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Morgan Eries goes deep to unlock insight and have the courage to act. We bring the right people together to challenge established thinking and drive transformation. We work with our clients to build the Human Resource capabilities & solve / Prevent legal issues that enable organizations to achieve sustainable advantage. We are shaping the future. Together....

Our Brand Promise : HR 10% - 100% Business Growth. Legal : Zero litigation, Zero labour unrest, Zero Loss, Zero Wasting Time

BIJU M RAJAN. LLB, MBA (HR)

HR & Legal Strategic Business Partners in growth Morgan Eries..

“ Ask yourself, “Do you create value in the markets or business units you serve and does that value have a direct impact on quantifiable business objectives/vision..?”

HR's transformation over the years from administrative cost centre to strategic business partner continues to evolve, but one thing is certain—there is no turning back. Today's HR strategic partner not only has gained a seat at the table with the major decision makers of an organization, but also assumes a prominent role as a chief advisor/Strategist in the organization.

Everything HR does must provide value to the organization's strategic objectives. In other words—HR's goals must be the same as the business's goals. HR is in the people business and everyone agrees the most critical factor to an organization's success is its people. , the practice of HRM needs to be integrated with the overall strategy to ensure effective use of people and provide better returns to the organizations in terms of ROI (Return on Investment) for every rupee spent on them.

Every decision, plan, or process has to be aligned with the core business strategy. As a true business partner, HR must be able to add value to the organization's overall strategic objectives/vision by employing a shared mind-set and accountability to key performance indicators and ensure system, policies, process. To add value, HR must innovate and continue to step outside of traditional roles and proactively seek out opportunities to learn the business we support.

Strategic HR business partners understand their organization's business, how the money flows, and what drives growth and profitability. We build partnerships with internal and external customers. We develop human-resource programs with long-term objectives, and increase employee productivity by focusing on business obstacles that occur outside of human resources. Finally, we share ideas on how to help people in the organization meet their goals and contribute to the overall business plan.....

Legal/IR- issues are blotches to the reputation of a company identity or name. Lack of labour law compliance can create issues within an organization. It could possibly face legal consequences such as penalty, fine, imprisonment and labour unrest..etc. In order to avoid them, It is necessary to find a excellent legal/IR strategic business partners that offers complete legal/IR compliance solutions. If company has to attend legal penalties due to lack of compliance, then good employees would not find enough trust to pursue jobs in such an organization. For a business house, It is absolutely necessary to keep a clean image so that present or future employees can feel comfortable working with the organization. ”

Organisation change & development

Defining Employee Engagement

Engagement is the energy, passion, or fire in the belly employees have for their employer. It's a step ahead than employee satisfaction

