

Employee empowerment is key to success, says expert

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Mysuru: Recent research shows that only 43% office workers are actively engaged in the country, said Muthukumar, president and whole-time director, Automotive Axles Ltd.

He was speaking at the inauguration of the 8th international conference on 'Managing Human Resources at the Workplace' organized by Shri Dharmasthala Manjunatheshwara Institute for Management Development (SDMIMD), Mysuru, on its premises on Friday. "Today there is no dearth of funds or technology. If India wants to be in top 100 countries by 2030, it all depends on how we make average person into extraordinary. You can't manage everybody the same, they are not machines, people are not same, everybody needs different treatment that is where leadership is making much more important and leadership counts. According to research, in intellectual productivity, India is four times higher than America, but

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"unfortunately we are failing to deliver," he said.

He also mentioned that customer delight, product innovation and employee empowerment are the most crucial areas of concern for the companies at the present time and organizations need to move from culture of control towards employee empowerment. Speaking on the current scenario of people management, he also indicated several factors, such as employee engagement, clarity on job expectations, career advancement opportunities, quality of working relationships as of immense

significance for managing employees.

N R Parasuraman, director, SDMIMD, who also spoke on the occasion, emphasised on the role of HRM, as the strategic business partner, and stressed upon the need for an organization-specific HRM policy framework, at place. Mousumi Sengupta, conference chair, presented the theme of the conference and highlighted the need for managing human relations and intelligence, in the context of emergence of industry 4.0.

Susanne Wilpers, director international programmes, Faculty of Business and Transport Management, Heilbronn University, Germany, in her virtual keynote address, indicated that using mobile technology, social network and predictive analytics have been the recent trends in HRM practices in Germany.

More than 200 delegates from across the country are expected to take part in the two-day conference where over 120 selected highly researched papers will also be presented.