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HR PULSE

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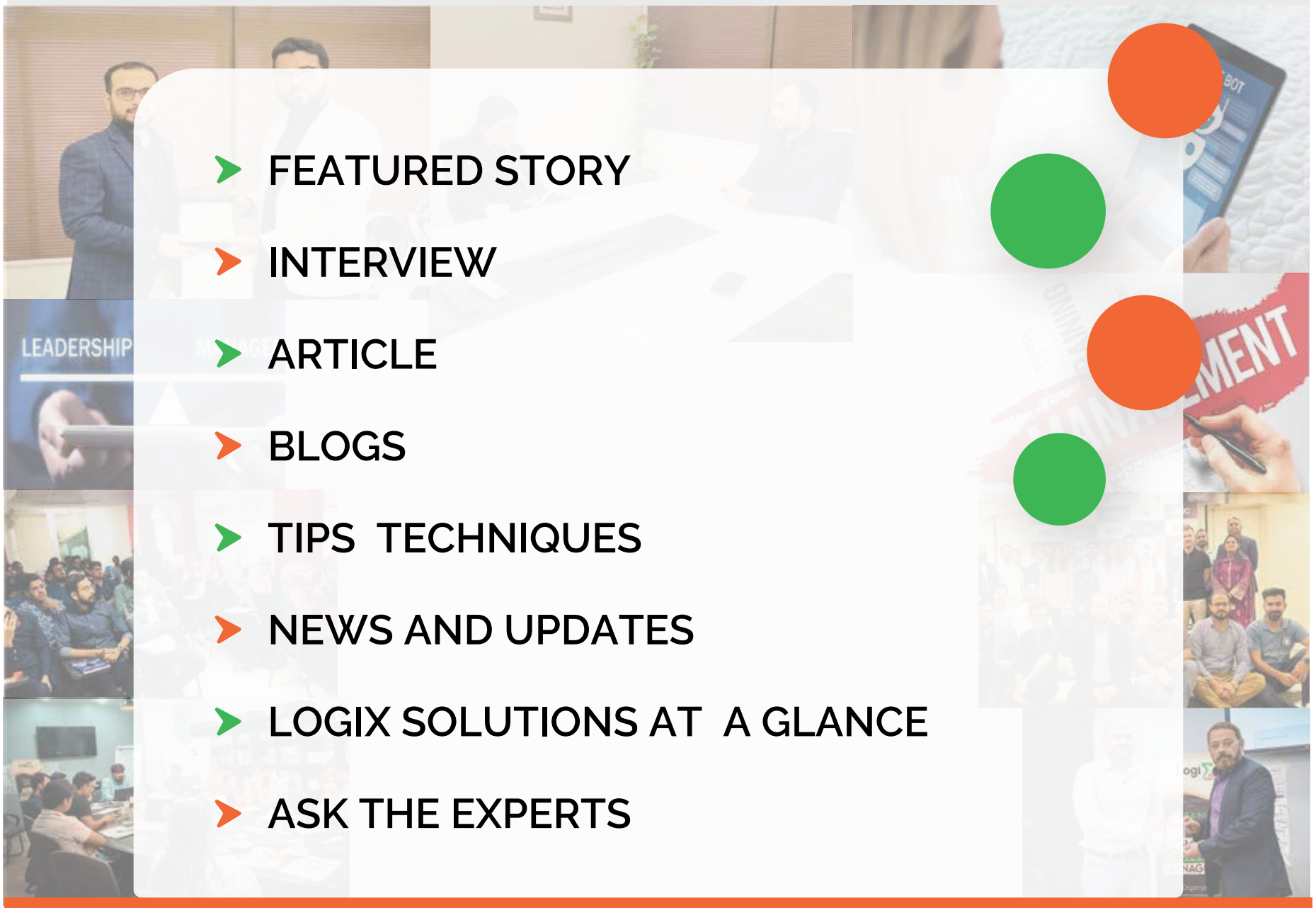

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Building Bridges, Empowering Success: HR's Strategic Impact on Business Growth

Who Will Lead the Charge? Selecting the Ideal HR Minds for Business Triumph

Lure in the Best HR's Artistry in Attracting Top Talent!

HR has evolved from a traditional administrative role to a strategic partner driving organizational success. HR leaders now focus on creating a strong company culture, aligning employee goals with the company's strategy, and attracting, developing, and retaining top talent. By fostering a culture of innovation, diversity, and employee engagement, HR empowers employees to contribute their best. Additionally, HR plays a crucial role in developing future leaders and leveraging technology to make data-driven decisions. This strategic approach positions HR as a key driver of growth and profitability, ultimately shaping the company's reputation as an employer of choice.

1. Diversity and inclusion:

Diverse teams bring a variety of perspectives, experiences, and ideas, which can lead to better problem-solving, innovation, and creativity. Inclusive workplaces also tend to have higher employee engagement and retention rates. To promote diversity, HR departments can implement strategies such as targeted recruitment efforts to reach underrepresented groups, removing biased language from job descriptions, and implementing blind resume screening processes to focus on qualifications rather than demographic factors. Offering diversity and inclusion training to employees and managers helps raise awareness of unconscious biases and fosters a more inclusive culture. Providing mentoring and career development opportunities for employees from diverse backgrounds can also help ensure their advancement within the organization. Encouraging the formation of employee resource groups (ERGs) or affinity groups can provide a supportive community for employees from underrepresented groups and help amplify their voices within the organization. Leadership buy-in is critical for the success of D&I initiatives. HR can work closely with senior leadership to develop a clear D&I strategy, set goals and metrics for progress, and hold leaders accountable for fostering an inclusive culture.

2. HR metrices and developments for employees:

In today's competitive business landscape, HR metrics and developments play a pivotal role in ensuring employee satisfaction, productivity, and ultimately, business success. HR metrics encompass a wide range of quantitative measures that provide insights into various aspects of the employee lifecycle, from recruitment and onboarding to retention and performance management. Moreover, HR is continually evolving, with new developments and trends shaping the way organizations manage their people. For instance, advancements in technology have revolutionized HR processes, with the adoptio of applicant tracking systems, performance management software, and analytics tools enabling HR professionals to streamline operations and gain deeper insights into employee behavior and trends. Furthermore, the COVID-19 pandemic has accelerated certain HR trends, such as remote work and virtual collaboration, prompting HR departments to adapt their strategies to meet the changing needs of the workforce. As businesses navigate the complexities of the post-pandemic world, HR will continue to play a crucial role in driving organizational agility and resilience through effective talent management practices.

