

FIRST COLUMN MANAGING EMPLOYEE EXPERIENCE IS THE KEY

Companies must invest in staff, listen to feedback and prioritise work-life balance



KARAN JAIN

The success or failure of a business ultimately hinges on the productivity and work quality of its workforce. The workforce is truly the foundation of every corporate and industry, and understanding their experiences within an organization is crucial. This is where employee experience comes into play, as it enables organisations to gain valuable insights into the needs and sentiments of their people.

The unprecedented changes the world of work has gone through have severely impacted and shaped how employees act and what they expect. The workforce is fluid and diverse which makes each of them have a different 'want'. There exists a common underlying tone to their expectations making work-life balance, employee engagement and productivity vital elements for HR to decide what kind of experience they are gaining.

If it becomes complex and opaque, employee experience management (EXM) could become the key to improving the overall situation.

Build better understanding for the employees: The pillar of EXM is based on how much HRs or CXOs understand their people or teams. Build a workspace where your employees feel much appreciated and assured.

Bring dynamic leaders: Dynamic leaders know the way, go the way, and show the way to their people — a famous quote by author John C Maxwell. Without good leaders, it is more challenging to establish a great company culture and a more positive working atmosphere.

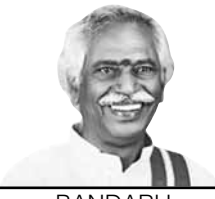
Create more learning opportunities: A workplace should be a place for learning and development for the employees. Offer your employees more learning, skilling, and reskilling opportunities. These opportunities give more confidence to your employees to take on new challenges, improve their skill set, and get career maturity within an organisation.



- Continuous feedback and evaluation:** Employee experience management is an ongoing process. The HR department should continuously identify the issues and improve them regularly to ensure employee satisfaction and a transparent workplace setting.
- Offer smooth onboarding:** Onboarding is a vital period for both; new employees and HR. Offer an optimised and smooth onboarding to new hires by providing information regarding their job and tasks, the right tools and software, and a lot of training and guidance to avoid frustration.
- Accept inclusion and diversity:** If an organisation has a diverse workforce, its culture, policies and hiring practices must support diversity and inclusion. Ignoring these critical components could lead to stereotyping, disrespect among employees, and stress.
- Priority to work-life balance:** Employees have realised the essentiality of work-life balance. An organisation must necessitate changes in their office programs and policy to offer flexible workspace, remote work options, more breaking hours, and prioritise employees' mental and physical health.
- Notice the departing employees:** Employees leave organisations regardless of what kind of employee experience they get. It is necessary to know what motivates them to quit.
- Recognise and reward performers:** Reward and recognition are salient components of employee experience. It is a good way to motivate other employees by gratifying the performers with gifts or rewards. It imbues gratitude and inspiration.
- Get rid of micromangement:** The less micromangement, the more employee experience. Employees don't feel very comfortable with nagging from seniors or management. Micromangement spreads a feeling of insecurity among the workforce.
- Focus on employee retention:** An organisation should keep high-performers and talented workers for success and avoid frequent turnovers. To make employees stay, compensate them fairly, focus on engaging them.

(The writer is founder, HROne)

Importance of being Dr BR Ambedkar



BANDARU DATTATRAYA

Our true homage on his jayanti would be to resolve to end poverty and ensure justice and equality for all by sharing national opportunities and facilities

For centuries, we as a nation struggled to cope with untouchability and caste-based discrimination. Such inhuman practices demeaned a vast section of Hindus, who were categorized as untouchables. From time to time, great souls tried to salvage us from the repercussions of various social evils. Some of them were Sant Shiromani Ravidas, Sant Chokhabela, Sant Kabir Das, Swami Dayanand Saraswati, Swami Ram Krishna Paramhans and Sant Tukaram to name a few.

At the fag-end of the 19th century, a boy full of promises was enjoying his classroom teaching the school. One day he was made to sit at the back of the classroom when it was found that he was untouchable. Once he was travelling to his maternal uncle's village along with his brother and cousin. The cart man dropped them midway when he came to know that they were untouchables. One day the boy was going somewhere. In between, he stopped to drink water from a public tap. He was beaten as untouchables were not allowed to use the facility.

