

I AM OK & YOU ARE OK TO NEITHER YOU NOR ME OK

Abstract: *The employer & employee relationship travels the path of PLC (product life cycles), synonymous “ Human Life Cycles”, Or company life cycles, thru the route of IGMD (Introduction, Growth, Maturity & Death/decline). Company/ Business should/may take another ‘Take-off’ by expansion/ M & A to next wave, unlike human life.*



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DISCUSSION

Baby born, father takes leave to catch the first smile-a huge sensation. first time calls 'papa', first time starts walking-is the best satisfaction. and the baby says " my papa is the best" and father also echoes ' my son is the best'...-Leads I am Ok & you are OK.

Time rolls on, the son in standard X-XII, Not studying properly, time spends in FB, Whatsapp, outings with friends. father angry & starts shouting. Son is also unhappy and says " I am Ok But You are Not OK.

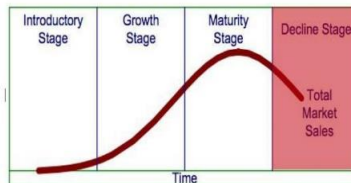
The graduate son manages to get a ordinary job with his fathers efforts after few years. Father getting old & unwell and in this junction son accepts " You are Ok,But I am not OK."

Time passes on ,father retired & sick, son married having two kids, expenses increases. son & father both realizes " neither I am ok nor you are ok".

Employer Vs Employee

The relationship follows the route of IGMD

The employer finds a new general manager & expects to turn around the company. both appreciates each



other-The 'Introduction' and in " I am ok, you are Ok" domain.

Company grows, aspirations/demands increases, relation leads to " I am ok, but you are not Ok".

Working deteriorates, complaints starts coming, breakdowns up, employee accepts failure and also blames old machinery ,poor package etc and both employer & employee agrees that " neither I am Ok, nor you are Ok"

ROLE of HR:-

The expert HR manager must not allow to happen above. Over a period of time HR tools needs updating since the aspirations changed :

1. post independence the industrial revolution took place-loyal worker to earn bread & butter, bringing up family.

2. IT revolution :- Generation new, Not to earn B & B only but quality of life in demand, high package, huge scopes in usa, uk.

3. Now, quality of working environment, harmonious, friendly, engagement, feel good factor etc are in demand.

Hence the HR manager to innovate new tools to recruit, retain, appraise, by revising the work-culture.

HR effective tools need to activate :

Brain storming, Training, team building, Motivation & Leaderships management to initiate the next wave of PLC by expansion/products developments/M & A etc. unlike human life cycle.

Conclusion :

" Human mind is like a parachute. It works only when it is open. the manager or entrepreneur have to teach employee to pull the strings of the parachute at right time to make it work."