3. Business performance and Management:

HR must align its activities with the overall strategic objectives of the business. This involves understanding the organization's goals and developing HR strategies that support them. For example, if the business aims to expand into new markets, HR might focus on talent acquisition and development to ensure the workforce has the necessary skills and capabilities. Implementing effective performance management processes is crucial for monitoring and improving employee performance. This includes setting clear performance expectations, providing regular feedback and coaching, and conducting performance evaluations. By establishing performance goals that are aligned with business objectives, HR can help drive individual and organizational success. Talent management encompasses activities such as recruitment, retention, succession planning, and career development. HR plays a central role in identifying and attracting top talent, as well as nurturing and retaining high-potential employees. By investing

in talent development initiatives and creating opportunities for career advancement, HR can ensure that the organization has the right people in the right roles to drive business performance. Selecting human resources (HR) professionals for a business involves a comprehensive process aimed at identifying individuals who possess the skills, experience, and values necessary to support the organization's strategic objectives and foster a positive workplace culture. Firstly, HR professionals need to demonstrate a strong understanding of HR principles, practices, and regulations. This includes knowledge of recruitment and selection processes, employee relations, performance management, compensation and benefits, training and development, and HR analytics. They should also stay updated on relevant laws and industry trends to ensure compliance and drive continuous improvement. Moreover, HR professionals should demonstrate strong problem-solving and decision-making abilities. They often encounter complex situations that require sound judgment, critical thinking, and the ability to balance competing priorities. Whether it's resolving employee disputes, developing HR policies, or designing talent management strategies, HR professionals must approach challenges with creativity and pragmatism. Furthermore, HR professionals should be adaptable and resilient in the face of change. The business environment is constantly evolving, and HR professionals must be able to navigate uncertainty, embrace new technologies, and implement innovative HR solutions to meet evolving business needs. Selecting HR professionals for a business involves assessing their technical expertise, interpersonal skills, problem-solving abilities, ethical standards, and adaptability to ensure they can effectively support the organization's HR function and contribute to its overall success. Attracting good employees in the HR business requires a multifaceted approach that goes beyond traditional recruitment methods. Firstly, establishing a strong employer brand is crucial. This involves articulating a clear value proposition that showcases the company's culture, mission, and unique selling points. Potential candidates are drawn to organizations that align with their values and offer opportunities for professional growth and development. Therefore, highlighting initiatives such as mentorship programs, training opportunities, and career advancement paths can significantly enhance the attractiveness of the employer brand. Secondly, offering competitive compensation and benefits packages is essential. While salary is important, candidates also consider factors such as healthcare benefits, retirement plans, flexible work arrangements, and work-life balance initiatives. HR businesses must conduct regular benchmarking studies to ensure their compensation packages remain competitive within the industry and region. Moreover, creating a positive work environment is paramount. Employees want to work in environments where they feel valued, respected, and supported. HR businesses should foster a culture of inclusivity, diversity, and transparency, where employees are encouraged to voice their opinions and contribute ideas. Recognizing and rewarding employee achievements, providing regular feedback and opportunities for professional development, and promoting work-life balance initiatives are all critical aspects of creating an attractive workplace culture. Additionally, leveraging modern recruitment strategies can help attract good employees. This includes utilizing social media platforms, such as LinkedIn, to showcase job opportunities and engage with potential candidates. Employee referral programs can also be effective, as employees are often eager to recommend qualified candidates from their networks. Furthermore, participating in industry events, job fairs, and networking opportunities can help raise the company's profile and attract top talent.

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Unveiling Excellence: A Decade of Leadership and Innovation – An Exclusive Interview with Mr. Kashif Shamim, Director HR at PharmEvo (Pvt) Ltd.

Mr. Kashif Shamim, a seasoned professional and the esteemed Director of Human Resources at PharmEvo (Pvt) Ltd, where he has dedicated over a decade of his career shaping the workforce dynamics. Armed with a solid foundation in computer engineering from Sir Syed University, Mr. Shamim further honed his skills by completing his Masters at the prestigious University of Salford, England. A trailblazer in the realm of human capital development, he boasts an impressive track record, having accumulated over 20 years of diversified professional experience. His journey spans both national and international landscapes, with a rich tapestry of contributions to various multinational and national companies in Pakistan and the United Kingdom.

HR Pulse:
Tell us about yourself and your journey up till here.

Mr. Kashif Shamim:
I was always fond of computers and Software. At the age of 18, I got a chance to pursue my interest in Computer Engineering. I completed my graduation in Computer Engineering from Sir Syed University of Engineering and Technology in 2002.At that time, being a Computer Engineer was a significant achievement but finding a job was a difficult task. After struggling for three to four months, I got a job in a software house as a software developer. I was working on certain products including payroll, HR Solutions. After working there for a while, I moved to England to pursue my Masters. I completed my masters in Computer Networking and Mobile Computing. At that time, the job market for a Computer Engineer was not as expansive. I decided to switch my filed in order to get favorable for the market. Getting into Human Resources Management with Engineering background was not an easy task with a lot of efforts, I ended up in University of Salford and completed my Masters in Human Resource Management. Since 2006, I have been serving in domain of HR.

Currently PharmEvo stands among the top thirteen pharmaceuticals in Pakistan and we have been certified by World Health Organization (WHO)

HR Pulse:
Making a complete switch to a different domain must be challenging. What inspired you to make this change, and who provided support in that decision?

Mr. Kashif Shamim:
Yes, obviously it was a big decision to change my field after spending 4 to 5 years. But I believe that my decision was timely. I was working on the software of HR Management and it helped me a lot. My experience as a Software Developer led me to the HR Manager. I have worked in four companies. I have been working in PharmEvo for the past ten years.

HR Pulse:
Tell us about your experience in leading and managing HR teams.

Mr. Kashif Shamim:
Yes, obviously it was a big decision to change my field after spending 4 to 5 years. But I believe that my decision was timely. I was working on the software of HR Management

and it helped me a lot. My experience as a Software Developer led me to the HR Manager. I have worked in four companies. I have been working in PharmEvo for the past ten years.

My experience as a Software Developer led me to the HR Manager

HR Pulse:
Tell us about your experience in leading and managing HR teams.

Mr. Kashif Shamim:
To lead a team, you need a vision of what actually you expect from your team. After that you set your values and objectives to achieve that long-term vision. Then you monitor your day-to-day activities to achieve that vision. It keeps you motivated towards your goal.