The boy was none other than Dr Bhimrao Ramji Ambedkar, popularly known as Babasaheb Ambedkar, born to Ramji Maloji Sakpal, father, and Bhimabai Murbadkar Sakpal, mother, on April 14, 1891, in Mhow Army Cantonment. He was the 14th child of his parents. His tryst with social evils as worse as untouchability, caste-based persecution and discrimination during his childhood left an indelible mark on his life and thought process.

His own experience from the incidents in his life made him realize how deeply casteism, untouchability, insults and humiliation were rooted in Hindu society. Even the cruelty of fate did not spare him. He lost his mother when he was just six years old. Notwithstanding the trauma of discrimination and discrimination, he did not give up and continued his struggle and studies against all odds. It was an incredible example of exemplary grit, determination and a never-say-die spirit.

Dr Ambedkar did his matriculation in 1908 from Elphinstone High School. His father gave him good sanskar and used to share stories and thoughts of great saints like Tukaram, Gyaneshwar, teachings of the Ramayana and the Mahabharata. He studied Economics and Political Science at Elphinstone College. In 1912, he got a degree from Bombay University. With a scholarship from Maharaja of Baroda, he went to Columbia University, New York City where he got a Master's degree in June 1915 after successfully completing his thesis on 'Ancient Indian Commerce'.

In 1916, he went to the London School of Economics and worked on his doctoral thesis - "The problem of the Rupee: Its Origin and its solution". He took Rs 5000 as a loan from Chhatrapati Shahu ji Maharaj for his further studies. In 1920, received the D Sc from London University! He also went to the University of Bonn, Germany. In June 1927, he was awarded a Doctorate by the University of Columbia. He was a rare Indian politician of his time who studied at Columbia University, LSE and the University of Bonn.

Dr Ambedkar was worried about the fate of poor people, and untouchables. Dr Ambedkar wanted them to be independent. He established the Depressed Classes Society under the presidency of Baroda Maharaj. In 1920, he started The Mooknayak, a Marathi publication that enabled him to criticize the rigid Hindu



beliefs and Bahishkrit Bharat, also a Marathi magazine in 1927, to highlight the issues and aspirations of depressed sections of society. He was so passionate about eradicating the practice of caste discrimination in India that led him to establish Bahishkrit Hitakarni Sabha. In 1936, he founded the Independent Labour Party. He contested the 1937 Bombay election to the Central Legislative Assembly for 13 reserved and four general seats and won 11 reserved and three seats respectively. For him, democratic values were of paramount importance!

After completing his studies and defying all hardships, Dr Ambedkar dedicated his life to the cause of the downtrodden, their emancipation and empowerment. Hence, the struggle became an integral part of his life. In 1927, Dr Ambedkar led a peaceful agitation by drinking water from Chowdar tank in Mahad, Raigad district in Maharashtra along with thousands of his followers when untouchables were not allowed to access water from the tank despite a 192 resolution moved by CK Bole and adopted by the Bombay government, allowing all untouchables to use public watering places, wells and Dharamshala, which were maintained through public funds.

Dr Ambedkar led a movement on March 3, 1930, to secure the entry of all Hindus to Kalam temple in Nasik. He was in favour of a complete overhauling of Hindu

society and Hindu theology and securing equal rights for all Hindus. He was a votary of inclusivity. Casteism and untouchability go against the spirit of Hinduism, the Vedas. Its essence lies in quality, justice, fraternity and brotherhood. He was surprised that Hinduism is so accommodating and yet treats a vast chunk of Hindus as untouchables, even worse than animals. This was his pain.

He was not inimical to Hinduism. He had resentment against Hinduism but he was not opposed to Hinduism. His acceptance of Buddhism on October 14, 1956, is a case in point as Buddhism is very much rooted in Bharatiya culture. He did not embrace any other religion though Islamic and Christian scholars tried their best to influence him. It is said that when Dr Ambedkar met Mahatma Gandhi during the second Round Table Conference, he told him that he could not accept a religion that treats humans as cats and dogs, and he will embrace a religion that is less harmful to Hinduism.

The versatility of Dr Ambedkar's personality was matchless. His ability to listen to his critics was simply brilliant. Notwithstanding his differences with Veer Savarkar and Mahatma Gandhi on a number of issues, they were unanimous in their views of achieving the goal of social equality and freeing society from abominable evils such as untouchable. Dr Ambedkar did never sup-

port armed struggle but always favoured unity among oppressed social groups to get their socio-political and economic rights. He wanted downtrodden and oppressed sections of society to stay united and acquire knowledge and education so that they are not oppressed.

