

Hr manager essay

[Art & Culture](#)



**ASSIGN
BUSTER**

There are Presidential Awards for overall excellence. These are given annually and are in four categories: Engineering Business Development Non-Engineering Engineering/Customer Support. 4. There is an award for Best People and Project Managers, given to two best managers and leaders each year. Popular Awards provide very powerful peer recognition. This is very credible and most satisfying.

The winners are then put in special roles e. G. The winner of “ Best Leader” award is the one who conducts the session on leadership in the development program for managers. The person chosen as the “ Best Mentor” leads the implementation of the mentoring program. 5. Employees who show capability, initiative and interest are appointed to work and lead in several cross-functional taskmasters from time to time. 6. E-greetings have been operational is HAS through the intranet to send appreciation to other employees.

Special cards suited to the HAS environment are available. This is a good way of recognizing and appreciating others, especially for those who find face to face appreciation somewhat uncomfortable. 7. Recently HAS organized a painting competition for the children of HAS employees.

This special event brought forth the talent and creativity of the participating children. The New Year cards for 2001 have been made using eight of the best paintings selected in this painting competition. All the 72 paintings will be displayed at the HAS kids Gallery at Surgeon and Bangor. This has helped HAS to build a more family like environment. CISCO The way we have

empowered our line managers needs to be mentioned first in this regard. We have provided them with HER tools, technologies, online tools etc.

, which give them an edge over their counterparts in other organizations. At the click of a button, a manager can look at the database of his/her own people, track history of placement, increments, promotions, stock options etc. They are also given the rating and ranking tools. They could recommend changes and training needs and they could draw upon the resources available. Technology is deployed in a very effective way. Mind Tree Consulting Once in three to four weeks, we call up our employees and give them information as to what is happening.

Whenever there is a project win or a customer delivery, we ring the bell in the company to inform everybody. We have the Coo's snapshots which is released once in two weeks, the in-house magazine, meet the " Mind Tree Minds" (the way we call our employees), where the computer selects some names at random and they meet the senior people to get the right perspective of what they are doing, why they should do it, etc, and to make sure that there is enough interaction. All these things enhance communication, security, sense of belonging and commitment towards the organization. Air Tell We strongly believe in ' softer skills' such as working in teams, inter-personals skills, communication skills, creative thinking, entrepreneurial skills etc.

I am not sure if they are unique, but we have a policy like ' HER Reach out'. Every HER member is assigned a department. He/she works with the department very closely not only to proactively enable employees perform

but also to partner with the business and influence business processes and policies.

Few more would be the ' Customer Contact Programmer'. Once a month, all senior managers reach out to customers to get first hand feel and feedback from them. We conduct Employee Satisfaction Surveys, have departmental strategic matrices developed to work on employees feedback, etc. BARILLA MM We encourage Two-way communication. We have something called " Between Us".

Once in six months, the MD and the HER head go to all the branch offices. The MD talks about the business and request the people's involvement in fulfilling the organization's dreams. HER head talks about the new HER policies and then there is an open discussion. Employees can express themselves on whatever issues they have with regard to work. If there are sensitive issues, which they don't want to discuss openly, they can write and give those without their names. The question is read, and the answer given. The paper on which the question is written, is destroyed then and here, to make sure that nobody tries to trace the handwriting of the person or in anyway recognize him/her. CUBES SYSTEMS As I stood at the security to clear the entry procedure, a smiling security person gave me an envelope and a guest card and asked me to enter the reception area.

A letter personally addressed to me by a representative in HER on behalf of HARD Chief , it went on to explain that considering the importance of my visit the customary practice of entering entering my details in the register has been waived. It also informed me that the Guest Relations Assistant

Assistant at the reception of have fee/tea/soft drink at my wish. There was the assurance that nobody nobody would be made to wait in the reception for more than ten minutes. I was greeted by a representative from HER and led to the meeting room. Every candidate called into Cubes house for a scheduled interview is given a welcome letter. He/she doesn't have to go through the rigmarole of entering the details in the security register, thus being forced to reveal the identity in public though he/she might not want to do so. This makes a very very significant difference in the way the company is perceived. Also, at the end of the interview the person (whether recruited or not) is given a memento for the time they have taken for it.

Any person to whom we make an offer is given a welcome letter from the Cubes culture club. The culture club has a clear-cut mandate, and that is to bring about integration among all the Siberian. Even before the person joins, he/she is entitled for a dinner with one person (family) at Oberon.

He/she is informed in advance about his/her mentor, a small bouquet is given at the reception on the day of joining, there is an informal Cubes culture club welcome where he/she is introduced to the fellow Siberian so that they relate well with him/her. There is also the Cubes walk through, a power point presentation which consumes about one and a half hours where every facility in the organization is mentioned, like for e. G. - office timing, canteen, transport etc etc, so that by the time he hits lunch on the first day, he is almost in the organization . We also have the practice of the mentor taking the minute out for lunch the first or second day.

As soon as we decide to recruit a person, we also decide on his mentor. The mentor will not be the senior Siberian (his group head) but will be someone senior from the same division who understand the nature of the work of the new person. The new employee is informed in advance as to who his mentor is. As I had already mentioned, once the person Joins, the first or second day mentor takes minute out for lunch.

