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LEADERSHIP DEVELOPMENT (WIPRO LTD)

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INTRODUCTION

- ❖ There are several companies prevalent in the market which are booming for success. Profit making has become the chief motto of every industry.
- ❖ The project covers the overview of Wipro Ltd. Along with the various training plans being followed in the industry.
- ❖ The evidence is too compelling to overlook. Operative subsystems of Human Resource Development are significantly contributing towards Organization success.
- ❖ This endeavor seeks to logically understand the influence of Human Resource Development, Training and Development concerning Organization Success in Wipro Technologies.

WIPRO COMPANY

HISTORY OF WIPRO LTD

- ❖ The company was merged on **29 December 1945** in Amalner, India, by Mohamed Premji as Western India Vegetable Products Limited, later abbreviated to Wipro.
- ❖ During the **1970s and 1980s**, the company shifted its focus to new opportunities in the IT and computing industry, which was at a promising stage in India at the time.
- ❖ In **2004**, Wipro converted into the second Indian IT company to receive \$1 billion in annual takings.
- ❖ In **2012**, Wipro demerged its non-IT businesses into a distinct company called Wipro Enterprises.
- ❖ Wipro had been employed as systems integrator in **2010**, but errors in the rollout, envisioned to replace an Oracle system, caused grave losses and reputational damage.
- ❖ In March **2020**, Hedera proclaimed that Wipro would be linking their Governing Council.

VISION AND MISSION OF WIPRO LTD

VISION OF WIPRO

- ❖ The Vision of WIPRO is to underwrite for global e-society in an unbiased, secure way.
- ❖ To do continuous effort to enhance people's routine and quality

MISSION

- ❖ The Mission of WIPRO is to be a RF System Solution Provider, through its a new creation of broadband wireless communications.

GOALS OF WIPRO

- ❖ To support customers who trust on our ability as an advanced RF System Solution Provider.
- ❖ To build up core capabilities through collaboration with technological partners.



SERVICES OFFERED BY WIPRO

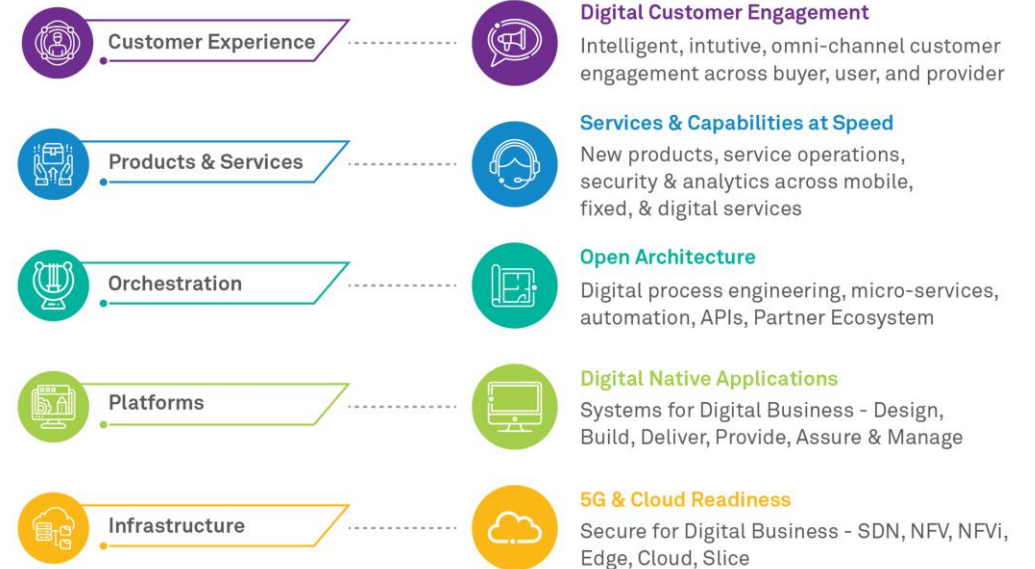
❖ IT Services

❖ Product Engineering Solutions

❖ Technology Infrastructure Service

❖ Business Process Outsourcing

❖ Consulting Services



INTRODUCTION ON HRM

- ❖ Human resource management (HRM) is the practice of recruiting, hiring, deploying and managing an organization's employees.

BENEFITS OF HRM :

- ❖ Hiring and Training the Workforce.
- ❖ Performance Management System.
- ❖ Building culture and values.
- ❖ Develop good relations.
- ❖ Conflict Management.



