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Monday 16th Oct 2023

Harmonizing Talent And Symphony Of HR Insights: IIM Jammu's International HR Conference And HR Conclave 6.0 Concludes On A Grand Note.

Indian Institute of Management (IIM) Jammu commenced the second day of the HR Conclave with session chair and keynote Speakers Mr. Ashish Kaul, Director – Knowledge and Advisory & Business, Head, SHRM India, and Mr. Rohith Kumar, CHRO, McDonalds India.

Mr. Ashish Kaul, Director – Knowledge and Advisory & Business Head at SHRM India, highlighted the swift pace of change in the world. He emphasized that even in challenging economic times, there's a continued demand for skills. The key message is that academic achievements alone do not guarantee success in the business world.

Mr. Rohith Kumar, Chief Human Resources Officer, McDonald India emphasizes the need for HR professionals to go beyond surface-level understanding and understand the organization, especially in unique or challenging situations, in the ever-changing corporate landscape. Mr. Kumar also advises freshly hired corporate personnel to be ready for increasingly challenging responsibilities, even if they appear unappealing since they typically provide vital business insights.

The second day of the International Conference on HR brought an enriching and informative conclusion to the event, with an additional ten tracks, each chaired by experts from esteemed Institutions across the globe. These tracks provided valuable insights and discussions, further cementing the success of the conference. The International Conference on HR served as a valuable platform for knowledge sharing, networking, and collaborative discussions among researchers, academicians, and practitioners.

The second day began with a fourth Panel Discussion on "*Navigating Cross-Generational Dynamics in a Workplace*," moderated by Dr. Barnali Chaudhary, Faculty, IIM Jammu. Rahul Bagale, Group HR Head, Force Motors Ltd.; Jaya Lakshmi, People Partner, Google; Abhinav Iyer, GAR OD Director, Intel Corporation; and Rekha Manola, Talent Acquisition Manager & India TA DE&I Program Manager, HP, were panelists. The key takeaways showed that HR goes beyond routine tasks to understand the organization and advocate for its employees. The focus is on learning culture and India's reverse mentorship practice.

The fifth panel discussion was on the topic, "*Beyond Profits: Making a Difference in Communities We Touch*," moderated by Dr. Gaana J, Faculty, IIM Jammu. The panel featured Mr. Samuel Justus, Lead Talent Engagement – Campus at Diageo; Ms. Dipti Naidu, Manager- HRBP, Mastercard; Mr. Manoj Kumar Sharma, Head HR, Aaj Enterprises; Mr. Akshay Rakshit, Manager- HRBP, BMW Group, Mr. Shivendu Chatterjee, Designation & Company: Global Lead -Learning and Development, IQuanti. The key takeaways of this session were that HR personnel are portrayed as multifaceted role-players with various responsibilities beyond recruitment.

The sixth panel discussion was on the topic, "*Approaching an AI-Centric Workforce*" moderated by Dr. V. Raj Kumar, Faculty, IIM Jammu. The session featured panelists ranging from Mr. Setu Shah, Global HCM Product Strategy Director, Oracle, Mr.

Mibin Babichan, Associate Director HR operations, Cognizant, Mr. Yahya Rasheed, Global Head of L&D, HCL Tech, Mr. Andrews Simon, SVP TA, eClerx, Ms. Charitha Paramanandam, Head-Global HR Shared Services, Concentrix, Ms. Raeesa Naim, Director - People & Culture, Grant Thornton. The key takeaways of this session were that the speakers underlined the need for human connection in the fast-developing area of artificial intelligence (AI).

The seventh panel featured the topic, *"The Role of HR in Patient-Centric Care: Building a Patient-Focused Workforce"* moderated by Dr. Niti Shekhar, Faculty, IIM Jammu. The panelists for this session were Mr. Pankaj Phatak, Head TA, Talent & Performance Management - Global Manufacturing Operations, Dr. Reddy's Laboratories; Mr. Jayesh Vispute, Human Resource Head, Glenmark Pharmaceuticals and Ms. Mona Puri, Executive Director Human Resources India & Asia Pacific, Parexel International. Some major takeaways were that the healthcare sector demands tremendous patience and empathy due to every action's direct and far-reaching consequences on patients.