Results

Stay : Desire to be a member of the organisation

Say : Speak positively about the organisation

Strive : Go beyond what is minimally required

The Drivers

People

- Senior Leadership
- Manager
- Co-Workers

Work

- Work Activities
- Resources
- Processes

Total Rewards

- Pay
- Benefits
- Recognition

Opportunities

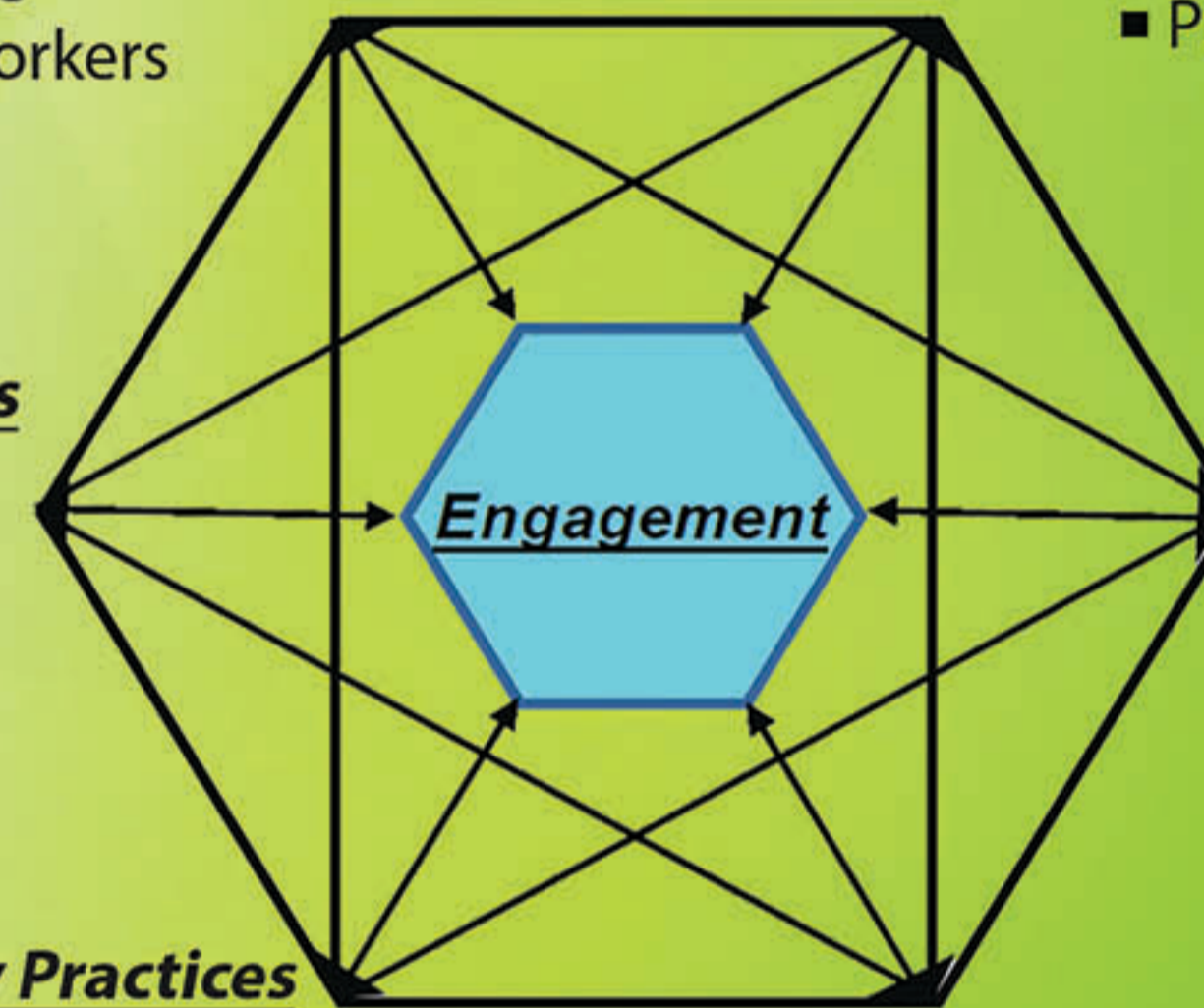
- Career Opportunities
- Learning/Development