HR Pulse:
The Human Resources Department serves as a backbone of any organization but it often receives less appreciation. Can you elaborate the reason for this lack of appreciation?

Mr. Kashif Shamim:
Yes, you can say that HR individuals get promoted to a certain extent but it's not true for all. Recently a lot of HRS Directors have held the position of Chief Operating Officers (C.E.O) in reputable organizations. Nowadays, companies are experiencing a significant rotation and people from different domains are coming to HR which is a good thing.

HR Pulse:
Tell us about the vision and functionality of PharmEvo (Pvt)Ltd.

Mr. Kashif Shamim:
PharmEvo is a pharmaceutical company and was established in 1994. It's been 24 years and we are doing great by the grace of Allah. The vision of PharmEvo is to build a healthier society. If we talk about a healthier society then it includes both physical and mental health. The most distinguishing factor of PharmEvo is that it emphasizes its values. Our values are not just hung on the entrance Wall, we actually practice these things. Our core values are Integrity, Trust, Respect, Ethics and Excellence. We call it ITREE. We exhibit all these values in our culture. Currently PharmEvo stands among the top thirteen pharmaceuticals in Pakistan and we have been certified by World Health Organization (WHO). We are among the top three companies in Pakistan and among 74th in entire world who have been certified by WHO.

HR Pulse:
Tell us about your hiring procedure.

Mr. Kashif Shamim:
we have a structured process. We receive online applications too. Generally, whenever there is any opening of vacancy then we publish it on multiple social media accounts. After getting enough responses, we review every CV and then without biases we conduct interviews. Normally there are four to five rounds of interview.

We have a transparent mechanism which is completely meritorious and free from any sort of liking and disliking.

HR Pulse:

Is the hiring procedure the same for junior and senior positions?

Mr. Kashif Shamim:

It depends on the level of hiring. If we talk about the Sales Department, we have a team of more than two thousand employees. Usually, we conduct their online interviews in two to three rounds. For other on-site positions, we conduct four to five rounds. The duration of hiring procedure depends on the position for which they are applying.

HR Pulse:

How does PharmEvo retain its high performing talent?

Mr. Kashif Shamim:

It is a Global phenomenon that employees get attracted but retaining them is not an easy job. Sometimes Ginz's are blamed for this but everyone has got their own reasons. It's a problem at Global level. Generally, a simple formula to retain employee is the provision of conducive environment to make them feel engaged and included. Their performance expectations should be clear. He should be getting market competitive salary, flexible working hours, promotions and other benefits. We try to practice these things. We have a good practice that we promote people from ground level. We don't encourage Lateral hiring in PharmEvo.

HR Pulse:

How have you contributed to developing PharmEvo?

Mr. Kashif Shamim:

I feel that I've contributed much in my journey of ten years. I believe that a person should not settle on a destination and should strive for more. When I first came here, I noticed a gap between the HR and the employees and tried to bridge this gap. I tried to become aware of issues faced by employees in order to gain their understanding and trust. I made efforts to minimize this sense of fear which employees show while talking to HR. You can behave professionally while having a friendly attitude. Secondly, we established the performance department here which is not documented.It is one of the best in the industry. Our Online Performance Management System easily tracks performance based on agreed goals and objectives and ensures that we offer transparent, data-backed employee review and recognition. A part from that we have introduced a concept of Reimbursement Evaluation which is not common in other industries. We worked to develop a common man strategy to survive in this competitive era as we all know that Pakistan is struggling due to its hyperinflation. In this condition, you have to deal fair with the people. There are two methods, Distributive Fairness and Procedural Fairness. Distributive Fairness means that the amount received should be fair and procedural fairness ensures that the process through which the money is received is fair. We try to emphasize on procedural fairness. We conduct many activities on Employee Engagement where we try to engage our employees. It's our famous practice that we get our Eid cards designed by the children of our staff and then we appreciate and acknowledge their efforts. These are the areas where I feel that I have contributed.

HR Pulse:

Nowadays the concept of 3D Feedback system is originating in the domain of HR. Please elaborate on this system.Is PharmEvo making the use of this system?

Mr. Kashif Shamim:

360 Feedback is a famous method and I think that every organization should be incorporating this mechanism. In 2016 we took an initiative to start this system. The feedback culture of any organization is very important. People usually hesitate while talking to HR but this type of feedback mechanism helps in building trust of people and to maintain a healthy culture in an organization. This feedback system exists in top management too and in this way, people hold themselves confident and responsible. We gradually introduced the mechanism at all levels and then in 2018 we added it to our sales Department. The feedback helps us to improve ourselves. Today there is era of Personal Professional Development so this feedback should not be tagged to appraisal.

HR Pulse:

How do PharmEvo ensure effective learning and development opportunities for employees?

Mr. Kashif Shamim:

Training and Development is a complete process. First the need of training and learning is accessed. After that a complete program is planned. We have the best internal trainers available. If we feel the need then we also try to engage external trainers.

HR Pulse:

Pakistan has yet to embrace the concept of Green HR in its organizations. How long do you anticipate it will take for Pakistan to join the ranks of nations that have implemented the concept of Green HR?

Mr. Kashif Shamim:

Green HR is based upon the adoption of sustainable practices. If we talk about the reuse of paper then I feel that nowadays there is no need of print media. Everything is available on mobile phones. Similar practices can be adopted by organizations. Every organization needs to change its mindset in this context. It should practice strategies needed to incorporate Green HR. Adaptability is very important in this case. Pakistan still has a considerable way to go in implementing Green HR practices in its organizations- It is estimated that this process will take six to seven years.

HR Pulse:

Tell us about one of your challenging moments here in PharmEvo.

Mr. Kashif Shamim:

When I first came here, there was an increased ratio of employee turnover especially in the Sales Department. This situation can hinder the commercial objectives of an organization. The industry faces a dilemma with a significant turnover rate in most organizations. When we began addressing this issue, there was a prevalent perception that it's a normal occurrence. At that time, the turnover rate was 35%, meaning one-third of your team would leave, and you'd have an entirely new team within three years. To counter this, we initiated a strategy of rewarding employees based on their performance against targets, and we introduced diverse benefits. Over time, we successfully reduced the turnover to less than 20%. Now the sensitization among people has increased and when they stick together then it's easy to manage things.

HR Pulse:

From HR Personnel to Human Capital Human Resources, HR has traversed through various eras. In your opinion, which era was the most effective, and what enhancements do you believe are essential for the future?

