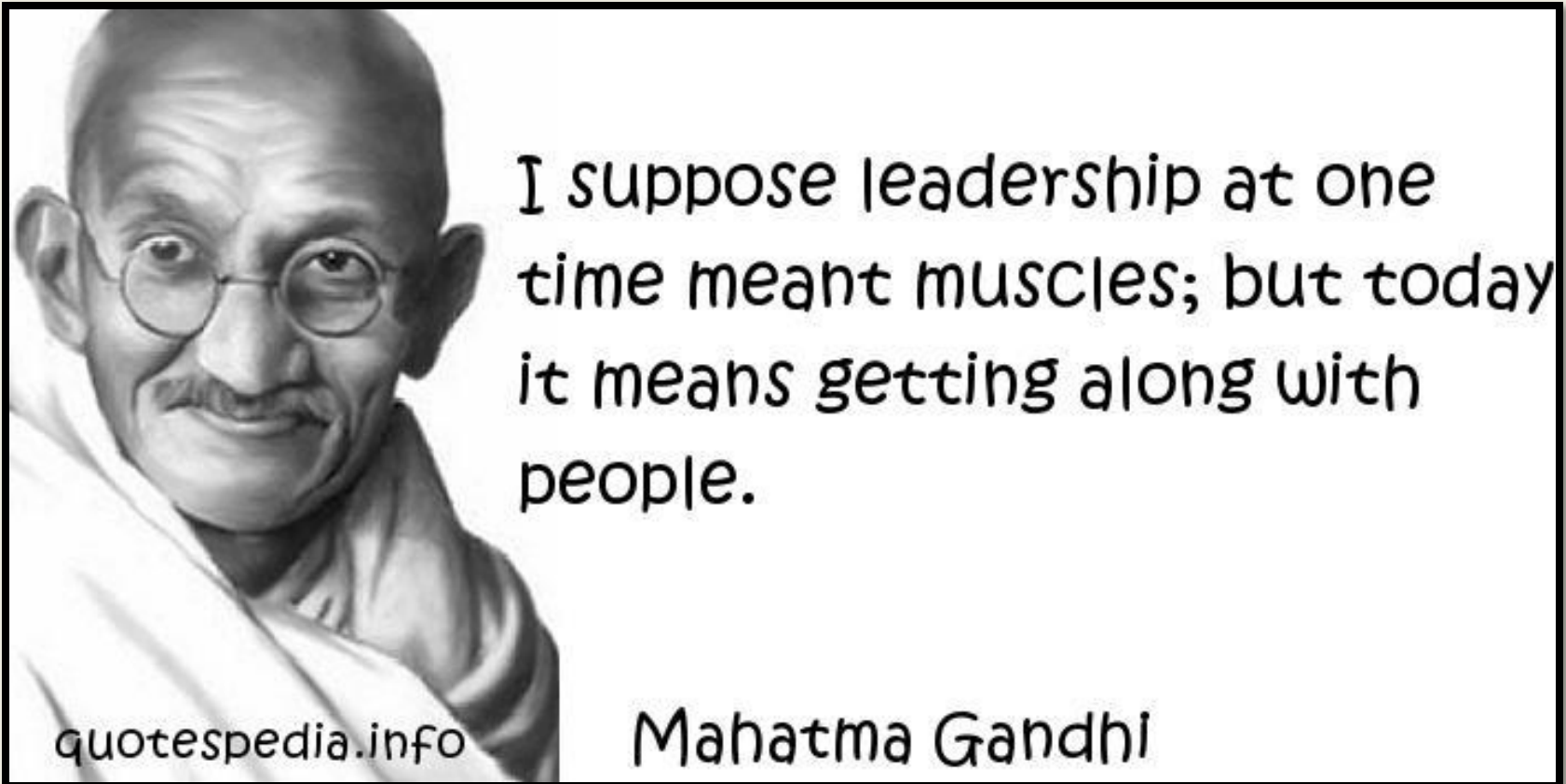




# A Harsh Bhargava Enterprise

Special Foundation Course 2015

# Opening thought...



# HRM Functions in Govt



Harsh Bhargava

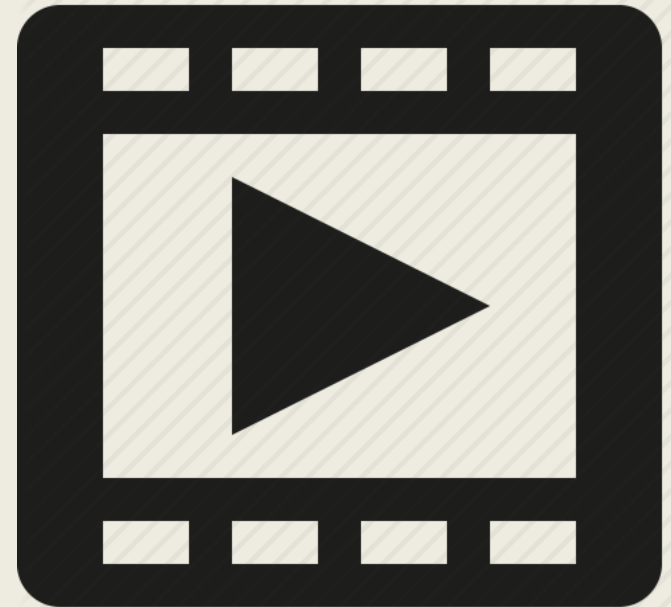
[hbindia@gmail.com](mailto:hbindia@gmail.com)



Knowledge ● People ● Learning