Company Practices

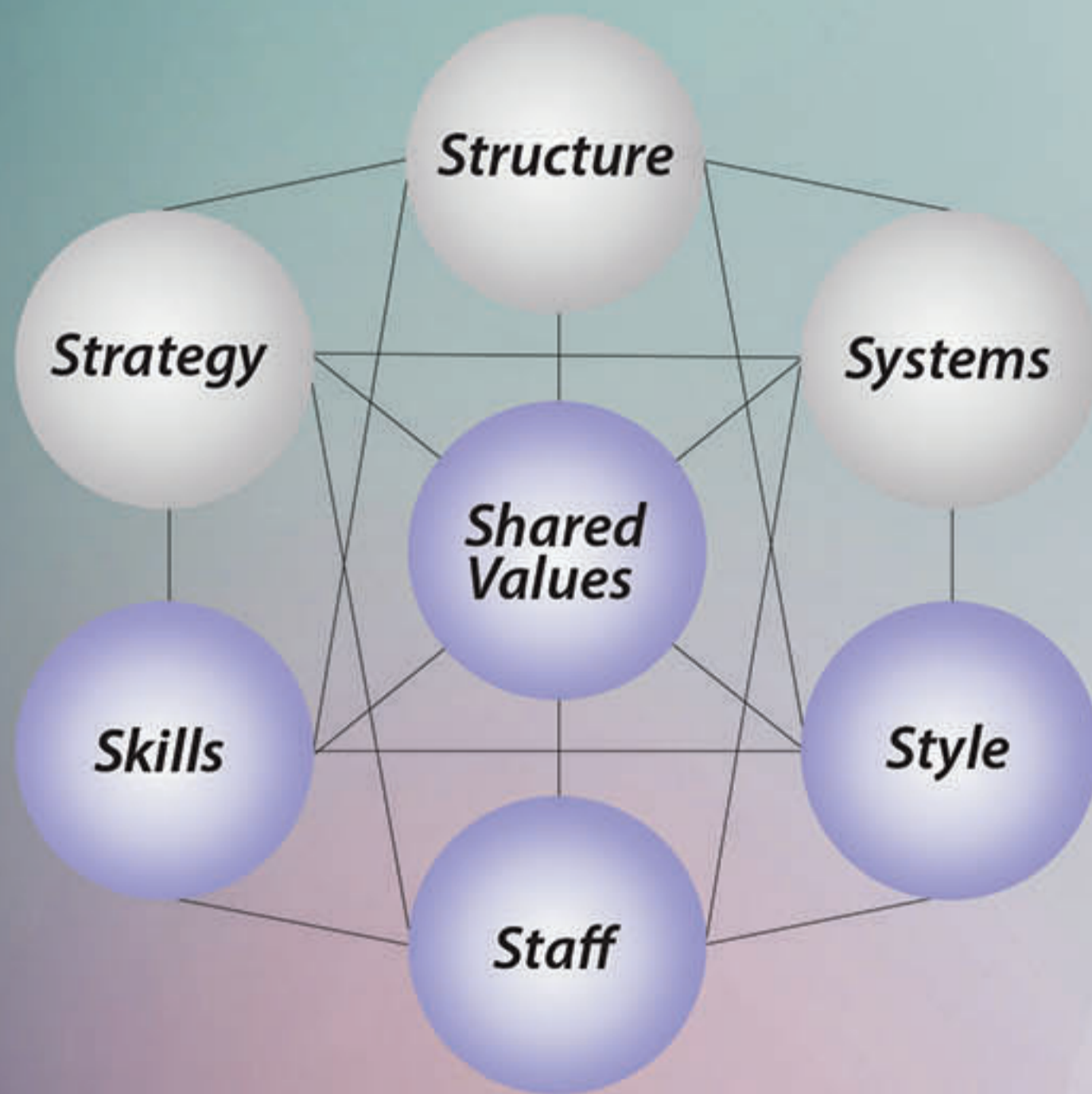
- People Practices
- Policies
- Performance Assessment
- Company Reputation

Quality of Life

- Work/Life Balance



Organisation change & development



The McKinsey 7S Model

Let's look at each of the elements specifically

- **Strategy:** the plan devised to maintain and build competitive advantage over the competition.
- **Structure:** the way the organization is structured and who reports to whom.
- **Systems:** the daily activities and procedures that staff members engage in to get the job done.
- **Shared Values:** called "superordinate goals" when the model was first developed, these are the core values of the company that are evidenced in the corporate culture and the general work ethic.
- **Style:** the style of leadership adopted.
- **Staff:** the employees and their general capabilities.
- **Skills:** the actual skills and competencies of the employees working for the company.

Organisation change & development

Change Management

Facilitating management and acceptance of change by organizing extensive awareness campaigns.
Interacting with HODs and Senior Leaders for implementing Quality Improvement Projects.

HR Branding & Corporate Communication

Developed in house magazine, facilitating team meetings, Quality & HR related posters and messages on internet/intranet and emails, periodic field visits and active participation in quarterly Business Planning/Review meetings.

SWOT Analysis, developing job descriptions & job specifications, initiating goal setting exercise and implement profit/ loss per employee concept.

