

## **Human Resource**

At Alok, the role of the HR team is structured to meet the needs of the organization. As a successful organization, Alok is becoming more adaptive, resilient, quick to change direction and customer-centered. Within this environment, the HR team is a strategic partner, an employee sponsor or advocate and a change mentor.

Strategic Partner: In the role as a strategic partner, the HR team contributes to the development of and the accomplishment of the organization-wide business plan and objectives. The HR business objectives are established to support the attainment of the overall strategic business plan and objectives. This strategic partnership impacts HR services such as the design of work positions; hiring; reward, recognition and strategic pay; performance development and appraisal systems; career and succession planning; and employee development.

Employee Advocate: As an employee sponsor or advocate, the HR function plays an integral role in organizational success via knowledge about and advocacy of people. This advocacy includes expertise in how to create a work environment in which people will choose to be motivated, contributing, and happy.

Fostering effective methods of goal setting, communication and empowerment through responsibility, builds employee ownership of the organization. The HR team helps establish the organizational culture and climate in which people have the competency, concern and commitment to serve stake holders well.

In this role, the HR team provides employee development opportunities, talent management strategies, leadership development, employee assistance programs, gainsharing and profit-sharing strategies, organization development interventions, due process approaches to problem solving and regularly scheduled communication opportunities.

Change Champion: The constant evaluation of the effectiveness of the organization results in the need for the HR team to frequently champion change. Both knowledge about and the ability to execute successful change strategies makes the HR team a key catalyst to bring about change in the organization. This a critical attribute to minimize employee dissatisfaction and resistance to change.

The HR team contributes to the organization by constantly assessing the effectiveness of the HR function. It also sponsors change in other departments and in work practices. To promote the overall success of the organization, it champions the identification of the organizational mission, vision, values, goals and action plans.

The HR team will now refocus on the Company's invaluable human resources with renewed vigour. Come to think of it, if everything else is stripped off, the future of an entity depends on those working there. Capital assets, technological patents, and financial capital are empty vehicles without human capital working in harmony to achieve common objectives. If one does not adapt policies, practices, leadership styles, and thinking in ways aligned to the reality of

changing dynamics, one is really preparing for a downhill ride. Managing human resources was never a simple task. It requires even more attention and sensitivity now to successfully meet the challenges of a fast changing world, which can indeed be daunting.

The Company will endeavor to develop a HRD framework for helping employees develop their personal and organizational skills, knowledge, and abilities. The Company will also endeavor to provide opportunities for employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, and organization development. The Company's transformational focus of all aspects of HRD will be on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers.