

# DATAQUEST

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The Business of Infotech

Plus: e.biz reports from

**BusinessWeek**

DQ-IDC E-Readiness Survey

## GET, SET, GO

While Delhi, Chandigarh and Karnataka have a clear lead in infrastructure, it is states like West Bengal and Andhra Pradesh, currently in the second tier, that are slowly becoming IT destinations of choice /22



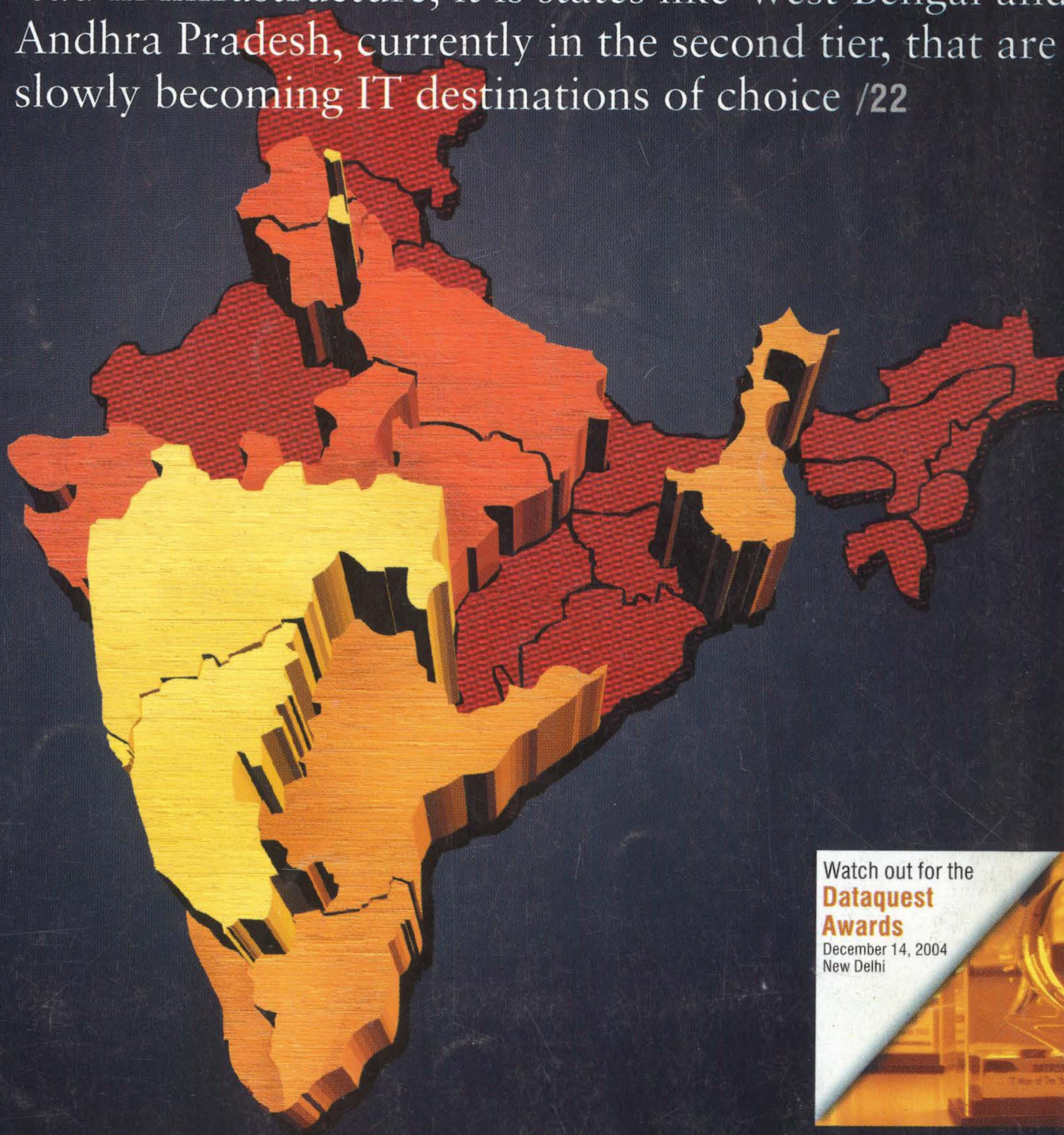
Not so long ago, the software maker seemed unstoppable. Not any more

### CHENNAI SPECIAL /53

Chennai's defining image is not its conservatism any longer, but its tech-friendly environment