As the architect of our Constitution, Dr Ambedkar has given us the mantra and roadmap to build a stronger, healthier and more inclusive society. His commitment to the cause of social equality and social justice is a guiding force for all those who are part of public life. He is not only the leader for the oppressed and depressed. He is the leader of 135 crore people in our country - India. He was a true nationalist leader, a true patriot. He has achieved an eternal place in people's hearts. His contributions cannot be estimated but can only be felt and lived by all.

Our true homage to Dr BR Ambedkar on his Jayanti would be to resolve to end poverty and ensure justice and equality for all by sharing national opportunities and facilities. We have rejected untouchability but still, a lot needs to be done to end social disparities in totality. Those who are deprived have to be holistically empowered. By rising above the petty considerations of caste, creed, region and religion, we have to make India Vishwa Guru. Let noble thoughts come from all sides, and let us spread them across the globe in Amrit Kaal!



DR AMBEDKAR WAS WORRIED ABOUT THE FATE OF POOR PEOPLE AND UNTOUCHABLES. HE WANTED THEM TO BE INDEPENDENT

(The writer is the Governor of Haryana. The views expressed are personal)

The top MedTech trends to watch out for in 2023

Increased demand for treatment facilitated by technology is driving the innovation in the MedTech industry as it would improve access to health equity

The combination of rapid advances in revolutionary healthcare technology and increased demand for treatment has continued to spur innovation in the MedTech industry.

Many leading healthcare experts predict 2023 to be a pivotal year for the Medtech industry, as the rapid adoption of virtual care and demographic fads, such as an ageing population, rising chronic diseases, and health worker shortages, sustain demand for MedTech-enabled solutions.

Recent research indicates that the market for medical technologies is valued at around \$19.65 billion. The market is anticipated to reach \$22.84 billion by 2027, with a CAGR of 3.83 per cent.

Innovators and regulators



CHANDRA GANJOO

in life sciences and healthcare are also looking to MedTech to improve access to care and health equity. From Robotics to Next-Gen Sequencing, let's delve into the list of MedTech trends offering new chances in this dynamic business. The field is rapidly advancing, and new trends and innovations are emerging each year. Here are some of the top MedTech trends to expect in 2023:

Telemedicine: Telemedicine, or remote medical consultations, is becoming increasingly popular due to the comfort and accessibility it offers. With telemedicine, patients can acquire medical care from the convenience of their own homes. In 2023, telemedicine is expected to become more prevalent as tech improves

and more healthcare providers adopt this mode of care.

Artificial Intelligence (AI): AI is transforming the healthcare industry in numerous ways. It is used to analyse patient data, diagnose and develop personalised treatment plans. In 2023, we can expect AI to become even more advanced, and it will likely play a bigger role in healthcare decision-making. AI will also be used to develop new drugs and therapies.

Next-Gen Sequencing (NGS) technology: It is a rapidly evolving field that has revolutionised the way genetic information is analysed. In 2023, the trend in NGS is expected to continue to advance with an emphasis on improving sequencing speed, accuracy, and cost-effectiveness. The use of NGS in precision medicine is expected to grow as the technology provides a way to analyse large amounts of genetic information quickly and accurately to inform the development of targeted treatments for individual patients. Additionally, the integration of NGS with other technologies, such as CRISPR-Cas9, will continue to expand the possibilities for genetic research and biotechnology.

Newborn Screening (NBS): It is a diagnostic test performed in newborns or infants who are tested for certain genetic or metabolic disorders shortly after birth. In 2023, the trend in newborn screening is expected to continue to focus on improving these tests' accuracy, speed, and cost-effectiveness. This

will likely involve implementing new, more advanced screening technologies to develop new, more comprehensive screening panels. Additionally, there may be a growing emphasis on incorporating genomic information into newborn screening to enable earlier detection and diagnosis of genetic disorders.

Another trend in newborn screening is the increasing use of digital technologies, such as electronic health records (EHRs) and telemedicine, to improve the efficiency and accessibility of screening services. This will likely involve the integration of screening results into EHRs and telemedicine to provide remote consultations and follow-up care to families and infants. Overall, these trends

aim to ensure that all newborns have access to high-quality, effective, and timely screening services to detect and treat genetic and metabolic disorders as early as possible.

