HR Dynamikó

DEEP LEARNING

Vasantha G

Why should I hire you?

Click to see an acceptable answer for the HR question

Here are the specific skills mentioned:

- Attitude
- Flexibility
- Commitment
- Learnability – ability to learn, unlearn and relearn
- Customer-centricity
- Conversational skills
- Good knowledge about the company
- Ability to experiment

In common terms, 'deep learning' is an artificial intelligence function that imitates the workings of the human brain in processing data and creating patterns for use in decision making. Essentially, teaching computers to process information more like humans do. This article takes a stance at what learning companies expect a probable employee to possess.

The future belongs to those who learn more skills and combine them in creative ways. - Robert Greene

This quote is apt at any given situation, especially now, when we are interested in enhancing our knowledge on varied subjects. Some of us are taking up courses on various platforms that will help us understand our core domain better while we also grasp the world news better

There is the urge to learn more to do better in life. Be it a certification or a life skill or an e-quiz, we look forward to using the same in life, most importantly at work. In one of the webinars on placements, the panelists cited few basic skills that an employer looks for in a potential candidate, from the industry point of view.

Though we have heard of all the terms earlier, it maybe helpful for us to know that a good combination of all of them is what employers look for when they want to hire future managers. Decision-making being a key trait we should all possess, the thumb rule stated by one of the panelists is relevant at any given point – "Increase worldly knowledge". Whenever in doubt, just question yourself as to how well-read you are and that will expand horizons and perspectives for all of us.

Snippets Corner

I did my internship in an e-commerce startup called 'Hundred Plus'. It provided me great lessons of time management and prioritizing of work. Working in the employee engagement, recruitment and onboarding, I realized the importance of flexibility and reliability expected from an employee.These traits definitely helped me in exhibiting a recognizable work!
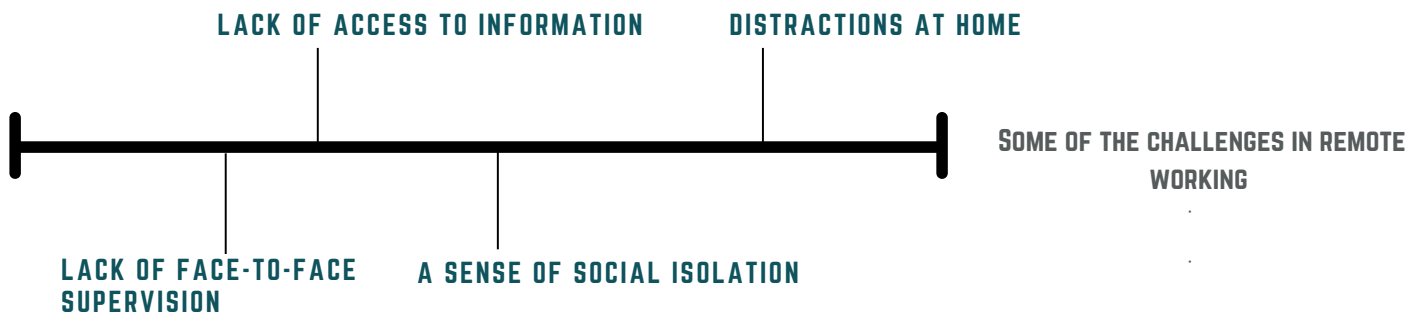
- Rehna S

ADAPTING TO TELECOMMUTING

Pradeeba C

The concept of a virtual team is not new in jobs today. Employees at various levels need to interact daily with co-workers,clients, superiors who are in different geographical locations. Many multinational companies have been offering work from home options to their employees and have established remote working policies to guide and facilitate their employees. Researches have proved that there had been a slight increase in productivity of the employees when they worked from home, contrary to the fear of managers that employees who work from home would produce a sub optimal quality of work.

Research from a Stanford Professor revealed that telecommuting has increased productivity in employees and decreased employee turnover and absenteeism. Also, the telecommuters found it easier to focus on their work as compared to their co-located counterparts. Besides, employers saved an average of $2,000 per employee each year on real estate costs.

In spite of the efforts by employers, telecommuting is challenging to the employees particularly the abrupt transition from in-office working environment to remote workspaces forced by worldwide lockdown due to Covid-19 pandemic.

LACK OF ACCESS TO INFORMATION   **DISTRACTIONS AT HOME**

SOME OF THE CHALLENGES IN REMOTE WORKING

LACK OF FACE-TO-FACE SUPERVISION   **A SENSE OF SOCIAL ISOLATION**

These challenges can be overcome by consistent and conscious efforts by the managers and employers. Here are the solutions for employers to provide a seamless work from home experience for their employees.

