IIM-J conducts HR Conclave

Excelsior Correspondent

JAMMU, Oct 4: Indian Institute of Management (IIM) Jammu conducted 4th chapter of ‘HR Conclave 3.4’ which facilitated interaction of the students with industry leaders. The theme for this year’s edition was Rethinking and Rebooting the Corporate.

The inaugural session began with the addressing remarks by Rajni Ranjan, Placement Officer, IIM Jammu, which was followed by welcome address presented by Prof B S Sahay, Director, IIM Jammu. Later, Jaber Ali Chaudhry, Placement Head, IIM Jammu, shed some light on the milestones achieved by the institute in all these years.

Panel 1 of HRC 3.4 consisted of corporate leaders from diverse industries who shared their insights on the topic ‘Building Talent for the New Digital-First Economy’. Biplab Bose (Chief People Officer, Hyundai) was the keynote speaker for the session.

This was followed by address of Anil Sinha (CHRO, Novotech Feeds Pvt Ltd), Sumit Neogi (HR Director, South Asia and Middle East, Lubrizol Corporation), Ankit Chaurasia (HR PayTM Money) and Amit Sahoo (Head HR and Admin, TA Digital).

The second panel of HR Conclave 3.4 was an ‘All Women’s Panel’. The discussion for this panel revolved around the topic COVID-19 Era: Launched for Gender Equality’. The keynote speaker for this round was Debjani Roy, CHRO, Mind your Fleet (Kromozones Softwares Pvt Ltd).

Other speakers of the session were Shivangi Tiwari (Recruiting Coordinator, Google), Gauri Das (vice president and Head HR, India Factoring & Finance Solution Pvt Ltd), Shweta Pathak (HR - Brand Evangelist), Anand Malhotra (Director HR, Sutherland Global), Dr Ankita Singh (Senior VP & Global Head of IT - Cignex Datamarcs), Indrani Chatterjee (Group HR Advisor - Alcatel Alcatel Logics Ltd) and Meenakshi Marwah (University Hiring Leader, Asia Pacific & Japan - NCR Corporation).

The discussion was followed by a Question-Answer session where students raised questions before the panel and were given views by the panelists on the same. The conclave concluded with vote of thanks to the panelists.
कोरोना काल में 10 में से चार महिलाओं ने नौकरी खोई

अमर उजाला व्यूरो

मध्यम- इंडियन इंस्ट्रूमेंट ऑफ मैनेजमेंट जम्मू की तरफ से आरोपित एचआर कांस्लेव-3 के चीफ चेयरर महिलाओं पर चर्चा हुई। इस दौरान कोविड-19 में लैंगिक समानता कैसे सामने आई, इस पर बात हुई। शिवंगी शिवारी ने बताया कि कोरोना काल में इस में से कम से कम चार महिलाओं ने नौकरी खो दी है।

पुरुषों से ज्यादा महिलाओं को नौकरी का नुकसान हुआ। वहाँ युवनिकवित सरकार लिडर एशिया पैसिफिक एंड जापान की मोरिका मारवाह ने कहा कि यह पहले घारण था कि महिला ही महिला की दुर्दशा होती है इस अवस्था में महिला ही महिला को सभी राष्ट्र सहायता देती है। उन्होंने कहा कि हर महिला को हर महिला करीबी चाहिए कि वह इससे अधिक महिला को सहायता दे और उसका पूरा समर्थन करें।

आईआईएम के एचआर कांस्लेव में महिलाओं पर हुई चर्चा

शिक्षा लेना खुद की पसंद नहीं, जरूरत है

इससे पहले आईआईएम जम्मू की प्लेटफॉर्म अफसर रजनी राणा ने सभी पैनलके के बाएं से बताया। वहीं इस दौरान सवाल जवाब का सब भी आयोजित किया गया, जिसमें विद्यार्थियों की तरफ से सवाल पूछ गए। इस दौरान सीएचआर- नोवंबर- फरवरी प्राइम्ट लिमिटेड ने शिक्षा लेना खुद की पसंद नहीं बिना जरूरत है’, इस पर चर्चा की।

वहीं एचआर जापान साउथ एशिया और इंडियन इंस्ट्रूमेंट वर्कशिप के साथ 300 नियंत्रण ने ‘किस तरह से संस्कृति के कलाकारों आदि महिला निगाह किये हैं’ इस पर विचार किए।

वर्कशिप की धीमी रिपोर्टिंग एंड विभिन्न रूपों से काफी रबर गई।
HR Conclave 3.4 at IIM Jammu

Jammu, October 04 (Scoop News)- Indian Institute of Management, Jammu conducted the 4th chapter of ‘HR Conclave 3’ on 3rd October 2020, which facilitated interaction of the students with industry leaders. The theme for this year’s edition is ‘Rethinking and Rebooting the Corporate’.

The inaugural session began with the addressing remarks by Mr. Rajni Ranjan, Placement Officer, IIM Jammu, who introduced the distinguished panelists for the day which was followed by Prof. B.S. Sahay, Director, IIM Jammu welcoming all guests on behalf of the institute. Later, Mr. Jabir Ali, Chairperson, Placements, IIM Jammu, walked us through the virtual campus along with giving insights of the MBA05 batch and shed some light on the milestones achieved by the institute in all these years.