Surgical robots: Investments in robotic surgical firms have been one of the primary drivers of the increase in venture capital funding for medical technology. In addition, many experts assert that the employment of robotic technology during COVID-19 is particularly advantageous because it helps reduce human-to-human physical contact.

As MedTech evolves, the industry will face both obstacles and possibilities. Better patient care solutions that can enhance outcomes and lower costs will face fewer impediments to implementation. Consequently, this will create further chances to deliver value to healthcare services worldwide and challenge the status quo for inpatient and outpatient care standards.

Providing a more promising future for healthcare: Trivitron Healthcare, a leading global MedTech organisation, is establishing sustainable goals and has created numerous advancements in Medical Imaging, In-vitro Diagnostics, Next Generation Sequencing, Newborn Screening, Critical Care, and Radiation Protection. Following the mission to deliver efficient and advanced care, Trivitron positively influences people's lives through collaboration, advancement, and innovation.

(The writer is Group Chief Executive Officer, Trivitron Healthcare)

Japan to counter China with like-minded countries

Japan has unveiled a new plan to provide "like-minded" countries especially in Asia with military aid as it looks to expand its influence in the Indo-Pacific region to counter China's aggressive push over Taiwan and the South China Sea issues.

China rolls out new wartime military recruitment rules

Beijing (PTI): China has released a new set of revised rules for military recruitment in wartime, including giving priority to the veterans, drafting high-calibre soldiers and optimising conscription procedures.

Washington. This was the first visit by the Japanese Foreign Minister to China since 2019. China and Japan have a long-festering dispute over uninhabited East China Sea islands controlled by Japan but claimed by China.

China's exports see unexpected growth in March

Beijing (AP): China's exports rebounded unexpectedly to growth in March despite a decline in US and European demand following interest rate hikes to cool inflation.

NY fraud lawsuit: Trump set to give 2nd deposition

New York (AP): Former President Donald Trump was expected to visit the offices of New York's attorney general Thursday for his second deposition in a legal battle over his company's business practices.

North Korea fires missile that may have been new type of weapon

Seoul (South Korea): North Korea on Thursday conducted its first intercontinental ballistic missile launch in a month, possibly testing a new more mobile, harder-to-detect missile for the first time.

ICBMs all use liquid propellants that must be fuelled before launches. But the fuel in a solid-propellant weapon is already loaded, allowing it to be moved easier and fired faster.



A TV screen is seen reporting North Korea's missile launch with file footage during a news program at the Seoul Railway Station in Seoul, South Korea, on Thursday.

GOVERNMENT OF GOA Medical Store Depot (MSD), Directorate of Health Services, Campal, Panaji, Goa 403 001. E-tenders are invited on behalf of the Governor of Goa for purchase of laboratory reagents/chemicals/consumables kits/drugs and surgicals for Directorate of Health Services, Campal, Panaji Goa.

Syria, Saudi move toward restoring embassies, flights

Syria and Saudi Arabia are moving toward reopening embassies and resuming flights between the two countries for the first time in more than a decade, the countries said on Thursday in a joint statement.

Biden to stress shared ties in address to Irish Parl

After spending most of a day on a whirlwind countryside tour of his ancestry, President Joe Biden is turning back to diplomacy on Thursday, with an address to the Irish parliament and meetings with the country's leaders.

Ireland's prime minister, before a speech to parliament in which "he'll be reflecting on the long, close and shared history between the United States and Ireland," said Amanda Sloat, the National Security Council's senior Europe director.

THE HONGKONG AND SHANGHAI BANKING CORPORATION LTD. E-Auction Sale Notice for Sale of Immovable Assets under the Securitisation and Reconstruction of Financial Assets and Enforcement of Security Interest Act, 2002. Notice is hereby given to the public in general and in particular to the Borrower(s) that the below described immovable property, mortgaged with THE HONGKONG AND SHANGHAI BANKING CORPORATION LTD., will be sold by way of an E-Auction, on "As is where is", "As is what is" and "Whatever there is" basis, on 8th May 2023.

US Prez to expand migrant access to health plans

Washington: President Joe Biden is set to announce that his administration is expanding eligibility for Medicaid and the Affordable Care Act's health insurance exchanges to hundreds of thousands of immigrants brought to the US illegally as children.