Prof. B.S. Sahay, Director, IIM Jammu *reiterated that, "The valedictory ceremony of HR Conclave 6.0 and the International HR Conference marks the culmination of an enriching and insightful event. We are proud to have facilitated this platform for knowledge exchange, and I'm delighted to see such a diverse and engaged audience. He reiterated that the Idea of clubbing the International HR Conference and HR Conclave was to bring together academic experts and industry professionals and that the success of a conference and conclave depends not only on the panelists but also on the audience."*

The valedictory ceremony was graced by Prof. B.S. Sahay, Director, IIM Jammu, Prof. Jabir Ali, Dean Academics and Chairperson, Placements, Dr. Baljeet Singh Sani, Co-Chairperson, Placements, IIM Jammu, Dr. Guangpuanang Kahmei, Chairperson, Conference- Co-Chair, IIM Jammu, Dr. Anuja Akhouri, Conference Co-Chair and Chairperson Corporate Communications.

The best paper awards in the online and offline categories presented during the International Conference received certificates from Prof. B.S. Sahay, Director, IIM Jammu. The event culminated with the national anthem followed by the vote of thanks.

The second day of the International Conference and HR Conclave 6.0 at IIM Jammu brought together leading HR professionals, scholars, and industry experts for a day of rich discourse, learning, and networking. The event succeeded in its mission to foster knowledge sharing and inspire the next generation of HR leaders.

<https://www.htsyndication.com/india-education-diary/article/harmonizing-talent-and-symphony-of-hr-insights%3A-iim-jammu-s-international-hr-conference-and-hr-conclave-6.0-concludes-on-a-grand-note./76097458>

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IIM Jammu's Int'l HR Conference & HR Conclave conclude

Excelsior Correspondent

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Ashish Kaul highlighted the swift pace of change in the world. He emphasized that even in chal-



Guests during valedictory function of IIM Jammu's HR Conclave on Sunday.

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Prof Jabir Ali, Dean Academics and Chairperson, Placements; Dr Baljeet Singh Sani, Co-Chairperson, Placements, IIM Jammu; Dr Guangpuanang Kahmei, Chairperson, Conference- Co-Chair, IIM Jammu; Dr Anuja Akhouri, Conference Co-Chair and Chairperson Corporate Communications also spoke on the occasion.

The second day of the International Conference and HR Conclave 6.0 at IIM Jammu brought together leading HR professionals, scholars, and industry experts for a day of rich discourse, learning, and networking.

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Rohith Kumar emphasizes the need for HR professionals to go beyond surface-level understanding and understand the organization, especially in unique or challenging situations, in the ever-changing corporate landscape. "HR goes beyond recruiting to represent workers and preserve balance in difficult situations. Adding value to the firm demands intellect and the proper mentality," he said.

The second day of the International Conference on HR brought an enriching and informative conclusion to the event, with an additional ten tracks, each chaired by Dr Amit Gupta, IIM Amritsar; Dr Yusuf Hassan,

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By Daily Excelsior October 16, 2023



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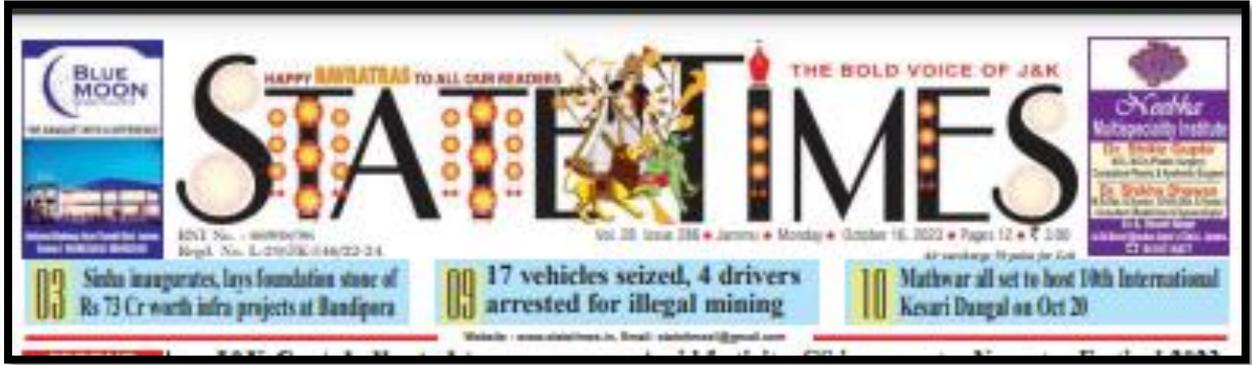
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<https://www.dailyexcelsior.com/iim-jammus-intl-hr-conference-hr-conclave-conclude/>



