

Times of India

WATERCOOLER BYTES

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Do you think there occurs a dip in productivity of employees during major sporting seasons?



KIRAN GHILDIYAL MADAN, head-HR, Intex Technologies (India) Ltd:

"These kinds of events bring in a certain level of excitement in the work environment, which is not an 'everyday' phenomenon. It's quite natural for sports enthusiasts to spend time checking live scores on the Internet, watching the coverage on office television or discussing sport-related subjects with like-minded peers, but such kinds of behaviour do not necessarily lead to a decrease in productivity."

J C SHARMA, MD, Sobha Developers:

"We feel that the enthusiasm to participate in or watch (a sporting event) in no way diminishes the overall productivity and work output of an individual. We are a company that encourages these activities as they create excitement and even boost employee

morale. In keeping with the excitement and fervour that surrounds these events, the 'Sobha Creative Club' also carries out initiatives that reflect the spirit of this season."

BHUVAN NAIK, VP HR, SAP Labs India and SAP India:

"I don't see any dip in productivity during the sporting season. It is sometimes necessary to provide access to sport-related websites and other social networking sites as it breaks the monotony and even rejuvenates employees to perform better."

HN SAHAY, director operations, Smile Foundation:

"Since prospective recruits value employee-friendly corporations notches above the remaining, tweaking existing policies to

make them staff-friendly has become one of the biggest key result areas for HR in all organisations. However, the concept of 'informal time' or 'leisure area' has to be accommodated in a tactful manner. This sometimes does hamper the productivity of the workforce; people naturally want to spend more time watching their favourite sport but there are pros to this too. Soccer, for example, be it the English Premier League or Champions League or for now, the FIFA World Cup, have all the action scheduled at night. It actually motivates these people to wrap up faster for the day by putting in extra effort."

(Compiled by Priya C Nair and Yasmin Taj)

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