

Positive attitude and right HR practices makes an organisation successful

Human Resource Management (HRM) has become the most integral cog of corporate machines all over the world. Organizations from every corner of the globe voice the need to have sound HR Management like they have never wanted before, but does Sri Lanka have the same thirst for HRM too?



Diana Johnson

companies and local conglomerates, she took time off her schedule to shed some HR light to our questions.

Q : Where does Sri Lanka stand in devising HR based recruitment methods in comparison to its global counterparts?

A : Local organizations have a long way to go in order to come in par with other companies worldwide. Although some local conglomerates including Richard Pieris

endeavour to apply these models in their recruitment process, it is not a straight forward task as one thinks. However with further customising to cater to actual business needs the local companies too could adopt such robust world class systems in order to streamline their processes which enable them to reach highest levels of efficiency in operations when implemented effectively and found to be evident with our Group.

It requires the coming together of many factors such as the interpersonal skills and attributes of the candidate and also the similarity in both techni-

cal as well as behavioural traits amongst candidates who apply for a particular position; any lapses in these factors can flaw the recruitment model we follow. One such drawback in devising these models locally has been; the inability to bridge the skills gaps. In many instances the recruiting organization ends up hiring candidates with slightly varied profiles than what they initially advertised for. This is especially found in specialised recruitment instances as opposed to mass recruitment that widely takes place in Sri Lanka.

Conted on p 6

In our quest to find answers, we sought advice from Richard Pieris & Company plc, an organization that has a business history of over 75 years, a labour force that has a gigantic 33000

employees and professional structure that successfully managed to fight against all economic, financial and Human resources related odds; successfully even through the recession. The Human Resources Development Manager; Diana Johnson, who is a former student of Methodist College, Colombo now holds a Masters degree in Business Administration with specialization in Strategic Human Resource Management and International Marketing from ICAI University; also a Diplomat on Human Psychology and HR; has been with the Group for the past three years. With nearly a decade worth experience in Human Resource Management of which 6 years in senior management positions spanning across leading Multinational

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