Oxford Univ, SII tie-up delivers 'high efficacy' malaria vaccine

London (PTI): A University of Oxford developed and Serum Institute of India (SII) manufactured and scaled up "high efficacy" malaria vaccine has been licensed for use in Ghana by Africa's Food and Drugs Authority.



GT RESTRICT PBKS TO 153-8

PTI ■ MOHALI

Medium pacer Mohit Sharma marked his return to the IPL with excellent figures of 2/18 as holders Gujarat Titans restricted Punjab Kings to 153 for eight here on Thursday.

Playing in his first game in the league since 2020, Mohit was exceptional in the penultimate over, giving away as little as six runs.

Matthew Short top-scored with a 24-ball 36, but it was Masood Shahrukh Khan's nine-ball 22 that helped PBKS cross 150.

Sent in to bat after the coin landed in favour of the returning Gujarat Titans skipper Hardik Pandya, PBKS lost Prabhsimran Singh in the second ball of the over when his attempted flick off a length ball from Mohammed Shami went straight to Rashid Khan at short midwicket. Prabhsimran departed without scoring.

Short walked in at number three and he got off the mark with a boundary, striking the ball through point. The next ball was short, and Short pulled the seasoned India seamer through the square leg region for another four.

Sharing the new ball with Shami, Joshua Little was welcomed with two boundaries by the in-form Shikhar Dhawan. While the first one was lofted over cover, Dhawan produced a delightful shot in the next ball, caressing the ball past mid-off in what was a high-class cover drive.

Australia's Short, who has done well for Adelaide Strikers in the Big Bash League back home, took on Shami and hit him for back-to-back fours including an authoritative boundary through mid-off.

However, just when PBKS seemed to be putting GT under pressure Little gave his team a huge breakthrough, dis-



missing the dangerous Dhawan (8) who came down the track to play the lofted shot, only to end up giving a catch to Alzarri Joseph.

Defending champions Gujarat Titans got another big wicket when the ever-reliable Rashid (1/26 in 4 overs) foxed a well-settled Short with a goo-

gly with PBKS's score reading 55 for three in the seventh over.

Having struck a flurry of fours and a massive six off Joseph, Short had settled down nicely but looked clueless when Rashid decided to bowl the wrong'un.

Short's dismissal set PBKS a bit, and

it became trickier when Jitesh Sharma (25 off 23 balls) was sent back by Mohit, thanks to a smart piece of work by Wriddhiman Saha behind the wickets.

Sam Curran (22) struck a much-needed six -- a big maximum over deep midwicket after star leg-spinner Rashid missed his length.

Sri Lankan Bhanuka Rajapaksa did not convince in his 26-ball 20, until his stay in the middle was cut short by Joseph.

Shahrukh Khan smashed the first ball he faced for a six over deep midwicket, before picking up another maximum off Shami.



KKR eye hat-trick of wins

PTI ■ KOLKATA

On a high after Rinku Singh's phenomenal knock, Kolkata Knight Riders will be gunning for a hat-trick of victories when they face a resurgent Sunrisers Hyderabad in the Indian Premier League here on Friday.

Having started off their campaign with a reversal against Punjab Kings at Mohali, KKR found two unlikely heroes in two matches to get their campaign up and running.

First, it was Shardul Thakur's storm with the bat that took a star-studded Royal Challengers Bangalore by surprise as the pace bowling allrounder's 29-ball 68 led KKR to their first win of the season, a dominant 81-run victory.

Then the low-profile Rinku has become the flavour of the season after pulling off the greatest heist in T20 history by scoring 31 runs in the last over to win a match.

KKR defeated the reigning champions Gujarat Titans by three wickets in their den, the Narendra Modi Stadium in Ahmedabad, courtesy Rinku's astonishing power-hitting.

The two-time former champions, who were hit hard by the absence of their skipper Shreyas Iyer and star allrounder Shakib Al-Hasan and were written off by many following a low-key auction, suddenly have become the side to beat this season.

That the two wins have come without any significant contribution from their star power-hitter Andre Russell and skipper Nitish Rana, make them an even more dangerous side.

While Shardul and Rinku have undoubtedly provided the finishing options, KKR think-tank would be keen to prove that these two wins were not a fluke.

By his standard, Russell, the fearsome Jamaican power-hitter, has looked a shadow of his past, barring a 19-ball 35 in their rain-hit loss to Punjab Kings in

their season opener.

With scores of 0 and 1 in the next two matches, Russell would be keen to prove his credentials as he sweated it out during practice ahead of the match on Friday.