# Video Caselet

- Watch the video clip
- Analyse it
- Discuss the questions
- No judgments
- Learnings





Knowledge ● People ● Learning

# Agenda



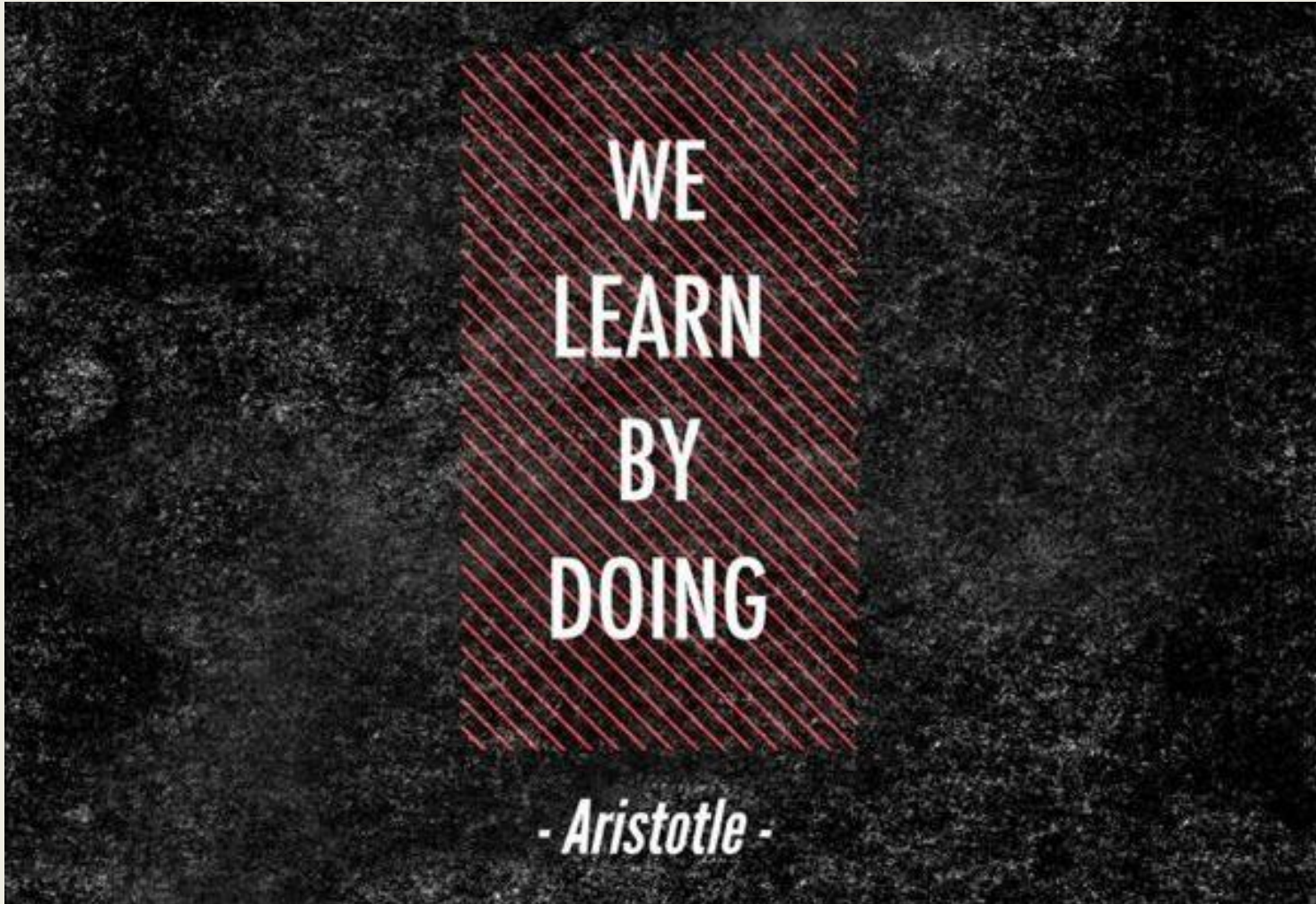
- HRM Functions
- Learning by doing
- Team Workout
- Share the recommendation with the class
- Role Plays- time permitting

