



HRD JOURNAL

SUCCESS ISN'T HOW FAR YOU GOT
BUT THE DISTANCE YOU TRAVELLED
FROM WHERE YOU STARTED



HRD Foundation Bangladesh

Committed to Continuous Professional Development

IF SKY IS
THE
LIMIT,
THEN GO
THERE

**HRD
CONFERENCE**

Date : Friday, 20 March 2015

Venue : Hotel Agrabad, Chittagong.

Organized by :
HRD Foundation Bangladesh
Committed to Continuous Professional Development

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MESSAGE FROM CHIEF GUEST

Md. Ruhul Amin
Joint director of Labor
Chittagong & Sylhet Division
Government of Bangladesh

I am delighted to know that HRD Foundation Bangladesh is going to organize a full day "HRD Conference" on 20th March 2015 at Hotel Agrabad, Chittagong.

I expect that other such institutions will follow this example so that our future generations could combine knowledge, skills and resources to develop themselves and solve problems in real life situations.

I appreciate HRD Foundation Bangladesh for taking this initiative and thus contributing in nation building.

I wish success of this program.

(Md. Ruhul Amin)

Never trouble trouble trill trouble troubles you





MESSAGE

Mr. Salahuddin Ahmed

Deputy Director

Bangladesh Institute of Management (BIM)

Chittagong

&

Advisor

HRD Foundation Bangladesh

It has been my pleasure to learn that HRD Foundation Bangladesh is going to organize a day long HRD Conference on the 20th March 2015 at Hotel Agrabad, Chittagong. I welcome all the participants at this Conference. I firmly believe that this forum of Conference will create an opportunity for sharing new views and ideas among the participants and thus generate new and appropriate course of action in the days to come.

I wish the Conference a grand success.

(Salahuddin Ahmed)

The way to success is always under construction





Paper Presenter

Major (Dr.) Mohd. Shawkat Jamil

Regimental Medical Officer (RMO)

Artillery Centre & School, Chittagong.

CONTINUOUS PROFESSIONAL DEVELOPMENT

CONCEPT OF CPD :

The idea of CPD was first conceived by Dr. Richard Gardiner, Associate Professor of York University in the 1970s. The term is now common to many professions. CPD embraces (Includes) the idea that, individuals aim for continuous improvement in their professional skills and knowledge, beyond the basic training initially required to carry out the job. It supports the HR profession in meeting the global demands and pressures as well as creating awareness towards CPD for lifelong learning.

INTRODUCTION :

CPD is the promoting of own profession by oneself. It has to be maintained and developed throughout the career to retain the capacity and combat future challenge of own job. The individual has to develop intrinsic motivation to assess their level of knowledge, skill and performance (ability to do work). This awakes urge to gather knowledge and response accordingly. There is no definitive or prescribed way of learning. It can be learned in any suitable way one feels comfortable. It may be with a formal or an informal approach.

WHAT DOES CPD MEANS?

The systematic maintenance, improvement and widening of professional knowledge, understanding of own job, individual skill and expanding of the capability to undertake the professional and technical activities in and organization is called CPD.

PRINCIPLES OF CPD :

- * Professional development should be self-driven, spontaneous and continuous.
- * Individual need to show active interest both in the internal and external environment.
- * Outcome should reflect the HR Profession Map.
- * Learning objectives should be clear to serve individual, clients & organizational needs.

WHY CPD IS IMPORTANT?

The ultimate outcome of it is a well-planned continuous professional development which safeguards the public, the employers, the professionals and the professionals' career itself.

TRAINING & DEVELOPMENT

These two terms often used interchangeably. But there is a distinction between the two. Training is linear and formal and it should do with learning some specific skill & competence. Development is often informal and wide in its application. It provides to do a wide range of things in relation to our capability and competency.

POSITIVE SELF-REGARD: WHAT IS IT?

It is an ability or capacity to:

- * Know own purpose. * Know own worth, value & strength. * Compensate one's weakness. * Nurture own skill.
- * Fit your skills to the needs. * Fit your skills to the needs. * Induce positive self-regard to others. * Improve self-emotional intelligence.

HOW TO DEVELOP MYSELF?

We should follow just the few "Be".

- * Creative. * On-purpose. * Highly skilled. * Disciplined. * Eager learner. * Discerning (Good Judging capacity).
- * Good communicator. * Courteous lover. * Confident & willing to Trust.

HOW DO I START?

