

# Beat

HRIA NEWSLETTER

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## EDITORIAL

Friends, Year 2018 marks a completion of 23 years of our existence as an association of IT and ITES HR professionals.

Our journey to this day has been of constant learning and improvement. With every new initiative we have only enhanced our skills and knowledge in the HR field which has helped to increase our reach in the industry.

As we stand on a high, steep slope of the mountain and look ahead at the long winding path, we realize, the best way to reach the top and adhere to our vision of being an IT exclusive and a premier hub for HR professionals, is to continue with our philosophy - "Always Better".

Thus, the birth of "Beat", our first newsletter, a new gold feather in the ever-shining hat of HRIA!

Sit back, read, laugh, rewind, learn and, above all, enjoy the Ride!!!

## IN THIS ISSUE

In a society filled with conflicting responsibilities and commitments, work/life balance has become a predominant issue in the workplace. When it comes to the way we work, tremendous forces are radically reshaping the world of work as we know it. Hence our theme for the 1st edition of our newsletter is **Work-Life-Balance**.

An HR head of one of our corporate members talks about her views on this aspect. We have also taken perceptions and perspectives of a few of our HRIA members as well.



## MR. PRAVIN SAWANT, HEAD HR – 63 MOONS, BOARD OF TRUSTEE & PAST PRESIDENT, MUMBAI

It's been a decade and a half since I am associated with HRIA.

I still have vivid memories of the early days when I was a fresh member of the association. In those days, in 2003, our programs used to be conducted in AIPMA, All India Plastic's associations' office in Seepz. It used to be a round table discussions where a group of HR professionals from IT industry would discuss issues pertaining to their organizations.

The first ever session which I attended was on PMS. As a new attendee I was recognized by the fellow attendees and I was surprised with the warmth and affinity. From there on I got hooked to the attending the HRIA sessions.

In 2006, we moved from community halls to banquets where we got renowned speakers and industry experts to address us and share their views and we moved on from round table discussions to more structured programs. This started attracting more professionals from the HR IT industry and we started growing.

From here on our brand as HR Infotech Association started building as "HRIA".

We are a registered non-profit organization with a group of trustees who govern the associations rules and regulations and an annual committee elected by a voting system who manages and drives the functioning of the association through annual programs, sponsorships, memberships, communication etc.

The governing council is an apex body whereas we have divided the association in 2 chapters as we have members from both Mumbai and Pune and have 2 committees running the show. Our corporate membership spans across Tier 1 companies to budding organizations from the IT/ITES industry. We also have 100's of individual members and we would like to include the organizations they represent to be a corporate member and make the association stronger.

HRIA gives us a great platform to network with fellow HR colleagues from the IT industry where we can share our views and knowledge and also involves a lot of learning. **The pioneers of HRIA which includes Mr. Shyam Sunder Lal, Mr. Kishore Bhalerao, Mr. Vijay Kanbur, Dr. C. M. Dwivedi, and Dr. Deepak Deshpande**, have been a strong backbone who laid a foundation almost 3 decades ago and managed to effectively keep the show running.

They had a vision to have an association for HR professionals in the IT industry who can have a common platform to share, learn and implement. Through thick and thin, while many other such forums mushroomed, many started and vanished and some others became a mere entertainment hub, HRIA continued its focus on the IT Industry HR professionals.

As a past president and now as a member of Board of Trustee, I completely support this vision and will strive to grow this stronger and a more unified association with rich knowledge on the IT HR practices.

I look forward to make it an HR knowledge hub for IT and ITES with support from all those who have been associated with us in the past and the present and will be pleased to have the millennials join us and take this to the next level.

All the best!



## MR. ANAND DHRUV, HEAD HR – LAQSHYA GROUP, HRIA PRESIDENT, MUMBAI & BOARD OF TRUSTEE

What has been the most memorable moment in the past 8 years of your association with HRIA?

HRIA has given me many memorable moments but the few most memorable are,

- My Induction as Board of Directors in October 2014
- The conference where we had the privilege of meeting “Father of IT Industry in India”, Dr. F. C. Kohli
- Winning Elections in 2016 and getting inducted as Treasurer for the Mumbai Chapter
- Moderating the Panel on 23rd September 2016 for HRIA Evening Panel Discussion
- Taking up the Presidents role on 1st April 2018

At times when you are let down in your professional life, what do you do to get back in the game?

I just tell myself that this is a temporary phase & will pass-by and I move ahead in my life. I am also somebody who generally will not hold on to things for too long. I strongly believe in the fresh dawn which overcomes the darkness for sure.

