



LPU students learn to cope with recession

Readying for the tough times ahead

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The MBA students from Lovely Professional University were today apprised of the various challenges during recession periods that they would be expected to handle as future HR managers.

The students were face-to-face with the top HR managers from the corporate world during a seminar organised by LPU and the PHD Chamber of Commerce and Industry.

The CEO of Shreyans Paper Mills Ltd, Ludhiana, Anil Kumar, explained the qualities of a good team leader as he drew similarity between the five fingers of hand and a team during his keynote address.

"Imagine the thumb to be a leader and the fingers to be his team members. The

thumb is more flexible than the fingers, a quality that the team leader is also bound to have. The thumb can communicate with all the fingers just as a leader is supposed to do with its team members," he explained.

"Just as fingers can do various jobs, a good team leader should have the ability to engage its members in multi-tasking so that at the time of crisis or meltdown, the same set of people are trained enough to do different jobs. There could be some team members who would always be pointing out shortcomings in others just as the pointer finger does but the thumb has to put it under control," he made everyone laugh.

He concluded saying, "The thumb alone cannot shine without its team. But if it has a team along with it surely can raise the 'Thumbs Up sign' to others."

The chairperson of the Punjab chapter of the National Institute of Personnel Management, S.R. Saini, delivered a talk on 'Organisational redesign as an outcome of recession'.

He said one of the most convenient ways to cut down on costs was downsizing. "The only criteria to be chosen for the purpose should be the individual's performance", he stressed.

He emphasised that during such periods, the HR manager must play a proactive role to retain its performers. "High levels of anxiety and tension is common even with the performers during such times. They need to be counselled, told about the health of the company and offered small rewards while their spirit of belongingness is evoked," he suggested.

Vinay Kumar Nijhawan, Director, Training and Operations, Purple Leap, Bangalore, discussed issues related to 'Effect of recession on recruitment and

training'. He said during such periods 'de-globalisation' takes over globalisation. "Each company would prefer to retain staff only from within the country laying off all those from other nations", he explained.

Even in recruitment, the Just in Time (JIT) strategy is followed. Explaining he said, "During regular period, the companies are seen flocking at college campuses offering recruitments even to third year students. Over-hiring is common and expectation levels are lower. But during recession days, the JIT strategy is followed in which the students are taken only in the fag end of their last year. Just the right fit students are taken who can be deployed without spending anything on training. No consultancy agencies are hired. Instead recruitment is taken on the basis of referral network or through social networking sites keeping hiring costs to the minimum."