Mr. Kashif Shamim:

In every domain, challenges continue to evolve, and the terminology keeps changing. The role of HR has undergone significant changes in recent years. When I was pursuing my Masters, there were hardly a few HR departments in Pakistan. Upon my return, HR departments began to establish, and roles and responsibilities were added to the HR function. Initially, it involved filing and data entry, and later, the payroll section was incorporated. Over time, more responsibilities were included in the HR domain. The role of HR is crucial in the development of an organization. However, the process is still evolving.

HR Pulse:

Any message for readers of HR Pulse?

Mr. Kashif Shamim:

I would like to advise people that if they truly want to explore the field of HR, they should enhance their understanding of Business. It's a common occurrence in HR that individuals working in this regard often lack proper knowledge of their organization's business. It is crucial that they acquire this knowledge because the more insight they have at the ground level, the better they will be able to formulate effective strategies and policies. Another important aspect is the development of strong connections with employees, as it leads to trust-building. Trust is built on character and competence. Strive for excellence and never settle for anything less.

HR Pulse:

Thank You so much sir for your time. It was great to know about your views and it will definitely add value to our Newsletter.

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Our Online Performance Management System easily tracks performance based on agreed goals and objectives and ensures that we offer transparent data-backed employee review and recognition

The Future of Remote Work: How HR Can Support Hybrid and Remote Teams

Aqsa Mughal

Aqsa Mughal is a SEO Content Writer & Sub-editor, she has completed her degree from NUML University in B's English & applied Linguistics

In recent years, working from home has shifted from a rare luxury to a must in modern work culture. We must rethink our work methods in response to this change. It has sped up global events and new technologies. As businesses get used to these changes, HR offices are vital for helping hybrid and remote teams. HR can create a great remote work setup. It should meet business goals and keep employees happy. They can do this by using methods that boost productivity, communication, and health. This article discusses the future of remote work. It gives HR pros tips to help hybrid and remote teams.

1. Adopting a mixed-style workplace:

Hybrid work models let workers choose when to work from home and when to be in the office. They combine both. Many businesses now prefer this model. It gives workers more freedom while allowing some face-to-face contact. To create a hybrid culture, HR must balance productivity and liberty. Both in-office and remote workers must feel valued and included. HR can help mixed teams by setting clear rules. They should specify when to work from home. Also, outline what to expect on in-office days. Finally, say how often to meet to connect and collaborate. It is also important to give managers the skills they need to lead mixed teams. This means finding out where each team member likes to work. Then, deal with any problems that arise in remote settings.

2. Making sure there are good ways to communicate:

Keeping in touch is one of the most complex parts of working from home or in a mixed setting. Face-to-face interactions may make workers feel included and interested. This can reduce productivity and teamwork. HR can lessen this by using good communication methods for remote and hybrid work. Choosing the right communication tools is key to a good hybrid work plan. Slack, Microsoft Teams, and Zoom enable virtual meetings, group chats, and collaborative workspaces. These tools let workers connect in real time or at a later time. The HR department can work with IT. They can find the best business tools. They must ensure all workers know how to use them. Rules for communication can reduce pointless meetings and "Zoom fatigue." They can also improve channel usage. For instance, rules on when to use chat vs. email can help. They can make conversations easier and boost productivity. HR can help remote workers connect. They can set up virtual social events, team-building activities, or "watercooler" chats. These projects can help teams work better together. They can build trust and connect employees to the company's culture.

3. Putting the mental and physical health of employees first:

Working from home can be flexible. But it can blur the line between work and personal life. This may cause burnout and harm mental health. To keep the work-from-home culture, HR must focus on employee health. To keep the work-from-home culture, HR must focus on employee health. They should create rules and programs that promote a healthy work-life balance. It can be challenging for people who work from home to "switch off" after work hours. HR can help by ensuring everyone knows the work hours. They should encourage breaks and push for a "no work after hours" rule. For example, it could mean turning off email alerts after a certain time. Or, it could mean giving workers "focus hours" to work without interruptions. We must help remote workers with their mental health. We can do this by giving them access to counseling, mindfulness classes, or wellness apps. HR should encourage open talks about mental health. This will reduce stigma and help workers discuss their health. Remote wellness programs can improve physical and mental health. Some examples are virtual exercise challenges, meditation workshops, and online wellness sessions. These programs help remote workers focus on their health and build community.

4. We create a culture that focuses on results:

Using hours to measure productivity is less valuable with remote work. Instead, HR should value results over time spent online. Clear, measurable goals and KPIs help workers know what to achieve. It also ensures their work aligns with the company's goals. HR can help managers set clear, attainable performance goals. These goals ensure that employers recognize and pay workers for their hard work. Managers and employees should check in at consistent intervals. They should discuss successes, problems, and support needs. HR can help build a feedback culture. It will shift managers' focus from watching workers to teaching and assisting them. In a hybrid setup, performance reviews must include remote workers. HR should teach managers to judge workers by results, not their location. This will make sure that performance management is fair and includes everyone.

5. Creating a culture of trust and freedom:

For online work to go well, people must trust each other. People are likely to own their work and stay inspired if they trust their boss. HR can build trust by encouraging independence and limiting unnecessary oversight. HR should tell bosses to let workers take charge of their work and focus on results instead of hours. People are more likely to feel motivated and involved at work when they can choose when and how to work. Being a manager from afar requires skills different from being a supervisor in an office. HR can train managers to lead remote teams. They should focus on trust, communication, and results-based evaluations. Clear expectations about deliverables, deadlines, and responsibilities help workers know what to do. HR can help by setting up frameworks focusing on results and responsibility. This will make remote workers feel trusted and in charge.

6. Using technology to make working together and getting things done easier:

Teams must use technology well for hybrid and virtual work to succeed. HR can help find, adopt, and use tech solutions. They should make collaboration, productivity, and engagement easier. Teams can handle projects and tasks using Trello, Asana, or Notion. These tools help everyone stay on the same page and organize. HR can help workers get the most out of these tools by providing them with training and best practices. HR can use platforms like Officevibe, TINYpulse, or 15Five. They can get real-time feedback and check employee engagement. They can fix issues before they become problems. These tools can help HR determine what remote teams need and deal with issues before they worsen. As more people work from home, hacking risks have grown. HR can protect company info by training workers. It should cover data protection, safe file sharing, and safe internet use.

