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# Together we can Together we will !

*Dhananjay Singh\**

Saurab, like his other colleagues in Human Resource Profession in the current recession, feels as if he is walking in a tightrope. On the outside, you're trying to show to your team that crossing this chasm is an easy feat. But on the inside, you worry that making a serious misstep will spell doom, further shaking the confidence of an already jittery workforce.

In times like this, when the business outlook is highly unpredictable, it is easy to make a mistake. In order to do well, we need to avoid pitfalls. Together, let us fix few of the following ideas-

- 1. People are lucky just to have a job?** It is true that many of your employees feel fortunate to have a stable position right now. But that does not mean you can ignore staff members' needs for positive recognition and career support. Top performers, in particular, need extra attention. Good people are marketable in any economy, and you want the strongest members of your team on-board when conditions improve and your company is in a position to grow again. While your best employees may choose to stay with the organization during uncertain times, if they are not recognized for their accomplishments, they will be the first to leave when things turn around.
- 2. Staff can't handle the truth** - If your company is facing unprecedented challenges, communicate them to employees. They will feel like they have some measure of control

over the situation and may even be able to offer advice for solving problems. Constant communication also can keep rumors from taking root and dragging down morale. Remember, if your employees do not hear the news from you, they will hear it from someone else. But information they receive from others may not be accurate and likely to be misinterpreted.

- 3. Cut training expenses-** Training gets the first axe during recession. '**Good to have**' attitude towards training fuels the tendency to put training on backseat. But training is always essential. Think about it: Enhancing your team members' skills can pay off in the short and long term. When resources are tight, look for ways to make training more cost effective.
- 4. Incentives - A cost or an investment?** Tight budgets should not cause you to cancel all rewards. Low-cost and no-cost incentives can have a big impact on staff morale. Allowing

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staff to leave early one Friday, sending a handwritten thank-you note to an employee who went above and beyond, or organizing a group lunch are all meaningful and inexpensive ways to express your appreciation.

Respect and recognition is especially important if you expect your employees to take on additional responsibilities or heavier workloads. You must keep in mind- ' people tend to be more emotional during stressful times'.

Be sure to give frequent, timely and specific praise so that workers can see you are paying close attention to their individual contributions and not just doling out blanket praise.

All of us are aware; HR Managers are the guardian of all employees working in any organization. That is the reason that we have assumed the responsibilities of the employees as well as advocate and catalyst for the change during the recessionary period.