# HRM Functions





# Learning by Doing





Knowledge ● People ● Learning

# Team Workout

- One HRM function per team
- Team deliberations
- Chosen function- Govt agency responsible
- Existing processes
- Pros and cons of implementation in Govt
- **Suggest one change or improvement** to make the HRM function more effective
- Share the recommendation with the class



# HR Planning


- All India services
- State level jobs
- Coordination
- Delays (Aadhar)
- Project organisations- Delhi Metro?

A good plan  
implemented  
**today**  
is better than  
a perfect plan  
implemented  
tomorrow.

--George Patton

# Recruitment & Selection

- UPSC
- State PSC
- Support staff selection
- Outsourcing?
- Effectiveness?

A graphic with a yellow background and a white, crumpled paper texture. It features large red quotation marks at the top and bottom. In the center, the text 'It is not possible to manufacture talent -- you have to recruit it in the first place.' is written in a black, serif font.

It is not possible to manufacture talent -- you have to recruit it in the first place.

# Trg & Development

- Officer level
- Induction
- Professional
- Mid-career
- Higher Studies
- Leadership and Change Management
- Overseas courses
- Trg evaluation: On-job feedback?

## Training

**"I hear and I forget.  
I see and I remember.  
I do and I understand."**

**Confucius**

[HowtoMotivateEmployeesNow.com](http://HowtoMotivateEmployeesNow.com)

# Trg & Development-2

- Subordinate development
- Technical/ secretarial staff
- Induction
- Mid-career
- Public dealing
- Ethics & Integrity
- Dissent and Innovations encouraged?
- Does training lead to better job performance?

**THE GROWTH  
AND  
DEVELOPMENT  
OF PEOPLE IS  
THE HIGHEST  
CALLING OF  
LEADERSHIP**

*~harvey s firestone*

# Personnel Administration

- Postings/ Transfers
- Deputations
- Overseas postings
- Pay revisions
- Disciplinary cases
- Processes
- Transparency?
- Effectiveness?