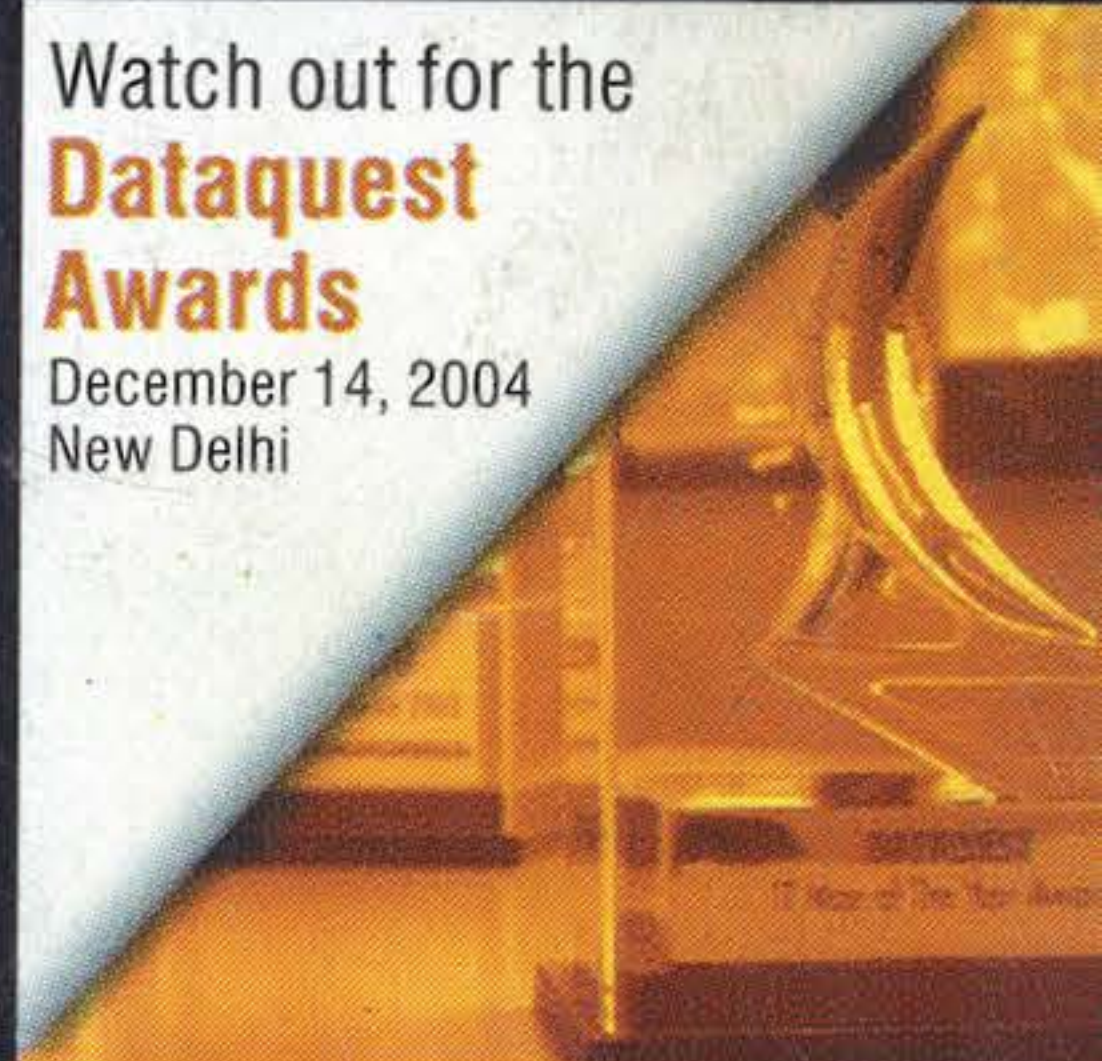
### CHINA PLAYS CATCH-UP /94

China has everything India has and maybe then some: manpower, infrastructure, et al. But India can still remain at the top



