



## One line on the 'purpose for being' for the HR department in an organization

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**Rajneesh Malviya**: HR is the lady of the house.

**Shaikh Ayaz Ali**: To get best quality of the most important resource "people" enter and remain in the organization

**Kanak Gupta (MBA)**: Capability development; attracting & developing quality applicants to make a company an employer of choice; reduce employee friction and increase motivation; increase tangible results; strategy.

**Pankaj Rai Mehta**: To ensure that people get paid

**Sven Ringling**: Helping line managers to manage the human part of their resources for a max long term contribution to organisations goals.

(strictly this is a purpose for being of some kind of HR function, possibly dispersed, rather than necessarily a dedicated department)

**Vandana Bhatia**: HR in an organization is needed to manage the resource needs in dimensions like performance reviews, training, policies and optimal utilization perspective

**Yogesh Gupta**: For the same reason you need an umpire in a match

**Antoaneta Yankova**: There are a lot of reasons ideal HR Department to exist in organization but managements make most (if not all) of them invalid.

**Tanuja Abburi**: HR exists to enhance and optimize the human potential of the organisation.

**GJ Kulkarni**: Because all businesses in the end are PEOPLE businesses.

**Charlene Hutt**: To build individual capabilities, and to create profitability in organizational capabilities.

**Srikanth SESH**: To bring a balance between corporate demands & human values

**Gairik Ghosh**: To attract, develop and retain the right talent and optimally align the same towards organization's strategic objectives

**Erik Cedergren**: To ensure the integrity of the organisation.



**Ashish Pachory:** To bind the multi-faceted organization together with a common cultural thread

**Mark Herbert:** To teach managers that human resources management is an essential skill set not a department!

**Josh Chernin:** Attract and develop the best talent.

**Amal Gupta:** Build the infrastructure to motivate people and allow them work with independence, purpose

**Bela Gupta:** I think that organisations are run with the people resource and somebody needs to manage this resource.

**Shailaja Bendigeri:** "To ensure employee satisfaction in an organization, which would make sure to reach the very purpose of an organizational existence"

**Siddhartha Ghosh:** Program Manager, Business Excellence at Nokia Siemens Networks

In the knowledge based economy a company is as good as Human assets it has and HR needs to exist to ensure that assets are managed well

**Sharad Gaidhane:** Teacher, Guardian, Auditor of assets.

**Anaggh Desai:** Its HR Dept's existence and pro-active work in the organization that makes it stay and grow respectfully in

**Efrat Shapira:** Because the people are responsible for the success of the organization and HR is responsible to bring the best people and get the best out them.

**Jitendra Kulkarni:** To bring sanity to the behavior of profit-making monster called corporation.

**Sarvjeet Ahuja:** HR is a continuous support function to setup (and continue) a mutually beneficial engagement between an organization and the employee.

**Kishorkumar Gurusiddappa:** HR is the support function of organization which helps in smooth functioning of other groups of organizations, the responsibility of this function is often neglected or scope has not been reviewed.

There should be an effort for the easy access of HR to Employees.





**Pete (Prabodh) Darvekar**: Human Resource Department is the brain behind an organizational effectiveness, the heart to feel the pulse of the organization and the environment, the mind to decide between right and wrong, the hands to lead the organization through the right path, the legs to tread carefully when need be.

**Brent Peterson**: To bring out extraordinary results from ordinary employees.

Enable people to be their most effective by removing organizational obstacles and treating them fair and respectfully.

**Boo Boon Khoo**: "Putting and managing talents at work"

**Shawn Lancaster**: To provide the frameworks and processes to help business leaders and managers make strategically-aligned decisions about talent which drive business or o

**Vivian Goncalves Pedro**: Because the most difficult thing is to deal with people, and everyone thinks they can, most likely, they cannot.

**Indroneil Mukerjee**: To enable sustained blossoming of the business without getting into it.

"Gulon mein rang bhare, ba dilon bahar chale.  
Chale bhi aaye to gulshan ka karobar chale"

**Poonam Rani**: To facilitate the flow of information and proper effort evenly in the whole organization irrespective of direction.

**Anjali Choudhari**: HR department is necessary to bridge the gap between the Management and Employees with two different objectives and ensure that both together achieve the organisational as well as personal goals happily.

**Greg Deming**: Organizations serve three constituencies (shareholders, employees and customers) and Human Resources are accountable for the safety, well being and development of employees.

**Greg Brooks**: HR mitigates organizational risk while maximizing human-capital potential.

(Bonus line)

HR isn't a function; it is, properly managed, a strategic advantage.





**Shashank Gawade**: Incubate & nurture talent, drive value for the organization (internal & external) by being able to play the role of a mentor and building performers and lastly, to ensure there is a certain amount of sanity maintained while conducting business (by implementing the right processes for people management).

**Gary Lea [LION]**: To be the sentinel for ethical behavior, non-discriminate treatment of all people and to ensure that the human capital is treated with the utmost respect and dignity as the most important asset of the business.

**Sandeep K Sood**: Man management is the most difficult task, to keep it outsourced while still keeping it under your control; an in-house HR is a must. Though most of the times it is redundant or at the best performs cosmetic jobs only.

**Rajesh Devidasani**: An Organization needs a HEART to function effectively.

**Rakesh Bhatia**: To help implement the Business Plan of the Organisation. With talented & motivated teams, by policies designed to get the best for both by balancing the Organisation. & Members expectations.

**CA. Ravi Kumar Bashyam**: One of the reasons is that it is one department which an employee Trusts in difficult times- and from the management perspective it is one department which helps to convey decisions in difficult times.

**Manoranjan (Mao) Mohapatra**: Most functions need not exist within the organization but the function of OD and intervention which people must relate to the Development staff has to be a function within.

**Gaurav Dhingra**: Purpose of being:  
"is to Channelize the Energy\*, that help the individual(s) realize, and deliver to best of their potential."

\*Energy for-  
Synergy between Societal and Organizational objectives.  
Synergy between Organizational and Individual objectives.

:) Balancing Act

\*Energy By-  
By means of Actions (initiatives) and Reactions (rewards and penalties).

:) Propelling Act





**Sandipan Nath**: "Organizations need resources to survive, to excel in marketplace and today the biggest resource is human capital, irrespective of whether u r in manufacturing or in service industry".

**Arun Tanksali**: To provide the counterpoint to the accounts/finance/CFO when the question of keeping the flock together and happy arises.

**Harmeet K Kohli**: If "human relations" have to exist within the Organization, let the HR dept exist.....cheers!