



Discovering Self-Unleashing our Inimitable and Eternal Potential: An Emerging and Distinctive HR Perspective for Building Tomorrow's Leaders

*Dr. (Mrs) Vijit Chaturvedi

* Associate Professor Lingaya's University, HARYANA

ABSTRACT

There has been a sea change in the workplace of today. In the present time where we talk about Millennials or the Google generation the overall aspect of organization has transformed where more emphasis is on creating and sustaining an employee friendly organization and creating a highly flexible and accommodative work environment.

Generating self awareness so that employees will actually realize new dimension that will help employees to unleash their true potential and create a cooperative, ethics based unique workplace. It is important to make individuals acquainted of themselves first which will help in improving rapport, understanding, integrity in behaviour and action resulting into high morale, low conflicts, high commitment, better understanding, constructive attitude, focus on self and thus will help in building a people driven and positive work culture.

The present paper talks about the relevance and need of understanding concept of exploring self in organizational context, with intervention of HR as a platform to implement such practices this can be a unique approach to help employees to introspect and slowly and gradually sow the seeds of spirituality, self introspection and ethics based working

This paper provides insight for HR Practitioners, trainers and policy makers to redesign or train and counsel employees to create high level of self awareness becoming emotionally competent, and thus liberating themselves and surrounding to create distinct culture thus building strong employer brand and ensuring sustainable competitive advantage. The paper provides inputs for identifying areas through which an employee can do his own SWOT analysis and devise means and ways to translate the learning to their job and routine assignments.

It suggests that self belief and clarity, accountability, focus on self, consistency in learning, risk taking, developing high level of emotional maturity, expressing gratitude towards superiors, customers, and all strategic partners should be nurtured to help employees to develop and build team spirit in work culture, further focussing on rational decision making and either through training, counselling, mentoring efforts should be made to make employee self accountable.

Keywords : Spirituality at workplaces, HR outlook, building sustainable leadership

Introduction

It is a known fact and a learned experience for one and all that it is our thought process, from experience, clarity in the purpose of life (which guides every action of ours both personally and professionally) and our learned principles experienced and tested with time, situation at times specific person or circumstantial as well that to a large extent decides our level of satisfaction with self, others, surroundings and even with intangibles (like thoughts, perception and feeling for others).

There can be scientifically various tools to measure the level of satisfaction professionally and even with cosmic developments in psychometrics there are diversely speckled tools to gauge it. But what is most convoluting for most of us as common beings busy in customary schedule is understanding where are we actually heading, most of us start strongly as confident being, academically strong brawny self belief, high focus but gradually with increased expectations from family, profession, society our vision, focus, priorities starts getting blurred and faded in the strenuous and gristly pressures. The cause of any such unfavourable, disagreeing, stressful or disturbing situation may be any, at times real or even imaginary, factual or perceived, known or unknown but irrespective of its typology -the effect or the extent to which such situation will affect us primarily depend on how much will we allow such sterning pressures or stress to impinge on our normal going.

Role of HR department in providing spiritual guidance thus ensuring effective management-

At work setting most of the problems rise because of low accommodating attitude, our preconceived notions, over ex-

pectations, low commitment, poor leadership and lack of acceptance which affects the organization performance largely. Thus HR can adopt a unique approach through few measures to help employees unleash their true potential, focus on self so that these problems leading to improper inter-personal relationship can be avoided.

These strategies that can be understood and further translated in the goals of employees can be as follows-

1. Analyzing and then preventing or even understanding the alarming signals of anything that distracts or deviates our emotional maturity as a result our psychological make-up should be promoted- This is an art that should be taught to employees while interacting with their peers, superior, subordinates or customers, easy to implement and important aspects which if deeply thought with an open heart, intrinsic motivation to accept, willingness to change and promising oneself to prolifically get enriched on daily basis with all positive belief and a fanatically delightful way of living may be easier to get adopted.

2. Accepting and combating the stress at workplace- The first and most basic fact is to accept that it is actually not possible to detach stress from work and some stress is important to keep us creative and moving but training on identifying and managing the stress and believing in our capabilities to do so should be propagated. Training should be given to identify situations that results in creating ambiguities either because of failure in focus, distrust, low passion, lack of importance or unilateral thinking.

HR department should ensure that in relationship employees focus should not be on keeping others happy or pleasing other to get work done rather through their capabilities try to create a difference that will make them to love their jobs and commitment level high as well. ethical dilemmas, cognitive dissonance ,low congruency in goals or even inaccurate. Regardless of accepting the fact that one cannot turn face and has to exhibit own audacity in managing stress

3. Developing Self –belief and clarity about our true self is most significant which actually facilitates in buoying us up in gruelling situation and also helps in keeping ourselves inimitable against the perceived self, developed self which if misunderstood may result to loss of natural identity which is source of stress. Thus realizing and developing our true self is the key to discover and unleash our potential. It can be done through different psychological tests and assessing the attitude and clinically counselling employees and filling the gap if any in performance and potential.