Thereafter on a regular basis, at least once a month, mentor takes minute out for lunch. It is in the course of the discussions during these lunch meetings that he understands how the minute is progressing. Other than this they also meet up whenever required. This again is done in a very, very structured manner. This process of mentoring will be on for a certain period of time depending on the level of the person. If it were a fresher it would be just one year. However, for new recruits with a few years of experience, the time duration will be less.

I would say there are lots of HER policies of Cubes, which are worth c_ club highlighting. One is our Feel the Pulse meet. As per the program e have to meet up his senior Siberian, (not the immediate manager who is one level above). This happens once in six months.

This is Enron Siberian to feel the pulse of the Junior, to know whether h not, whether he is enjoying his Job or not, where are the areas who support etc. Even our house concept is interesting and plays a cry people together. Each and every Siberian belongs to one of the f every year the constituency and the names of the houses change. Meetings everyone meets up and it integrates people across various and locations.

"Feel the Pulse" program. The managers might POS schedule (happens once in a blue moon) but our Managing Director a point to strictly follow the schedule. So our people walk the talk.

. At the top management level. So it's only natural that the others of Software Center HER pollutes The first one that needs to be mentioned is the dream project. Drive every employee to pursue a project of their own interest in the etc invest time while the company given them resources and encourage the project has to help Philips in some way or the other. It has to what Philips is pursuing. We also have a sponsorship program for higher studies. Our imp a .

Tech program or an MS program or even pursue a Ph. D. Our C them right up to 100% of the cost. Once an employee completes 3 years with Philips Software, Bang insider him/her for an international assignment within Philips. Employee who completes 18 months experience can seek transfer company, from one technology to the other, one product division to facilitate such a Job rotation systematically.

In our cafeteria, we also provide a diet meal section to interested well appreciated. We have well furnished bedrooms for those people who stay back working. Another brilliant concept practiced is the Philips Yellow pages. It network, which connects people across all our offices worldwide. I one to locate people who are known for particular domain Knowles talent. Any employee, who needs to learn about a subject, can get subject expert through the yellow Pages. Philips is probably one of the few organizations which has an off-site Leadership program for all its managers. We remind our

managers that they would be measured as much by their deliverables as by their practice of the company values.

These values are : Let us delight our customers Let us Value People as greatest resource Let us deliver Quality and Excellence in all our actions Let us achieve Premium return on equity Let us encourage entrepreneurial behavior at all levels We have a community involvement team. The team is entirely manned by young professionals. A budget is given and they decide how to use the money. There is no interference from any senior managers. We also believe that charity begins at home. We have a green team, which monitors environmental related issues so far as it relates to the organization.

Young professionals are involved in this. Thus we ensure that environmental concerns are not just spoken about but we actually do something about it. We follow a global appraisal system, which totally involves the employee in the whole performance management process. Planning, goal-setting, work review, coaching and developmental appraisal are part of this process chain. There is some compulsory training that every appraiser and the appraised go through before the appraisal. We have one full day training program for managers who do the appraisal. It is mandatory . If the manager doesn't go through it, the company holds the right to not let him do the appraisal.

This training is not a once in a lifetime affair. Every year before the appraisal, the training is given. A half-day training is given to the appraised personnel to make them aware of the itty grittiest of the appraisal program. They are reminded about the importance of doing home work, receiving and sending feedback and reflecting on the feedback in the right way. These sorts of

training programs prepare people to see appraisals as development processes rather than as a Judgmental process.

We have plenty of reward programs. We closely watch people who contribute towards product quality, process quality, internal trainers who train colleagues, people who bring best practices from outside and implement if here and so on. They are rewarded and as you know rewards are inspiring and infectious.

Soon after a person joins our organization (within one, one and a half months), the HR managers are expected by training, to sit with every new employee and start capturing what he or she likes best in the organization, we take inputs about matters regarding say, if he or she has the power to change what would he or she change in the organization and where do they think they can contribute a lot more than what is presently done and so on. This feedback is carried to the management team of the organization and the employees are given the opportunity in terms of their interest in technology and outside of technology, into more suitable platforms. Wiper Technologies Every four months we conduct an employee survey where all our employees provide inputs on the health of the workplace. This survey enables us to identify how strongly the person feels about the organization, and how strong is the person's clarity of his/her existence in the organization. It also enables us to see the person's own ability to identify with the vision of the organization, and whether he thinks the organization listens to what he has to say. He also reveals whether he feels that his supervisor takes interest in his/her development, has he/she received any word of praise from the boss for a good job done and so on.

<https://assignbuster.com/hr-manager-essay/>

This proves to be an eye opener for the managers as well. We have the HER review in the planning cycle, which is a rigorous process involving everyone, right Upton the head of the organization. We do succession planning for individuals wherein we identify the best talents – the top ten people. We also identify our bottom ten people, who are asked to pull up their socks and improve, failing which they will have to leave.

We carry out this exercise every quarter and this enables us to be well informed about our people asset.