7 STEPS TO STRATEGIC HRM

- ❖ Develop a thorough understanding of your company's intentions.
- ❖ Evaluate your HR competency.
- ❖ Investigate your current HR capacity in light of your goals.
- ❖ Estimate your company's future HR necessities.
- ❖ Regulate the tools required for employees to complete the job.
- ❖ Implement the human resource management policy.
- ❖ Valuation and corrective action.



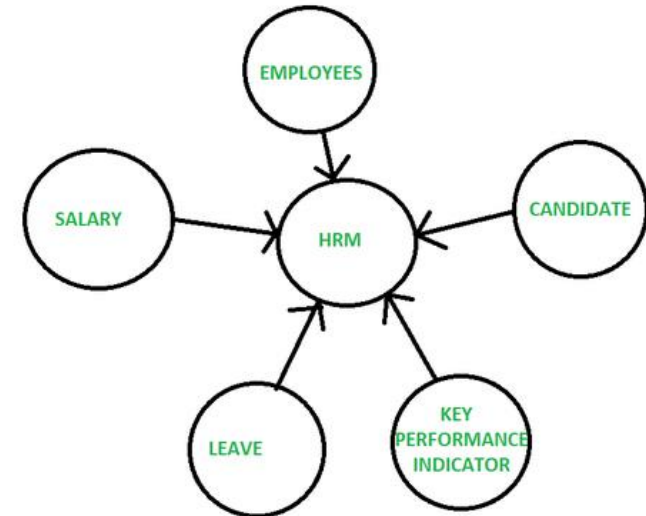
WIPRO IN RELATION WITH HRM

- ❖ Wipro HR services syndicate powerful technologies with industry expertise.
- ❖ They develop inclusive infrastructure solutions to support the hire-to-retire lifecycle of your employees
- ❖ Their forward-looking tactic focuses on developing enterprise HR capabilities in critical areas, including:
 1. Performance management.
 2. Succession planning and expansion.
 3. Tracking time and attendance.
 4. Timely updates.



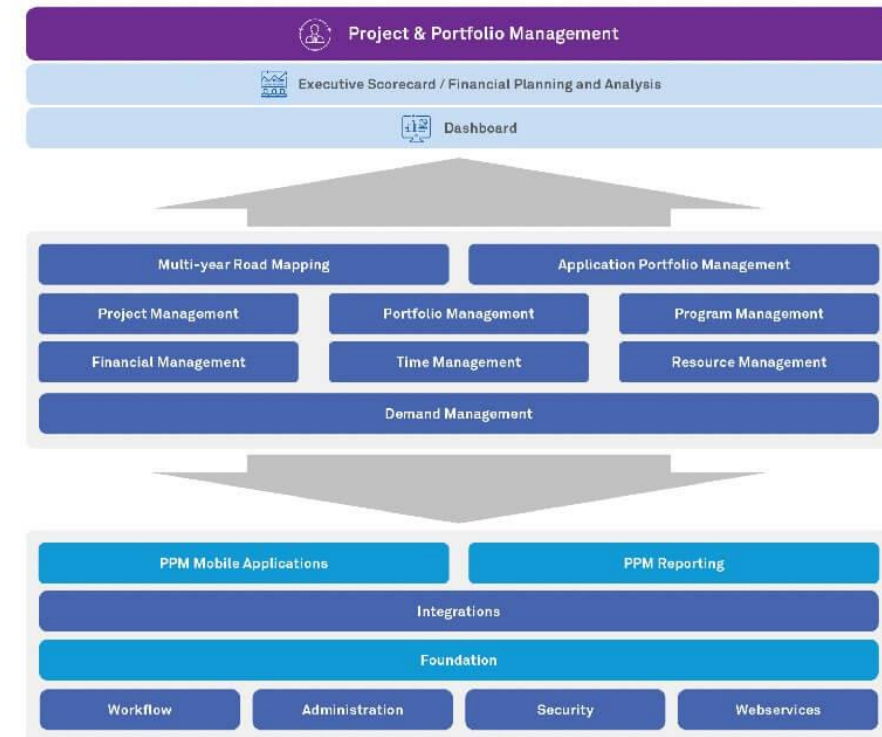
MAJOR HRP GOALS OF WIPRO

- ❖ Determining staffing needs.
- ❖ Accepting the changes in the internal and external environment.
- ❖ Optimum consumption of existing workforce.
- ❖ Systematic techniques
- ❖ Assessing manpower.
- ❖ Recruitment process.
- ❖ Development of selected candidate.
- ❖ Promotions and allocations.
- ❖ Fixing of imbursement scale.
- ❖ HR planning system is arranged in the hierarchical order.



