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FROM CMD'S DESK.....

FLEXI TIMING CONCEPT IS IN – CURRENT HR TREND

BMSPL very effectively and competitively encourages Flexi Timing Concept. Technology has improved people's lives in many different ways. People can live longer, healthier lives because of technological advancements. The advancements in the way people access information, communicate with one another, and complete tasks have allowed for flexibility in the workplace. Global markets have opened up and communication has allowed instant access to local expertise, enabling income streams and relationship building anywhere in the world.

With email, texting, instant messaging, and fax, people can communicate instantaneously. With the advancement in smart phones, laptops, and tablets, employees are able to leave the office but still do their work. This has allowed more employees to bring their work home with them. While such access does allow them to spend more time at home, it has blurred the lines between work and life.

Technology also allows some employees to work from home offices full time, and they never have to visit their place of business. While telecommuting eliminates the need to drive to the office, the ability to work from home can make work consume a person's life. What was once a forty-hour-a-week job can easily become a sixty-hour-a-week job. The person in this scenario will be both stressed and less effective professionally.



The Role of Management in Promoting Work-Life Balance



The importance of balance: Balance helps to create harmony and peace of mind.

Human resource (HR) management is a particularly versatile element of the organization, and its responsibilities are often much less

clear than a textbook might imply. While hiring, training, employment contracts and regulatory considerations are well within the HR framework, so too is ensuring that employees are both healthy and satisfied at work. This requires taking stands on behalf of the employees, and putting organizational and managerial expectations and policies in place to ensure that employees are treated properly.



Another useful tool for management is flextime. This is particularly useful for individuals in global markets, since they are often on the phone early in the morning or late at night with clients or suppliers on the other side of the globe.

Employees might also work only four days a week, but work 10 to 12 hours each of those days (from, say, 6:00 a.m. to 5:00 p.m.). Businesses focused on quarterly results could offer long weekends at a company-wide level at the beginning of each new quarter (when workload is the smallest). HR professionals should be observant and creative, identifying when employees are pushing themselves too hard and offering solutions.



Increased Reliance on Part-Time Employees

Management must both define and carefully consider the common tradeoffs in employing a part-time or contract-based workforce.

- Part-time employees work 35 or fewer hours a week and generally don't receive benefits from their employers.
- Contractors are independent organizations /individuals that companies hire on a short-term basis, removing the burden of paying for their training, benefits, or employment taxes.
- While there are clear benefits to employing a part-time or contract-based workforce (limited benefits and training costs, lower commitment and risk exposure, etc.), there are opportunity costs as well (employee buy-in, long-term employment development, etc.).
- Both departmental managers and human resource managers must discuss and weigh the benefits and drawbacks of offering a job part-time, full-time, or on a contractual basis. It is a strategic decision with high cost exposure.



MANAGEMENT SKILLS AND MAHABHARAT

Management skills are derived very much from a renowned Indian Epic none other than Mahabharata. It is said that “Where there is will, there is way”. Once we decide to win, preparations can be made based on Mahabharat model:



1. Turn your weakness into your strength: To relate this with Mahabharat, Kauravas went on a country-wide military mission, subdued different kingdoms and acquired wealth. But it meant a loss in terms of both men and money and creation of new enemies. Whereas, Pandavas though in exile, turned their attention to improve over their weakness.

2. Make powerful allies: Kauravas had centralized power system but not many powerful allies except from old relations from far off places like Gandhar (Shakuni), Sindhu (Jaydrath) and Kambodia (Camboja-Bhagadatt).Whereas, Pandavas had no wealth or no power but possessed powerful allies across India.

3. Share your responsibilities: Kauravas had centralized leadership, only one head of army at a time. While Pandavas distributed leadership and shared responsibilities.



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4. Team-work succeeds where Individual efforts fail: Kauravas had no team spirit just fought their individual wars to get to the throne. Whereas Pandavas believed in one team – one goal which took them at a winning point.

5. The right team is made by selection of right individuals. Get the right man for right job: In case of Kauravas, except Duryodhana nobody wanted the war, all the 4 generals had strong ties with the Pandavas. Whereas Pandavas had common goal, but individuals had their individual targets. Their own agenda which just became one with the Teams agenda.

6. Commitment: The interest of the individual should never exceed the Team interest. The best man for a job is not the one with the best capabilities but one with the greatest commitments.



7. Women Empowerment: Any team which doesn't have women is unbalanced, for the masculine traits of aggression and dominance should be balanced by the feminine traits of harmony and sustenance. Kauravas never listened to Gandhari whereas Pandavas supreme authority was Kunti, Draupadi was a companion in whatever Pandavas did. She had a big role in decision making, without her Pandavas would have most probably reclined to the forests. Kunti and Draupadi both possessed a will of their own, they had power and influence, but each in their own manner.