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IIM-J's Int'l HR Conference, Conclave 6.0 concludes on grand note

STATE TIMES NEWS

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value adaptability, agility, and a forward-looking mindset. Remaining up to date with technology is seen as a critical factor in thriving within this evolving business landscape. Rohith Kumar emphasized the need for HR professionals to go beyond surface-level understanding and understand the organization, especially in unique or challenging situations, in the ever-changing corporate landscape. HR goes beyond recruiting to represent workers and preserve balance in difficult situations. Adding value to the firm demands intellect and the proper mentality. Kumar also advises freshly hired corporate personnel to be ready for increasingly challenging responsibilities, even if they appear unappealing since they typically provide vital business insights. This complicated terrain is best navigated with instruction, mentoring, or help from experienced people. In conclusion, his advice emphasized thinking big while being realistic.

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Ashish Kaul, Director - Knowledge and Advisory and Business, Head, SHRM India, and Rohith Kumar, CHRO, McDonalds India along with faculty and students.

"Navigating Cross-Generational Dynamics in a Workplace," conducted by Dr. Barnali Chaudhary, Faculty, IIM Jammu. Rahul Bagde, Group HR Head, Pures Motors Ltd.; Jaya Lakshmi, People Partner, Google; Abhinav Iyer, GEAR OD Director, Intel Corporation; and Rekha Manola, Talent Acquisition Manager & India TA DE&I Program Manager, HP, were panelists. The fifth panel discussion was on the topic, "Beyond Profits: Making a Difference in Communities We Touch," moderated by Dr. Gaana J, Faculty, IIM Jammu. The panel featured Samuel Justus, Lead Talent

Engagement - Campus at Diageo; Dipti Naidu, Manager- HRBP, Mastercard; Manoj Kumar Sharma, Head HR, Aaj Enterprises; Akshay Rakshit, Manager- HRBP, BMW Group, Shivendu Chatterjee, Designation & Company: Global Lead - Learning and Development, IQuant. "Three Ts" are introduced as tools for HR to advance "Plate of Thal" (Values), Employee Recognition (Thali), and Theli (Bag) - signifying what HR provides to employees. The sixth panel discussion was on the topic, "Approaching an AI-Centric Workforce" moderated by Dr. V. Raj Kumar, Faculty, IIM

Jammu. The session featured panelists ranging from Setu Shah, Global HCM Product Strategy Director, Oracle, Mibin Babichan, Associate Director HR operations, Cognizant, Yashya Basheed, Global Head of L&D, HCL Tech, Andrews Simon, SVP TA, eClerx, Charitha Paramanandam, Head-Global HR Shared Services, Concentrix, Raeesa Naim, Director - People & Culture, Grant Thornton.

The seventh panel featured the topic, "The Role of HR in Patient-Centric Care: Building a Patient-Focused Workforce" moderated by Dr. Niti Shekhar, Faculty, IIM Jammu. The panelists for this session were Pankej Phatak, Head TA, Talent & Performance Management - Global Manufacturing Operations, Dr. Reddy's Laboratories, Jayesh Vispute, Human Resource Head, Glenmark Pharmaceuticals and Mona Puri, Executive Director Human Resources India & Asia Pacific, Parxel International. The valedictory ceremony was graced by Prof. B.S. Sahay, Director, IIM Jammu, Prof. Jabir Ali, Dean