Effective Communication:

Tsedal Neeley, professor of organizational behavior at Harvard Business School, believes that a proper communication channel for the employees can reduce anxiety in employees and help them perform better. Having said that, establishing the right IT should be the priority of the organization. It is also crucial for the manager to make sure every employee has an equal access to information about the projects, client and the organization as a whole as only information makes every employee feel more inclusive to the organization. The manager can have one-to-one telephone calls with his team members if they work individually or can have team meetings via video conferencing if the team is collaborative. The calls need to be regular, and every member should be affirmed that they have the necessary support for their work communicating with employees at regular intervals to check on their progress and achievement is one of the acknowledged ways to manage their performance. An employee who expects a call from his boss aims to report positively and completes the work on time. Regular contacts also mimic the atmosphere of a collaborative office environment .

Motivated workforce means committed workforce:

The workforce should be highly intrinsically motivated to make work from home successful. The manager must communicate the key objectives of the team and make sure that they are deeply entrenched in every team member. When people work remotely, they can easily miss the bigger picture as they would be engrossed only in the work they do. The manager has to affirm the team by letting them know the importance of the work they do for the organization.

Providing autonomy is a great way to enhance the sense of commitment in employees. Every team member should be given the freedom to do the work in his/her way. Micro-managing employees hamper their creativity and productivity. On the other hand, giving them the freedom to do their job would enhance their sense of responsibility and accountability

Efficient performance management systems:

Tracking the performance of the team is essential and its importance becomes two-fold in case of a remotely working team. When it comes to the virtual team, the performance has to be measured based on the outcome, and this fact makes it even more challenging.

The manager can divide the complete project into different tasks and establish milestones. Once the employees know what is expected from them, they know how to do that, and a half of the challenge is through. The manager should set clear expectations for every member of the team and regularly check the progress. By doing this, the manager can keep track of the progress of every employee without intruding their privacy or autonomy.

The manager must take time out of his/her schedule to recognize and appreciate positive team behavior the team members project. This is one of the productivity boosters as it appeals to the part of the mind that craves appreciation, particularly at times when people are isolated from each other. In addition to that, the manager can formally organize virtual celebrations for the entire team when every milestone is
achieved and after the project gets completed. These steps ensure that employees are motivated to adapt themselves to telecommuting which is the new normal.

Snippets Corner

My HR internship at Lulu Mall in the current situation helped me understand recruitment, selection, training and development from a better perspective. The major takeaway is that I understood the importance of job in this current scenario and the vitality of matching employer requirements to employee skills and qualification.

Rishana A

BOZO EXPLOSION

Gayathri R

A bozo explosion is a tendency for a firm to become filled with unproductive and unimaginative executives and middle management as it grows.

Conceptually a company ranks candidate employees on a general scale of capability from A through to D, with the best and most capable people being the As, and the least capable being Ds.

Usually, when a company is small, it's determined to hire only A players. But as the company grows, fear and politics set in. Some leaders fear that a new employee will be better at something than they are. They may even show them up or take their job. This fear leads to what is known as the 'Bozo Explosion'. The moment you hire a B player is the moment the 'Bozo Explosion' starts; the B player hires a C player, the C player hires D players, until one day you wake...and you are surrounded by bozos.

"If you invite one clown, you will probably end up with a car full of clowns"

How to Prevent a Bozo Explosion

Hire the best. If possible, hire people who are better than you. If you're tempted to surround yourself with people who are less talented than yourself because it makes you feel superior, you need to take a hard look in the mirror and evaluate your intentions. In every circumstance, whether you are the CEO of your organization or in an entry-level position, you should work hard to surround yourself with people who push you to be better. This takes a rare blend of confidence and humility.
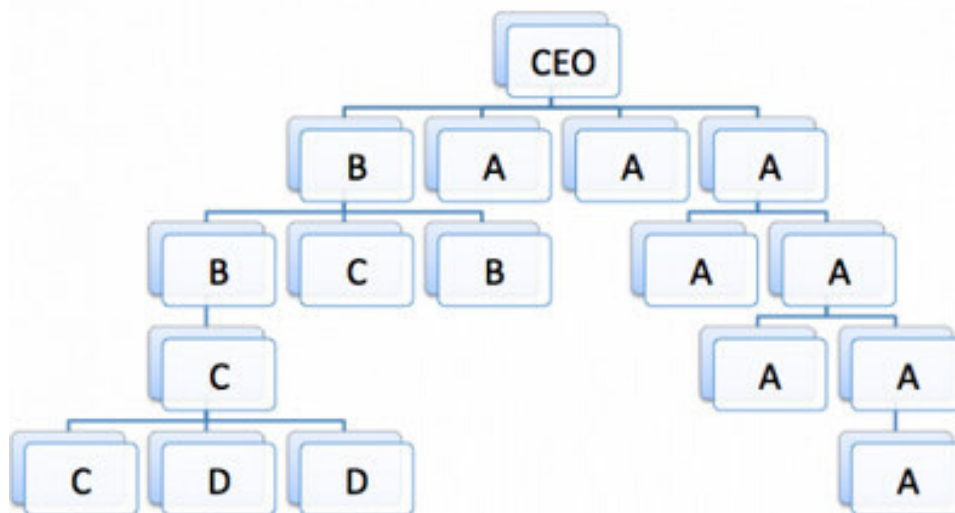
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