



## BEST HR PRACTICES IN ANY ORGANIZATION HIERARCHY

Dr M S khatumbra\* \*Corresponding Author

## ABSTRACT

Ethics of Karma includes Mindsets, effort, values, proper work, relation, cognitive approach, Team work, resilience, persistency, experience, sincerity, dedication, loyalty, Trust, delightness and much more

## KEYWORDS :

That is not work or duty but it is the milestone or message to the bottom level work to Top management, which is not just the result but explore the how successfully grabbing opportunity and how work is going on, which part of team plays a successful. It is the Truth of customer service by paying Price for that as a reward with in a stipulate time and here long term relationship means remain stable with the Organization's brand plays a vital role. Sustainability for bank's attribution for feature and feature image of the brand. Industry wise Organization's almost every product is either a service or product means requirement (mazboori) and easy cease the relationship when purpose has been resolved, but Retention is the only one product which gives customer privileges towards organization and not easy to left the organisation for customer, once customer enters in the yera of any organisation, it is very difficult to left that organisation for couple of years. Hence Employee should give his grand attention to relation when doing other tremendous business. Because I do not believe that if team will win and Employee will automatically get benefit. But I believe Employee will win than and then team will automatically win and that employee Human Resource contribute to the team. Because we are ultimately making the team. That is my perception of Team and Individual employee.

Now Simple and ethical practice helped you a lot during my career journey. Cognitive approach means Learning through thinking and suggestions, motivations, inspirations from TOP Management gives any employee immense pleasure not pressure and boost in his daily works, his personal life, personalities and all..

**"Mindsets are more important than Marks."**-For the ethical principle and practice from Top Management should be no special log-in-day means every day is a log in day. Means practice makes the man perfect.

**"Efforts are more important that results" and also "Knowing is knowing and doing is doing" / "Knowledge is the key of success and Art is an application of knowledge" as now a days knowledge based work. As AI is there as a Machine but Human Intervention affects a lot. From Top Management perview "perform to potential".**

**"Values are more important that valuables"**-As a module leader there should not be work but worship.

**"Proper work is more important than paper work"**-From Region Head purview should be a principle of practice. Ultimately Knowledge decides what you think, Skill decides How to say, Attitude decides how much to say and Wisdom decides whether to say or not.

**Relation plays a pivotal role, long term relationship with profitable customers paves the way"**-As a Region coordinator there should be a relationship principle that "Man is not made from blood and bones, cells and minds, man is made from Heart. If you win the heart person gives

everything's of life. Means Price is not important that make brand more valuable and Highly costly product will earn a name of rich products. Also that means earnings/ relations as we donates only for soul purpose in religious, nation and many more.

**law of Large Numbers:** As a Divisional Head there should be an important practice that, If you interacts more people that someone will definitely help in necessary time means urgent business.

**"Team work is more important than Term Work"**-As a Team leader there should be the lesson of Team Work.

**Taka is not important but Tikna is important. Percentage is not important but Persistency important."** As a Field Employee that should be important "

**"Life starts with the examination, passing and failure is not an important. But Experience is an outcome. Means pass out E Learning or Role base exam and all."**

For the HR percepective a ethical practice should be that rather than shourtcut.

**"sincerity is more important the seniority."** For the bottom level staff, there should be principle.

**"Dedication is more important the Designation"** - As An expert there should be an important lesson, that should be basic understanding the designation is designation and is an temporary in nature, permanent is person and we have made designation. Duty towards dedication is more important than designation.

**"Loyalty is more important than Royalty."** -Now product features is not so much important comparison with other brands. Because you cannot compare Apple with Bananas. And almost industry wise products are more or less same, and no one can offers more that affordability. Nowhere is the free lunch available in world only at Mouse Trap that is possible? More costly products makes the customer premium quality based.

**Brand Means the Trust.** -In the market of competition customer can trust only on family and we are the family of the customers, so we are not thinking when family comes into mind, and there is a need for greater awareness, alertness, agility and responsiveness towards customer and we can only achieve through zero tolerance complains means there should not be written or oral agitation that the service is hired or availed from the deficiency or unfair trade practices adopted as a family. Because in servuduction approach means production and consumption does at simultaneously hence Mind repairing or image improvement is not possible and taking back or guarantee is not there only punctuality, short, sweat, sound, meaningful, active response is reqd. Here First time service quality play a role where you can check that free from any defect but experience delighters, Quality is not a

product but it is practice, Act is not important And action is important when customer or employee left the organization means he is leaving or imprint of negative Organization Brand's image in the mind and word of mouth make it worse to other referrals and human life values approach make it other or every products of organisation complicated. Hence than after same as We once mind decides there is no chance or opportunity or time to test more after than same product again. Complaining customers wants to remain in organisation he is doing complain otherwise left silently. Heard them properly.

**"Celebrity represents the ideology of the life how to live the life. People follows that life"**- Means Employee or customer or stake holder is the celebrity of organization as I represent the bank image in mind of customers. "Quotes of German are "Zeit is Geld means "Times is money", "Geld regeiert die welt" means not money but currency operate the world" and Das ist eine Faß ohne boden means "sky is the limit where you can fly" Means That Top management gives me the time that is grace for me.

For the employee customer's blessing by paying tangible or intangible, As an employee, management gives me him promotion as shouldering him the higher responsibilities in the same organization by enhancing the capabilities that will explore the more grabbing opportunities in coming years by win-win situation and win-back customer whatever the lapses . Last but not lease In German Quotes, **"Arbeiten ist nicht was du denkst, aber arbeiten ist das was du machst."** means "Work is not that what you think, but work is that what you do.