Academics and Chairperson, Placements, Dr. Baljeed Singh Sani, Co-Chairperson, Placements, IIM Jammu, Dr. GuanganangKahmei, Chairperson, Conference-Co-Chair, IIM Jammu, Dr. Anuja Akhouri, Conference Co-Chair and Chairperson Corporate Communications. Prof. B.S. Sahay, Director, IIM Jammu reiterated that, "The valedictory ceremony of HR Conclave 6.0 and the International HR Conference marks the culmination of an enriching and insightful event. We are proud to have facilitated this platform for knowledge exchange, and I'm delighted to see such a diverse and engaged audience. He reiterated that the idea of clubbing the International HR Conference and HR Conclave was to bring together academic experts and industry professionals and that the success of a conference and conclave depends not only on the panelists but also on the audience." Dr. Anuja Akhouri, Conference Co-Chair, International HR Conference announced the Best Paper Awards as part of the International HR Conference.

The First Best Paper in Online mode was awarded to Dr. Kumar Ashish, Raviraj Pratap, and Anugrah Narain for the paper titled, "Workplace Spirituality through Karma Yoga in Indian Organizations." The second best paper in the online category was awarded to Lalmanpuri for the paper titled, "The hurdles of mediation and intermediation in real estate: A study of North Delhi rental brokers." The award certificates from Prof. B.S. Sahay, Director, IIM Jammu. The event culminated with vote of thanks by Dr. Alamu Dutta, Placement Officer, IIM Jammu.

Academics and Chairperson, Placements, IIM Jammu, Dr. GuanganangKahmei, Chairperson, Conference-Co-Chair, IIM Jammu, Dr. Anuja Akhouri, Conference Co-Chair and Chairperson Corporate Communications. Prof. B.S. Sahay, Director, IIM Jammu reiterated that, "The valedictory ceremony of HR Conclave 6.0 and the International HR Conference marks the culmination of an enriching and insightful event. We are proud to have facilitated this platform for knowledge exchange, and I'm delighted to see such a diverse and engaged audience. He reiterated that the idea of clubbing the International HR Conference and HR Conclave was to bring together academic experts and industry professionals and that the success of a conference and conclave depends not only on the panelists but also on the audience." Dr. Anuja Akhouri, Conference Co-Chair, International HR Conference announced the Best Paper Awards as part of the International HR Conference.

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the daily newspaper

*"Those who never take risks can only see other people's failures."*Monday 16th Oct 2023

IIM Jammu's International HR Conference, HR Conclave 6.0 concludes

GJ REPORT

JAMMU, OCT 15: The Indian Institute of Management (IIM) Jammu organized the second day of the HR Conclave, which featured several keynote speakers and panel discussions on a range of important topics in the field of human resources.

Ashish Kaul, Director - Knowledge and Advisory & Business Head at SHRM India, discussed the rapidly changing world and the continued demand for skills, emphasizing that academic achievements alone are not sufficient for success in the business world. He stressed the importance of adaptability, agility, and staying updated with technology.

Rohith Kumar, Chief Human Resources Officer at McDonald India, spoke about the role of HR professionals in understanding and representing the organization, especially in unique or challenging situations. He emphasized the importance of adding value to the firm through intellect and the right mindset.

The day also featured panel discussions on vari-

ous topics, including "Navigating Cross-Generational Dynamics in a Workplace," "Making a Difference in Communities," and "Approaching an AI-Centric Workforce."

The discussion on cross-generational dynamics highlighted the importance of learning culture and reverse mentorship practices in the workplace. It emphasized the need for openness and balance of power for effective knowledge transfer between generations.

The discussion on making a difference in communities stressed the multifaceted role of HR professionals, who serve as trainers, rule-makers, and guides for employees.

The role of HR in promoting social impact and problem-solving beyond profit-centric approaches was discussed.

The panel on an AI-centric workforce emphasized the need for human connection in the context of artificial intelligence. It suggested that understanding technology, rather than just following trends, is essential

for development.

The panel on the role of HR in patient-centric care focused on the healthcare sector's need for patience, empathy, and an understanding of the industry's operations. It encouraged creating organizations that prioritize both patients and employees.

