

## **17) Human Resource (HR) headache coming up**

HR in India had just about forgotten post y2k and dot com vaporization. 7 years is definitely a long time in Software and BPO parlance. We had all but forgotten that not long ago belts had to be tightened. Hardcore professionals, professional recruiters, and long term players enjoyed the digestion process.

Coming up now are the following challenges:

1. An industry force that believes that salaries grow 20 - 30% every year (perhaps twice a year would be good as well)
2. At least for India based companies, the government is talking about having the Techies pay some corporate tax
3. HR that is grappling with attrition issues - not really the rate, but the way it is done

HR in other verticals are commenting and do I see a smirk: You reap what you sow. Perhaps it is time to go back, close the loop and pull some good basics from Industrial Relations days.

Human Resource Management was (when it started a few decades back in India) just the better dressed + business drink version of good old Industrial Relations. Am just quoting someone who has been in business for 3+ decades now. Did we lose sight of objective somewhere in the middle? Somewhere when people were looked in 5 performance bands,

Comments anyone?

Any talking industry wide clean up acts yet? Isn't it about time?