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**Dataquest Awards**

December 14, 2004  
New Delhi





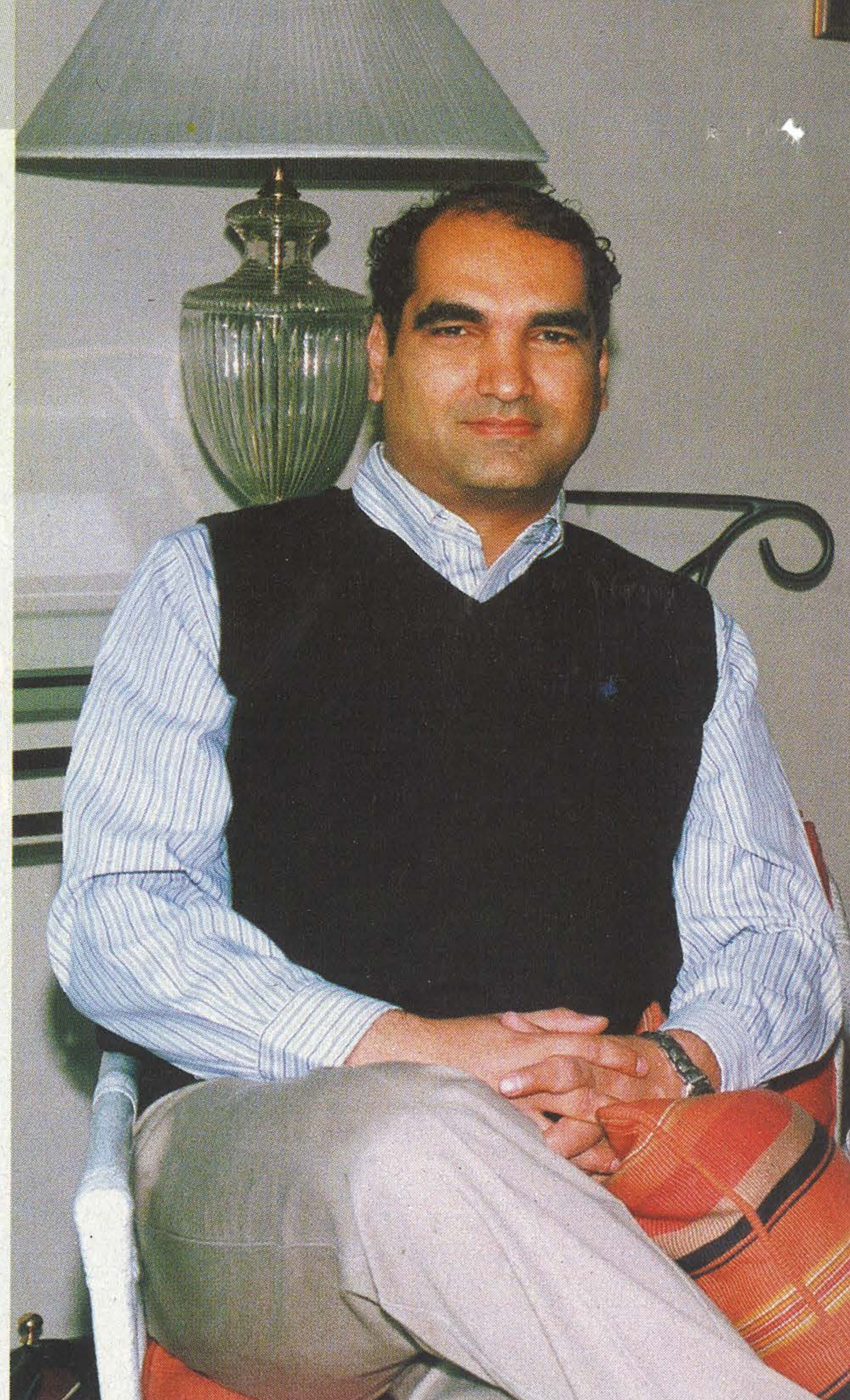
# Employee Happiness, Anand's Mission

*Anand is a leading manufacturer of automotive components and systems in India with about 5,300 employees. With a sales turnover of \$326 mn, it has the widest range of auto components, supplied to virtually every vehicle and engine producer in the country. Major gen. M S Sandhu (retired), president, group HR, and Prakash Bhalekar, chief operating officer of flagship company, Purolator, spoke to Dataquest about the key HR challenges being faced by the Anand group and how IT initiatives have helped the group tackle the challenges.*

## ● What are the HR challenges at Anand?

**Sandhu:** The Anand group is a diverse group, with 17 companies, which are all legally independent. There are 10 venture partners and 13 companies that are joint ventures. Therefore, the holding dynamics vary from one company to the other, as does employee strength. The operations of the group are spread across 14 locations. Anand has business centers across locations where people work after market hours. While each company operates as an independent business unit, there is considerable synergy across all member constituents through a common set of policies and operating disciplines which enables them to network on various issues, most important being the sharing of talent. In view of its multi-locational facilities, there is a need to evolve a matrix structure to ensure organizational cohesiveness. HR has undergone tremendous transformation over the last decade and is a key driver of management and business initiatives and this is something that we realize at Anand.