**GOOD  
PEOPLE  
BRING OUT  
THE GOOD  
IN  
PEOPLE.**  
*KUSHANDWIZDOM*

# Performance Appraisal

- Appraisal system
  - Officers
  - Other staff
- Adequacy?
- Weightage for parameters
- Need for revision?
- Suggestions?





# Rewards & Recognition

- High performers
- Awards- teams & individuals
- Incentives
- Poor performance
- Cautioning system?
- Dis-incentives?
- Processes or mechanisms
- Effectiveness

THERE ARE TWO  
KINDS OF PEOPLE,  
THOSE WHO DO THE WORK  
AND THOSE WHO  
TAKE THE CREDIT.

TRY TO BE  
IN THE FIRST GROUP;  
THERE IS LESS  
COMPETITION THERE.

- INDIRA GANDHI

# Succession Planning

- Key portfolios? ACC.
- Leader's role- nurture future leaders
- Does every officer do this?
- How to ensure?
- Suggestions?

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“

*Failing to plan*  
**IS**  
*planning to fail*

”

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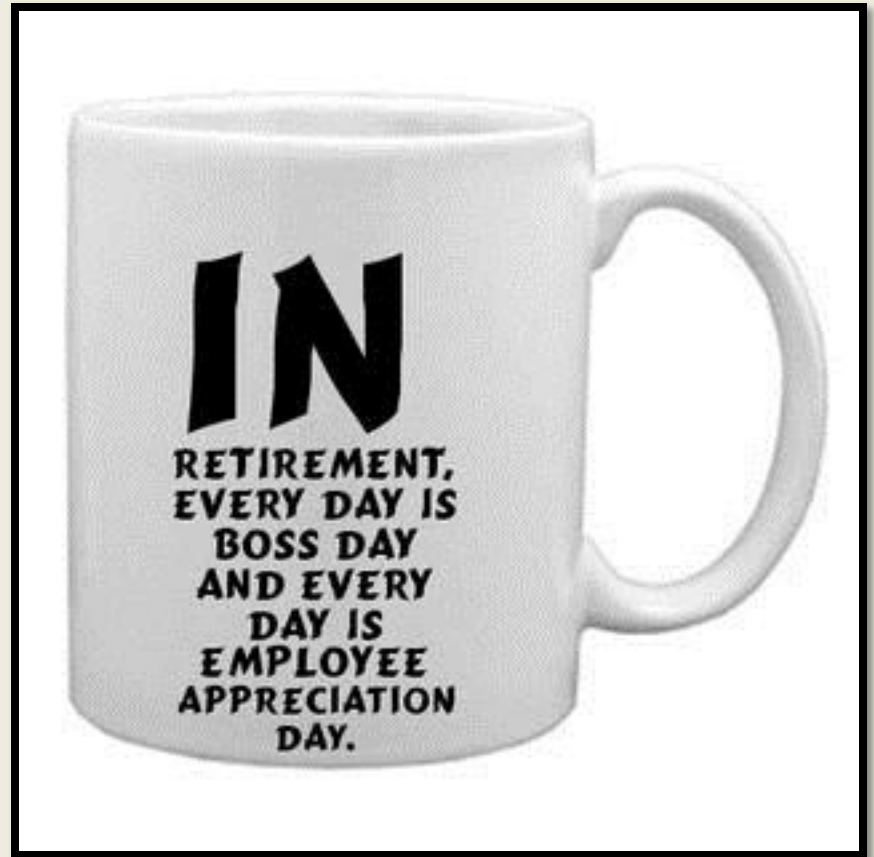
# Employee Relations

- Work culture
- Job satisfaction
- Grievance redressal
- Diversity
- Gender issues
- Employee benefits
- Existing processes
- Effectiveness?



