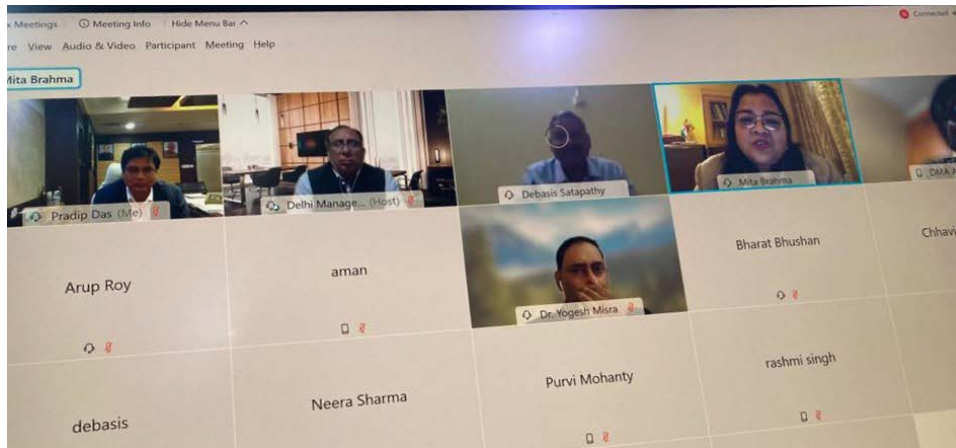


CMD, IREDA addresses a webinar on “Business Acumen: Building Better HR”



Shri Pradip Kumar Das, Chairman & Managing Director (CMD), Indian Renewable Energy Development Agency Limited (IREDA) today addressed a webinar on “Business Acumen: Building Better HR” organized by Delhi Management Association (Delhi). Talking to the participants, Shri Das emphasized that HR has been the driving force in keeping the workforce and organization engaged, productive and resilient especially during pandemic. This situation has illustrated the true value of HR and has proven the importance of investing in flexible and robust HR processes and structures.

In his address, CMD, IREDA talked about the Human Resource of CPSEs like BHEL, REC, PFC and IREDA. The per employee revenue, cost per employee, profit, manpower planning etc. of such companies and the comparative analysis were highlighted by him. Speaking on post COVID era, Shri Das underlined that the COVID-19 crisis also introduces a rare opportunity for HR to rebuild and take the lead in driving organizational stability and strength. HR needs to materialize on this opportunity as the time has come for HR to reimagine not only its own future, but also the future of the companies.

Shri Das highlighted the initiatives taken in turning around in last 6 months in IREDA. With the example of IREDA, he enlightened the participants on how performance parameters with the lesser size of manpower have been improved through good HR practices. IREDA has taken a number of measures to improve the performance culture in the company through policy interventions and improvement of systems and processes. Training and Human Resource Policy of the company aims to strengthen the business skills and competence of the employees for better performance and productivity. Further, he underlined that Human Resource Planning is the continuous process of systematic planning ahead to achieve optimum use of an organization’s most valuable asset- quality employees.

CMD, IREDA also emphasised that the CEO must understand the nuances of core HR to be an effective leader. At the same time each and every business heads be it

Finance, IT, Marketing, etc. have to be a good HR person to be effective in their respective functions for achieving the targets of the organization.

Shri Das also highlighted despite the COVID-19 pandemic and its impact on the employees, how IREDA has taken several initiatives to keep the morale of employees high which is resulted in not only good performance of IREDA but also the satisfaction of employees. IREDA was the first PSU also perhaps the first Corporate who constituted 'COVID Care Response Team' for providing all necessary support to Corona positive patients and their family members. Further, he said that COVID has also given huge opportunities how to work from anywhere as well as paperless and faster office management which is going to yield a very positive result on the revenue and profit to the organisation and employees satisfaction.

Concluding his address, CMD, IREDA emphasized that HR practice need to be adaptable, caring, and reflective to create positive culture in the workplace.