

# *An Interview with Senior HR Leader of Bharat Fritz Werner Limited, Bengaluru*

*Volume I, Issue I, January 2022*



***M.R. Nataraj***

*General Manager - HR & IR,  
Bharat Fritz Werner Limited and Author*



*Interviewed by Shekhar Ganagaluru,  
HR Professional and Author*

## **1** One thing that makes you passionate about HR:

It is dynamic from the time in memory. Human responses are difficult to predict. The same scenario will have different responses from different people at different times. This zillion unpredictability is the beauty of managing human resources.

## **2** What is your success mantra?

Recognise and respect to others. Keeping a healthy distance from all. Continuous learning. Core professionalism.

## **3** The mistakes, HR should not do it.

Partial, unfair, unequal, or discriminatory treatment based on gender, caste, creed, religion, etc.

## **4** What values, the future HR must have it?

The essential values that future HR professionals should demonstrate are empowerment and development, positive reinforcement, and influencing and respecting individuality.

# *An Interview with Senior HR Leader of Bharat Fritz Werner Limited, Bengaluru*

## **5 One thing, which you learnt from your mistakes.**

Learned how to govern in general and during times of crisis. Learned when to fight and when to make peace, when to slow down and when to strike.

## **6 The best advice you gave to your team during Pandemic.**

Do not overreact. Treat people like your family members and protect them as soldiers because the people are the future.

## **7 Trade Unions are obstructing the growth of the nation – Do you agree?**

Trade unions are existing in the organized sector that has about 20-25 million employees out of 500 million workforce in India. Conventional leadership of this group needs to change its mindset from benefit alone to that of progression and performance. Competitive world do not have scope for easy returns and the business disruptions. Every employee must learn to grow individually.

## **8 The Labour Codes will ensure ease of doing business in India – Is this practical?**

It is too early to comment on this Statement. Change is inevitable and no change can bring immediate results. The proposed labour codes looks have a balanced approach to employer and employee interests.

## **9 Do you think the present skills of HR professionals will be outdated in the next few years?**

Not really. People will be people. However, the aptitude for using the right skills at the right time may change.

## **10 Do you think that the Candidate Experience is important?**

It is important and also essential to an extent. Proven experienced candidates are expected to deliver exceptional results. In most of the leadership positions qualitative experience is a must.

## **11 Do you say managing Gen. Z is not easy?**

Bridging the generational gaps in the workplace is a sensitive task for HR Professionals. Today's business environment prefers the Gen. Z workforce for many reasons. Gen. Z's expectations, communication styles, perceptions, way-of-working, and characteristics are distinctively different from other generations. Hence, HR must harness their skills to deal with Gen. Z.

## **12 How do you connect with people in your busy schedules?**

Sorry, the job of an HR professional itself is to connect with people. In general, my schedules are busy with connecting, understanding, developing, and empowering people.



*HR Professional Excellence Award – 2021 to*

*Mr. M.R. Nataraj in 5th State-level HR Professionals Kannada Conference-2021*

**13** Do you see the “Gig workforce” as solution to manage business uncertainties?

The Gig-workforce is the right tool to manage the growing business uncertainties and crises outside conventional way of employment modules. This scheme will enhance the opportunities for flexible, temporary, and freelance professionals as well as industries to get competent people for specific projects and assignments. In Indian labour mindset context and in the background of rigidity of labour legislation it takes time to fully transform to gig work culture/ system.

**14** What are your significant contributions to the field of HR?

In my 3 decades of HR Journey, I have been focusing and delivering to my best on the following areas: creating competitive HR solutions to enhance organizational and people capabilities and empowering employees to create a long-term vision for their functions, and focusing on employee engagement, empowerment and wellbeing initiatives. In addition, with an intention of knowledge sharing and socio-professional responsibility authored 10 books in HR Management and Labour Laws that are very helpful to management professionals, students, institutions etc.

**Books written by M.R. Nataraj**

