

“HR Conclave 3.3-Another Chapter in the HR Conclave, IIM Jammu”



On September 19, 2020, Indian Institute of Management (IIM), Jammu conducted the “HR Conclave 3.3”, which facilitated interaction of the students with industry leaders. The theme for this year’s edition is “Rethinking and Rebooting the Corporate”.

The event was commenced by Mr. Rajni Ranjan, Placement Officer at IIM Jammu, who welcomed the panelists and introduced them about the HR Conclave. Thereafter, Prof. Jabir Ali, Chairperson, Placements at IIM Jammu highlighted the journey that the Institute has embarked on, the growth and the milestones achieved.

In the first panel, the Session Chair and Keynote Speaker was Mr. Mohit Sharma, Senior Vice President & Global Delivery Head- Virtusa, along with the following panelists- Mr. Indranil Choudhury, President & Head HR, UTI Mutual Funds; Mr. Prathap Kumar, Talent Acquisition Head- Asia Pacific, HP; Mr. Shubham Tripathi, Lead HR- Automation & Transformation- Campus-India & APAC; Mr. Mussarat Hussain, Leadership Development & HR Transformation, Maruti Suzuki; Mr. Abhishek Srivastava, Co-Founder & CEO, MBATrek; Mr. Atulaya Goswami, HR Head- India Region- India, Nepal, Bangladesh & Sri Lanka, UPL Ltd and Mr. Krishnan Venkiteswaran, Head HRD & Administration, Control Print. The topic of the discussion was- 'Future of Work- Jobs lost Equal to Jobs Gained'

Mr. Mohit Sharma commenced the discussion and talked about how the 4th Industrial revolution is shaping the corporate landscape. He talked about how people feared massive job losses with the advent of computers but the technology actually helped in creation of more jobs. Moving ahead, Mr. Shubham Tripathi rejected the older belief and clarified that it is 'Man with Machine', and not 'Man vs. Machine'. He illustrated how a bot can do multiple functions at a time, but it cannot replace the humans at work. He urged people to consider technology as a partner and not as a rival. Picking up the discussion from there, Mr. Abhishek Srivastava said that AI and technology are doing tasks that require heavy man power. He then advised students to look at the opportunities instead of fearing the changing times. Thereafter, Mr. Prathap Kumar threw light on the concept of 'Survival of the Fittest', giving the example of Xerox, he said that upgrading and upskilling yourself, is what is needed to make sure that we stay in the market. Mr. Atulaya Goswami, then moved the discussion by clarifying that the most important thing is learning what to learn. He said that jobs are going to become more strategic, and hence, keeping connected with people outside the organization will help us to predict the outer world more accurately. Continuing on the same lines, Mr. Mussarat Hussain enlightened on how technology will disrupt the Supply Chain, and that having a myopic view would not let us adapt and build new skills according to the new times. Moving ahead, Mr. Indranil Choudhury focused on how the norms and rules have to be dynamic. He emphasized the fact that it's no more about the hours that you put in, rather it's about the outcome which matters at the end of day. Lastly, Mr. Krishnan Venkiteswaran cited the example of Big Bazaar, and illustrated how it actually created more jobs, contrary to the initial belief was that it will destroy local businesses. He also shed light on how people resisted the 'Work from Home' culture at first, but now are supporting it.

The discussion was then followed by a round of question and answers, wherein the panelists addressed the doubts of students.

In the second panel, discussion revolved around the topic 'Reskilling Revolution- Roadmap to Post-COVID age'.

The keynote speaker for the second round was Capt. Partha Samai, Executive Vice President & Group Head Human Resource, AGS Transact Technologies who started the discussion by an army quote, "I am a fighter, I will fight when I am told and I win where I fight". Capt. Samai stated how COVID hasn't stopped the flow of organizations even in such unprecedented times. He highlighted the role of technology in these difficult times by stating how Geography has become a history now as the digitization of work removed all the constraints successfully.

The session was followed by the insights of Mr. Manish Bhardwaj, Director- Group HR Lead- APAC, Latin America-Africa, Dr. Reddy's Laboratories, who mentioned how HR managers across different industries were able to sail through in managing the mind-set of the employees. "Things like COVID don't knock on your door, you have to be ready" he added.

Succeeding Mr. Bhardwaj, Ms. Kornica Ganguly, Talent Acquisition, Cipla, took over the virtual stage and spoke about how reskilling has become important in the pertaining times. "COVID-19 won't last for long hopefully, but its impact is here to stay. Even the least hit sectors by COVID-19 had to revamp their business models, but the good thing is, organizations are seeing it as an opportunity rather than a re-organizing problem" Ms. Ganguly added. She also mentioned the most important skills to be picked in these times- digital adoption, empathetic managerial skills, network leadership and better decision making skills.

Subsequently, Mr. Himanshu Vora, General Manager Operation, Aditi Toys Pvt. Ltd. added to the discussion by highlighting the importance of knowledge and skill enhancement in these difficult times.

Mr. Bikram K Nayak, Head HR, L&T- NxT, continued the discussion by mentioning how Talent Acquisition process has transformed due to the advent of pandemic and the role of technology in it. Mr. Nayak also added that technology cannot be ignored as it becomes indispensable in these tough times. Thereafter, Mr. Ashu Goswami, General Manager- HR, FIL Group spoke about the importance of having critical thinking skills and empathy at the same time. The discussion was followed by Q&A session where students raised questions before the panel and the panelists also made it more exciting by rewarding the best questions.

Concluding the event, 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.