwakarma Publications last fortnight. "I have covered the entire life-cycle of an employee in any organisation. From



recruitment to retention, competency mapping to rewards and, finally, best policies for succession and exit – everything is presented in this book for a student or manager, employee or employer, to get maximum value and insight into their roles." Sharma, who completed her post-graduation in personnel management and industrial relations from Mumbai's Tata Institute of Social Sciences, has had different roles in the HR function in Nocil, Monsanto, Novartis, UCB and Deutsche Bank over her 18-year career. At the 20th World HRD Congress in 2012, she was felicitated with the HR Super Achiever award by Star News. ♦