What’s your favorite Hindi song during the monsoon?

It always has to be Tip Tip Barsa Paani – No one can ever look so sensuous like Raveena was in this song. And I think she is still one of the most good-looking actresses we have in Bollywood. I miss seeing her in the movies now-a-days.

Favorite Cuisine?

Chinese & Dal Rice

Your favourite passtime?

Trekking, travelling and socialising

Your favourite destination?

London

Your favourite movie?

It has to be - Anand

3 Goals in your life’s to-do list?

- Retire at the age of 40
- Start my own venture
- Start my own orphanage with child care centre



### Evening Conference - GIG Economy

Speaker – Unmesh Pawar, Partner and Head of People, Performance and Culture - KPMG

The topic was enticing and the speaker, Mr. Unmesh Pawar was awesome. The energy among the audience was fabulous.

Unmesh has a unique style of presenting a topic by engaging the audience which was evident in the session. The self-learning through the given exercises in four groups brought the creative minds together.

150 HRIA members & delegates attendaded this knowledge filled conference.



### Workshop - Velocity Reading

Trainer – Rupak Shah, Owner – Velocity Reading

Rupak Shah is an avid reader who finishes one book in every two days. Although completing his “Aircraft Maintenance Engineer” course, his passion for training and reading lead him to make a shift in his career.

This training helped partipants to transform their reading styles, triple their reading speed while grasping the content well.





### CSR Activity – Blood Donation Camp

HRIA in association with Rotary club organized this camp at D.Y. Patil hospital, Navi Mumbai.

We received an amazing support from members and managed to collect 700 bottles.

The donated blood will be used for the children from Navi Mumbai Area who are suffering from Thalassemia and will be available free of cost.



### Training – Advance Excel

Trainer – Pragati Software Pvt. Ltd.

This was a one day training on advance excel conducted at Pragati Software.

In today’s digital world and the automation, Microsoft excel is still a lifeline for many HR professionals. This HRIA workshop must have surely helped many to brush on their skills.



### Webinar – Talent Value Management

Trainer – Ms. Monika Navandar

Founder & Chief Consultant of Neo Seven Solutions, Ms. Monika comes with an impressive international experience on Talent Management, Inclusion & Diversity.

This session gave us amazing insights and actionable inputs on how to link organization growth with talent agenda.



### Whatsappinar – Income Tax Planning

Trainer – CA Manish Pranay

In our busy schedules, attending a one hour whatsappinar is convenient and gives us all the valid information on statutory laws and compliances.

This helped members for their personal tax planning. Also as HR professional this can help us value add in employee assistance and guidance.

## Guest Speaker - Sharmila Talpady, Head HR - NSE IT



### SHARMILA TALPADY, HEAD HR - NSE IT

“There is no such thing as work-life balance. Everything worth fighting for unbalances your life.” - Alain de Botton

When we work hard for something we don't care about but believe it is worth it, it only brings us stress but when we work hard for something we are passionate about, it makes us happy. This is something I realized after many years of relentlessly putting all my energy into building a “so-called” successful career. The realization came when I asked myself if I was really happy in life - I reflected on all those years and realized the sacrifices I had made to make a “successful” career. In my view, work-life balance is not about balancing the hours in a day between work and family but it is about knowing what makes us happy and pursuing the same. Our corporate lives have certainly taught us to blindly pursue things that everyone else pursues without trying to understand if that makes us really happy. After all, the definition of happiness cannot be the same for all!!

I stopped planning my career, I have started to take things as they come and welcome the little surprises to keep my life interesting. Also, the less I compare myself with others, the happier I am. It is important to make time for things we like doing or spend time with people we like. I started to do this during my recent 3 year long career break which taught me to look at life differently. Yes, I am back after the break but I have transformed into a different person. I know now that happiness that comes from materialistic things is momentary and short-lived. I am not competing with anyone and I continue to do the things that make me happy. The more I am at peace with myself, the more productive I am at work.

In my view, one should not confuse having a career with having a life and one should not make himself/ herself miserable to be successful in his/ her career. To me success in one's career cannot be attributed to success in one's life, for, career is just a part of our lives and cannot become a measure of failure/ success. It may be good to be ambitious about our careers as long as we enjoy the journey and also pursue things that make us happy. We will never feel truly satisfied by work until we are satisfied with our lives. And you cannot do a good job if job is all you do!!