WIPRO'S PROJECT & PORTFOLIO MANAGEMENT

- ❖ Digitalize Demand Intake
- ❖ Conduct Road Planning and Capital Planning
- ❖ Implement Missions and Programs
- ❖ Improve Productivity
- ❖ Enhance Financial Management
- ❖ Elevate Scheduling
- ❖ Influence Visualization for Better Monitoring and Control
- ❖ Go Paperless
- ❖ Effectively Plan Resource Capability
- ❖ Track Hard work
- ❖ Develop Project Collaboration



WHAT IS LEADERSHIP DEVELOPMENT?

- ❖ Leadership development is the progression of improving an individual's ability to perform in a leadership position within an organization.
- ❖ Leadership roles are those that help an organization's policy be carried out by fostering arrangement, gaining mindshare, and increasing the talents of others.
- ❖ Operative leaders and leadership expertise can build strong teams within a business and guarantee initiatives.
- ❖ For the leadership development program to be operative, an appropriate assessment of the organization and its leaders would be essential .
- ❖ Leadership development programs assist a person transitioning from leading themselves to leading a group.

BENEFITS OF LEADERSHIP DEVELOPMENT

Conferring to the research, leadership development permits organizations to do the undermentioned 4 things that drive persistent success:

- ❖ Develop Bottom-Line Financial Performance.
- ❖ Fascinate, Improve, and Retain Talent.
- ❖ Drive Strategy Implementation.
- ❖ Escalate Success in Directing Change.



LEADERSHIP QUALITIES DEVELOPED BY WIPRO

❖ Wipro's corporate HR team acknowledged **eight leadership qualities**.

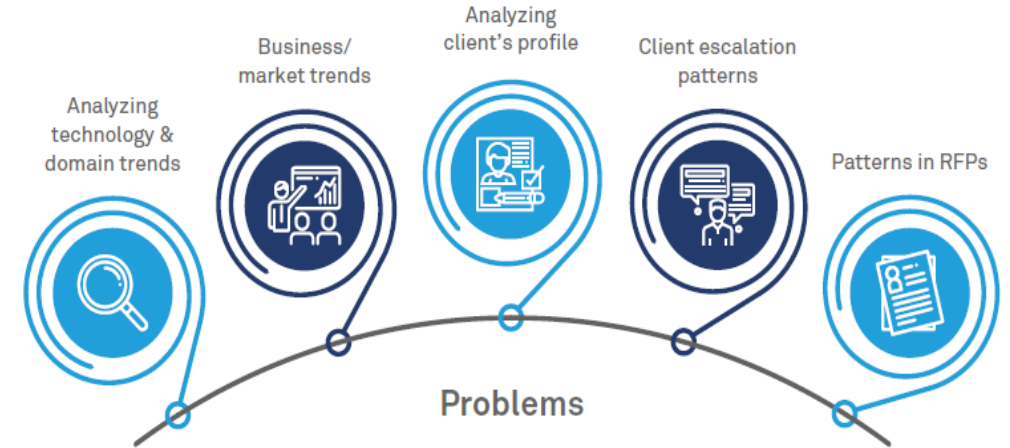
The qualities were:

1. Customer Positioning
2. Strategic Discerning
3. Aggressive Obligation
4. Self- Confidence
5. Assurance to Excellence
6. Global Thinking and Acting
7. Problem Solving's
8. Creating Star Performers and Teams



