



Panacea Connect
"Intelligent Thinking. Responsible Execution"

HR NEWS Letter

TECHNOCRACY: The Irony of technical tyranny

"It's a workplace; not a jail", yelled Subhash, a senior accounts executive, when his reporting official told him to explain the reason for his coming late by 7 minutes. The official further settled the agreement by telling the consequences of the new HRM attendance software which may lead to pay deductions owing to late attendance punching. Many such incidences were seen in the organization since the new system was embedded and more were to be seen on the day salary gets credited.

Involvement of technology in organization's human system tends to increase when the business scales up. But the human thought process can never be synced and matched with the machine. Artificial intelligence can be quicker but it cannot have the element of "no-logic" as the humans have when required. Hence, in most workplaces technology is resisted by the people and in many it turns out to be a failure. But that doesn't mean technology is bad and should not be chosen. It must be chosen and there no possibility of meeting the demands without technology.

But it should always be humans leading the machine. For example: for genuine reasons the management should be able to allow Subhash to enjoy his full pay although he was late through some provisions in the systems. The simulation of implementation in the test run phase itself must ensure the provisions for emotional involvement through proper organizational channel.

For economic reasons mechanization is inevitable and the communists hate machines because machines always lead to retrenchment and cut in the labour headcounts. The workplaces these days provide proper counseling and even career assistance in such cases. Some organizations even allow for in company placement drive in which other companies may participate and recruit the retrenched yet deserving candidates. This turns to be a beautiful example of humans leading the machines. The paradigm needs a shift and the mid-19th century rule of factory gate recruitment is no longer viable.

When mechanization comes to production the management must ensure that the people who would no longer be needed should find a place. They must be absorbed elsewhere within the organization or else the organization must help them to get trained for operating the technology. As far as possible it should be ensured that no one loses the means to survive. Empathy can only be practiced by humans. The workplaces which respects human emotions at every level earns high level of respect and enjoys a far more productive and responsible workforce. Ownership in people comes automatically when the organizations strives to own its people.

Human emotions are unparalleled and when the emotional strength drives productivity no machine ever built can match the results. Illogical decisions have given more far reaching results than calculated logical ones. The people make a country a nation. The people make house a home and the people make a business house a workplace. The quicker the companies understand the need for human involvement and the requirement of respect for them the faster graphs would go up.

In the words of: Elbert Hubbard, an American writer, publisher, artist, and philosopher "One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man."

HR THOUGHT of the day.....

"I don't measure a man's success by how much he climbs....
But how high he bounces when he hits the bottom."

Star of the MONTH



Tarun Gupta
Centre Head (CSAT)

Favorite cuisine : North Indian
Joined at : 11 July 2014

Career Launcher is a best place to work and learn new things. As a Center head its my responsibility to control all the operations and create new ideas.



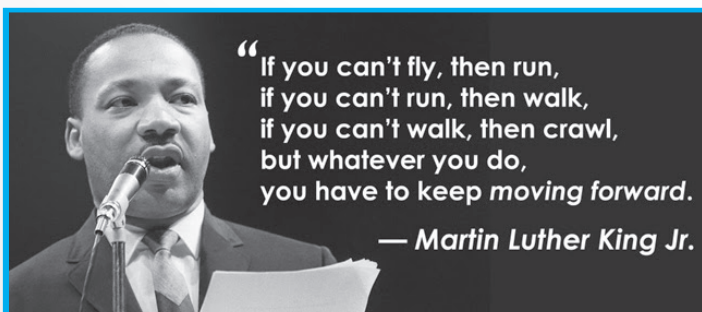
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Tentative signs of an **ECONOMIC RECOVERY**