## ● How has IT been used at Anand to facilitate HR? Have you deployed any



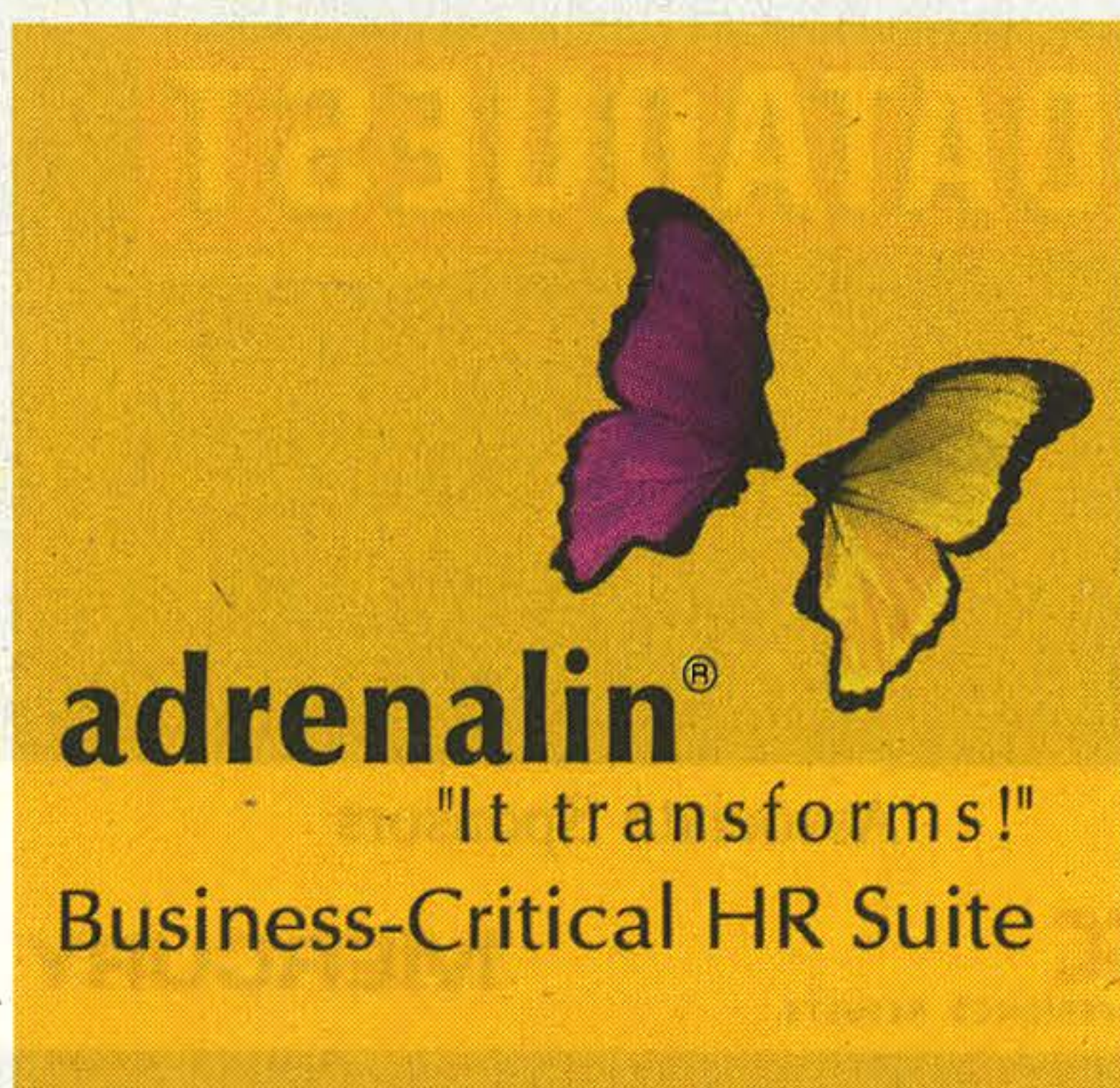
## software tool to take care of you requirements?

**Sandhu:** With over 5,000 employees on the rolls of the Anand group, it was becoming increasingly important to create a personnel information system that would be a database on all the employee profiles, both personal as well as professional, so that the management is aware of the company's human resource, development and training needs, and compensation related matters.

**Bhalekar:** There was a basic requirement for a tool that would record, analyze and extract data. Initially, most of the group companies worked separately on the HR front and there was an immense need to integrate the group HR initiatives. We found our solution in the Adrenalin, a HR software tool developed by Polaris.

## ● At what stage of deployment is the HR tool?

**Bhalekar:** We are looking at a time period of roughly 10 months for the complete rollout, that is, by the end of February next year. The customization of the software to serve our specific needs has already been done. Currently, the software is undergoing trial at three of



Empower/004B/04





our companies, i.e. Purolator, Gabriel and the Corporate Office in Delhi. We started the implementation with multi-locational companies before moving to single-locational ones as our primary motive is to integrate multi-locational operations.

● **How is the HR tool likely to benefit the company?**  
**Bhalekar:** The benefits are immense. Information, today, should be just a click away. All manuals related to company management policy, employee records, company bulleting, medical policy will be available online. Employees can directly log on for any information instead of going through the bureaucratic way of depending on departments or individuals to furnish the same. On the management side, updated employee records will also be easily accessible.

**Sandhu:** The software will give the management and the HR department access to employee information easily and this, in turn, will help them identify their training needs and facilitate employee development, which is a very important aspect of human resource management today. We are looking at an office environment where there will be reduced paper work, reduced downtime, complete transparency and higher productivity. ■

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