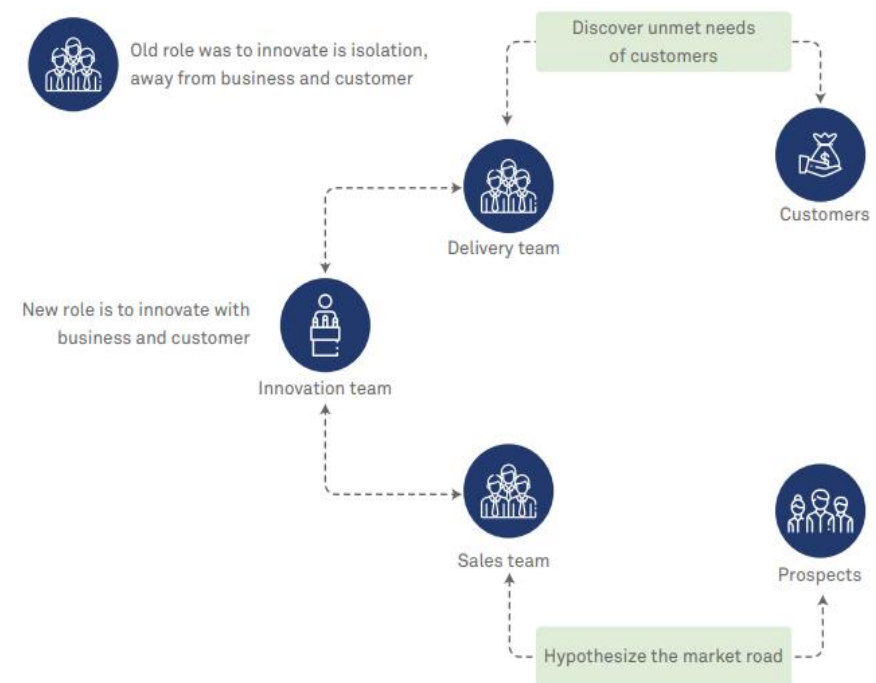
ISSUES FACED BY THE COMPANY

- ❖ Lack of innovation (Tejaswi,2019)
- ❖ Cost management issues (Tejaswi,2019)
- ❖ Lack of demand stimulus (Wipro,2018)



CURRENT STRATEGIES OF WIPRO

- ❖ Restructuring the company (Jethmalani,2020)
- ❖ No compromise on the margin (Jethmalani,2020)
- ❖ Simplifying operational model (BQ Prime,2020)
- ❖ Talent Management (Sun,2022)





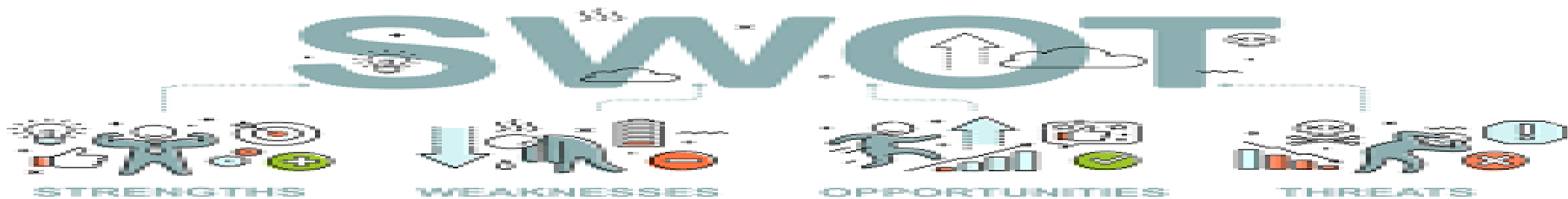
Strategies to prevent issues

- Brainstorming and design thinking (Fernandes and González, 2020)
- Informed Decision making in resource management (Angerschmid *et al.* 2022)
- Lean management practices (Knapcikova and Peraković, 2021)

SWOT ANALYSIS

STRENGTHS

1. LOW RATE ADVANTAGE AND HIGH SUPERIORITY STANDARDS.
2. EXTENSIVE RANGE OF RESEARCH AND DEVELOPMENT FACILITIES.
3. WIPRO HAS AN INSPIRING LIST OF CUSTOMERS AND MEGA PARTNERSHIP WITH-CISCO,ORACLE,EMC,MICROSOFT AND SAP.
4. ONE OF THE CHIEF IT COMPANIES IN INDIA EMLOYING OVER 130,000 EMPLOYEES.



SWOT ANALYSIS

WEAKNESSES:

1. WORK APPORTIONMENT IS NOT ALWAYS DONE.
2. WIPRO'S ENDEAVOR FOR GLOBALIZATION MIGHT NOT BE CLEAR TO LOCAL EMPLOYEES.
3. SOME BRANCHES ARE MORE MEASURED THAN THE OTHERS.
4. EMPLOYEES ARE NOT PROTECTED FROM CURRENCY OSCILLATIONS.



SWOT ANALYSIS

OPPORTUNITIES:

1. EXPANSION OF HRM STRATEGIES THAT WILL CONTROL WORK ALLOCATION AND STEADINESS OF WORK PROCESSES AND SALARY.
2. PROVIDE A PLAN OF ACTION THAT WILL MAKE THE LEVELS OF REGULATION EQUAL AMONG THE BRANCHES.
3. DEVELOP HRM PLAN FOR IRREGULAR BUSINESS CYCLES ACCORDING TO THE COUNTRY'S ESSENTIALS.



SWOT ANALYSIS

THREATS:

1. GLOBAL OR STATE ECONOMIC PREDICAMENTS.
2. COMPETITIVE RIVALS ON THE NEW ZEALAND MARKET THAT WILL FASCINATE TOP TALENTS.



