

Dilemma of a Trainee – Corporate Assimilation Initiatives

Dr Asha Bhatia

Director of Research,
Universal Business School, Karjat. Maharashtra
nilanka.chatterjee@ubs.org.in

Nilanka Chatterjee

Program Director & CHRO,
Universal Business School, Karjat. Maharashtra
nilanka.chatterjee@ubs.org.in

Abstract

Winning in today's competitive scenario requires top-quality talent. We also know what it takes to build that talent pipeline and how much organizations spend on significant financial and human resources to make it happen. However, many business organizations that are elegantly planned and have procedures that have been well benchmarked may not transfer into a depth of talent at the bottom of the pyramid. Why? This article argues that organizations seeking to maximize the value of talent need to act in radically new ways. The author, who has worked as a talent nurturing professional with multinational corporations, has attempted to focus on the problems that new hires face, particularly those in the entry-level managerial cadre, and has attempted to present a new blueprint for assimilating talent as soon as it enters the organization and making the most of it through the writing of this article. The effort is to show how talent assimilation initiatives can be made robust and impactful, bringing enormous value and arresting untimely departures of talent.

Key words

Human resources, corporate, assimilation, on boarding, engagement, socialization.

Biography

Dr. Asha Bhatia is currently working as the Director of Research at the Universal Business School, Karjat. She comes with more than two decades of experience as an academician, researcher and mentor in social entrepreneurship. She is on the Board of Directors, SIFE India. She holds an MBA degree in HRM & Finance and a Ph.D. in management studies. Her areas of expertise are research, change management, higher education, entrepreneurship, CSR & sustainability. She has conducted numerous training programs for corporate and government organizations like Mumbai Police & Indian Navy amongst others. Her work has been recognized at several global platforms. She is the only faculty from India to represent Asia at the ENACTUS Global Faculty Research Network. She has won international grants like 'Classrooms with a cause' and recently a grant of 3000 USD from Combat Blindness International for a collaborative project with the University of Whitewater, Wisconsin U.S.A. Asha has published more than 30 research papers, articles, and book chapters in quality journals and has been invited to present her work at various international conferences in U.A.E., Switzerland and Australia.

Nilanka Chatterjee comes across as an elegant HR, capability building and leadership development professional dotted with exposure as an academician in university and business schools. Currently working as a CHRO and Program Director at a well-known Business school, through his over two and a half decades of professional journey, Nilanka could demonstrate proven abilities in managing multiple stakeholders with astute collaborative skill sets, synchronizing the intersection of talent pool with the changing business requirements and scenario. After completing his MBA, Nilanka was selected as Assistant Professor of Management Studies at Institute of Modern Management, Kolkata (affiliated to Vishwa Bharti university) west Bengal. Thereafter he joined at Banasthali University in Rajasthan as a founding faculty member in setting up of WISDOM (Women's Institute for Studies in Development Oriented Management). Subsequently, he joined NIS Sparta- (a reputed training & performance enhancement solutions organization of Reliance Group) and as Head of Training Delivery (East & North East), could curved out and delivered over one thousand executive, management and transformational leadership development interventions

covering the entry, mid and top level leadership teams across the industry sectors. Aligning and partnering with senior business leadership team at a strategic level as Head (L&D) at United Spirits limited currently known as Diageo , Nilanka could lead several change management efforts across the organization, architected leadership development strategies, could bring in technology to the learning space, created sales academy and centre of excellence using a combination of case studies, OTJ facilitations, stretched assignments, class room simulations, online learning to address gaps in performance and build the bench strength. Nilanka has Partnered organizations in achieving their mission critical goals by conducting concern validation studies, action research and scripted white papers using proven methodologies that enhanced effectiveness of their people and processes and productivity. This includes the organizations like ITC, HLL, IOCL, ICICI, Tata Steel, Maruti Udyog limited, Peerless General Finance and investments limited. Besides his sublime business and people skills, Nilanka had a successful stint as a visiting faculty member with several business schools and institutions and he likes to devote some energies in philanthropic activities being an ardent lover of art, literature, games and sports.