

Press Release

IIM Jammu Kicks Off 7th HR Conclave: Exploring HR Evolution for the Next Decade

Saturday, August 17th, 2024: The 7th edition of the Human Resource Conclave (HRC) at the Indian Institute of Management (IIM) Jammu commenced with an assembly of industry leaders, academicians, and students. This year's theme, "*HR Evolution: Crafting the Next Decade*," addresses the dynamic shifts and emerging trends that will shape the future of human resources over the next decade. The Conclave also explores the evolving expectations of a multigenerational workforce, highlighting the need for more personalized and flexible work environments. Additionally, the event aims to discuss the growing emphasis on diversity, equity, and inclusion, and how these principles can be seamlessly integrated into organizational culture. Prof. B.S. Sahay, Director of IIM Jammu, presided over the inaugural ceremony in an online mode. Present on the occasion were Prof. Jabir Ali, Dean of Academics and Chairperson, Placements, IIM Jammu, and Dr. Baljeet Singh, Co-Chairperson, Placements, IIM Jammu, along with the faculty, officers, and staff of the Institute.

In his Conclave address, Prof. B.S. Sahay, Director, IIM Jammu, stressed the importance of integrating academic rigor with industry relevance. He emphasized the careful alignment of IIM Jammu's educational approach with the industry's evolving demands, which equips students to tackle the challenges of ever-changing business environments. He highlighted the institute's commitment to developing future leaders who are not only knowledgeable but also adaptable and capable of excelling in diverse and evolving scenarios.

Prof. Jabir Ali, Dean Academics and Chairperson, Placements, IIM Jammu, highlighted the institute's expansion from 47 students to offering diverse programs like PhD, IPM, MBA (HA&HM), and Executive MBA. He emphasized IIM Jammu's commitment to developing leaders for a dynamic business environment and fostering strong academia-industry connections. Dr. Baljeet Singh, Co-Chairperson Placements, IIM Jammu, highlighted HR's crucial role in building strong foundations for startups. He stressed IIM Jammu's commitment to not only teaching but also developing skills and values essential for success in the evolving HR landscape. The session concluded with a vote of thanks by Dr. Atanu Dutta, Placement Officer, IIM Jammu, who expressed his deep appreciation for the participation and insights shared by the esteemed speakers, industry leaders, and attendees.

The day officially began with the first keynote session by Ms. Rajita Singh, Chief People Officer, Kyndryl, who spoke on the challenges and opportunities HR professionals encounter in startups. She emphasized the need for agility and innovation in building robust HR frameworks that can adapt to the fast-paced environment of new ventures. She emphasized the importance of being thinkers rather than mere doers, encouraging the audience to approach their work with a sense of individuality and critical thought. She drew a clear distinction between humans and machines, reminding the audience that their ability to think critically and creatively is what sets them apart in the corporate world. Her address set a forward-looking tone for the discussions that followed.

The day's first panel discussion, moderated by Dr. Mamta Tripathi, Faculty, IIM Jammu, focused on "*HR in Startups: Building Strong Foundations in New Ventures*." The panel featured distinguished leaders such as Mr. Abhijeet Bose, Head of Human Resource Management, Yes Securities noting the abundance of ideas but a shortage of executors. Mr. Sumeet Naik, Associate Vice President-Talent Acquisition, Global Logic, discussed the importance of clarity in thought, purpose, and execution when examining HR in startups, while Mr. Kuldip Dhole, Associate Director (Zonal Head HR-North NonLarge), Flipkart, emphasized that HR serves as an organization's guiding light. Mr. Nitin Bhatia, Assistant Vice President-Human Capital Management, Dentsu, talked about the qualities of HR of a startup, including scalability, agility, and tenacity; Ms. Charu Sharma, DGM, Infogain, mentioned that the compensation and the vision of the organization are the main selling points of a job offered at a startup; Mr. Sahil Nayar, HR Leader and Influencer, gave the START acronym: Skills, Talent, Adaptability, Resilience, Trust for success; and Mr. Gaurish Wagh, Global People Development Head, M&G Global Services, said, "Developing skills to improve longevity in one's career is extremely important in today's world." The discussion revolved around the importance of HR in establishing strong, scalable, and adaptable foundations in startups. Key takeaways from this discussion included the necessity of strategic HR interventions in the early stages of a startup to foster sustainable growth and resilience in a rapidly changing business environment.