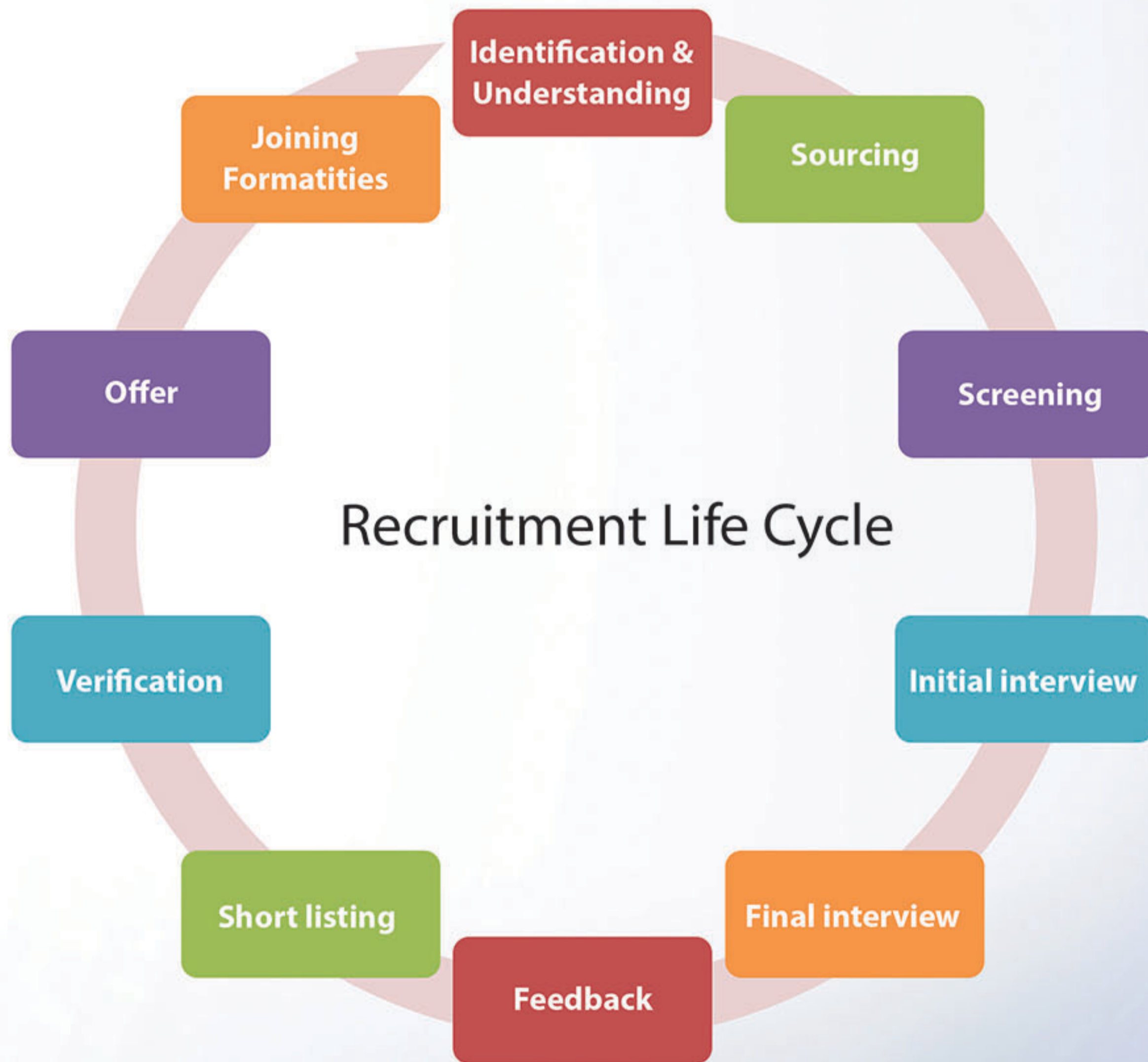
Developing & implementing timely HRD & OD interventions viz., **HR Audit**, Corporate Re-structuring, Employee Satisfaction surveys and Organizational climate surveys to boost workforce profitability.

Effectuating in-house HR systems for building leadership & teams, improvement in employee behavior & communications, employee retention, counseling.