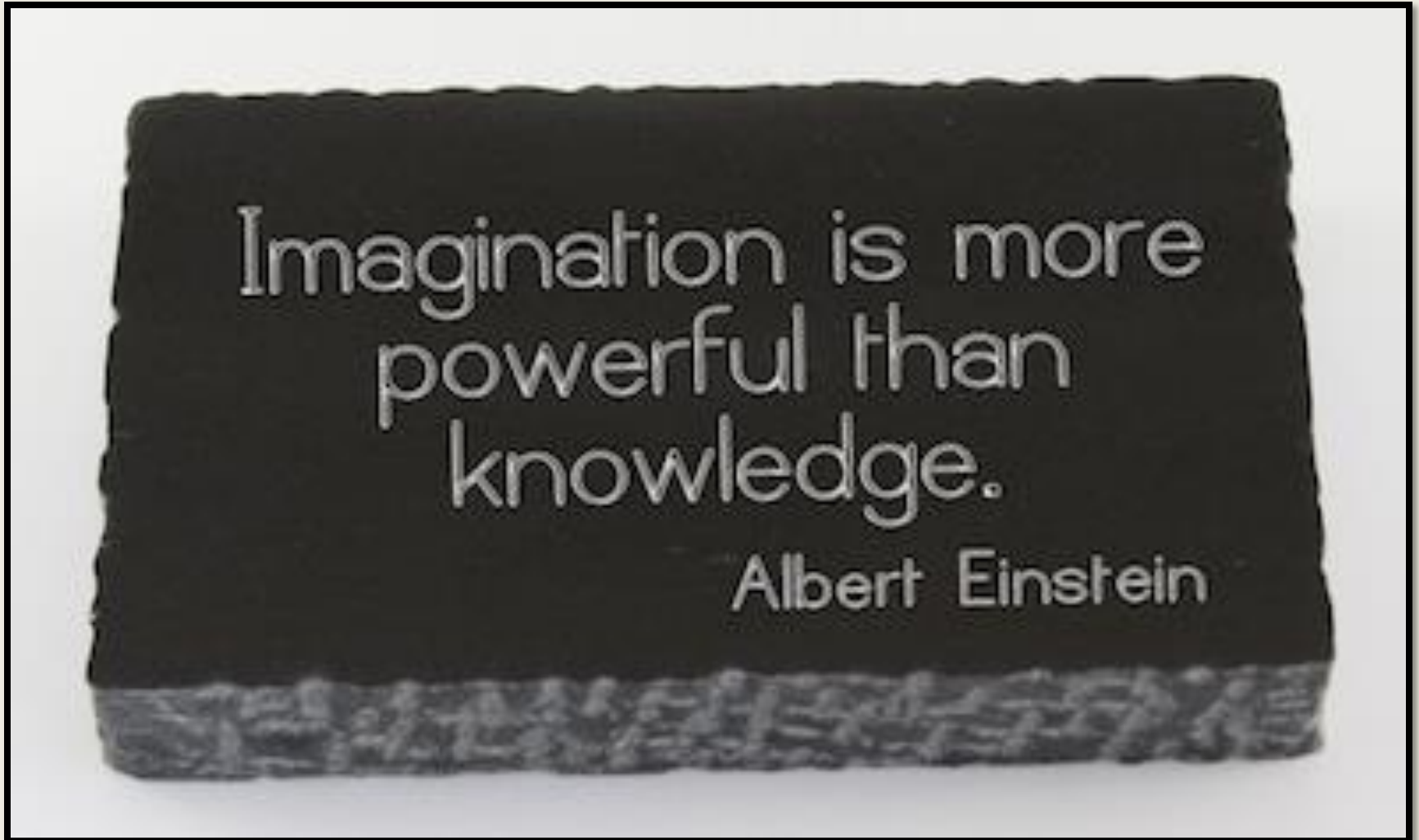
# Retirement or Exit

- Benefits
- Veterans care
- Knowledge utilisation
- Existing schemes and facilities
- Suggestions?





# Team Workout- Be Creative





# Closing thought...

**A BAD ATTITUDE  
IS LIKE A FLAT TIRE.  
IF YOU  
DONT CHANGE IT,  
YOU'LL NEVER GO  
ANYWHERE.**

InspirationBoost.com

# Thank you. It's the beginning.



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