

IIM Jammu organizes Day-2 of 'HR Conclave 4.0'



Continuing its flagship event series, the Indian Institute of Management Jammu successfully organized Day two of the HR conclave on 11 September 2021. The session began with the quote “To win the marketplace, you have to win at the workplace” by Prof Rajni Ranjan (Placements Officer, IIM Jammu), followed by Prof. Jabir Ali (Chairperson – Placements, IIM Jammu), emphasizing the remarkable journey of the Institute from the day of its establishment till date. The insightful words of Prof B.S. Sahay (Director, IIM Jammu), “Management is not to be taught, but it has to be practiced,” set the tone for the discussion of panel one.

The topic of Panel One was ‘Need of DQ – Decoding Diversity and Inclusion, which was moderated by Ms. Ruchira Garg, Sr Director-HR Services, VMware. The panel comprised of businesswomen visionaries, namely, Ms. Amreeta Mazumdar – Director – Talent Acquisition – Global, ChargeBee; Ms. IfyIyadi – HR Manager, Tolaram Group; Ms. Sumi George – Lead HRBP & TL&OD Lead – India, GSK Consumer Healthcare; Ms. Pratima Dubey – Senior Associate & Talent Acquisition Specialist, State Street; Ms. Tanvi Sharma – Head – Strategy and Business Development, Raychen RPG; Ms. Neha Sharma – Director – HR, TrueBlue India LLP; Ms. Shalu Manan – VP – HR Transformation, Genpact.

The industry experts had their primary focus on exchanging ideas on how diversity and inclusion are shaping the organizational structure. Some of the prominent aspects that keynote speakers highlighted were Tokenism, Different dimensions of diversity, Consumer

diversity, Impact of amalgamation of different diversity, Belongingness, Difference between Diversity and Inclusion, and, Sympathy vs. Empathy. The panel also shared their combined thoughts on how diversity and inclusion are at variance in big corporates and start-ups. The discussion followed the Question-Answers session where students raised questions before the panel and were imparted views on the same from the Panellists.

The second panel discussion revolved around "Is the 4-day work week really the future of work". Mr. Anindya Ghosh, Associate Partner, IBM, moderated the session and was presided over by Mr. Sajjad Ahmed, Senior Director – Human Resources, Capgemini; Mr. Charles Godwin P., HR Leader, Zoho Corporation; Ms. Yukti Mittal, Senior Manager – Strategic Talent Management, Vedantu; Mr. Srikanth Kalyanasundaram, Deputy General Manager – Human Resources, John Cockerill India Ltd.; Mr. Colin Mendes, Head of Human Resources, VoltasBeko; Mr. Abraham Zachariah, SVP HR – Leadership Development & Talent Management, GSC's & Technology, HSBC.

The conversation started with the keynote speaker highlighting the key trends in work-life such as multiple changes occurring in the 4th industrial revolution, employee and consumer experience, and significant change in work concerning the pandemic. The main colloquy revolved around how both the service and manufacturing sectors will deal, and their readiness in adapting to this culture which further included points such as one size does not fit all. This point was very well mentioned by one of the speakers who emphasized implementing new measures. Additionally, the session revolved around flexibility and agility while working, especially in a gig economy, and the reduction in carbon footprint. The main concern was a reduction in working hours should not be seen as compression, and India being a developing country, would take a bit of time adjusting to this environment. The session concluded with an engaging Question-Answer round.