



## Excerpts from an interview with

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### What are the current challenges for HR

The current challenges are we HR are still seeing the way we used to see things in the past. For an example we still used job evaluation, job descriptions, educational achievement as criteria in the selection and positioning of the position. We are not embracing the new way of looking at things yet. In fact, every new thing we would like to do is governed by existing practice which is an obstacle to embrace and lead the change. Organization Delayering is essential for agile and fast deliverables. This requires enormous effort to change the way work is being delivered, the way resources are being segmented and the way their performance is measured etc. As long as we are able to think outside in perspective that requires to make necessary adaptations to the new requirements, we HR are stuck with legacy practices.

### What technologies are going to change the biggest impact on your HR department in the future?

Blockchain is one of the revolutionary technologies that will change the entire HR landscape ecosystem. Right now, it has been focusing on the financial domain as the value addition is more in supporting the future of secured and controlled transactions. Similar values can be achieved in personal data transactions within HR that eliminate even the HR roles. Any intermediary roles will get eliminated if blockchain technology breakthroughs the HR space. As of now, the interaction between potential employees and direct line managers is happening without the intervention from HR. As more such use cases are being added in the Blockchain space then we can expect revolutionary changes in the HR ecosystem, to happen.

### What are the biggest opportunities for HR to add value in the future world of work?

Future of work is all about people and the way people are being empowered to deliver the objectives of the company. Thus, HR has a leadership role in transforming the organization for a sustainable future. If HR failed to do so, business heads will lead and HR will disappear from leadership and become administration that is vulnerable to be outsourced or digitalized. Future of Work is for HR to LEAD.