The second panel, moderated by Dr. Ashish Kumar, Faculty, IIM Jammu, focused on the theme *"The Gen Z Way: Understanding a New Generation of Workforce."* Prominent panellist's, including Mr. Anand Arora, Vice President-Human Resources at Landmark Group, noted that the percentage of Gen Z currently contributing to organizations worldwide is rising each day. Ms. Lavita T, General Manager HR (Head TA) Global, BC Jindal Group, said that the organizations look for inclusivity, culture, and longevity through Gen Z. Mr. Snehal Shyamprasad Nandy, Director-Talent Acquisition at Dexian (formerly DISYS), emphasized that boldness, fearlessness, and intuition are qualities that define Gen Z. Ms. Simin Askari, Senior Vice President, DS Group, discussed Gen Z's growing expectations, and Mr. Ravi Rangaraju, Director-Regional HR India, Thomson Reuters, mentioned that the standout quality in Gen Z that is highly commendable is the sense of ownership. Mrs. Deepti Mehta, Chief Human Resource Officer, Interface Microsystems, emphasized, "Nothing is impossible." Ms. Apurva Rege Mainkar, Assistant Manager-Talent Management, M&G Global Services, shared their perspectives on the unique characteristics of Gen Z and how organizations can harness their strengths to create a thriving workforce. The panel concluded that understanding and adapting to the unique characteristics of Gen Z is crucial for organizations aiming to build a future-ready workforce.

The third panel discussion, titled *"Primary Goal of the Healthcare Industry: Profit Making or Public Health,"* was moderated by Dr. Harsha Jariwala, Faculty, IIM Jammu. The panel included Mr. Vishal Sharma, Global Head HR-Manufacturing Operations, Supply Chain & Quality, Glenmark, who highlighted the importance of profit for sustaining the healthcare system; Mr. Kanishak Gautam, Senior Consultant, Iqvia, who emphasized the need for growth to ensure affordability and accessibility; and Ms. Kruti Pancholi, Campus Lead-Pan India, Cipla, who stated she stressed employee motivation for success. Mr. Raghava Rao, Founder and CEO, Camomile Healthcare, noted that profits drive sector growth. Dr. Vicky Kothari, Head Supply Chain at Affordplan, emphasized the need for reinvestment in technology. Ms. Sugandha Jain, Director and Strategic Partner, Adora, argued that profit is key to making healthcare accessible to the masses, while Mr. Amrit Lal, COE Talent Acquisition & HRBP, BD, mentioned solving the problem that exists in society as a primary objective of any business. The panel concluded that while profitability is necessary for sustainability, the ultimate success of the healthcare industry lies in its ability to prioritize public health, ensuring that access to quality care is never compromised.

The second keynote session of the day featured Mr. Jayanth TV, General Manager-Human Resources Business Partner & Talent Management, Schneider Electric, who emphasized the importance of embracing India's emerging GCC (Global Capabilities Center) landscape, highlighting how these centers are transforming the way companies approach talent management. His engaging talk on the integration of technology in HR practices highlighted how organizations can leverage technology to streamline HR processes.

The final panel discussion of the day, moderated by Dr. Nitin Upadhyay, Faculty, IIM Jammu, centered around the theme *"Hiring with a Digital Paintbrush: Blending Technology and Human Insights in Recruitment."* The panellist's, including Mr. Rafiq Tamboli, Talent Acquisition Manager, Here Technologies, stated that the AI and human partnership is bound to develop in the years to come; Mr. Suvradi Choudhuri, Talent Acquisition Lead, Bill Desk, highlighted the importance of artificial intelligence; Mr. Manish Singh, Head of Talent Acquisition & Talent Strategy, Magic Bricks, highlighted the need to constantly upskill ourselves to survive in the market; and Mr. Tirthankar Raychaudhury, Vice President-Human Resources, Bennett Coleman and Co. Ltd., asserted that the hiring process should prioritize clear communication. Mr. Khalid Bhat, Regional Leader-Talent Acquisition at PayPal, discussed companies' underlying strategies that foster a win-win situation for both the candidate and the organization; Ms. Aarti Nagpal, Senior Vice President and Head of Talent at Publicis Groupe, emphasized that while all industries follow the same recruitment philosophy, their outcomes and objectives vary; and Mr. Sameeruddin Quraishi, Talent Acquisition Lead at Atos, explored the integration of technology in recruitment processes. Key takeaways from this discussion included the importance of balancing digital tools with human insights to ensure a holistic approach to hiring.

The day concluded with a vibrant cultural night featuring artistic performances by artists from JKAACL, allowing participants to unwind and network in a more relaxed setting. The successful start of the HR Conclave 7.0 sets the stage for another day of enriching discussions and insightful exchanges, with topics such as inclusive leadership and the future of healthcare delivery slated for tomorrow's sessions.

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Glimpses from the HR Conclave 7.0: Exploring HR Evolution for the Next Decade





