- * Maintain a learning log and record own thoughts, in whatever way it suits you best. * Always write down things in detail.

- * Write down the insights and learning points. * The process of writing makes oneself think about own experiences at the time. * The writing also makes someone's planning and reflection much easier. * For review own experience recording is a must. Never rely on the self-memories whatever good it is.

MUST REMEMBER BEFORE THE START

SMART OBJECTIVES

Specific : Be precise what you want to achieve. **Measurable** : Quantify your objectives.

Achievable/Attainable : Attempting too much? **Realistic** : Required resources available?

Timed : Target & time should be fixed, when to achieve the objective.

Leaders are those who empower others





TECHNICAL SESSION II



Paper Presenter

Salah Uddin Ahmed

Deputy Director

Bangladesh Institute of Management (BIM)

Chittagong

HUMAN VALUE CHAIN FOR CAREER AND OPPORTUNITY MANAGEMENT

The value chain is a concept from business management that was first described and popularized by Michael Porter in his best seller, competitive advantage: Creating and sustaining superior performance. Human Value Chain constitute interrelated value adding activities which can be used as guidelines for opportunity and career management and it can be a powerful methodology to ensure that human capital resources are expended on activities that have the most value generating potentials for organizations.

Human value chain involves the chain of activities used to help people understand about how value can be created at different career stages and thus help explore opportunities and build career. The growing interest in value chain leads to operations oriented analysis which include increased competition and increased focus on innovation towards exploring opportunity and thus expediting career. It is obvious that innovative people finds opportunities even in difficulties.

It also includes the trends toward globalization and thus adds value to explore career across the geographic territory. Moreover the value adding steps are virtual in that they are performed through and with information.

Besides, in order to go along with opportunity and career management human value chain should focus on people and process. People help to create a foundational culture of trust, commitment, teamwork and collaboration and counter unintended consequence of change. Besides, the only way to be successful in the long run of career is to create new process that allow people to be more flexible, make change and adapt to the new way quickly. Moreover it will help identify career problems and opportunities which will undoubtedly help long term success in career progression.

Career is a process for enabling employees to understand and develop their career skills and interests. It's an ongoing sequence of activities that bring someone up with higher responsibilities, power, pay, prestige and position.

Career today is not what they were several years ago. Career development program tend to have a new focus today. Corporate career development programs used to focus on the employees future with that particular firm. Here the focus is on facilitating self analysis, development and management where employers should provide the tools, environment and skills and development opportunities for the employees and then employees are better equipped to serve the company build it to potentials. So far the individual is concerned, the career planning process involves matching individual strength and weakness with occupational opportunities and threats. Here the employee, manager and organization should play particular role in planning, guiding and developing the employees career.

The HR value chain which involves employees collective skills, knowledge and abilities are regarded as the significant asset and crucial issue for organization which obviously lead to high performances work system. Thinker like Dyer and Reeves argued that these performances could be measured by four different set of outcomes; such as employee outcomes, organizational outcomes, financial/accounting outcomes and market based outcomes and he further argued that these sets of outcomes had a sequential cause and effect relationship.

Furthermore, to enhance career one has to build his professional brand which generally depends on his ability to continuously demonstrate skills, talents, knowledge, enthusiasm, reliability and dependability adaptability to change, impressive communication skills and self present ability etc.

Besides, aligning your professional goals with that of your firm and boss, familiarity with the economic and world events and mentor relationship and connections with people are very valuable source in one's career development.

Doing good work is essential, but more important is ensuring that people know you are doing good. The world is a place for endless opportunities. Seize every opportunity available to you and most importantly, take responsibility and generate action to achieve your goals.

Your little care, makes accident rare





TECHNICAL SESSION III

Paper Presenter

Ahmad Sheparuddin
Executive Director
HR & Administration
PHP Family

INDUSTRIAL RELATIONS IN BANGLADESH: A NEW DIMENSION FOR INDUSTRIALIZATION AND EMPLOYMENT GENERATION

Industrial Relation is a dynamic socio-economic process. It involves 3 'actors', viz. the employers, the employees [CBA Union] and the government. However, we find another 'actor' involved in the process very recently, through social dialogue from the community and playing important role indirectly through news papers, satellite channels / other electronic medias.

Law plays an important role in shaping the structure of Labor relations. It is covered specifically under collective bargaining and labor / industrial relations legislations.