Handling critical areas related to work force, maintain ethics, integrity etc
To promote the overall success of the organization, organizational strategic plan **mission, vision, values**, goals and action plans, maintain organization culture Preparation & Presentation of **HR/ADMIN budgets**,



Recruitment and Selection / Resources Management



- Talent Planning, Acquisition and Development
- Meet talent requirements to be hired and Lead the Recruitment team effectively.
- Management of the complete recruitment life-cycle for sourcing the best talent from diverse channels after identification of manpower requirements, based on key resourcing metrics.
- Succession planning to include human resource requirements in consultation with heads.
- Working out various remuneration policies, including pay packages for new hires; executing the same. Prepare Competency matrix-induction training.

HR Analytics / Performance Management & Appraisal



Conceptualize and implement the HR Analytics/ Performance Management System across the organization.

Initiating and managing the process of employee appraisals/ HR Analytics conducting reviews

Initiating rewards & recognition programs

implementing incentive system for motivating employees.

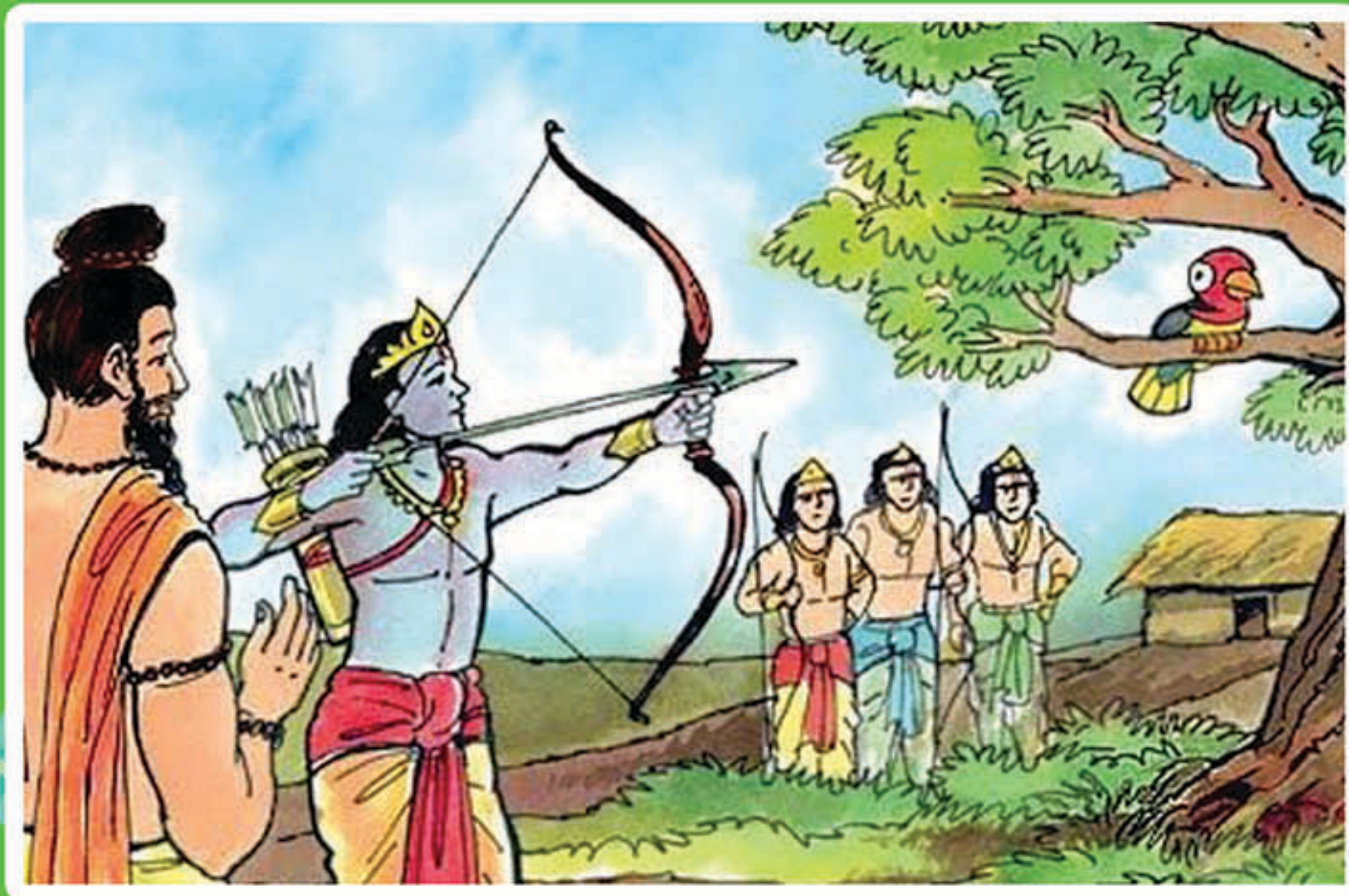
Introduced variable pay and linking the same to monthly achievements of individuals.



