

Sri. Palani Murthy, who gave a talk on Re-evolution of HR at the Business Leadership Forum on 28.4.2017, is Bachelor of Engineering in the field of Electronics & Instrumentation 2005-2009 from JJ College of Engineering & Technology Trichy affiliated to Anna University, Chennai and Master of Business Administration (MBA) from Alagappa University



Head of HR at Mindlance Bangalore, he was HR Manager- India in Astor Mueller Group (Bugatti & Daniel Hechter Shoes). . Sri Paalani Murthy founded HR Forum as link between students and HR professionals besides people who want to get into HR domain. A passionate professional, ready to

adapt to any new environment or process and minimise the TAT with uninterrupted and perfect result and delivery, he specialises in Human Resource - Training & Development, General, Payroll, Policy Framing and Analysis, Statutory & Compliance, Employee Engagement, Rewards & Recognition, Psychological Analysis & Screening; Business & Market Research Analysis; Marketing & Sales Planning and Strategies.



The birth of human resource management practices can probably be traced back to the industrial revolution. Prior to that people had worked at home-based crafts, or as travelling craftsmen, or in agriculture. The creation of work in factories meant that the relationship between management and employee needed to be managed, time-keeping records kept, and large payrolls had to be processed.

Personnel administration, which emerged as a clearly defined field by the 1920s (at least in the US), was largely concerned the technical aspects of hiring, evaluating, training, and compensating employees and was very much of "staff" function in most organizations. The field did not normally focus on the relationship of disparate employment practices on overall organizational performance or on the systematic relationships among such practices.



HRM developed in response to the substantial increase in competitive pressures American business organizations began experiencing by the late 1970s as a result of such factors as globalization, deregulation, and rapid technological change.

Tracing the evolution of HR from pre world war days to HRM of present day paradigms, he brought out the difference between HRM functions in an IT industry and core manufacturing and infrastructure organisations with fancy salaries and larger ambience

In his interactive talk he said the HR person should be a good analyzer, patient, goal oriented and compliant with the organisational practices. He said to build a better ethical society HR function should be very ethical.

\* \* \* \* \*