

MidDay

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18 iTALK WORK



Okay to fire if they get you hired?

Recession-hit Indian firms are assisting ousted employees make a smooth transit to other organisations. iTALK finds out if getting you picked after you've been kicked, really works

Outplacement-savvy players

- * MOTOROLA
- * MICROSOFT
- * IBM
- * TCS
- * AMERICAN EXPRESS

Experts Inc.

Want to help your team-members with a smooth exit and relocation of responsibilities?

These service providers will help you find platforms:

- * Insala
- * BTI Consultant
- * Ayers Group
- * Right Management
- * KPMG India

What outplacement does:

Eases monetary pressure, calms anger, shows you care, maintains positive image of employee and employer.

What outplacement doesn't:

- Assure long-term career
- growth, skill-compatibility or personal satisfaction.

SOUMYA MUKERJI
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Don't jump at the sight of that great job offer in your inbox. Your current employer might just be setting up a plan to get rid of you. And that's not our imagination running on overdrive; recent cases in the country have exposed bizarre "outplacement" techniques. HR teams are not only offering alternative opportunities to laid-off employees in an attempt to ease the blow of negative publicity and ill will, but continue to flood them with plugged positions from ally groups, on the sly.

Outplacement also works if employee doesn't fit profile

Slump or no slump, outplacements are common in the West,

says Puneet Jetli, HR head at MindTree, a software development major. "It's all about taking people into confidence and facilitating appropriate openings. Many head at organisations do this MindTree not just in times of crisis, but because an employee is not aligned to the role he/she is playing. We've done it at the senior level in one or two odd cases, and it isn't just a function of downsizing," he says. "But where issues like integrity and performance are involved, we won't get in." Jetli says finding alternate routes for all employees isn't a pragmatic policy. "The market is down. At the end of the day, it is just a function of how many jobs there are in the market," he reasons.



PUNEET JETLI
HR head at MindTree

CASE STUDY: SAPIENT

The guys who did it to maintain good relationships

"We have partnered with an employee assistance provider to offer career help and emotional counselling to support employees," confirms Shilpa Bhardwaj, HR director at Sapient, an IT giant that has downsized its employee strength considerably over the last one month. "We've always considered people our most valuable asset. Maintaining relationships with current as well as ex-staff is part of our core philosophy. Even in the past, we've tied up with some of the best agencies so that employees aren't left high and dry."

ADVICE FOR EMPLOYERS

They need to be upfront and honest



SHILPI SINHA
HR-management coach
"The ethical way out is to value people, and inform them of the crisis at hand. Companies should communicate with employees freely and sensitively. In troubled times, they should sound an alarm well in time and ask employees to explore other options. Covering up sacking with a secret poach-out is of no use, because nowadays, being dismissed isn't about disgrace or incompetency. It has to do with revenue reasons. It's a trauma alright, but everybody is supportive. On the other hand, taking care of every ex-employee's needs isn't a leader's moral duty; it's an individual call."

YOUNG PROS SAY IT'S IMPRACTICAL, BUT PLEASANT



PAWAN NARA
New-media trainee

It's not always possible to help an employee land another job, and it's a question of how important goodwill is to the firm in question. I would more than appreciate the gesture.



ASHISH GAUR
Press Professional

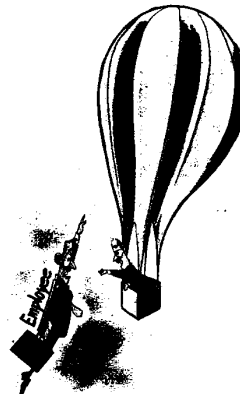
Compensation and career-assistance are always welcome, but why would an employer go the extra mile if the candidate is dispensable, and unfit to work in his own corporation anymore?

Outplacement helps get rid of grudges



SAMIR PARIKH
Chief consultant psychiatrist

Getting the boot may be a huge setback, but seeing the employer involve himself in post-firing well-being can go a long way in healing. "Once readjustment kicks in, an ex-employee won't have any reason to harbour grudges against the firm. It is a positive measure," says Samir Parikh, chief consultant psychiatrist at the Department of Mental Health and Behavioral Sciences, Max Hospital.



ILLUSTRATION/ SAMEER PAWAR

Firm should only make promises it can keep, says recession-hit professional



MANISH MISHRA
Mumbai-based recession-hit investment professional
When companies plan to play good samaritans, they should refrain from making promises they cannot deliver. "My trading firm promised me not only monetary compensation, but also assured me that I would be free to collect my personal data, meet other employees and would be assisted with opportunities. I followed up for two months, but in vain. I understand the scenario, but it is an organisation's duty to live up to the promises it makes."