7. Making the workplace fair and open to everyone:

People who work from home or in an office can feel like they are "in-group" or "out-group" in hybrid work settings. No matter where they work, HR must ensure that all workers feel valued and included. Remote employees should have the same access as office workers. They should have the same tools, information, and opportunities. HR can establish rules to support remote employees. 1. They get information on time. 2. They can join essential meetings. 3. They have the same access to tools and help as others.

Hybrid meetings can favor those who are present, even if they are not expected. HR can promote videoconferencing. They must ensure everyone can speak, regardless of their location. Rules like "remote-first," which means letting remote people speak first, can help. They can level the playing field. Employees who work from home should have the same chances to learn and grow as those who work in the office. HR can ensure everyone can access training and career resources.

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Leadership vs Management: Finding the Optimal Balance for Organizational Success

Two essential components leadership and management stand out as key components in the complex fabric of organizational success. These phrases are frequently used synonymously; however they refer to different aspects of leading a group of people towards a shared objective. Understanding the subtle distinctions between management and leadership is essential for creating a positive work environment, even though both are essential. The complexities of management and leadership are examined in this blog, along with their distinct attributes and how a well-balanced approach to both may achieve remarkable results for a company.

Leadership: Guiding the Way:

Inspiring and persuading people to realize a common goal is fundamental to leadership. By giving the team a broad purpose to work towards, leaders set the direction. They are change agents who see the ideal condition of affairs and motivate everyone around them to do their part to make it a reality.

Vision and Inspiration:

By providing a clear vision of the future, leaders inspire others to look past their current problems and embrace a shared goal. They are creative thinkers who can articulate a compelling future and inspire their teams to embrace it.

Adaptability:

Leadership thrives in ambiguity. Leaders navigate uncertainty with confidence, adapting their strategies to meet the evolving needs of the team and the organization. This flexibility allows them to steer the team through uncharted territories and emerge stronger from challenges.

People-Centric Approach:

Successful leaders place a high value on establishing rapport, getting to know their team members' goals and areas of strength, and creating a supportive and empowering atmosphere. They devote time to developing a culture of trust, fostering innovation, and fostering talent.

Management: Orchestrating Efficiency

On the other hand, management is the skill of allocating and arranging resources in order to accomplish precise, quantifiable objectives. It is the discipline that makes sure everything runs smoothly on a daily basis and that the team is headed towards its goals. An organization's structure and order are created by its managers.

Planning and Execution:

Strategic planning and careful execution are two areas in which managers shine. They make sure that every team member understands their place in the bigger picture by breaking down the overarching vision into manageable steps. In order to accomplish organizational objectives, this attention to detail and procedure is crucial.

Efficiency and Control:

Managing involves making the most use of time, resources, and procedures. Managers design structures and procedures to improve productivity and keep an eye on the day-to-day operations of the company. Their main objective is to guarantee that the company runs as efficiently as possible, reducing waste and increasing output.

Risk Mitigation:

Managers are skilled at seeing possible problems and putting precautions in place to lessen risks. Their main objectives are to minimize disturbances and guarantee optimal team performance in a variety of scenarios. Maintaining organizational stability and attaining long-term success require this risk-averse strategy.

The Symbiosis of Leadership and Management:

Although they each play different functions, management and leadership are not incompatible. In actuality, the most prosperous businesses are aware of the complementary nature of the two. Managerial talents are generally possessed by effective leaders, guaranteeing that their vision becomes a concrete objective with a well-defined course for progress. On the other hand, clever managers value leadership traits, motivating their staff and creating an environment that values creativity and ongoing development.

New ideas and creativity are encouraged by leadership, which pushes the company to pursue uncharted territory. In contrast, management places a high value on efficiency and simplifying processes, making sure that these novel concepts are successfully put into practice. By combining their strengths, they establish a dynamic equilibrium that helps the organization achieve long-term success.

Conclusion:

For organizations to prosper in the quickly changing business environment of today, they require both effective managers and visionary leaders. Both management and leadership are essential to guiding the company towards its objectives. They are the two sides of the same coin. Organizations may realize their greatest potential and foster innovation and stability at the same time by fostering a balance between the visionary and the operational.

In conclusion, even though management and leadership might seem like separate things, successful organizations depend on their synergy. The disciplined execution that management offers helps a leader's vision become a reality, while the inspiration that management provides gives a manager's plans purpose and drive. Therefore, for any organization that aspires to excellence, adopting both leadership and management is not simply advantageous it is imperative.

Khuram Shaikh

Khuram Shaikh is a seasoned HR profes sional, trainer and educationist. Having a rich experience in different roles of HR and education makes him a prominent role model for others. He holds an MBA, MS in Management Science, LLB, and he is also an ongoing Ph.D. pursuit.

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Dive Into Insightful Conversations with Our Experts! Join us for an engaging AMA session where your questions shape the dialogue and drive meaningful insights.

Ask-Me-Anything (AMA) emails:

Despite numerous internal conversations and seminars, the HR team at XYZ Corporation noticed that many employees still had lingering questions about their health and wellness. Recognizing the need to address these concerns freshly and engagingly, the HR team initiated an interactive platform where employees could receive direct answers from experts. The aim was to foster an open environment and provide staff with valuable insights beyond traditional workplace topics.

The AMA session was structured to provide employees access to a panel of specialists, including mental health counselors, nutritionists, and fitness trainers, who could offer tailored advice. The event was promoted as an opportunity to ask candid questions in a non-judgmental space, ensuring that all employees felt comfortable and heard. Employees were encouraged to submit questions anonymously or in person, allowing them to explore sensitive topics without reservation.

In addition to addressing individual concerns, the AMA featured mini-sessions where experts shared practical tips on maintaining a healthy lifestyle. This approach was intended to enrich the wellness culture at XYZ Corporation by helping employees cultivate better habits and make informed choices in their everyday lives.

The HR team's initiative underscored XYZ Corporation's commitment to holistically supporting its employees and sparked meaningful conversations across the organization.

The AMA created a refreshing break from traditional professional development sessions by going beyond work-related topics, making employees feel more valued and empowered in their personal wellness journeys.

In the weeks following the AMA, employee feedback was overwhelmingly positive, with many expressing appreciation for the accessible format and the direct access to expert advice. The HR team is now exploring making the AMA a regular feature, ensuring that health and wellness remain central to XYZ Corporation's supportive culture.

AI-powered chatbots transform employee interaction, revolutionizing human resources.

