



## 27 Teachings for Employer–Employee Growth

(By B. D. Surana, 27+ years in HR & Placements)

### 1. Right Hiring, Right Fit



Employer: Hire right person, right time, right role



Employee: Accept right role & give best performance

### 2. Mutual Trust



Employer: Trust employees' commitment



Employee: Justify trust with honesty & dedication

### 3. Open Communication



Employer: Maintain transparent two-way dialogue



Employee: Share concerns & feedback openly

### 4. Respect Beyond Designation



Employer: Respect all roles equally



Employee: Respect peers, juniors & seniors alike

### 5. Clarity of Roles



Employer: Define job roles clearly



Employee: Understand duties & deliver well

### 6. Recognition Matters



Employer: Appreciate timely, not just monetarily



Employee: Value recognition & stay motivated

### 7. Continuous Learning



Employer: Provide training & development



Employee: Embrace lifelong learning

## **8. Work–Life Balance**



Employer: Respect personal boundaries



Employee: Manage time & recharge well

## **9. Fair Compensation**



Employer: Offer fair pay aligned with skills



Employee: Deliver quality work & justify pay

## **10. Employee Engagement**



Employer: Involve staff in decisions



Employee: Participate actively with ownership

## **11. Ethics First**



Employer: Follow ethical practices



Employee: Work with integrity & honesty

## **12. Adaptability**



Employer: Adapt to business changes



Employee: Stay flexible in roles/tasks

## **13. Career Growth Path**



Employer: Provide promotion & growth avenues



Employee: Strive for self-up gradation

## **14. Feedback Culture**



Employer: Give constructive feedback



Employee: Accept & improve positively

## **15. Team Spirit**



Employer: Encourage collaboration



Employee: Cooperate beyond self-interest

## **16. Innovation Encouragement**



Employer: Welcome new ideas



Employee: Think creatively & suggest

## **17. Stability & Retention**



Employer: Value loyalty & reward it



Employee: Stay committed, avoid job-hopping

## **18. Mental Well-being**



Employer: Create stress-free work environment



Employee: Practice self-care & balance

## **19. Transparency in Policies**



Employer: Keep HR rules clear & fair



Employee: Understand & follow policies

## **20. Respect for Diversity**



Employer: Promote inclusivity



Employee: Respect differences

## **21. Mutual Accountability**



Employer: Ensure fair practices



Employee: Ensure honest delivery

## **22. Adaptation to Technology**



Employer: Adopt modern tools



Employee: Upgrade digital skills

## **23. Trust During Crisis**



Employer: Support during tough times



Employee: Stand by company in challenges

## 24. Balanced Expectations



Employer: Keep realistic goals



Employee: Manage demands sensibly

## 25. Celebrate Together



Employer: Encourage team bonding & celebrations



Employee: Participate wholeheartedly

## 26. Contribution to Society



Employer: Promote CSR initiatives



Employee: Join CSR & social causes

## 27. Shared Vision



Employer: Define & communicate vision



Employee: Align goals with company vision



Distilled from 27+ years in HR & recruitment consulting,



6,300+ candidates placed | Careers shaped | Businesses supported



My Placement Division continues to connect the Right Talent with the Right Opportunity

**B D Surana**

Trusted Job Consultant



[www.hrequity.in](http://www.hrequity.in)