RECRUITMENT

- ❖ Recruitment is the process of alluring applications from appropriate candidates and choosing the best candidate from amongst them.
- ❖ Recruiting is the term applicable to the stage of subjective management that contains reaching out and appealing a source of people from which to hand-pick qualified candidates for job openings.
- ❖ So recruitment means to discovering and reassuring potential applicants to fill up the available jobs in the organization



RECRUITMENT PROCESS

Two sources for recruitment includes:

- 1) External source
- 2) Internal source.

❖ The employment procedure consists of three chief stages:

They are:-

Step I – Written test,

Step II- Personal interview,

(Step II consists of two parts)

- 1) Interview to assess the technical skills
- 2) Interview to assess the HR knowledge.

Step III – Placements



RECRUITMENT (NEW CANDIDATES)

- ❖ While opting employees, Wipro looked for both practical proficiency and a moral fit with its standards.
- ❖ They had established a number of tools to sustain its employing and advancement activities.
- ❖ Premji selected the best from the very best – in university grounds as well as in other companies.
- ❖ Although if, some individuals he interrogated on the IIM,s decided to connect with other companies, Premji kept track of them every year.
- ❖ Yet, the person would still have to attend a really demanding selection process.

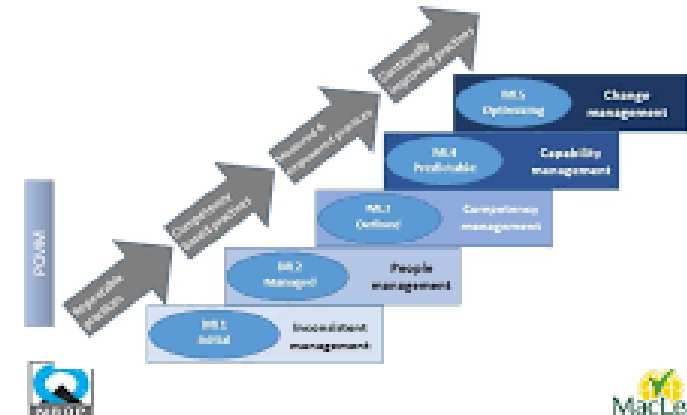
RECRUITMENT (EXPERIENCED CANDIDATES)

- ❖ For professionals with experience, Wipro used a two-staged hiring method.
- ❖ Candidates considered capable after a first interview proceeded to the final stage where they were logically interviewed by the division head.
- ❖ With the immunity of foreign hiring for sales and marketing spots, Wipro met 35% of its staffing needs through on-campus appointment.

PCMM INITIATIVE

- ❖ In the year June 1999, Wipro commenced using the Software Engineering Institute (SEI) People Capability Maturity Model (P-CMM).
- ❖ PCMM sanctioned the authority of progressions.
- ❖ The valuation came as a endorsement of what the company had been undertaking and that gave them the assurance to maintain it in the forthcoming activities as well.
- ❖ The competency-based choice makes it more inclusive.

People Capability Maturity Model¹



THE 360-DEGREE FEEDBACK INITIATIVE

- ❖ Wipro presented 360-degree feedback to make the evaluation procedure further smoothed.
- ❖ Wipro supposed there was a value of directness where personnel were welcome to express their opinions.
- ❖ Managers were cheered to be self-effacing, as an alternative of having to portray only their moral sides.
- ❖ Wipro also sensed recollecting the qualitative remarks which was highly important.



WINDS-OF-CHANGE-INITIATIVE

- ❖ Wipro proclaimed another initiative called “Winds of Change” , especially for mending response into act.
- ❖ Wipro had produced five diverse training programs.
 1. Entry Level Program (ELP)
 2. New Leaders’ Program (NLP)
 3. Wipro Leaders’ Program (WLP)
 4. Business Leaders’ Program (BLP)
 5. Strategic Leaders’ Program (SLP)

CONCLUSION



WIPRO
Applying Thought

- ❖ When Wipro talks about delivering value, they back it with a verified track record that spans customers around the globe.
- ❖ With a persistent focus on quality & processes, Wipro has set international benchmarks in execution excellence that has decoded into measurable business assistances for their customers.
- ❖ Wipro offer their patrons the advantages of 360-degree solutions, eminence leadership and measurable business results.
- ❖ Today the IT industry is strong and so its Wipro.
- ❖ Wipro has presence around the world and even in Latin America where it has been difficult for them to obtain the experience.
- ❖ Wipro is a company that keeps mounting and increasing around the world.

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