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**How soon do you expect to start working in the pre-COVID 19 way?**

The pandemic has taught us some glaring lessons on how we view the work construct. Most organisations have spent the last year understanding which jobs are critical to be delivered from an office & which can function in a hybrid or remote manner. It is important to take these lessons into the post-Covid world too. I truly believe that the future is going to be about how we come together as a global community to define our post covid realities & subsequently it's impact on the workplace and not about how soon we go back to pre-covid times.

**What will be the hiring sentiment for 2022?**

A recent study of 3000 organisations showed that hiring sentiment has improved by 40% from the corresponding period around a year ago. For most organisations including the ones in the severely impacted such as travel & hospitality, a sense of normalcy has set in. In the last one year businesses have paved the way for going digital, collaborating virtually and developing products and solutions for the new environment left behind by the pandemic.

**Which was the biggest learning for your company in remote working mode?**

Apart from the obvious learning that it is possible to work remotely and collaborate effectively, a major learning for our organisation came from our recruitment efforts. Just as the world entered lockdown we were slated to ramp up hiring for our newly established business unit Godrej Housing Finance within the legacy of the Godrej Group. We saw that potential employees had a lot of faith and trust in the Godrej brand and the premise of the

organisation we were trying to build.

**What will your organisation focus on in 2022 and why?**

Godrej Housing Finance just completed a year of 'being in business.' We are looking to build on our successes by enhancing the capabilities of our existing teams and also launching new product verticals. In 2022 we will focus on creating the right balance between the build vs buy model of talent management. The focus thus will be on both rewarding and retaining our existing talent and hiring the best talent for the new verticals.

**What type of employees is your organisation planning to hire in 2022?**

Godrej Housing Finance is a new age digital organisation which will focus on building an aligned, lean workforce. The volatility in the job market especially in the domain of technology, digital and analytics & intelligence requires us to come up with creatives offering to attract and retain the best talent. As a nascent organisation our immediate focus is on building our core teams and exploring meaningful opportunities for partnership with industry subject matter experts.

**How would you describe the sentiment for offshore jobs in 2022 as compared to 2021?**

We are far from seeing the end of this pandemic and I believe this ongoing health crisis and its impact on how we restructure our ecosystem / social & economical activities will have a direct impact on the employment markets, particularly offshore jobs. The future largely looks virtual and working remotely will continue to be the new normal.