The event concluded with a valedictory ceremony attended by key figures from IIM Jammu, including Prof. B.S. Sahay, Director; Prof. Jabir Ali, Dean Academics and Chairperson, Placements; Dr. Baljeet Singh Sani, Co-Chairperson, Placements; Dr. Guangpuanang Kahmei, Chairperson, Conference Co-Chair; Dr. Anuja Akhouri, Conference Co-Chair and Chairperson, Corporate Communications.

The event recognized the Best Paper Award winners and emphasized the importance of bridging the gap between industry and academia.

The event concluded with the national anthem and a vote of thanks by Dr. Atanu Dutta, Placement Officer at IIM Jammu.

Monday 16th Oct 2023

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NL CORRESPONDENT

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The second day began with a Panel Discussion on "Navigating Cross-Generational Dynamics in a Workplace," conducted by Dr. Barnali Chaudhary, Faculty, IIM Jammu. Rahul Bagale, Group HR Head, Force Motors Ltd.; Jaya Lakshmi, People Partner, Google; Abhinav Iyer, GAR OD Director, Intel Corporation; and Rekha Manola, Talent Acquisition Manager & India TA DE&I Program Manager, HP, were panelists. This session showed that HR goes beyond routine tasks to understand the organization and advocate for its employees.

The fifth panel discussion was on the topic, "Beyond Profits: Making a Difference in Communities We Touch," moderated by Dr. Gaana. J, Faculty, IIM Jammu. The panel featured Samuel Justus, Lead

Talent Engagement – Campus at Diageo; Dipti Naidu, Manager- HRBP, Mastercard; Manoj Kumar Sharma, Head HR, Aaj Enterprises; Akshay Rakshit, Manager- HRBP, BMW Group, Mr. Shivendu Chatterjee, Designation & Company: Global Lead -Learning and Development, IQ quanti.

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Observer Bureau
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These tracks covered a diverse array of topics, offering attendees a comprehensive



understanding of the latest developments, trends, and challenges in the field of human resources. The International Conference on HR served as a valuable platform for knowledge sharing, networking, and collaborative discussions among researchers, academicians, and practitioners. With the success of these two days, the conference fulfilled its mission to advance the understanding and practice of HR in the dynamic business environment.

The second day began with a Panel Discussion on "Navigating Cross-Generational Dynamics in a Workplace," conducted by Dr. Barnali Chaudhary, Faculty, IIM Jammu. Rahul Bagale, Group HR Head, Force Motors Ltd.; Jaya Lakshmi, People Partner, Google; Abhinav Iyer, GAR OD Director, Intel Corporation; and Rekha Manola, Talent Acquisition Manager & India TA DE&I Program Manager, HP, were panelists. This session showed that HR goes beyond routine tasks to understand the organization and advocate for its employees. As the paper notes, generational values may challenge HR. The focus is on learning culture and India's reverse mentorship practice. Information is everywhere but should come from trusted sources. Knowledge transfer between generations requires openness and power balance. Employee connections are reducing due to resource accessibility; thus, HR must encourage collaboration and communication across all ages to accomplish objectives. The presentation also stresses the need to maintain a civil workplace and grow as a community while sticking to CSR.

The fifth panel discussion was on the topic, "Beyond Profits: Making a Difference in Communities We Touch," moderated by Dr. Gaana. J. Faculty, IIM Jammu. The panel featured Mr. Samuel Justus, Lead Talent Engagement – Campus at Diageo; Ms. Dipti Naidu, Managers- HRBP, Mastercard; Mr. Manoj Kumar Sharma, Head HR, Aaj Enterprises; Mr. Akshay Rakshit,

Manager- HRBP, BMW Group, Mr. Shivendu Chatterjee, Designation & Company: Global Lead -Learning and Development, IQanti. The key takeaways of this session were that HR personnel are portrayed as multifaceted role-players with various responsibilities beyond recruitment. They serve as trainers, rule-makers, and guides for employees. The importance of accountability is highlighted, positioning HR as pioneers in their roles. The differentiating factor between organizations is their values. The content also addresses the challenge of income distribution, particularly in a capitalist market. It notes the significant contribution of MSMEs to the Indian economy. To move beyond a profit-centric approach, HR is advised to focus on social impact and problem-solving. Three "T's" are introduced as tools for HR to advance: "Plate of Thali" (Values), Employee Recognition (Taali), and Theli (Bag) – signifying what HR provides to employees.

