

“What HR means to me”

by

Muthammal Sadayappan

HR means two things to me. Firstly it means ‘Human Resource’. Organization is a social arrangement to achieve a collective goal. It consists of administrative, functional and workforce structure. Out of all the resources the organization uses to achieve its goal I feel ‘Human’ resource is most vital as human’s with their skills, talents, knowledge, energies and abilities are able to produce the goods or render the service.

Talented, skilled and knowledgeable humans are limited resources available for any organization. Thus it is very important to manage and develop the workforce with utmost care and attention as HR translates the strategic plans into actions. Management here means staffing – recruitment, selection, orientation, training, and performance appraisal, compensation, benefits, safety and employee relations. As the human resources are in place, it is also important to focus on development of the same resources as its limited. Development includes growth of human capabilities,

knowledge, skill sets, abilities, careers and talents through performance management, evaluation of performance, training, learning and coaching. Employees’ development is important for employee retention.

Second meaning of HR to me is ‘Human Relations’. The collective goal cannot be achieved in disagreement. It needs agreement, consensus, in other words a unified team. It is important to build solid employee-management relationships to build a strong and unified teams. HR plays a very important role in bringing people together.

HR also includes organizational development and change management. HR focuses on the improvement of both the individuals in the organization as well as the whole organization. Perhaps it would be appropriate to say that HR department is one the most vital organs of any organization

Dear SHRM members:

We have gotten off to a great start this fall with three outstanding programs and record numbers in attendance each month. We toured the new facility at Union Hospital, raised \$82 for UNICEF through our Trick-or-Treat event, and the collection of soup labels and pop tabs is growing each day. Six student members of our chapter made a presentation at the Wabash Valley Human Resources Association monthly meeting. At this same meeting, three of our students were awarded the annual scholarship from the WVHRA. We are blessed to have such a wonderful relationship with our sponsoring chapter.

Iwant to remind all of you of the State Leadership Conference and HR games on February 5 in Indianapolis. Dr. Carole Yaw is the State College Relations Director, and she has been working hard organizing this year’s games. Students from all over Indiana will be attending the conference and participating in the games.

Look for announcements in the spring about upcoming speakers, community projects, and industry tours. As a student chapter, we are committed to helping you grow as an HR professional and serving our community.



Best regards,
Cindy Crowder

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In this semester, WVCSHRM

by LaShaunda Smith

Being a part of an organization is like being a part of a family; as soon as I joined the society of human resource management I felt a part. This organization not only covers human resources in all aspects from management to development, but it also informs students what it is like to be a human resource professional. The student meetings are simply sweet; we speak about community service,



topics that student feel should be covered, upcoming events, and the adult monthly shrm meeting. I feel like this organization is here for any student to prepare for their future. As an undergraduate I was involved in many organizations on campus, but shrm gets students prepared for internships and sometimes full-time job opportunities. Everyone is in school to seek experience in their field and attending the monthly adult shrm meetings and going to conferences gives all students the opportunity to network amongst professionals. I would say the best way to get involved in shrm is to participate; be on a committee, help with community service events, create new innovative ideas for the chapter, and attend the meetings. Anyone can come to a meeting but to get what the organization has to offer students must

participate and get involved. I never thought I would be the secretary, but diving right into the organization was the best thing I could have done. I have so many business cards, I have networked amongst human resource professionals, and gained closer relationships with Indiana State University faculty, and gained new friendships with other students in the chapter. The society of human resource management means a lot to me it is more than just a student organization on Indiana State University campus it is a family. I look forward to each month to hear a new speaker and to see new faces; I hope to see you all at the next shrm meeting on January 20, 2010. If your new year's resolution is to become more involved on campus join the society of human resource management and have a great new year.

Local business owner interview

Coffee Grounds

interviewee: Pete Wilson, Coffee Grounds

Coffee Grounds was established in 1993, and Pete Wilson started the coffee shop business about 5 years ago in Terre Haute. Currently, Coffee Grounds is one of the most successful businesses near the campus area. It is a cozy place for any business meeting, studying, hanging out. They feature coffees from all around the world, espresso drinks, bakery items, cakes and other sweet stuff. More than that, customer friendly employees have been the key of success. Coffee Grounds in Terre Haute was voted the best coffee shop by Tribune Star and Indiana Statesman readers this year.

The following is Coffee Grounds' mission statement:

Provide the finest customer service and highest quality products in surroundings that are pleasant, friendly and fun while maintaining a strong sense of community for ALL who enter the Coffee Grounds.

What does employee and employer relationship mean to you?

First as an employer I've got a responsibility to them to make sure they sell their time and talent to me for profit that I may be able to pay them. You know, that why I look at it. I look at it as business deal and verbal contract. They are offering to sell me their time and talent for a price that agreed upon price we come to.

What is my principle for hiring crew?

Sometimes I don't necessary look for someone that experienced, I look for someone

that can handle people and can work with people and as they know how to serve people and can humble themselves enough to serve people then I can train them on the technical side of business. So sometimes I look for experienced but sometimes I look for someone that trainable who are going to be good with people

Do you have a specific training program?

Yes, we do. It's sort of formalized. It's actually series of document where there is a specific thing we've train on. I've got a full set up procedure and guideline known list of thing

that have to be done through, before we feel like somebody is ready to work on the frontline. It [training program] is focused on the technical side like running the cash register, learning how to make the drinks, how to understand what each drink is, what they are.

Who trains the front-line employees?

Well, it's a combination of several people, I mean, it will be, you know, they maybe work with Jo in the morning, maybe work with Troy, they maybe work with Mike. Who have the experience is one does the training.



[SHRM 2009 scholarship]

Each year the Wabash Valley Human Resources Association awards 3 scholarships to members of the Student SHRM chapter: one to a graduate student, and one to an undergraduate student at each university - ISU and SMWC.

This year's recipients were recognized at the WVHRA's Nov. 11 meeting. Pictured below are: Kendra Crew (with Dr. Carole Yaw,); Muthammal Sadayappan; and Shuya Guo.



Upcoming events

Jan. 20 / 4:30 / I S U / Conflict Resolution

Feb.17 / 4:30 / I S U / Employee Engagement

Mar.17 / 4:30 / I S U / Health & Wellness

Apr. 21 / 4:30 / SMWC / Strategic Alliances in Training

2009 SHRM State Conference



Seven members of our chapter attended the Indiana SHRM Conference in August. This year's conference offered a workshop track for students and an opportunity to meet working professionals at a networking reception.



The Wabash Valley Collegiate chapter of
ISU & SMWC

WVCSHRM

<http://shrmwabash.com>

2009-2010 Officers

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Epilog

by WVCSHRM editor Chad

Publishing newsletter for SHRM has been very exciting process and experience for me. During this semester, I have had many chances to participate SHRM meetings, conferences and work as one of WVCSHRM officers. Maybe the one regret is that I started composing newsletter late. It is my first experience to edit and publish a newsletter. I hope you enjoy the 2009 Fall newsletter. Thanks you.