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Employees need a purpose to function

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“I am a self-driven man, my dissatisfaction with the present, drives me towards the future,” says Siddarth Dhar, vice-president, HR, Deepak Nitrite. Despite working with various departments in different companies, Dhar chooses to stick in HR...

Dhar, a chemical engineer with 20-plus years of experience, started his career at Tata Chemicals in the manufacturing department and over a career spanning 12 years in various departments, he has chosen to work in HR by choice.

Noticing changes in the attitudes of people, Dhar says, “Globalisation and liberalization has changed the working attitude of the blue-collar professional. You don’t notice strikes and lockouts happening that often anymore. Workers have changed and adapted to the changing economy much better than the management. The management attitude is still the old school ,where ‘I am perennial’ holds true.”

How is recruitment done at Deepak Nitrite? Answering the question, Dhar says, “To attract the best talent to the company, it is important to provide the employee with the believable picture of the organisation. I like to know what merits the candidate can bring to the organisation. Additionally, I also look into the attitude of the candidate to ensure he or she adapt well to the work culture.”

How does he help an individual to settle? “The induction process involves getting introduced to everybody across the organization. The duration can be 3 days or 3 weeks depending upon the post and profile of the employee. An induction manual is also provided to familiarize him with the organization.”

Explaining how people react to changes being introduced by the management, Dhar says, “there is always resistance to changes, but if the changes is believable and the purpose defined, backing it up with training and incentives program helps in establishing the desired result.”