Chatbots: The 24/7 HR Companion: AI-powered chatbots transform employee interaction, revolutionising human resources. In the ever-changing world of human resources, AI-powered chatbots are emerging as game changers, making traditional HR procedures more effective and accessible. Employees no longer have to wait days for responses to payroll or benefits enquiries. Modern HR chatbots like 'Talla,' 'Leena AI,' and 'HR Bot by BambooHR' are here to help streamline the process and provide immediate assistance around the clock. These smart chatbots are built to handle a wide range of HR functions with ease. They provide employees with fast and accurate information, including answers to concerns regarding benefits and corporate policies, as well as resolution of minor HR issues. Furthermore, they can automate regular HR operations like screening candidates, arranging interviews, and managing. These chatbots integrate seamlessly into existing HR management platforms, due to third-party technologies that bridge the gap. This means that, even if your current system does not include built-in chatbot capability, you can quickly integrate one into your workflow.

Consider employees receiving HR support directly through their chosen communication channels, like as Slack, without having to leave their workplace. HR workers can use AI chatbots to delegate regular duties and focus on strategic initiatives that drive organisational success. This improves employee self-service and happiness while also optimising HR operations, making them more nimble and responsive. The rise of AI-powered chatbots represents a huge step forward in HR. The integration of these chatbots into existing HR software platforms is seamless, thanks to third-party tools that bridge the gap. This means that even if your current system lacks built-in chatbot functionality, you can easily incorporate a chatbot into your workflow. Imagine employees accessing HR support directly through their preferred communication channels, such as Slack, without having to leave their work environment. By leveraging AI chatbots, HR professionals can offload routine tasks and focus on strategic initiatives that drive organizational growth. This not only enhances employee self-service and satisfaction but also optimizes HR operations, making them more agile and responsive.

The rise of AI-powered chatbots marks a significant step forward in HR technology, offering a glimpse into a future where employee interaction with HR services is more efficient and user-friendly than ever before.

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UAE Issues Strict Advisory for Pakistanis

Pakistani citizens planning to visit the United Arab Emirates (UAE) are reminded to adhere to stringent visa and entry requirements. Recent advisories from senior Pakistani officials stress the importance of meeting these regulations to avoid significant complications, including issues with departure from Pakistan and potential legal troubles in the UAE. Travelers must demonstrate possession of at least Dh 3,000 (approximately USD 800) to ensure they have sufficient funds for their stay in the UAE. Additionally, proof of accommodation is required, which can be either a hotel reservation or evidence of staying with a family member residing in the UAE. A confirmed return flight to Pakistan is also mandatory to confirm that visitors have plans to return home and are not intending to overstay their visa. Failure to meet these requirements may result in being barred from departing Pakistan if non-compliance is detected during checks at Pakistani airports.

In the UAE, non-compliant tourists may be denied entry and sent back to their country of origin. Violations of UAE regulations could also lead to severe penalties or imprisonment. For expatriates, the Consul-General of Pakistan in Dubai, Hussain Muhammad, has urged the approximately 1.7 million Pakistani expatriates in the UAE to strictly follow local laws and customs, encouraging them to contribute positively to their communities. For tourists, Pakistan's Ambassador to the UAE, Faisal Niaz Tirmizi, highlights the importance of adhering to tourist visa conditions, including having a return ticket, sufficient finances, and proper accommodation. Visitors are advised to focus on sightseeing and avoid seeking employment during their stay. `The Federal Investigation Agency (FIA) and Pakistani airport authorities are working together to manage visa-related issues, aiming to identify and address individuals who do not meet entry requirements before they depart Pakistan. To ensure a trouble-free travel experience, Pakistani citizens are strongly advised to verify their visa status and financial condition before departure, stay updated with the latest travel advisories and regulations, and familiarize themselves with and respect local laws and customs in the UAE. Adhering to these guidelines is essential for avoiding legal issues and ensuring a pleasant visit to the UAE.

ONIC Sets Groundbreaking Telecom Benchmarks with Digital Connectivity

ONIC establishes a new benchmark in Pakistan's telecom industry with impressive first-year growth. Islamabad, August 31, 2024 ONIC, Pakistan's newest digital telco brand, is creating ripples in the telecom industry just a year after its introduction. ONIC, founded on a strong idea, has quickly established itself as a pioneer in redefining connectivity and customer experience in Pakistan. Since its inception in 2023, ONIC has had unprecedented growth in digital-first subscribers, indicating significant market acceptance and the effectiveness of its revolutionary approach. This rise emphasises the brand's distinct position in a usually conservative telecom sector, forcing competitors to reconsider their strategies. ONIC is revolutionizing the customer experience with its totally digital onboarding process and superior online payment alternatives. Features include a pinless wallet travel and auto-renewal. Hatem Bamatraf, President and Group CEO of PTCL & Ufone 4G, explains how the company's branding strategies, including a Times Square appearance during the Cricket World Cup 2024 and strategic partnerships with Careem, foodpanda, and Golootlo, have strengthened its industry position. These collaborations offer exclusive deals to ONIC users, demonstrating the brand's commitment to adding value and enhancing customer engagement. Omer Bin Tariq, Country Head Pakistan at ONIC, expressed this enthusiasm, saying, "ONIC's success demonstrates our commitment to provide our clients with outstanding digital experiences. We are excited to push the boundaries of digital innovation in Pakistan and express our deepest gratitude to our devoted team, whose efforts have been vital in our success." As ONIC shapes the future of connection in Pakistan, its emphasis on cutting-edge technologies and great customer service distinguishes it as a pioneer in the digital telecom era. About ONIC. ONIC, a pioneering digital telecom brand owned by Pak Telecom Mobile Limited (PTML), was launched in 2023. With a vision to drive Pakistan's telecom sector into a new era of digital transformation, ONIC is committed to providing innovative solutions.

New Legal Duty Highlights: Employers in England, Wales, and Scotland Must Act on Sexual Harassment Prevention

Employers across England, Wales, and Scotland are now under heightened responsibility to take proactive measures to prevent sexual harassment in the workplace. This duty extends not only to actions by their employees but also covers harassment by third parties, such as clients and suppliers.

Here are the critical steps employers must take to comply with these obligations:

Understand the New Legal Duty: Organizations must familiarize themselves with the updated legal framework mandating active sexual harassment prevention.

Address Third-Party Harassment: Measures should be in place to prevent harassment by external parties,including clients and suppliers, to protect workers effectively.

Conduct Sexual Harassment Risk Assessments: Employers are advised to perform thorough risk assessments to identify potential vulnerabilities and implement strategies to mitigate them.

Review and Update Policies: Existing policies should be reviewed and updated to align with the latest legal requirements and ensure comprehensive coverage.