Panel 1 of HRC 3.4 consisted of corporate leaders from diverse industries who shared their insights on the Topic- ‘Building Talent for the New Digital- First Economy’. Mr. Biplob Banerjee (Chief People Officer- ABD), the keynote speaker for the session started the discussion by quoting- ‘Students are at a very important junction in their career path, where a lot of things have become history and history is to be created in the future’. This was followed by Mr. Anil Sinha (CHRO- Noveltech Feeds Pvt. Ltd.) who stated how education is no more a matter of choice but necessity. He discussed how the COVID-19 pandemic has accelerated the process of change and shifted the focus on digitization, automation robotisation, and how the remote working scenario has altered the 9-5 office culture.

Mr. Sumit Neogi (HR Director, South Asia and Middle East- Lubrizol Corporation) shared his views on how development of existing employees in the organization is also very important along with incoming talent. He discussed the scenario of online MBA with the students, but at the same time reiterated the fact that, the ability to quickly adapt and shift to new avenues, is a measure of competency.

Mr. Arun Verma (CHRO- Brightstar India) focused on the need to bridge the digital gap, where the people with digital skills don’t have the business skills and the people with business skills don’t have digital skills. This is an exciting time for students, where the shelf life of current
skills is going down drastically and only the people who focus on future skills would be able to survive in the long run.

Mr. Ankit Chaurasiya (HR PayTM Money) highlighted the importance HR Leadership, as everything is driven by people in the organization. He also shifted the focus on the need for high quality team building, using the organization’s inner talent, importance of enhanced collaboration and human capital management.

Mr. Girish Kohli (DGM- HR Bennet Coleman Group) added a new dimension to the discussion by mentioning the effects of the pandemic on What, Where and How of the work. He mentioned the nature of work and the ways of getting work done has changed with remote working, and the shift in organizational preferences from having full-time employees to a dynamic workforce.

Mr. Amit Sahoo (Head HR and Admin- TA Digital) quoted “People are at the heart of any digital transformation” and enlightened the students with his storytelling abilities, emphasizing on the need for discipline and continuous learning. He highlighted the fact that Upskilling and Reskilling is not one time, but a lifelong activity and one should waste a good crisis. This was followed by an interactive Q&A session and ended by a vote of thanks.

The second panel of HR Conclave 3.4 was an ‘All Women’s Panel’. The discussion for this panel revolved around the topic ‘COVID-19 Era- Launched for Gender Equality’. The keynote speaker for this round was Ms. Debjani Roy, CHRO- Mind your Fleet (Kromozones Softwares Pvt. Ltd.) who started off the discussion by saying how she wants to address the gender equality issues not only in the corporate but the society in milieu. She stated that even in the light of COVID-19, caring services which mostly has women in it, are still one of the least paid jobs. She invited other panelists to put forward their thoughts as well.

Ms. Shivangi Tiwarri, Recruiting Coordinator- Google, added to the discussion by mentioning that how 4 out of 10 women lost their jobs in this pandemic and highlighted how they have been more affected by the job loss owing to COVID as compared to men. She also highlighted the indicators of equal workforce such as normalizing men taking care of home, autonomy, physical security, and political voice.

The session was followed by the insights of Ms. Gauri Das, Vice President and Head HR- India Factoring & Finance Solution Pvt. Ltd. who emphasized on troubles of working females by giving an overview of her normal day where she balances her household chores and work at the same time.

After this, Ms. Shweta Pathak, HR – Brand Evangelist, took over the virtual stage and highlighted how women workforce in India is just 27% as compared to 70% of China. She also
said that collective efforts are needed to overcome such problems by ensuring equal opportunities for everyone. To this, Ms. Pooja Minocha, CHRO – Nexus added that the biggest challenge is to provide the right business acumen to women most of them are deprived of the same.

Followed by this, Ms. Andleeb Mujeeb, Director HR- Sutherland Global, stated that in such turbulent times women are dominated. Even being the frontline warriors as they are being forced to come to work. She suggested that women should be provided with separate health insurance that caters to them specifically and also a helpline should be provided if they face any issues at their workplace. Adding to this, Dr. Ankita Singh, Senior VP & Global Head of IT- Cignex Datamatics, said that this is the time for us to shift to Prepare Mode from the Repair Mode and government needs to readdress all the issues.

Subsequently, Ms. Indrani Chatterjee, Group HR Advisor- Allcargo Logistics Ltd. gave a new direction to this discussion by comparing how Masculinity (Accumulation of Wealth, Decision making, taking crucial leadership roles) and Feminism (taking care of house) are perceived. “However, the scenario is changing- Paternity leave being a norm, in addition to maternity leave, Co-parenting coming up, Companies keeping a quota of female employees as motivation”, she added.

After this, Ms. Monika Marwah, University Hiring Leader, Asia Pacific & Japan- NCR Corporation took over and added that Sisterhood, there was a philosophy previously females were not friends of other females they didn’t support each other; this was the mindset when women empowerment came into the picture. But now females support each other, we understand the pressure on each other and try to support each other as much as possible. We need to support each other as females so that the gender based discrimination comes to an end.

The discussion was followed by a Q&A session where students raised questions before the panel and were given views by the panelists on the same. Lastly, a vote of thanks was extended to the panelists for taking out their valuable time and sharing their insights with the students of IIM Jammu.
IIM Jammu holds HR conclave on 'Rethinking & Rebooting Corporate'