



Successful Organizations

Gap Analysis/Audit for Human
Resource Recruitments



Sustainability?

Gap Analysis for HR Recruitments

- **How can this Gap analysis help HR Recruitments?**
- **Sustainable development & growth** is termed as development that meets the needs of the present but does not compromise the abilities of future generations to meet their needs.
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- Does this mean that organizations must implement policies and deliver for sustainability, profit making and socially beneficial processes? Yes, this is so, but the new requirement is that of trends sensitive human resource administration.
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- The Goodwill at Work framework includes a Successful Organizational Catalysis (SOC) programme to initiate dialogue and responsiveness in HR recruitments.
- The SOC does highlight steps that can alleviate the **two-fold problem** faced by organizations that is to function profitably and to also reduce operating expenses to ensure more profits.

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- Today's global market is largely driven by delivering with a futuristic vision in mind, but why is our background to innovate dependent upon reciprocal response for endeavors like **Mission Atmanirbhar, Skill India, Make India, the GST** etc in India and thereon as relevant to other parts of the world.
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- For the sake of interpretation, it needs to be said that all the above endeavors will not make organizations future ready, but will introduce a management team to country wide decisions for sustainable development & growth with good governance.
- It is still left to the management team to develop a business model that addresses dynamics in fiscal policies and market growth, where the need to spend will rise.
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- When a business cannot respond to the two-fold problem or relationship mentioned earlier, it is bound to cut down on manpower or worse even shutdown operations in different locations. The last news report highlights that this is going to happen even more in the future.
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- This imperative to make “**Every business a Green Asset**” is an endeavor that can internalize the two-fold problem or relationship.

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- It needs to be said that **the current and worsening job crisis** makes it necessary for organizations to plan for profit-making keeping the future in mind. Selection or entry into an organization has many more interconnections than before.
- A successful organization will need to create a catalysis for results. Skilled will need to help the unskilled, keeping in mind that employment means work for both categories of people.
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- The SOC programme does recommend that the government or high impact corporate(s) must attempt to make all Indian and associated businesses **Green Assets**.
- This programme formatively recommends certain steps to help the management team take this reasoning further.
- The steps are detailed in the sections that follow.



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What is HRD?

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities.

HRD includes such opportunities as employee training, employee career development, **performance management** and development, **coaching, mentoring, succession planning**, key employee identification, tuition assistance, and **organization development**.

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- **Recruitment Step: Incorporate SOC into your HRA model**
- The SOC HR recruitment initiative will help catalyze the organizational model & recruitment at the
- **(1) Core Business Level***
- **(2) Partner Level**
- **(3) Customer Level**
- **(4) Supplier Level**
- **(5) Ecosystem Level***
- FYI - **Core Business Level** or Mainline business interests, **Ecosystem Level** or Demand & Supply influencers, Business results determiners etc
- The SOC initiative will incorporate a pre-interview phase called SOC counseling, where Skills expected and Role setting will be discussed.
- The pre-interview phase will include preparedness, sensitization and assessment for vital determinants, that can help an organization enter into a dialogue with a candidate or job applicant, to help make the recruitment trends sensitive and in tandem with the policies of the organization.



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- The vital determinants focus on facets that make it easier for Manpower planners or recruiters to interview a Candidate or Job Applicant for placement Or talent acquisition
 - The pre-interview facets initiate interaction for understanding the following
 1. Purpose of recruitment or Job
 2. The HR strategy for integrating the candidate into the organization
 3. The Work Process Model, as COVID-19 has brought in newer risks
 4. The Pre-requisites for Successful performance, Generating of an Action Plan for this, Establishing of measuring criteria and inter-connected Organizational development
 5. The cross-functioning expected in the job role
 6. The 2-way responsiveness for the Time and Money that will be spent or utilized for this job role, depending upon its phases like under-training, waiting for confirmation, confirmation, recommendations etc
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- 7. Clarity of “What is expected”, or “What to do when things go wrong, deeming an exit from the Organization”
- 8. **Completion of a Case Study** to help bridge the gap between Suitability, Merit or Experience and Acceptance. Refer to the document on the same.
- Today amidst the increasing agility of the health risk’s transmission dynamics, the emerging experience of mitigating risk make it important for **smarter decision making** while an organization chooses a candidate Or while a candidate chooses an organization.
- The SOC programme calls this **Analysis of Acceptance by the organization or Acceptance by the candidate.**



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- 9. The roadmap of **Commitment** expected by the organization and the job role specific **Discontinuity**, that permits the candidate to exit the organization when intended.
- Tomorrow, investment and responsiveness will drive most HR recruitments as people availability will not just be “by short listing”, but by dialogue initiation and **NEXT Steps**.
- 10. **NEXT Steps** if resume or application is shortlisted (by organization) or understanding of options where distinguishers are identified to help further job expectations.



Catalysis?



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- As AOEC has published details of its other Gap Analysis on its proof of concept websites, the URL(s) of specific sites are available as follows:
- 1. www.venkataoec.wixsite.com/guidancecentre
- For enabling Empowered & Safer Human Resource management
- 2. www.venkataoec.wixsite.com/mir2020
- For planning sustainable development and growth etc



Considerations for this Process or App	Suitability (High, Medium, Low, Not rated)	Other details
Impact of the Process or App	High to Medium, can serve as a model for management teams brain storming for this purpose	Solution for integrating sustainable thinking for the triple bottom line in the organizational model
Feasibility, results orientation and cost effectiveness	Medium to High	Needs Financial & Human Capital investment, Infra, Training methodologies and Catalysis expected
Successful Organizational Catalysis via HR practices, Innovativeness and Scalability	Medium to High	Seen as a solution for making the foundation unify efforts to control risks, threats and work in unison for sustainable development
Risk mitigation for the future	High	Will help the foundation and associated segments work in unison to acknowledge a need for sustainable operations and also control climate change related crisis levels
Process methodologies and Process group involvements	Medium to High	Needs Millennium Resource Centers, gateways and training centers to be implemented