

Conversation with A. Krishna Kumar

Mr. A Krishna Kumar enlightened the students of IMT-Nagpur on the topic 'HR- today and tomorrow' on 27th of February, 2016. He has a work experience of 19 years and currently he is the Vice President at Hindalco Industries. He has a strong background of interaction with Labor Unions. He is the youngest to be recognized as the Manufacturing Leader in the Aditya Birla Group (ABG). We were glad he shared his wisdom and thoughts with us to guide the student managers to make their way in the industry.



Left to right: Ms. Madhuri, Dr.Sethil Kumar, Mr A. Krishna Kumar

Q.1 How was the journey from being a metallurgical engineer, a Production Head and to Vice President?

Ans. The journey has been pretty smooth. After being a production Head, I gradually moved on to explore other sectors in the manufacturing industries. I observed and analyzed how the different sectors works in synergy with one another. Manufacturing industries in earlier time was quiet unorganized but now has changed significantly. With this change, the role of HR has also evolved. Earlier HR managers used to be enablers but now they have to play a role of differentiator. They should know the business of their organization. They also need to build skills of the people working with the organization.

Q2. What was the toughest challenge or the roadblock according to you while you were dealing with labor unions?

Ans. We all have a pre conceived negative notion about the labor unions and its working but over the period of time it has changed. One of the biggest challenge was that the labor had no prior exposure to the latest technology so, it becomes very difficult to make them work in unconventional way. Personally, I consider it is important to have strong union labors which understands the needs of the labor. It is very difficult to convince and deal with 250 minds with different mindset and interests. It is rather easy to deal with 5 minds who are able to convince and convey the right message to those 250 minds.

Q3. What was the change which you noticed while you were working in Canada?

Ans. The major change which I noticed was the educational system. They have a rigorous vocational training program as a part of their educational studies and not as a job. After the completion of the course, they are being trained and given hands-on experience before joining the industry. Secondly, discipline is one of the major factor which lacks in India. While driving most of us doesn't follow the rules. If we really have to compete with other developed nations we need to be well-organized in the basic activities of our life.

Q.4 How was your experience at IMT-Nagpur?

Ans. It was great. I am really impressed with the physical infrastructure of the institute. One thing which I found very interesting is, there are lot of student driven forum here. This is the best way to learn, developing skills through experience will help you in your overall development. I was glad to answer some of the interesting questions asked during the session.