# Perspectives & Perceptions



**Zubair Wani - HR @ Netmagic**

Work Life Balance Is Becoming Work Life Integration. It is nearly impossible to avoid work and life merging into one, so you might as well make the most of it and align your goals to create the life experience you want. As a working mother, I understand the desire for flexibility in the workplace. I agree that the goal should be to find a way to be productive at work and at the same time be present with your friends and family. But integration is just as much of a fallacy as balance. Work deadlines and family emergencies don't occur in balance. Building a life that accounts for what is important to an individual is dependent on the individual. Terms like work-life balance and integration imply that there is a particular goal we all should be achieving when in fact life does not always accommodate these aspirations.

Let me give you an example. "If you and your spouse are out to dinner and you need to respond to work emails, it would be rude to just take out your phone. But, if you ask her if she has some work she needs to do and you both take out your phones; that is integration." To me, that just sounds depressing. Call me crazy, but I want to enjoy spending time with whomever I am with. And, if there is a true emergency at work or at home, I hope I get a phone call.



**Radha Pillai - HR @ VXL Software Solutions**

In today's fast paced world, work life balance plays a very important role in both personal and professional life but the ability to achieve the same becomes more and more difficult.

It has got multiple benefits in terms of improving the efficiency of work performance. Employees start voluntarily shouldering their responsibilities which creates a positive atmosphere both at work and home.

I think every organisation has to look up on promoting flexible timing, health initiatives and not only keeping the employees engaged but also their families by inviting them for certain important events organised at work. Keep an eye on the team members and understand the kind of challenges, stress etc they are facing and try to get them overcoming this.



**Vikram Shah - HR @ Flipkart**

Work life balance to me is a good contentment level both at work and in personal life. IN Today's ever-changing and ever evolving world, our work is no more 9-5 or 10-6

It's the passion and love that I bring in both at work and life that helps me balance the two. It could be spending 50-60 hours a week at work and compensating the same by spending 30 hours next week without compromising work and also spending quality time for personal life

## TIT – BITS

A red panda is native to the Himalayas and southwestern China. Translated, the English word for red panda is "**Firefox**," which is where the browser gets its name.

Engelbart who invented mouse was also responsible for the name **mouse**, coined simply because the cable sticking out the end of the device reminded him of a rodent's tail.

Ubuntu is one of the most popular distributions of Linux. The word Ubuntu comes from an African phrase meaning "**I am because of you**".

The phrase "Don't be evil" was **Google's motto** for about 15 years from around 2000, but it was changed to "Do the right thing" in October 2015 after corporate restructuring.

In 1980 when IBM wanted to expedite the development of its first PC, it formed an independent group of engineers known as "**The Dirty Dozen**" who were tasked with creating a working prototype over the next 30 days as well as delivering a finished product inside of a year. The Dirty Dozen is a 1967 American war film.



Outbound programme of Pune and Mumbai Chapter  
@ Pegasus Academy, Kamshet

## Upcoming Events

Date	Event/Topic
03-Aug-18	Evening Conference
18-Aug-18	Half day Workshop on Image Management
23-Aug-18	Whatsappinar on HR Compliance
31-Aug-18	Overnight Out-bond experiential learning
08-Sep-18	Half day Workshop on Taxation
27-Sep-18	Webinar on HR Compliance
29-Sep-18	Whatsappinar on Spirituality in HR
05-Oct-18	Evening Conference





## Quiz – The word game

1. HRIA initial sessions were organized in which place?
2. What is the Anand's favourite song?
3. Which organisation does Radha represent?
4. Who is the stalwart in this edition of HRIA?
5. Red panda has inspired which technology?



## Editorial Team



*Deepti Ashar*  
Head HR @ MindCraft



*Vinu Pillai*  
AVP HR @ Vitruvian Technologies

*To win gift vouchers, send in your answers to [president.hria@gmail.com](mailto:president.hria@gmail.com) with the subject "Beat V1: Quiz". Last date for sending your entries is Fri, 17<sup>th</sup> Aug, 2018.*



## Governing Council



Shyam Sunder Lal



Kishor Bhalerao



Vijay L. Kanbur



Dr. C. M. Dwivedi



Dr. Deepak Deshpande



### HRIA Mumbai Committee 2018 - 19

Pravin Sawant, Anand Dhruv, Reena S. , Vinu Pillai, Zubair Wani, Deepti Ashar, Shilpa Pradhan, Ashish T., Adhir More, Supriya Sawant, Leenesh Singh, Shilpa Wagh

