**Just an Observation!**

Jack Welch is absolutely right when he chants “If you pick the right people and give them the opportunity to spread their wings-and put compensation as a carrier behind it-you almost don't have to manage them." This is really proved true at one point of meeting when I was listening to one of the management persons.

When once, I was going Mumbai, as usual, I happened to talk to co-passengers. Out of the total eight passengers sitting in the compartment, almost all were going to this or that meeting, here and there. It was a surprise and I also started recollecting the importance of meetings. We started sharing our experiences with each other and specially talked about last meeting, we all have either attended or organized.

One of us narrated a unique story. He happened to be a Head of The Department of one Business Management Institute. He narrated that he was conducting a meeting of a local managing committee of his institute which managed an MBA courses of a college. The meeting started as usual as per the agenda and all the topics of the agenda were taken up one by one. Then the point of contention came up to discuss on “Discussion and implementation of 6th pay to the employees of the Department.” When he read out this point for deliberation, he said he was observing the gesture of all the members attending the meeting. Actually this point was kept by him before many previous meetings but in vain. This time he had decided to deliberately observe the action and reaction of each member, while taking decision for the benefit of the employees.

The chairman of the meeting with closed eyes pretended to have a nap in the bright daylight. Principal of the Institute started searching the key fallen on the floor; Secretary of the Institution was reading some other news while the vice-president was busy in solving the puzzle in the newspaper. Another member was making a phone call somewhere. When his observation was complete he pronounced the next agenda point and all of a sudden the president woke up, principal found his key, one member stopped talking on his cell and vice-president quit solving the puzzle.

He narrated this episode to show the lethargic attitude of the management members when it comes to talk about salary hike of the employees. He used a technique of role play while narrating the story to retain our attention as we generally do as teaching technique to keep the interest of students. We all were taking keen interest in his observations. We came to the conclusion that in most of the meetings the issue of welfare of the employees or in particular salary hike or incentives do not interest the management members.

But it was not expected from the principal to keep mum on the point of giving pay to employees. He informed that principal was drawing full 6th pay salary as he was appointed for granted courses and his pay is borne by the Govt. and non-granted Management department is an additional duty for him without any monetary gains. Hence he was reluctant to favor the staff of the department.But this attitude is detrimental to the institute. Robert H. Johnson gives a gist of success for any institute “Make your top managers rich and they will make you rich." That is the true secret of success of Infosys. ‘Power saved is power produced’ is okay but this concept is not applicable to money saved.*“Paisahi Paise ko khichta hai”* is certainly true.

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