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Best Practices in HR: Leadership and Management

The Project manager should call his sub ordinates by using their name. This creates a perfect gelling between the team.



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by **Manoj Sharma**

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The building blocks of our organization are our people. It is important to have a good organization structure, but it is even more important to fill the vacancy with the right people at the right time. They build our development with passion and with thorough detailing, who provide us support to reach newer heights of operational excellence. We emphasis not only productivity but also on the quality of life. This equipped us to achieve the fullest development of human resources as well as organization as a whole. Human Resources Management is concerned with developing potential of employees so that maximum satisfaction from their work can be achieved. We are people driven company and put a premium in nurturing and inspiring talents.

Human resource management (HRM) is the process of managing people within an organization. In our organization, HRM is primarily concerned with ensuring that a project has sufficient human resources, with the correct skill-sets and experience, for the project to be successfully completed.

HR managers/ Business leaders have to be able to identify and document project roles and responsibilities, and develop a plan describing the end-to-end processes that will be required on a project .The EPC industry is multidimensional by nature of structure, operating within many boundaries and collaborating closely with many Stakeholders, including field engineers, designers, contractors, owners, and Government agencies. The EPC Industry's workforce is extremely diverse and includes different types of individuals working on projects such as; unskilled, skilled workers, managerial roles and administrative workers. According to research, maintaining and attracting the right people within the EPC industry is a priority due to the

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scarcity of both skilled people and experienced managers.

However, HR faces the challenge of recruiting younger people in many industries including the EPC industry. Project work is a physically demanding job, and hence adds pressure to HR when ensuring that the right people are recruited for the job especially when employers have to avoid asking health-related questions prior to making an offer of employment.

The appropriate leadership quality for diverse managerial positions from the perspective of EPC professionals currently working as project manager in the EPC industry. Leaders are often only slightly elevated above their peers in terms of legitimate authority, particularly in the EPC industry. The understanding of desired leadership styles of project manager in the EPC industry can achieve high levels of performance in general duties, responsibilities, and relationships of higher managerial positions, including executive, Project manager etc.

The following aspects describe the quality requirements of an individual to become a leader:-

- **Call people by name:** The Project manager should call his sub ordinates by using their name. This creates a perfect gelling between the team.
- **Listen to the employee's words:** The project manager should listen the words of employees till they communicate their views. On completion; he can discuss with the sub-ordinate or team to conclude the discussion. By way of listening, the employees will feel that they are also important.
- **Discuss their personal affairs:** The project manager should always spend some time with the team to understand the employee's personal matters that affects them or make them happy. He should act as a counselor to mitigate their personnel issues as much as he can.
- **Give a feel that all are important:** The project manager should always interact with the team before taking any decision. The way he communicates should feel that all are together as a team. The team members are to be convinced of the decisions taken and actively involved in the tasks.
- **Treat your subordinates as the way you need to be treated:** As a final quality the project manager's mindset should be in such a way that he should treat his sub ordinate as the way he needs to be treated by his superior.

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