

Guess??



Anil Shah , CEO
of Mega Bank

Binod Chaudhary

CG



Warren Buffet-American business magnate, investor and philanthropist- Berskhire Hathaway





Session Coverage

- Differences between managers and leaders
- Line and staff managers
- Roles of managers
- Challenges to managers

Leaders vs. Managers

◆ LEADERS:

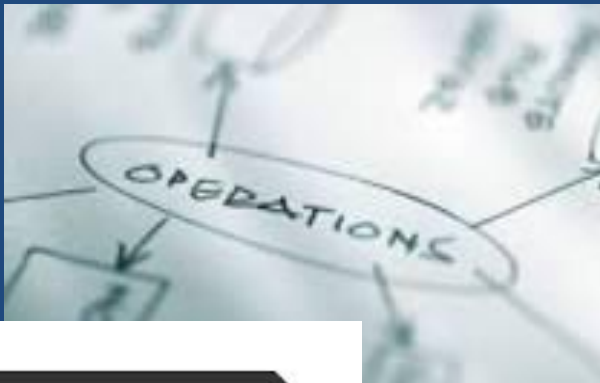
- innovate
- focus on people
- inspire trust
- have a long-range view
- ask what and why
- have eyes on horizon
- challenge status quo
- **do the right thing**

◆ MANAGERS:

- administrate
- focus on systems and structures
- rely on control
- have a short-range view
- ask how and when
- have eyes on bottom line
- accept status quo
- **do things right**

MANAGE??

What? How?When? **Whom?**



Manage people!

- The most complicated of the all.
- They have a mind...and wait... a heart too.
- They interact.
- They loved to be heard, noticed and considered.
- They love positivity.
- They want to be managed!

Differences between line and staff manager

Line and Staff Aspects of HRM

- **Line manager**
 - A manager who is authorized to direct the work of subordinates and is responsible for accomplishing the organization's tasks.
- **Staff manager**
 - A manager who assists and advises line managers.



Differences between

| Line Managers | Staff Managers |
|--|--|
| Someone in the direct line or chain of command who has formal authority over people and resources | Managers who are functional and are specialists that give advice to line managers |
| The position authority(given and defined by the organization) that entitles a manager to direct the work of operative employees. | Positions that have some authority (organization policy enforcement) but that are created to support, assist and advise the holders of line authority. |
| | |


How many of you think that
human resources are assets??

Source- YOU CAN WIN – Shiva khera

Does a Managerial Function
Differ From a Managerial Role?


- Functions are the responsibilities of a manager.
- They include some of the key duties listed in a manager's job description.
- One function is leading.

- Roles are the actions that professionals take to perform various functions.
- For example: A role within leading may be training a new employee.

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- Managerial functions tend to be the same in most organizations; however, managerial roles may vary widely and are largely contingent upon the company's size and the required manager-subordinate relationship.

Role of human resource manager

- A role is a position in a social / organizational situation which has particular functions and behavior associated with it.
- A role is an organized set of behaviors associated with a particular position

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- **Strategic:** As business contributor
 - **Operational:** Manages most HR activities
 - **Employee Advocate:** Serves as "morale officer"
 - **Administrative:** Focuses extensively on clerical administration

Overview of HR Roles

| | Administrative Role | Operational and Advocacy Roles | Strategic Role |
|---------------------------|--|---|---|
| Focus | <i>Administrative processing and record keeping</i> | <i>Operational support Representing the employees</i> | <i>Organization-wide, global</i> |
| Timing | <i>Short term (less than 1 year)</i> | <i>Intermediate term (1–2 years)</i> | <i>Longer term (2–5 years)</i> |
| Typical Activities | <ul style="list-style-type: none"> • <i>Administering employee benefits</i> • <i>Conducting new employee orientations</i> • <i>Interpreting HR policies and procedures</i> • <i>Preparing equal employment reports</i> | <ul style="list-style-type: none"> • <i>Managing compensation programs</i> • <i>Recruiting and selecting for current openings</i> • <i>Conducting safety training</i> • <i>Resolving employee complaints</i> • <i>Representing employee concerns</i> | <ul style="list-style-type: none"> • <i>Assessing workforce trends and issues</i> • <i>Engaging in community workforce development planning</i> • <i>Assisting in organizational restructuring and downsizing</i> • <i>Advising on mergers or acquisitions</i> • <i>Planning compensation strategies</i> |



Challenges??

- Managing workforce diversity
- Globalization
- Increasing internal and external competition / pressure for HR activities
- Growing unionization
- Revolution in IT and other technological innovations
- Workforce availability and quality

Diversity(Age group) as a challenge

Baby Boomers

- Baby Boomers(1946 to 1964).
- Some examples of people born in The Baby Boomer Generation are
- Steve Jobs, Bill Gates, Bill Clinton, George W Bush, Elton John , Binod Chaudhary

Generation X

- mid 1960's and the early 1980's
- Also know as echo boomers
- Anil Shah

Generation Y

- 1980's -2000
- These individuals are sometimes referred to as Gen Y, the Millennial Generation, or simply Millennial.

Generation Z

- Born after the Year 2000
- Children of new age

Sympathetic Vs Empathetic.....

- IQ or KQ??
- Nowadays managers with high kind quotient are successful

Communication Vs IP communication skills??



Group Vs team

Talking about Nepal

- Training the first priority.
- Competent manpower hard to retain
- New brooms sweep clean.
- Your resources on infrastructure
- Life is easy out in foreign countries
- Complex reality of Nepal.
- The grass is greener on the other side
- Because of My family.

Takeaway

- Who are managers?
- What are the differences between line and staff managers?
- What are the role of hr managers?



Thank You

Queries?

