



HR YOUNG GUNS

HR FROM THE CLASSROOM

In our brand new column, *HRM* examines the future torchbearers for HR in Asia. These university students specialising in HR will share their passion for the function and how they are preparing for their future career

What attracted you to HR? Why are you studying it?

What attracted me to HR was intrinsic, not extrinsic. Growing up, I found myself inclined towards the needs of others – often mediating disagreements, and guiding others in paths I'd taken before. Opportunities to serve in my local church made this more apparent, as it helped me realise my passion for the roles of mentoring and teaching. According to Gallup's StrengthsFinder (a test that I took a few years back), my top five strengths are Empathy, Harmony, Developer, Consistency, and Relator. This discovery of my strengths articulated and gave weight to my passions. Pairing my strengths with my passions, I felt compelled to pursue Organisational Behaviour and HR as my first major in SMU.

What aspect of HR do you hope to specialise in upon graduation?

Training and Development is an area of interest because of the platform it gives to inspire and cultivate lives. Compensation as well, as an organisations' compensation strategy has a direct impact on employees' motivations and corporate culture. However, having been exposed to the role of a HR business partner (HRBP) through my internship attachment with Far East Organisation, I hope to be able to pursue the role as a HRBP.

The top three things you want from your HR career

The first would be to devise a HR matrix that could possibly predict

employee turnover. The second would be to continuously find fulfilment in my role. Thirdly, it would be going beyond structural, cultural and societal expectations to empower individuals to find and achieve fulfilling, meaningful and purposeful vocations, through development of their abilities and passions.

What challenges do you anticipate?

Current and future Generation-Y employees have an entirely different set of needs and expectations from baby-boomers or even Generation-X employees.

Being Generation-Y myself, my challenge would first be to understand the interests of other generations before trying to accommodate and blend the different talent pools of the organisations' workforce. As the talent pool progresses towards a balanced ratio of professionals from varying generational demographics, there will inevitably be clashes in needs and characteristics of respective employees.

A key challenge that I anticipate for myself as a HR professional is the tricky act of balancing the needs of a diversifying workforce. Beyond the issue of developing and retaining top talent in our knowledge-based economy, balancing the differing generational employees is fast becoming a central issue, especially in Asian organisations.

Your HR career five years from now?

I aspire to take on the role of a HRBP, but practically, I recognise that the



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requirements of the role entails some years of experience in other HR functions in order to perform it well. As such, I see myself investing my time in other functions like training and development and compensation and benefits, or as a HR generalist.

Hobbies and Inspirations

Being a "Relator", my hobbies include activities that give me time to be away from people, to recharge and unwind with some alone-time. Some activities I enjoy include tending to and breeding of my exotic pet shrimp, going for jogs, playing soccer, and occasionally watching action and crime television shows.