

HIRE LEARNING



RK GUPTA, 62 years
head - hr, jklc

R K Gupta, 62, works with JK Lakshmi Cement Limited, New Delhi as head of human resources.

Gupta is a science graduate, a law graduate, and an MBA from one of India's oldest management institutes. He has also done post-graduation in human resource development. He holds over 35 years of experience. His role entails the entire gamut of HR activities including training and development, performance management, compensation, talent management and retention, succession planning, executive coaching and other development initiatives taken in consonance with the needs of the business. He has also been actively engaged in assessment/development centres and in mapping out critical leadership competencies in the organisation. He has been trained as a coach by the Ross School of Business, Michigan University and holds certification on behavioural tools from Thomas Profiling, OPQ32, BEI, etc.

He enjoys interacting and shaping young minds with a firm value system.

Pragmatism, passion are must

At JKLC, winning trust of customers is paramount

What is your annual company turnover?

₹1,519 crore

What is your company motto?

Building a strong brand to win the trust and confidence of customers, and enhancing the customer's buying experience with a highly committed workforce

What is your biggest CSR activity?

- We have set up the Sahyogi Sanrakshan Club that covers more than 34,000 members including masons, small contractors and other skilled workers of the construction industry. The group members are insured against accidental death and permanent disability under the Group Personal Accident Insurance Policy
- The Naya Savera, a family welfare programme, covers adult education, women literacy and health

What is your five-year vision?

Being more innovative through passionate leadership and building highly engaged employees for exceeding customer expectation

Describe your organisational culture in three words?

We focus on care, compassion and excellence

How many employees do you have?

1,021

What is the average age of your workforce?

39.8 years

How many vacancies do you have, on average, every month?

Four to five vacancies per month, mostly on account of our expansion plans

What job vacancies do you find difficult to fill?

Highly specialised jobs for our

new ventures such as the Mobile Batching Plant. This is because the business concept is new to India

Your ideal employee in three words? Competent, pragmatic, and passionate

What academic qualification do you look for in your middle managers?

Professionally-qualified (BTech/MBA) with 8-10 years of relevant experience and having a good perspective

What is your preferred method of finding new employees? Choose two from this list: head hunter, newspaper ad, job portal, word of mouth, internal search

Our preferred methods include internal search and job portal

What is the average salary of a departmental manager in your organisation?

Average salary is around ₹45 lakh per annum

How many years has your oldest employee served?

40 years

What's the average number of years employees work in your company?

20 years

What time do you start and finish business?

10am to 5.30pm

Do you have a five-day or six-day week?

We follow a six-day week with second and fourth Saturday being holidays

How many women do you employ?

We have been hiring women to encourage gender diversity in the company. Currently, we have 10 women employees

How many days annual, sick and casual leave do you grant?

Our employees get 30 days privilege leave, 10 days casual leave, and seven days sick leave with full pay

How is your office accessible to people with disabilities?

We follow a non-discriminatory and open door accessibility policy

What is one distinguishing feature of your office in terms of architecture and space?

Modular design with ample scope for natural light

What is your retention strategy?

Our retention strategy is multifarious and includes:

- Competitive and performance-driven compensation
- Clear and transparent career path/plan
- Leadership communication at group and individual level
- Focused employee engagement activities
- Leadership growth through structured initiatives, driven from the top
- Strong bonding with employee's family members

Do you have any innovative employment policies?

We focus on strengthening of recruitment and multi-skilling of people from the deprived section of society

What was the percentage salary hike in your organisation in 2011? And in 2010?

The average salary hike was around 15% in 2011 due to downslide in the cement market and 20% in 2010

What is the current hiring trend in your industry?

Since the cement industry is growing with entry of new players, the hiring trend has shown significant upswing

Interviewed by Ankita Sethi