

## **Pamper the Body Mass Index (BMI) of your organisation**

In more than one ways, an organisation can be found analogous to the human body. An organisation like the human body goes through several stages in its lifetime. Like a human body, it's needless to mention that an organisation has different organs with their specific functions. The Top management where all the decisions are taken, where all the strategies are made is where the brain of the organisation sits. The Human resource department can definitely be called the heart of the organisation as this is where the emotions are. Eventually, the limbs are the executors where the plans are put into action.

It is imperative that all organs of the organisation function optimally. BMI is a concern of all bodies in the current age. The Bottom level employees define the BMI of any organization. As, it is correctly believed higher or lower levels of BMI are harmful for the human body. Both come with its consequences. While a high BMI is known to lead to hypertension, blood pressure, diabetes, and other life threatening disorders, the low BMI is a sign of mal-nutrition and may lead to compromised immune system and various respiratory problem in the human body. But, the optimal level of BMI is a sign of a healthy body.

In the organisational scenario, a high BMI is a result of over staffed organisation ultimately leading to disorders such as lay-offs, disguised unemployment, and organizational resource waste. Underemployment or under-developed workforce could be seen as analogous to low BMI symptomatic of under-utilisation and limited inputs in terms of both ideas and efforts.

The key to a healthy body as is universally known is the optimal BMI. A healthy BMI in an organisation not only reflects an optimal number of employees but well developed workforce. The optimal number of employees hired with the right skills and abilities the organization are sure to flourish to the fullest. This state could be quite correlated to the optimal BMI. Eventually, it helps us realise that skill development is the key to this state of optimal BMI. The diagnosis definitely doesn't lead to a prognosis. 'What can be done to achieve the optimal?' But before making a plan to reach the optimal it is necessary to understand the level of our BMI. Just as we have weighing scales and height charts to measure the body, organisations too need to have assessment which eventually can identify the pain areas or the ouch points.

An organisational structure is often seen in a pyramid structure where the top management is at the tip of the pyramid (brain) and the skilled workforce occupy the bottom of the pyramid (mass). Often, the efficiency of the strategies devised at the top get diluted as they percolate down to the bottom in the event of poor skill development at the mass end (skilled workforce). With increasing complexity of work it has become imperative that the futuristic organisations of today's world need to collaborate and realise and execute the significance of skill development at the mass level.

Skill Assessment seems to be the pre-requisite for skill development. Unless, the problem, the requirement, the skill gap isn't understood, it's difficult to identify the corrective measures. Skill Assessment surely is a proven solution to identifying the concern points giving a direction to organisations to address way of increasing the effectiveness and efficiency of the mass. Skill Assessment works as a driver to lead the way to an effective and efficient workforce and thus, a healthy functioning organization. Given the knowledge about being on the either end of the scale, the next best step is working towards the optimal. Thus, the ultimate goal being skill development. The mass has to be pampered with various ways to ensure they acquire the right kind of skill and use it in an optimal way for the work they are accountable for. Balanced BMI is sure to lead to a healthy and fit organisation.