

# Human Resources contributes towards the development of industries

Employee's sensors should be taken before the HR planning in an organization. Collection of data and information pertaining to HR would be identified as employee's sensors.

The major tasks of HRM when an employee sensors are operated considered as: Collection of historical information of employees and employers, Make sure the stability of employee's internal and external conditions, Categorization of employees for grouping (The employees positions, names, activities and their types), Preparations of documentaries in connection with the employees sensors has to make it easy,

Appointing a board which would be very sufficient to cater to the need of the employees sensors.

## The importance of HR Planning

Developed countries have given the priorities on labour techniques orientation towards the economy development. Especially if the HR planning is properly not done the economy would be failure because HR contributes a great support to the industries. The industrialization strategies and the technological systems would be supporting to develop the industries but the HR should be systematically implied with this process and much more benefits could be gained through the technology and industrialization strategic applications.

### Why HR Planning?

..Planning of HR is required to obtain evaluations of employee's performance, Controlling of HR, Planning of employees training and development programmers dynamically and Maintenance of employee's contributions.

HR Planning would be an analysis of the future of the organization. It



Ranjan Saheed

would be developed by anticipating the changes of employees in future. The main objective of HR planning is to focus on the maintenance of HR force in the organization. HR plans decides the future of organization and its environmental conditions specially the micro condition and the efficiency of the work force.

### Recruitment and Selection

Selection policy of an organization is firstly to call upon the most suitable applicants for interviews. The selection would be done based on the most eligible applicants. The selection focus would be especially on the background of the job experience and relevant qualifications. There are various systems of recruiting employees for organization. Recruitment sources for positions can be categorized as Internal Sources and External sources.

### Advantages of internal sources recruitments

- Absorbing the internal forces for various positions would enhance the work force kind of motivation and improving the interpersonal relationship.
- Internal work force is knowledgeable about the organizational culture.
- They are used to the organizational mechanism and the culture, as they are not new resource personnels.
- They would be more loyal than the external employees.

### Advantages of external resources

- New enrolments could be done from outside so that the organization gets an opportunity for new attitudes building.
- Opportunities could be gained to have efficient and capable work force.

- Employees might not have any objection recruiting external personnels to top ranks because they might be experienced and qualified, eligible resources personnel.
- Absorbing of relatives for the current employees by giving priorities could be more benefits for future.

### Disadvantages of internal sources recruitments

- Applications of innovative strategies would be lacking due to the lack of new enrolments.
- Qualified and experienced new recourse personnel might not be getting opportunities for top ranks. Lot of disadvantages of introducing new attitudes and new strategies.
- Contemporaries, colleagues might not support the top rankers as they were working together one time and they might not support. This would be a disadvantage factor for the long term business development of the organization.
- Internal sources application would be blocking the external sources. This would be a disadvantage factor for the organizational long term running.

### Disadvantages of selection of external sources

- Absorbing of relatives for organization would lead to establish family powers and enhance to build up group behavior.
- External sources and internal sources would activate as two groups and it might lead to clashes in future.

The writer Ranjan Saheed is a Chartered Marketer and Management Consultant/ Senior Lecturer at Aquinas University College



## Harness the power of an employee suggestion programme

The pitfalls of an ill-conceived employee suggestion programme are multiple, legendary and most frequently - avoidable. A carefully constructed employee suggestion programme, that is launched with organizational commitment, clarity and ongoing communication can positively impact your bottom line and your employee motivation and enthusiasm. An ill-conceived, hastily launched, undefined employee suggestion programme can turn people off and generate ill will, cynicism and misunderstanding.

### Does Your Company Need an Employee Suggestion Program?

Before launching an employee suggestion programme, consider your corporate culture. Are you currently receiving fresh and thoughtful ideas? Are employee suggestions already percolating to the surface at staff meetings and in casual conversation? If so, maybe more informal methods for cultivating new ideas are warranted rather than a full-blown employee suggestion programme.

Perhaps you can schedule departmental brainstorming sessions or generate ideas about particular topics during portions of your weekly staff meeting. You can set a day a month for a luncheon at which every employee is asked to submit at least one idea. You can ask your managers to bring three employee ideas to each manager's meeting. Creativity serves you well in idea generation.

If not, I'd begin by asking what about your culture is currently stifling ideas? Will these issues continue to exist when you implement an employee suggestion programme? If so, your successful employee suggestion programme must eliminate or circumvent these road blocks.

I am not traditionally a fan of employee suggestion programmes since they are unwieldy, difficult to keep up with, time consuming, can cause more hard feelings than positive outcomes and must be strictly managed.

