

## How India Inc. is bracing up to battle COVID-19 crisis



"The company launched medical, counselling and HR helplines to address any anxiety, concern, or queries of employees and their family members. We ensure that norms for working hours and silent hours are respected to maintain a healthy work-life balance. We are also evaluating WFH extensively to create a boundary less workspace. With hybrid work models, transparent and regular communication, compassionate leadership, and re-skilling of the workforce, we are confident to become an agile organisation."

**-Soonu Wadewala, HR Head, Axis Securities**



"We are taking great care to ensure that we adhere to government guidelines on personal hygiene, social distancing, sanitation, and provision of reusable masks. We have ensured that the housekeeping staff wear PPE suits during disinfection and maintenance of the facilities. Besides, we have classified the office space with colour coded zones based on footfall, wherein the heavily frequented parts of the premise get sanitised more frequently. For employees who are likely to be vulnerable or who have co-morbidities we would adopt a longer work from home to shield them from the infection."

**-Satyanarayanan Visvanathan, SVP & HR Head (Global), Corporate Quality & SSQA, CSS Corp**



"At the employee front, we have made sure to sustain all our staff without any layoffs or deferment of job offers. There is uninterrupted functioning and seamless communication amongst employees, through regular virtual town halls, team meetings, and engagement mailers. The company morale is kept up with consistent employee engagement activities. Since safety is a major concern, we have started an 'Employee Assistance Program' providing health Insurance, travel advisory, and pay protection programs to the employees and their families."

**-Kushal Nahata, CEO & Co-Founder, FarEye**



"The digital transformation initiatives launched by IFFCO Tokio in the last couple of years has helped in meeting the current challenges. We could effectively leverage our digital technologies in addition to the existing practices. To elaborate, we continued our hiring process and expansion plans even during the lockdown period. We digitally on-boarded over 400 employees pan India at various levels in the organisation using our digital apps and intranet. The induction program was also done digitally through our iLeap app with multilingual capabilities."

**-Ramesh Kumar, Executive Director - HR, Training, CSR & Admin, IFFCO Tokio General Insurance Co. Ltd.**



"We are continually exploring new ways of working and adapting ourselves to the new normal. We have been providing clear and transparent updates regularly to our employees through our monthly town halls. Few of the company sponsored initiatives include tie-up with Doctor INSTA - an online telemedicine and doctor consultation service for employees and three dependents, broadband connection reimbursement to enable work from home and partnership with Udemy - an online L&D platform to up skill employees."

**-Krishna Muniramaiah, Head HR - Asia Pacific, Altimetrik**