



# Panacea Connect

"Intelligent Thinking. Responsible Execution"

# HR NEWS Letter

## "Incentivize not only the employees but also their families" : Prvendra Singh Dhillon



Working with the Indian Retail industry is a phenomenal experience. At times it seems to be highly dynamic and unpredictable. Often I have a discussion with my counterparts in other industries and even they tend to agree that Retail is different. Handling the human resource management is a challenging yet interesting role. Small and big brands are spurting up each day and they pose a significant effect on the movement of the workforce, technically we call it as attrition. Learning for a new joinee is quick in terms of systems, operations and sales. From one point of view it may seem a boon for the industry. But in a broader view quick learning leads to quick hopping and high pay expectations.

Retention of the workforce is both a challenge and Key Responsibility Area of us. When numbers and money doesn't work, it is only the emotional connectivity that has to be worked upon. Employee connect activities have become an essential and inevitable part of the day schedule. We often incentivize not only the employees but also their families by giving innovative perquisites like fully sponsored family vacations, scholarships to children of employees and inviting their families in office get together. In short, we ensure that connect is built that happens and the employee thinks twice before a switch.

Colorful activities are one part; the other and most essential part is the operational side of HRM. An employee is re assured when on time and prompt delivery is made for his/her concerns. Transparency in HR system is an essential in letter and spirit at all levels and at all times. The best potential of employees can be tapped only when the HRM team ensures TAP: Transparency, Approachability and Promptness. A workplace is far more than money. If we look closely we spend more than one-third of a day's time in our work place. Moreover, we are identified by our work. I would suggest every HR manager to ask a simple question to them: "Am I proud of the place I work with". Then go for self-evaluation on behalf of your workplace and do whatever is needed.

As HR managers we need to guide the management towards right policies and practices. We should be bold enough to keep our point across. We must play the best of our role as a bridge between employee and employer.

Mr. Prvendra Singh Dhillon is a young and experienced HR Professional, working with Hypercity Retail India Ltd. He is a regular contributor to Panacea HR Newsletter

## HR THOUGHT of the day.....

"I don't measure a man's success by how much he climbs....  
But how high he bounces when he hits the bottom."

## Star of the MONTH



Mr. Shashi Kumar  
Back Office Incharge

## Panacea People Celebrates Green Diwali

The festival of lights and victory of truth over evil was celebrated with enthusiasm by leading education and real estate company Panacea People at Hotel Milan, Allahabad. The theme of the celebration was Prime Minister's Swacch Bharat Abhiyan. The Event was hosted by group's CEO Mr. Gaurav Virendra Agrawal and Director Mr. Vishal Gulati. The team took a brief oath for celebrating this Diwali in a cleaner and greener way by not bursting crackers and using only earthen diyas to lighten. The program also included a signature campaign in which the entire team signed for a Diwali that ensures greenery, conservation and



no pollution.

Company's Real Estate wing, Panacea Quick Brick's Director Mr. Rahul Khare also participated in the function and told the team about the need and requirement of green Diwali. Mr. Khare said, "Our customers at Panacea Quick Bricks are always satisfied with our projects which are surrounded by greenery along with basic amenities. But if the entire nation makes it a point to control pollution and conserve nature, then every home will

be surrounded by greenery and clean air. Let us start this Diwali with a clean and green Diwali"

## Panacea Careers & Management Private Limited

New Delhi - 113B-114B, Somdutt Chamber-1, 5 Bhikaji Cama Place | Tel. 011-41402503

Allahabad - 33/43, Sardar Patel Marg | Board Line 0532-3018590-600 (Ten Lines)



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## **EPFO's new facility to transfer PF money of foreign employees**

Retirement fund body EPFO has started a new facility to transfer provident funds of foreign employees to bank accounts in their own countries.

The facility will help international workers to avoid opening of bank accounts in India for settling their PF claims with the Employees' Provident Fund Organisation (EPFO), a senior official said.

As of now, foreign employees applying for withdrawal of provident funds (PF) are required to open bank accounts in India. After settlement of claims, they transfer their money from India to bank accounts in their own countries, a cumbersome and time-consuming exercise.

According to an order, EPFO's Delhi (North) office has opened three accounts with the State Bank of India's Parliament Street (New Delhi) branch for making payment under the Employees' Provident Fund Scheme, Employees Pension Scheme and Employees' Deposit Linked Insurance Scheme to international employees through bank accounts in their own countries.

Over 120 field formations will make payment under the three different social security schemes run by EPFO through three SBI accounts to international employees' accounts in their countries.

At present, EPFO has social security agreement with 12 countries including Germany, France and Belgium. The international workers of these countries posted in India are not required to make mandatory contribution towards social security schemes run by EPFO in India.

Employees from these countries need to produce certificate of coverage stating that they are covered under such social scheme schemes in their country and get exemption from contribution to EPFO schemes.

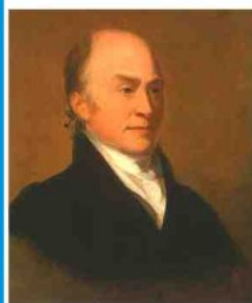
Similar privilege is enjoyed by Indian employees posted in these 12 countries with whom India has signed social security agreements.

However, there are a large number of countries with whom India has not inked any social security agreements. Therefore, workers from these countries are required to subscribe EPFO schemes and sometime they make such mandatory contributions in their country as well.

At Panacea, our Vision is to be the "Category Champion" for Retail Education in India. In many ways I feel, we are blessed as an organization. We have all the right ingredients and are destined to succeed and build not just a good & profitable company but a great company! We have a fantastic opportunity and the right platform.



"Any other people skills, besides 400 Facebook friends?"



**Patience and perseverance have a magical affect before which difficulties disappear and obstacles vanish.**

for any feedback & suggestion- [yourfeedback@panaceapeople.com](mailto:yourfeedback@panaceapeople.com)

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