Provide Comprehensive Training: Employers must offer training programs that educate employees at all levels on recognizing, preventing, and responding to sexual harassment.

Implement Follow-Up Actions from Assessments: Organizations should take action based on the findings of their risk assessments to strengthen preventive measures.

Listen to Employee Feedback:

Actively seeking and considering employee feedback is crucial for fostering a safe and inclusive work environment.

Establish Clear Reporting Mechanisms: Transparent and accessible reporting processes must be established to empower employees to report incidents without fear.

Make the Business Case for Prevention: Demonstrating the business benefits of a harassment-free workplace can bolster internal support for compliance efforts. Ensure Ongoing Compliance and Focus: Continuous monitoring and updates to policies and practices are essential for maintaining compliance and fostering a culture of respect.

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How to ease worker's anxiety over AI adoption?

As AI changes the plant floor, companies are taking steps to ensure workers don't lose their jobs, such as gradually adopting AI and giving workers full training. Many people are using AI, which is quickly changing the workforce. The manufacturing business is no different. Many workers are scared about these changes. A study by the Boston Consulting Group in June 2024 found that more than 40% of frontline workers fear AI technologies will be able to do their jobs in the next ten years. Cognizant and Oxford Economics study shows that generative AI will likely change half of all jobs in a big way. Because of this, 9% of the current U.S. population could lose their jobs. Fears of being forced to move could also make more people quit their jobs. A 2023 Gartner study found that workers who fear AI will take their jobs are 27% less likely to stay with their company.

This could make the shortage of workers in manufacturing even worse. To avoid these worries and calm down workers, companies introducing AI ensure that the rollout of the technology doesn't significantly disrupt existing processes. This way, AI will boost productivity instead of replacing it. Getting people involved in the process. One crucial way to roll out AI is to include workers from the start of the process. "Workers are more likely to use new technology positively when they feel like they have a say in it," said Kate Field, global head of human and social sustainability at BSI.

"If it feels like it's being 'forced' on them, on the other hand, they may be more resistant." Freudenberg makes products for homes, cars, and other things. Vishwanath Hegadekatte, senior manager of future technologies at Freudenberg North America, said that the company's team was involved in integrating technology early on by conducting data collection and consultations to eliminate doubts and give workers a sense of ownership in the process.

"We want to keep them in the loop from the start so they know what to expect and how it will improve their workplace," Hegadekatte said.

"People must feel at ease and sure of themselves when using technology for it to work well."

SmartSKN, a company that makes personalized skin care products, found it easier to do this immediately because its production process is based on AI.

According to Val Neicu, CEO of SmartSKN, their workers were hired to run AI robots, so there was no worry about being replaced by AI. "Our humans and AI robots now work together as a cohesive team. The humans named the robots and treated them like they were part of the floor team."

Training is essential for success:

However, not all makers have been focused on AI from the start, so many have to go through a learning curve as they get used to new technology and teach their employees how to use it well. This training time can make or break the acceptance of AI. "It's important to give effective training," said Field from BSI. "Not just the first session, but ongoing Q&A and refreshers." "Another very effective method is to make some employees the "champions" of the new technology and give them extra training." Freudenberg goes one step further by giving workers a look at how the AI works behind the scenes. Hegadekatte said, "We're showing them what systems we're using and what software is being used, and giving them that back-end view so AI isn't a scary unknown." The company uses outside AI tools, like Microsoft CoPilot and AI models made in-house, to solve problems only Freudenberg can solve. Hegadekatte also said these internal tools could be essential because learning resources from outside sources may only be available if the software is private.

Along with ongoing training, keeping the lines of communication open can help ensure the transfer goes smoothly. It's important to talk to each other, Hegadekatte said. "We have direct conversations with our employees to let them know our exact goal for using AI (to improve processes) and how we plan to do it." They are part of the process, so these changes happen slowly and with their understanding. When SmartSKN introduces AI, it also puts openness and conversation first. Neicu said, "Making it clear that team members can ask questions and give feedback helps calm people down and encourages adoption."

Dealing with long-lasting fears:

Still, sudden changes can be too much for industry workers who fear AI will replace them. Praveen Rao, global head of manufacturing solutions at Google Cloud, which makes AI-driven manufacturing software, said

that many manufacturers should adopt AI slowly, one process at a time. This way, decision-makers and workers can feel comfortable with the new working method. Rao said, "Choosing technologies that work with current systems and workflows reduces problems, and giving employees ongoing support and resources gives them the power to fix problems and get the most out of the new tools." Rao said companies should then start with a small-scale test to show that it works and get feedback before going for the full rollout. In the end, it's the

boss's job to ensure that workers know that AI should help them do their jobs better, not take them over. Hegadekatte said, "Most of the worry comes from employees who think AI will take their jobs, but we are clear that AI is not meant to replace our workforce." "Instead, AI is a tool that can help us get our work done faster."

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HOW TO CHOOSE A CAREER? A WEBINAR BY LOGIX SOLUTIONS

Logix Solutions recently hosted an insightful and engaging webinar titled "How to Choose a Career?" This free-of-cost session was designed to empower young professionals, fresh graduates, and students by providing them with the knowledge and tools to make informed career decisions in today's rapidly changing job market.

The webinar was facilitated by Mr. Khuram Nabi Shaikh (Assistant Director Admin & Coordinator PEC GIT Program), Pakistan Engineering Council (PEC). With years of experience as an HR Consultant, faculty member, and trainer, Mr. Shaikh brought a wealth of knowledge to the session. His expertise in career guidance, combined with his practical insights into the current job market, made him the perfect choice for this highly anticipated event. Throughout the 40-minute session, Mr. Shaikh focused on key factors that individuals should consider when choosing a career path. He highlighted the importance of aligning personal strengths and interests with market demands and future career opportunities. He also provided valuable advice on identifying in-demand careers, understanding industry trends, and developing the necessary skills to stay competitive. The webinar attracted a large audience, with participants actively engaging in the discussion and asking pertinent questions about career planning. Mr. Shaikh's practical tips and actionable advice were well-received, leaving attendees with a clearer sense of direction in their career journeys.

As a gesture of appreciation, Logix Solutions awarded e-certificates to all attendees, recognizing their participation and commitment to personal and professional development. This initiative is part of Logix Solutions' ongoing effort to support growth and learning within the community. Logix Solutions, a leading provider of HR and business solutions, regularly arranges such activities to help individuals and organizations navigate the complexities of today's business environment. These initiatives are a testament to the company's commitment to empowering professionals and fostering a culture of continuous learning. By organizing regular webinars, workshops, and training sessions, Logix Solutions ensures that its community stays informed and equipped with the latest industry insights and skills.