KKR have tried out different opening combinations in the three matches so far and it is likely to be changed again against SRH, with England opener Jason Roy likely to be included in place of Rahmanullah Gurbaz.

The Afghanistan player has impressed with a fighting fifty against RCB, but with Roy being included as a replacement for Shakib, the Englishman is likely to be included, while Narayan Jagadeesan may don the wicket-keeping gloves.

As for SRH, the Aiden Markram-led side looks strong on paper after some big buys like Harry Brook, Mayank Agarwal and Heinrich Klaasen at the auction.

Overflowing with white-ball specialists, SRH, however, have failed to impress in their first two matches. However, a Rahul Tripathi special -- 48-ball unbeaten 74 -- led them to their first win of the season when they defeated Punjab Kings by eight wickets.

The high-profile Brook, who has been signed for Rs 13.25 crore, has so far managed scores of 13, 3 and 13.

A member of the England side that won the T20 World Cup last year, Brook has looked out of sorts in the opener's role, and it would not be a bad idea to bring him down the order.

They also have a potent spin attack in Washington Sundar and Mayank Markande, fresh from his 4/15 against Punjab Kings, while the pace attack, led by Bhuvneshwar Kumar and Marco Jansen, will give KKR a tough fight.

A win for KKR, currently placed third, may take them to the top of the table.



Markam pins hopes on death bowlers

PTI ■ KOLKATA

Sunrisers Hyderabad are not intimidated by the sensational batting display of Rinku Singh and Shardul Thakur in KKR's last two IPL matches, and skipper Aiden Markram on Thursday said he is confident of their bowlers executing their plans at the death.

Kolkata Knight Riders posted consecutive 200-plus totals courtesy the duo's power-hitting en route to securing splendid wins over Royal Challengers Bangalore and Gujarat Titans in their last two matches.

"If you look at their squad make-up as a whole, they are going to play aggressively and an attacking brand of cricket. On each one's given day, they can certainly be a massive threat for us," Markram told reporters on the eve of their match.

"It's about sticking to our strengths out in the middle, that will give us the best chance to execute whatever plans we have. Guys have been doing very well for KKR, they (Shardul and Rinku) have been finishing well.

"But we are going to have some good plans in place, we have some good experience in our camp, some really good death bowlers as well, we are

Don't think Russell is underperforming: Ferguson

PTI ■ KOLKATA

Andre Russell may have had a quiet campaign so far in the IPL but pacer Lockie Ferguson on Thursday believed that his star Kolkata Knight Riders teammate will turn things around in their match against Sunrisers Hyderabad.

Russell got out cheaply for 0 and 1, even as KKR secured splendid wins over Royal Challengers Bangalore and Gujarat Titans in their previous two matches. But Ferguson said a big knock is due from the explosive Jamaican batter.

"I don't think Andre is underperforming. He played well in the first game (35 vs Punjab Kings), then he had a



couple of early dismissals. I would say he's far from underperforming.

"We all know what Andre can do, particularly here that was my first season and first experi-

ence of Andre, and Jesus! I've not seen a guy hit a ball like that. I'm sure he will put us a show for us tomorrow night," he said, recalling his first season in KKR in 2019. The Kiwi pacer returned to KKR after being traded from Gujarat Titans along with Rahmanullah Gurbaz.

Playing under an Indian coach in Chandrakant Pandit, Ferguson said he's doing a great job in creating a fine team atmosphere. "It's been a great experience with Chandru from the start. I love his honesty. He gets around all the players. He knows how the team's morale is and how we are going to go about our business as a team.

"Probably from the outset, it's just win or loss but it's about that consistency and try to create a culture and a team value that has Chandru brought into the team from an early stage. It's nice to have him lead from the front," he said.

It is too late to change action: Bishop's advice to Bumrah

PTI ■ NEW DELHI

Someone who has endured multiple back injuries himself, former West Indies fast bowler Ian Bishop can imagine what a "generational" talent like Jasprit Bumrah is going through at the moment.

The 29-year-old underwent a surgery in New Zealand last month following recurring back issues that have kept him away from the game since September 2022.

Bumrah is now racing against time to get fit for the ODI World Cup at home in October-November.

Bumrah's "unique" action has worked wonderfully for him but it has also put a lot of load on his back, making him susceptible to injuries.