4. The next important aspect is accepting and being accountable –HR department should help employees in liberating ourselves from the guilty of blaming others or shedding our faults on others when things go wrong .This will provide a new direction to our sense of self in reaching to its actual destiny and becoming selfless.

5. Focussing on continuous learning-Another important aspect can be by never putting a full stop to our learning, regardless from whom, where, when and how but learning –unlearning and relearning should be an uninteruptive and reiterative process. This is applicable to any and every position and in any and every relation. This also will help in actually adding to own creativity, develop diverse thinking and will strengthen the process of connecting with many.

6. Taking some quantum of risk is another important aspect as a common thought goes saying that the riskiest thing in life is taking no risk, we regret after opportunity is gone thus actually becoming a keen observer, taking note from own and others experience and spending good time on more productive aspects which will help in creating positive work culture.

7. Expressing gratitude and feeling ourselves most blessed is another key to dig our hidden potential as a continuous journey. As said by Dr.Kalam we should start our day with strong thoughts as, “I am the Best”, “I can do it”, “God is always with me”, “I am a winner” and “Today is my day”. With this small belief in our work approach also employees will explore their true self and will develop positivism all around

8. Creating work life balance and focussing on personal aspects as well- At personal level we should also focus on what affects relationship, expectations and our own contribution and change that we bring in ourselves which can help improving the rapport whether it is with children, parents, neighbours, society, community and thinking positive and contributing even in smaller ways towards nation development. It is all about changing our attitude and mindsets towards people, events, and things and focussing on what is in our control and what we can change

9. Practicing a collaborative and transparent relationship- Mostly the root cause behind low performance, conflicts ,complaints, dissatisfaction with people ,event ,policies, functions is because we feel gap between expectations and what we get but do not get opportunity to talk about this which results gradually into the habit of complaining, observing only negative, comparing and assessing others ,feeling jealous

about others achievement thus loosing the chance of enjoying even what position, authority, team spirit, congenial work environment, trust, support and talent we have. This all has an additive effect because of which we lose our own focus, objective and actual purpose both professionally and personally. Thus, HR department should initiate either through self analysis, personality testing, attitude measurement, or even through different other psychological test to measure inter-personal relationship should be consistently and provide the feedback to employees to help them to become emotionally aware and thus bring desired change in behaviour.

10. Developing strategic perspective in performance- Irrespective of the religion, caste, community, culture, custom one believes and practices one thing common in all of them is all of the religion and teaching focus self- belief, keeping pure intentions and remaining determined. The same values should be translated after analyzing own job descriptions and position and identifying the best values that can be easily implemented after discussion with seniors or counsellors for e.g. conducting appraisals planning for career or providing equitable growth opportunities can be a way of practise, honesty, equity which can be easily practiced.

Implications and focus areas from study

From above discussion it can thus be concluded that it is important for HR department to first explore the underlying causes behind behaviour and non-conformances in action or performance and analyzing it with a psychological outlook to explore real root cause problems. Behavioural training should focus on guiding and understanding what drives “me” as an individual independently to guide my thoughts, compatibility with job, rapport with peers or bosses, perception about the organization and thus affecting organization commitment. Teaching and training employees on listening their inner voice will make them better rational decision masters and loyal and committed towards their task and work places.

Organization based on their external and internal variables should try to develop a culture based on openness, collaboration, trust, accountability, mutuality and cohesiveness. Spirituality, purity and such employees will be asset for the organization thus generating true leaders for organization.

Conclusion-

Thus, there are countless ways by which HR department can guide employees to as much pleasure and happiness in work either through recognition, rapport with each other, ethical working practicing honest work behaviours, true and sincere intentions, demonstrating accountability in words and action.

Whether it is developing inter-personal relationship, rapport, keeping constructive attitude, believing in positive criticism true bliss and satisfaction from work can be created. It is important to make employees understand that happiness cannot be an external force solely, it has to be derived from within and the only source of feeling contented is by doing the best and performing as per the expectations and capabilities for strategic achievement of organization goals and performing at best. Because true contentment is not pedestalled by how big or small the achievement or task is. Thus, right from recruiting, training, developing, correlating job and job occupant, consistent counselling and mentoring efforts towards making employees independent, accountable, developing emotional and social competence, focussing on rational decision making and changing self than others should be developed. The day m organization are able to this concepts like transformational leadership will come in its true sense it happens even as a realization I have discovered myself and then the Journey towards real success begins.....

REFERENCES

Completely self written.