



# HR ADVANTAGE

Viewed as a support function for long, HR has of late donned an increasingly strategic dimension in the world of business. Today, more and more managers are recognising employees as their key source of competitive advantage. Monty Bharali, director and head, HR at DST

Worldwide Services, India elaborates, "An HR officer's is a role that defines itself as an executive level position which has both accountability and powers to take and own people related decisions in an organisation."

The role HR plays has shaped to be more vital than ever before. Rajita

Singh, Head - HR, Broadridge Financial Solutions (India) Pvt Ltd explains, "In India, the industry continues to grow, and a younger workforce is getting inducted. What does it mean for HR? In my opinion, it's back to the fundamentals - in today's scenario it's imperative for HR to focus on

Arshie Chevalwala talks to experts about new specialisations within the Human Resource industry

the basics and inculcate the skill of understanding subliminal messages and languages as well."

Tina Vas, Vice President - Global HR, Collabera highlights some of the upcoming specialisations in the industry:

## COMPENSATION AND BENEFITS

The profile mandates strong technical skills as well as good people skills. These professionals are instrumental in designing the compensation and benefits, reward systems and processes that aid companies in attracting, retaining and motivating their employees. These HR workers develop, implement and administer a company's rewards and benefits policies, including salaries, bonuses, pensions, life insurance and sometimes, medical insurance packages. Entry-level compensation: INR 3 - 5 lakhs

## CAREER PLANNING AND DEVELOPMENT

Arguably the most important specialisation within the HR function, these professionals are significantly responsible for keeping employee attrition levels under control, while of course increasing employee satisfaction and retention levels. The profile spans conducting and supervising various training and competency development/enhancement programs for employees, closely working with employees as well as their managers to identify training areas and avenues, helping employees chart their career development path and realise their goals by providing them adequate learning supports/aids, devising and executing organisational development strategies to drive performance improvement and the like.

A seasoned career planning and development professional can emerge as a significant contributor to an organisation's success. In fact, many seasoned

professionals in this field have taken on the role of independent consultants and corporate trainers - a lucrative option provided you have the right talent, acumen, experience and a credible network. Entry-level compensation: INR 2 - 4 lakhs.

Ashish Arora, Founder and MD of HR Anexi opines that one of the most recent HR specialisations in multinational organisations is HR Consulting or Business Partnership, where HR professionals' partner with line managers in understanding key business issues and designing core HR processes to address them. He shares the details:

## HR CONSULTING/ HR BUSINESS PARTNERSHIP

**Educational Qualifications**  
Bachelors or master's degree in Business Administration or related discipline, with a specialisation in Human Resources.

### ► Role Description

The role is focused on employee relations activities, HR policy application, and HR program deployment. The individual will be responsible for managing and supporting the delivery of specialised HR services, in addition to development of HR processes and practices across the organisation.

### ► Minimum Qualifications

- Bachelor's or master's degree in Business Administration or related discipline, with a specialisation in human resources
- At least eight years (five years, for master's degree candidates) of experience working in different HR functions and driving core HR programmes and processes.

### ► Career Path

From an entry-level HR Business Partner role, like that of HR Executive or Associate HR Business Partner, an employee can grow into manager or senior manager roles in HR Business Partnership. Being in one of the most broad-based roles in the HR office, the HR Business Partner can also transition into other specialised domains, like organisation development, compensation and benefits, HR operations, and talent acquisition, without the necessity of undergoing any formal training. More senior roles for a HRBP include leadership positions like HR Head, Director, or Vice President in larger organisations. Entry-level compensation: 3 to 5 lakhs per annum.