Better-performing human skillful assets
Make Better-performing companies

Training & Development

Organise and facilitate learning and development. Expedite acquisition of the knowledge, skill, and abilities required for effective job performance. Provide employees with career growth opportunities consistent with corporate goals, objectives, and strategies.



Conceptualizing & developing training initiatives for improved productivity and quality enhancement. Morgan Eries will do Training Identification, calendar, Training program, feedback, analysis/effectiveness & skillmatrix.





Compensation & Benefits Management (Wage salary Administration)



- ▶ Designed dynamic Compensation Strategies, aligning culture and compensation, rewarding performance and leadership. Extensively worked for designing C&B for diverse industry at all levels considering its impact on business and people.
- ▶ Statutory payments-Esi, PF, PT, Bonus, Gratuity, welfare fund Retrenchment, OT, etc.....
- ▶ Performance Pay.

Human Resource

- ▶ The Trade Union Act, 1926
- ▶ The Industrial Disputes Act, 1947
- ▶ Industrial Employment (Standing Orders) Act, 1946
- ▶ The Factories Act, 1948
- ▶ Minimum Wages Act, 1948
- ▶ Payment of Wages Act, 1936
- ▶ Equal Remuneration Act, 1976
- ▶ The Payment of Bonus Act, 1965
- ▶ The Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- ▶ The Employees' State Insurance Act, 1948
- ▶ Workmen's Compensation Act, 1923
- ▶ The Maternity Benefit Act, 1961
- ▶ Payment of Gratuity Act, 1972
- ▶ Contract Labour (Regulation & Abolition) Act, 1986
- ▶ The Sexual Harassment of Women at Workplace Act 2013
- ▶ The Apprentices Act, 1961
- ▶ Child Labour (Prohibition & Regulation) Act, 1986
- ▶ Kerala shops and establishment Act, 1960
- ▶ National festival and holidays act 1958,
- ▶ Kerala Labour welfare fund act
- ▶ Kerala Employment exchanges (compulsory notification and vacancies act, 1959
- ▶ Inter State Migrant Workmen (Regulation of Employment & conditions of service) Act , 1979
- ▶ The Sales Promotion Employees (Conditions of Service) Act, 1976

