

People Centric Leadership as A Critical Factor in Enhancing the Absorptive Capacity of An Organization for Managing Business Transformation: Biographical Study from Indian HR Professionals.

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- **Abstract:** Plethora of literature is available explaining the importance of good management of the 'people component' in the success and growth of any organization. The Human resources (HR) sphere has metamorphosed into becoming a crucial part of all modern organizational set-ups. Building upon the HRdependent view of the organizations, our study aims to explain how a more people friendly or people centric approach to leadership interacts with absorptive capacity and overall growth and transformation of the organisation. Results of our study reveal that 'people' remain the main driving force in the success of any organizational set-up. All our respondents explained the ever-changing dynamics of human resources management and leadership. Our study also finds that it can be expressed without a doubt that that the change is always much faster than most of the organizations' device mechanism of dealing with it. Hence, the businesses should keep up with their ability to counter these changes in order to avoid lagging behind. A detailed discussion of these findings along with implications for theory and practice is presented.
- **Keyword:** Plethora, Human resources, crucial part, people centric, absorptive, lagging,