### Elements in a Successful Employee Suggestion Program

I have seen few employee suggestion programmes succeed, but the employee suggestion programmes that did succeed shared common success elements. You may take a pause at the number of factors I consider significant to the success of an employee suggestion programme, but these are factors common to any successful work process that takes employee time and offers the possibility for significant rewards and recognition. If you pursue an employee suggestion programme, the following must happen for success.

Contd.on Page4

## Space Wanted

**for factory in Colombo suburbs**  
5000sqft on ground floor with  
20ft road access, 3 phase electricity and water  
within 25km

**for sales outlets**  
1200 sqft on ground floor  
facing the main road with adequate parking  
in the following locations:  
• Borella • Kurunegala  
• Panadura • Kollonnawa • Narahenpita

**Contact: 0777 414797**

Our client who is involved in supplying technical staff for operating and maintaining Power Plants Overseas requires a Vice President to head its Global Operations.

## Vice President Global Operations

The ideal candidate should have a MBA from a recognized university with extensive work experience in international/commercial law. The candidate must have a perfect command of the English language and language skills in Spanish and French would be an advantage. Should be willing to travel extensively throughout the world.

Duties and responsibilities include but are not limited to the following:

- Negotiating contracts with overseas clients and preparing project agreements/contracts.
- Effectively handle complaints and find solutions in consultation with clients and suppliers.
- Prospecting new business with overseas clients.
- Travel to overseas sites and resolve any Management/HR related issues.
- Handling recruitment of new candidates to assess their soft skills to make sure that they are of the quality to work in a challenging environment.
- Maintaining good relationships with clients, foreign ministries, overseas missions and Ambassadors in multiple countries.
- Researching regulations in countries where new and existing projects are taking place, including visa, banking, taxation and legal requirements.
- Locate and liaise with foreign legal consultants to obtain legal, banking, taxation and insurance advice.
- Ensure that all invoicing matters are efficiently and effectively handled.
- Overall responsibility for the smooth running of the business, and compliance with local legal requirements.

Remuneration: Rs. 330,000 per month.

**MSL Management  
Systems (Pvt) Ltd.**

☐ No: 08 Tickell Road, Colombo 08.  
☎ 5 360616 @ mslr@sltnet.lk  
🌐 www.bposrilanka.com

Please forward your complete resume with contact details of two non-related referees to reach us within 07 days of this advertisement quoting MSL Ref. No. 6378 in your application and on the envelope

## POST OF SHIPPING / OPERATIONS EXECUTIVES

We have a vacancy for an Operations Executive in our Galle Office.

Candidates should be ideally from Galle or in proximity to Galle.

Please apply along with your resume to:

**Human Resources,  
4th Floor, P.O. Box 1125  
Robert Senanayake Building,  
# 46/5, Navam Mawatha,  
Colombo - 02,  
Sri Lanka.**

Our Client is a "WRAP" certified multinational manufacturing organization operating in the Export Processing Zone, Katunayake, for 25 years and engaged in the production of high quality products to a discerning and competitive European market.

The company invites applications from suitably qualified, energetic, self-motivated hard working candidates, with a pleasing and outgoing personality, for the vacancy mentioned below.

## JUNIOR EXECUTIVE - PACKAGING

### QUALIFICATIONS:

- Qualification at the G.C.E O/L with 06 Credits including English & Mathematics and a pass at the G.C.E. A/L Examination
- Computer Literacy in MS Office applications is essential
- A Diploma or equivalent qualification in the relevant field will be a distinct advantage

### EXPERIENCE & GENERAL REQUIREMENTS:

- Experience of 3-4 years in a similar capacity
- Knowledge & experience in developing packaging material
- Understanding and experience in supplier handling, procurement administration and delivery follow-up
- Strong negotiation skills & co-ordination abilities
- Ability to work independently and to meet the high demands of the job with minimum supervision
- Excellent verbal and written communication skills in English & Sinhala and the capability to interact with all levels across the organization
- Below 35 years of age

An attractive and negotiable remuneration will be offered to the selected candidates

**MSL Management  
Systems (Pvt) Ltd.**

☐ No: 08 Tickell Road, Colombo 08.  
☎ 5 360616 @ mslr@sltnet.lk  
🌐 www.bposrilanka.com

Please forward your complete resume, copies of certificates and testimonials with contact details of two non-related referees to reach us within 10 days of this advertisement quoting MSL Ref. No. 6373 in your application and on the envelope.

We thank all applicants for their interest.  
Only short-listed candidates will be notified.