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A Day of Learning at Sajid Textile Industries

Karachi, Pakistan – In a lively and energetic environment, Sajid Textile Industries (Pvt.) Ltd. recently hosted a transformative training session to enhance employees' time management and productivity skills. The event which was planned by our hardworking staff, was intended to give them the resources they needed to increase productivity and maximise each workday. The event, led by the renowned Mr. Talib Mirza, sought to equip the team with strategies to maximize efficiency and foster a more cohesive, high-performing workplace.

Our diligent staff was responsible for planning the event, which was intended to provide them with the materials they required to boost their productivity and make the most of each workday. The session brought together staff members eager to refine their organizational skills and optimize productivity. Mr. Talib Mirza, a distinguished leader known for his expertise and dynamic presentation style, captivated attendees with his innovative approach to time management. Combining practical techniques with engaging activities, he introduced methods to streamline workflows, set realistic goals, and prioritize tasks. This unique approach transformed the usual chaos of a fast-paced work environment into a well-orchestrated symphony of productivity. Participants actively engaged in the session, sharing insights, exchanging experiences, and establishing valuable connections that promise to enhance collaboration in the future. Each attendee received a certificate acknowledging their commitment to both personal and professional growth. Additionally, memorable souvenirs were presented to management and senior officials, recognizing their ongoing dedication to fostering a culture of continuous improvement. The day was a training session and a stepping stone toward building a more harmonious and productive workplace. Attendees left with a renewed sense of purpose and a stronger sense of unity, inspired to implement their newfound skills in their daily routines. Sajid Textile Industries (PVT) Ltd. expressed its commitment to employee empowerment, recognizing that such initiatives are essential for the growth and success of both individuals and the organization.

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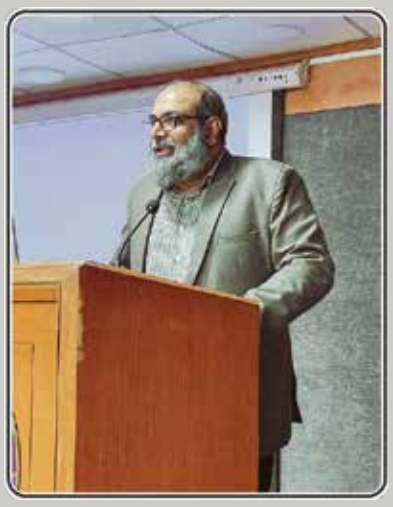
Ask the Expert

This section offers you the opportunity to ask your questions directly from the experts in the field of Human Resource. Mr. Khuram Shaikh who is a seasoned HR professional, trainer and educationist. Having a rich experience in different roles of HR and education makes him prominent role model for others. He holds MBA, MS in Management Sciences, LLB and he is also on going Ph.D. pursuit will assist you regarding your issues related to various aspects anything starting from the career counseling till the advanced queries regarding your work place. You can send your questions at ***hp@logix-solutions.net***



How can I handle it when my workload becomes too much?

When your workload feels unmanageable, the first step is to have an open conversation with your supervisor. Together, you can prioritize your tasks and explore options like shifting deadlines or reallocating responsibilities. Don't forget to use company tools that offer support, like time management workshops or wellness programs.

Is it better to gain practical HR experience through CHRP course first or should we persue MBA first? For better understanding and exposure?

So, the decision ultimately depends on your current priorities and long-term goals. Both options have their advantages, and you need to evaluate them based on your career objectives.

If you're looking for practical skills and experience in the HR field, CHRP might be more useful. This course focuses on practical aspects. On the other hand, an MBA is more strategic and leadership-oriented. If you're aiming for HR leadership roles in the long run, an MBA provides a strong foundation.

- Alternatively, you could do CHRP first, gain some practical experience, and then pursue an MBA. This approach will give you more balanced and impactful exposure.

How do I stand out in a competitive job market right after graduation?

To truly stand out in the job market, consider the following strategies:

Gain valuable experience through internships and certifications that align with your career goals. This will not only boost your skills but also demonstrate your commitment to potential employers. Next, tailor your resume to showcase your achievements rather than just listing your job responsibilities. Use specific numbers and metrics to demonstrate the impact you've made in your previous roles.

In today's digital age, having a strong online presence is crucial. Optimize your LinkedIn profile and network actively with professionals in your industry.

Consider building a portfolio or sharing your work online to give potential employers a glimpse into your skills and accomplishments. When it comes to interviews, preparation is key. Research the company, practice your responses to common interview questions, and prepare thoughtful questions to ask the interviewer. Don't forget to highlight your soft skills, such as communication and adaptability, which are highly valued by employers.

Finally, be proactive in your job search. Don't wait for opportunities to come to you - apply, follow up, and connect with recruiters to increase your chances of landing your dream job.

How can I stay on top of my progress without losing focus on the bigger picture?

It's easier than you think! Regular check-ins with your manager will help keep you on track, and reviewing your goals in our performance system gives you a clear path forward. Think of it as your personal roadmap to success, with helpful feedback along the way to guide you.

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About Us

Logix Solutions is dedicated to sustainability and innovation, creating adaptive HR strategies that meet your needs and align with industry trends. We deliver measurable results, enhance performance, and provide top-tier talent to alleviate organizational constraints worldwide. We are committed to delivering services that perfectly cater to both individual and business needs. Our mission is to delight our customers by consistently exceeding their expectations.

Our Services

HR SERVICES

- Executive Search
- Training and Development
- HR Audit Services
- Recruitment & Mass Hiring
- Performance Management
- Antecedent Verification
- HR Outsourcing
- Payroll Services

FACILITIES MANAGEMENT

- Commercial Cleaning
- Manpower Supply
- Kitchen Stewarding
- Hospitality Solutions
- Cleaning & Disinfection
- Janitorial Services

INNOVATIVE BUSINESS SOLUTIONS

- Accounting and Bookkeeping Services
- Specialized in Advising Start-ups and Small Businesses
- Corporate and Secretarial Services
- Taxation Services
- Merger and Acquisition Advisory

SMART ENTERPRISE SOLUTIONS

- Human Resourse Information System
- School Management System
- Web Designing/ Development
- Inventory Control Management System
- Mobile Applications

ACADEMIC EXCELLENCE

- School Improvement Program (SIP)
- Professional Development Program (PDP)

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