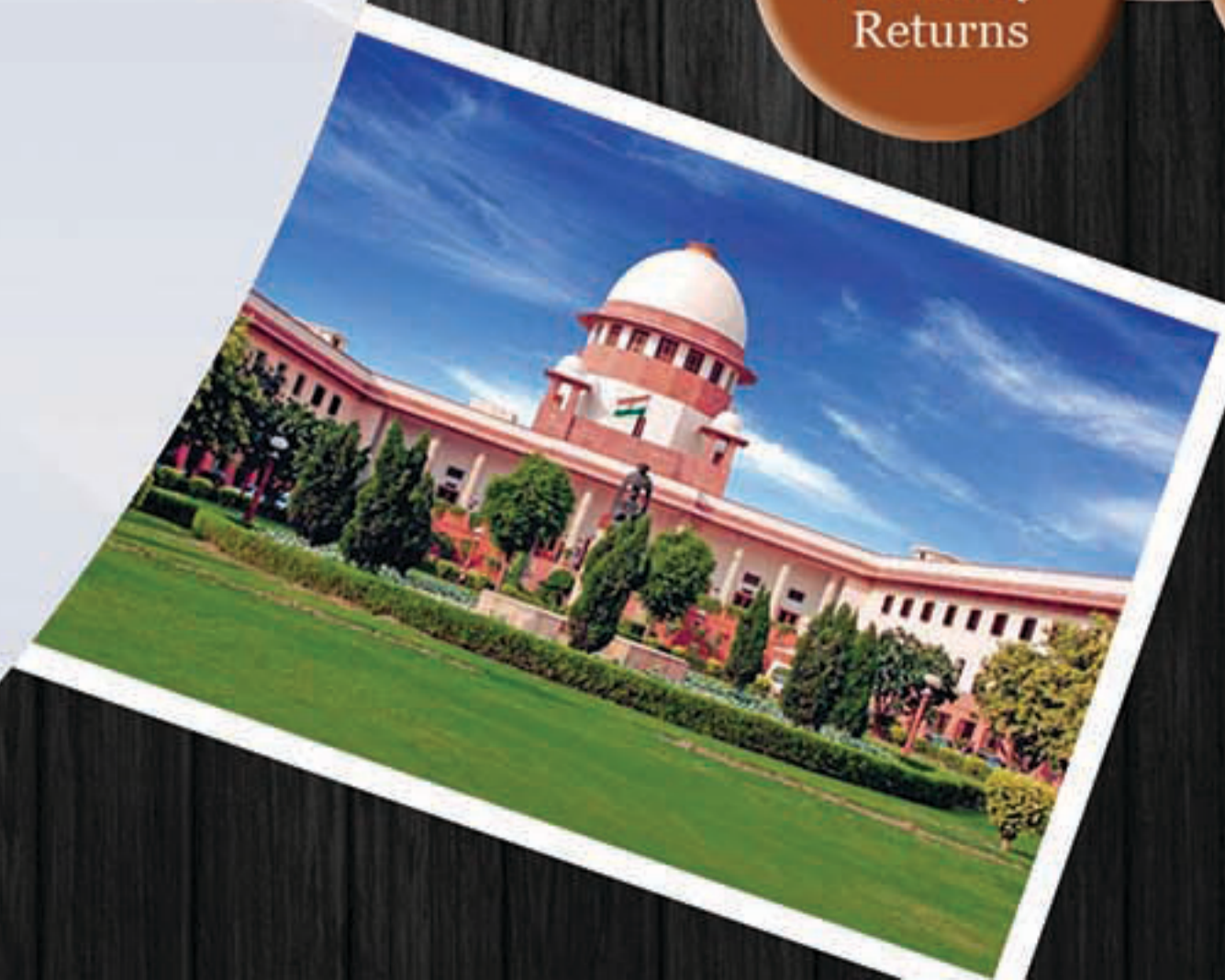
Administration

- ▶ Kerala Municipality Act
- ▶ Kerala Electricity Act
- ▶ Water Act (PCB)
- ▶ Air Act (PCB)
- ▶ Motor vehicles Act
- ▶ Consumer Protection Act
- ▶ Criminal and Civil acts
- ▶ Environment Protection Act,
- ▶ Kerala building lease and rent control Act
- ▶ Kerala Panchath Raj Act
- ▶ Kerala Building Rules
- ▶ Kerala Revenue Recovery Act
- ▶ Registration Act



HR-Labour Relations/IR

- Maintaining & determining appropriate disciplinary action procedure such as conducting domestic enquires, prepare charge sheet, issuing Show Cause Notices, Suspension Orders, Dismissals, etc.
- Contract Labour Management-
- In co-ordination with the Management, negotiate settlements with the multi-Union in respect of Charter of Demands, entering into bilateral, tripartite agreement and implementation of wages and final settlement.
- Attend, wherever necessary, labour offices, factory Inspector,PCB PF-quasi judicial office, ESI office, LIC,PCB,Professional tax office, welfare board, Employment exchange, Local body's matters related to conciliation, arbitration, adjudication matter and other.
- Develop and implement welfare programme-
- Determine the best course of action for employees' complaints and other issues one may encounter within the company. Review and settle employees grievances.
- Ensure compliance to various applicable labour laws, shops and establishment and factory laws and Maintenance of statutory records/registers and file returns.
- Maintenance of Industrial peace and harmony, Standing order certification and Implementation.
- Maintaining various grievance committee.
- Monitoring court cases.
- Agreements.





Morgan Eries

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