Bangladesh has legislative framework derived from British labor laws. These established minimum terms and conditions of employment for workers. Later on several amendments were made but implementation of these provisions is generally very poor. Therefore, the protection provided by legislation is not guaranteed in practice.

Trade unions are allied with national political parties where links between unions and political parties are very close and formal. They join national political parties in the nation-wide strikes known as "hartals". In such a highly politicized environment, the unions are simply the manifestation of competition among political groups for support.

The relation of the trade union leaders with political leaders have become more important than their dealings with the employers of the workers they represent. They became wage-makers rather than wage-takers.

It is natural and common for trade unions to act as a pressure group on government. Many of the factors that affect their members' welfare are determined by the legislative, executive and judicial acts of government. So, they concern themselves with activities beyond the workplace.

The rise of the Sromik-Kormochari Oikkyo Parisad [SKOP] is the outcome of the politicization of the trade unions. SKOP has no registration. It is an illegal body. National Consultative Committee [NCC] is there but SKOP is operating still in the country.

Indeed, the trade union movement is often the route to political power also. Many leading politicians in developing countries embarked on their career by gaining influence within the trade union movement.

The trade unions in the public sector Bangladesh are still quite militant and highly politicized. Work stoppages, strikes, lockouts, and sabotage of production, violence and terrorism characterize industrial relations in Bangladesh. Trade unions' practices are autocratic and arbitrary. The apparent militancy of the trade unions is not necessarily in the interest of the working class. Rather they preserve and protect the union elite and their political patrons.

In Bangladesh, there has been a decline in real wages, reduction in manpower, as firms seek to cut costs, an increase in unemployment as private sector firms shed labor, and also because of privatization and consequent restructuring of the public sector. A further impetus towards cutting labor is the low rate of productivity and profitability in most large-scale organizations. Wages are much higher than productivity levels, largely due to over staffing. The need for rapid restructuring / downsizing and reduction of manpower has started in these industries. Management applied termination strategy / voluntary retirement scheme for restructuring the industries.

Safety is as simple as ABC - Always Be Careful





ARTICLE



Ms. Nusrat Sharmin
Deputy Manager
HR & Administration
PHP Family, Chittagong

PEACE HAPPINESS AND PROSPERITY

Lasting success in executive accomplishment begins with executive attitude. Executive work is a creative work. The executive needs to generate some new ideas which are new, original and contributory. When this is not true, he is doing something that a Clerk could do better.

An executive must have a sharpen mind. Mere academic education and practice is not enough for the purpose. With academic knowledge and practices, there must have a blending of education of nature, experiential learning through socialization as well as be socially responsible with the spiritual dimension of life to sharpen body, heart and soul.

People commit themselves to religion through various doors. Sandwiching is a powerful tool. In social gatherings or dinner parties when you sandwich the religious content with other activities, the impact will be stronger. Same strategy can be applied for effective communication and better understanding to maintain peace and discipline everywhere.

Attitude is a state of mind or a feeling. It is the way a person views something or tends to behave towards it, often in an evaluative way. It is a position of the body indicating mood or emotion.

The common man is not common. He is definitely uncommon. We have many basic similarities such as bodily construction and functioning - temperature, heartbeat, and the like. But our backgrounds, experiences, hopes and ambitions are different. We are individuals and expect and want to be treated as such.

We are not the product of the war or the depression. We are the fruits of thousands of centuries. When we realize how our millions of years may have conditioned us, we can begin to see why it is worthwhile to think about our relationships with others and not to assume that executive effectiveness is simply acting naturally without thinking.

The people are much more valuable individuals than they appear to be. When we see employees in the factory, we do not realize just what represented in going value is. When we take any production department in an industry and compare the value of machines, materials and men, we realize that the capitalized economic value of our manpower often outruns many times the value of inanimate elements of production.

The people are born with extraordinary capacities. Employees are like this. Some have special talents which are most unusual. We never know what unusual abilities may be concealed behind the routines of our workmen. We need to cultivate the habit of giving men a chance.

The people hope for an ever-better future for themselves. The human creature always has looked upward. Call it ambition; initiative, enthusiasm; the plain fact is that everyone wants to better his lot and will take constructive steps to do so if given a reasonable chance under normal circumstances.

Any person of responsibility is concerned that his responsibilities be completely fulfilled. So, there should have concern for the fullest release of each individual employee towards constant personal growth and self-development. Here lies the basic principle upon which rest all subsequent policy, technique and accomplishment.

Write to be understood, speak to be heard, read to grow