There is growing optimism that the Indian economy has finally begun to turn the corner. Some evidence whether that is indeed the case will be available on Friday when the government releases data on gross domestic product (GDP) during the first quarter of the current financial year. Most economists expect economic growth to be around a percentage point higher than what it was in the last three months of the year ended March. It is quite likely that economic growth in the three months to June will be the highest in eight quarters. Some indications of a cyclical recovery are already evident in the high-frequency data on industrial output, discretionary spending, exports and business confidence. Corporate financials are improving despite clear signs of excess leverage in certain segments. Strong capital inflows have allowed the Reserve Bank of India to rebuild its foreign exchange reserves. There has been a recovery in bank deposit growth. Inflation seems to be gradually trending downwards despite the sharp 0.5 percentage point jump in consumer price inflation in July because of high vegetable prices. The global decline in commodity prices also offers relief for a commodity importer such as India. There is also some hopeful talk in the bond markets about the possibility of a sovereign credit rating upgrade. Yet, it is too early to pop the champagne. There are three immediate concerns. First, a percentage point increase in the growth rate will also mean a similar reduction in the output gap, a measure of slack in an economy. A smaller output gap could then lead to a rebuilding of inflationary pressures in the Indian economy. Secondly, it is now quite clear that the US will exit its quantitative easing programme in October and will begin to increase policy interest rates sometime after the middle of next year. Higher US interest rates could lead to a new bout of global financial turbulence that India will have to manage, though it is now widely accepted that the country is far better placed to do so compared with the weeks of the emerging markets panic of July-August 2013. Thirdly, the ability of the banking system to raise enough capital to provide for the mountain of bad loans as well as global regulatory requirements is still very weak. India needs to clean its banking mess before lenders can fund the next stage of the economic recovery. The current improvement should be seen as the second stage of the Indian economic recovery. The first stage began in September 2013 after the rupee scare of the preceding months finally convinced the government to get serious about the twin fiscal and current account deficits. Raghuram Rajan also put inflation control at the top of the central bank's agenda after he took charge of Indian monetary policy a year ago. The economy is far less fragile than it was then. The second stage of the recovery is now underway. The strong mandate given by the electorate to Narendra Modi removed the tail risk of political instability from the minds of investors. The central bank has also recovered some of its lost credibility. Though the Modi government has as yet done far less than what was expected, it has done just enough to boost corporate confidence in the boardrooms, consumer confidence in the bazaars and investor confidence in the trading rooms. The third part of the economic recovery is tricky. It is good that private demand has strengthened at a time when the government is committed to reducing its net spending through the budget. But the current cyclical uptick will not be able to become a full-blown economic recovery unless corporate investment recovers even as the government pushes ahead with structural economic reforms in important factor markets, the financial sector, energy and agriculture.



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No one **WAKES** up **LATE**

I have seen workplaces which change the login time 15 minutes backwards to ensure that people are on time. That's funny. It's like eating the same pizza in 2 slices just because you were on a diet. Being on time and respecting timelines is a matter of habit and it can easily be built by practice. Just promise yourself you are not going to delay any task for no matter reason what it is. Few people claim that they are not in a habit of punctuality but they are good at crisis management. That's scary. Never bank on that. There is nothing like "11th hour expertise". If you did something very well in the 11th hour that means for the last 11 hours you were leaving yourself unutilized and the results would have been more far reaching if you would have been working from the very first hour.

There is so much written on time management. The people who imbibe time management into their day to day routines find their lives far more satisfying. We generally tend to blame our lack of punctuality on waking up late. But actually it's never like that. It's always waking up on time and sleeping once again. Looking at it with a macro perspective we always have ample amount of reaction time for any given objective. We just tend to unnecessarily delay the start. Start right at the time you get the task. You will be far ahead.

Plan your day, week, month and years : Writing a day plan helps us to structure the day and also to know as to what actually is required out of the day. Instead of spending the day with the tasks as they come by we must plan the day with the tasks that have long run and short run implications. Ensure that each day you do something that helps you in long run, something that adds value to your life, something that helps putting you ahead of what you were the previous day. Ensuring this will take care of your growth. Not only days, plan your weeks, months and plan as well. People do not plan for they fear the failure. But it doesn't matter if the plan fails due to some external uncontrollable factor. Make sure you give your best to the success of your "To-do" list.

Involve the people : There are plans that require team efforts. Ensure that the prospective people have sufficient clarity in terms of objectives, timelines and rewards. The planning must be end to end and the timelines processes and the implications of adherence and non-adherence should be absolutely transparent. Each of the team mates must be as much involved as the leader.

Start execution on time : Sometimes efficient planning leads to over confidence and lacks the scope of sync with the actual execution. Execution is the tangible form and the real measure of successful planning. Execution is not residue of planning rather it is the result of planning. As soon as the planning is done execution must start within no time. Even a little delay in the execution may initiate a chain reaction of break downs and then the results may come to be fatal. Ensure that the start happens right as and when planned.

Keep measuring and correcting the deviations : The actual execution will for sure have a lot of gaps and deviations as compared to what was planned. That is because planning is done in laboratory conditions while execution happens in the real and ever dynamic world. Keep a track on each and every minor and major deviation and keep measuring the quantum of deviation. Also, introspect as to what went wrong. Keep training yourself not to repeat the mistakes.

Time waits for none. But people who move on time, good time wait for them. So go buy a cool wrist watch. Look great, stay in tune with time and keep a track on what you do. People who know what they do, tend to do things for which they are known for ages.



Panacea People in association with Proptiger reality has brought signature of major realtors under one roof top at Property Utsav which is conducted on 23&24 August at 10am at hotel Landmark Towers, Kanpur. Real Estate giants from Delhi-NCR such as Amrapali, Supertech, Gaur's, WTC has participated in the event hosted by Panacea People.

For any feedback & Suggestion E-mail us at divya@panaceapeople.com

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