

# Business Manager

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Making HR People Complete

H.L. Kumar  
Alok Bhasin  
Ram Niwas Bairwa  
Deepanjan Dey

on

**NEW LABOUR  
CODES**

**52-70**

Shrikant Lonikar

Andleeb Jain

Niharika Mohan

Alok Nigam

Reetu Raia

Shantanu Das

Subir Sinha

Performance  
**MANAGEMENT-**  
post covid



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RESPONSE

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Rejuvenation and much that goes with it!

Guest Column by Dr. Vinayshil Gautam



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FROM THE EDITOR'S DESK

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HR NEWS

# Performance MANAGEMENT-

## Post covid

Cover feature EXPERTS

Shrikant Lonikar



Niharika Mohan



Andleeb Jain



Alok Nigam

Reetu Raina



Subir Sinha



Shantanu Das

COVER FEATURE

17-34



Providing feedback- the core of PMS needs to be taken seriously

**-Shrikant Lonikar**

Basis of reward, recognition and growth will remain the same

**-Andleeb Jain**

To bolster performance management, focus on short term assessment parameters

**-Niharika Mohan**

Make it more objective, real and closer to today's realities

**-Alok Nigam**

Time to create objective driven sharp measurable metrics

**- Reetu Raina**

All metrics would shift from numeric system to quality conversations

**-Shantanu Das**

It should be more focused on current organisational priorities

**-Subir Sinha**

Survey Report

Here's How Businesses are Managing the New Reality of Work

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Top HR Priorities for 2021

Pradyumna Pandey



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# helpline

Anil Kaushik | Management Expert -HR & IR

Solutions provided here are in context to narrated facts & not in general.

43 Recent Important Labour Judgments



## From the Court Room



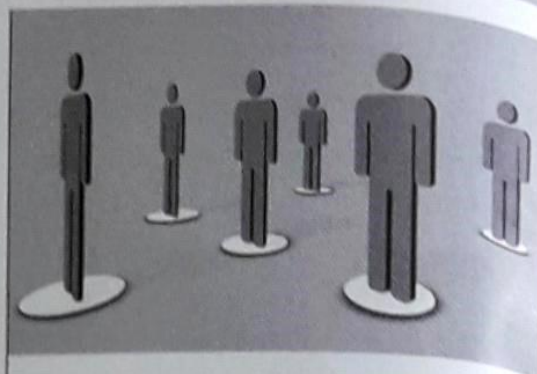
An overview of The Code on Social Security, 2020

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### MAJOR CHANGES in the law relating to SOCIAL SECURITY

Alok Bhasin



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### Social Security Code, 2020: No-Where to go!

Ram Niwas Bairwa



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### NEW LABOUR LAWS will make doing BUSINESS MORE EASIER

H.L. Kumar



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Deepanjan Dey

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Wheeling Up the Lockdown Road-Blocks

-BM Editoria Team

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Varun should demonstrate mindful leadership

-Tanjul Saxena

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Functional Heads should break the silos

-Mihir Gosalia