Bishop, who could have played a lot more than 43 Tests and 84 ODIs if it wasn't for injuries, feels it is too late for Bumrah to change his action at this stage of his career and he can only be "managed" by picking and choosing tournaments amid

the relentless schedule.

"Any fast bowler worth his soul can play all formats of the game all year and maintain his cutting edge pace, it is just too demanding. The sprint up and down, the gym, the workload of the body. It has to be managed," Bishop told PTI in an interview.

"I don't think there is any one recipe (to manage workload). Because we don't decide on the minds and bodies of these outstanding athletes. That decision has to be made by the individual and administrators close to him but I will throw one thing out for governing bodies, it is just an advice. You can't play these guys (Bumrah and Co.) in every tournament," he said.

The 55-year-old from Trinidad is not only worried about Bumrah's future, he is equally concerned for the likes of Jofra Archer, Anrich Nortje and Shaheen Afridi who too have battled injuries.

"With so much cricket going on, the players will have to start



choosing most important tournaments. It is about how can a player secure his financial future and at the same time play enough to secure his cricketing legacy and help his country.

"You want guys like Bumrah and Jofra playing at their best with cutting edge pace. That is what when they have great value. Be very meticulous and specific with when you want them to play," he said.

In 2020, the great Michael Holding had expressed his doubts over Bumrah's longevity considering he generates a huge amount of pace with a short run-up and a unique action.

For Bishop, changing action following injuries did not work and he believes Bumrah is past that stage too.

"Everybody has got a unique way in how they formulate their action and Jasprit is more unique than most others so I think he has got to use the physical gifts he was blessed with and fine tune it as he goes along.

MSD nursing a knee injury: Fleming

PTI ■ CHENNAI

Chennai Super Kings captain Mahendra Singh Dhoni is nursing a knee injury, which is hindering his movement somewhat, said head coach Stephen Fleming after CSK suffered their second defeat in four games this season.

Seamer Sandeep Sharma nailed a couple of perfect block-hole deliveries to earn a hard-fought victory for the Royals. Chasing 176, Dhoni (32) and Ravindra Jadeja (25) were on course requiring 21 runs off the last over. CSK's final score was 172/6 as Dhoni couldn't end his 200th game for CSK in a manner he would have wanted to on home turf.

Fleming, though, expressed confidence that the former India captain will manage his injury well and will continue to lead the side.



"He works his way back into match form, and you can still see he is playing pretty well. So we always have confidence about how he manages himself.

He always keeps himself up to speed," said Fleming, allaying concerns about Dhoni's fitness.

On Magala, who had to

leave the field with a split webbing after bowling two overs, Fleming said, "For us again, it's losing another player -- that's two games in a row -- and we're already pretty thin, so we'd like it (injuries) to stop."

CSK's list of injured players is growing by the day with England all-rounder Ben Stokes, bought for Rs 16.25 crore at the IPL auction, missing the game due to a heel injury, while pacer Deepak Chahar has been almost ruled out of IPL 2023 due to a hamstring injury he sustained during the match against Mumbai Indians.

"Magala's hand was split unfortunately, so he was unable to bowl those last two overs. And same with Deepak Chahar in the last game, so we're operating on pretty thin resources. But we're not the only team to have that."

"I think a lot of players coming out of a big domestic season are a little bit broken, but we just keep having to find solutions," Fleming said.

"So we'll do that in the next four days. But, yeah, it's not ideal yet. The captain has to then think on his feet (if bowlers keep getting injured). Moeen Ali had to come back (after Magala hurt his webbing), and he hadn't had a great day but he got the wicket of (Jos) Buttler which was good.

"And you've got young players like Akash (Singh) who is coming in for his first game, having to bowl some key overs. It's not how we plan, but T20 very rarely goes to plan," the CSK coach added.

Samson fined ₹12 lakh for slow over-rate



Over rate is proving to be an issue in the IPL again with a lot of games stretching past the four-hour mark.

"As it was the team's first offence of the season under the IPL's Code of Conduct relating to minimum over-rate offences, captain Sanju Samson was fined Rs 12 lakhs," read an IPL media advisory.

Rajasthan had pulled off a last-ball win over CSK on Tuesday with Sandeep Sharma bowling a brilliant 20th over to deny M S Dhoni and Ravindra Jadeja. It was Rajasthan's third win in four games while CSK suffered their second loss of the season.