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Mr. Ashish Kaul, Director – Knowledge and Advisory & Business Head at SHRM India, highlighted the swift pace of change in the world. He emphasized that even in challenging economic times, there's a continued demand for skills. The key message is that academic achievements alone do not guarantee success in the business world. Instead, the emphasis should be on aligning with organizations that value adaptability, agility, and a forward-looking mindset. Remaining up to date with technology is seen as a critical factor in thriving within this evolving business landscape.

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These tracks covered a diverse array of topics, offering attendees a comprehensive understanding of the latest developments, trends, and challenges in the field of human resources. The International Conference on HR served as a valuable platform for knowledge sharing, networking, and collaborative discussions among researchers, academicians, and practitioners. With the success of these two days, the conference fulfilled its mission to advance the understanding and practice of HR in the dynamic business environment.

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Sunday 15th Oct 2023

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By India Education Diary Bureau Admin On Oct 15, 2023

Share

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NEWS AGENCY

KIP News provides authentic news on social, political & economic affairs separately on all three regions of Jammu, Kashmir, Ladakh

Sunday 15th Oct 2023

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15/10/2023

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The seventh panel featured the topic, "The Role of HR in Patient-Centric Care: Building a Patient-Focused Workforce" moderated by Dr. Niti Shekhar, Faculty, IIM Jammu. The panelists for this session were Mr. Pankaj Phatak, Head TA, Talent & Performance Management - Global Manufacturing Operations, Dr. Reddy's Laboratories; Mr. Jayesh Vispute, Human Resource Head, Glenmark Pharmaceuticals and Ms. Mona Puri, Executive Director Human Resources India & Asia Pacific, Parexel International. Some major takeaways were that the healthcare sector demands tremendous patience and empathy due to every action's direct and far-reaching consequences on patients. It's essential to comprehend the industry's operations and recognize the value that can be brought to it. Creating an organization that prioritizes patients' results from past efforts while focusing on employees is a proactive approach. When deciding on a specialty, it's crucial first to establish the reasons behind the choice (the "WHY"), and from there, the strategies and methods (the "WHAT" and "HOW") will naturally follow.

The valedictory ceremony was graced by Prof. B.S. Sahay, Director, IIM Jammu, Prof. Jabir Ali, Dean Academics and Chairperson, Placements, Dr. Baljeet Singh Sani, Co-Chairperson, Placements, IIM Jammu, Dr. Guangpuanang Kahmei, Chairperson, Conference- Co-Chair, IIM Jammu, Dr. Anuja Akhouri, Conference Co-Chair and Chairperson Corporate Communications.

Prof. B.S. Sahay, Director, IIM Jammu reiterated that, "The valedictory ceremony of HR Conclave 6.0 and the International HR Conference marks the culmination of an enriching and insightful event. We are proud to have facilitated this platform for knowledge exchange, and I'm delighted to see such a diverse and engaged audience. He reiterated that the Idea of clubbing the International HR Conference and HR Conclave was to

bring together academic experts and industry professionals and that the success of a conference and conclave depends not only on the panelists but also on the audience.”

Prof. Jabir Ali, Dean Academics and Chairperson, Placements, IIM Jammu, mentioned, “The HR Conclave is not a conclusion but the dawn of a fresh beginning. The HR Conclave's central objective is to bridge the gap between industry and academia. Effective management requires a delicate equilibrium between the human touch and technological competence.”

Dr. Baljeet Singh Sani, Co-Chairperson, of Placements at IIM Jammu emphasized " Elevating student outcomes through efficiency. In the evolving landscape of AI, hybrid work models, and healthcare, HR ensures a balance between work and life, shaping the future of both education and industry."

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The second day of the International Conference and HR Conclave 6.0 at IIM Jammu brought together leading HR professionals, scholars, and industry experts for a day of rich discourse, learning, and networking. The administrative coordination for the International Conference was handled by Dr. Nadeem Yonus Zargar, Administrative Officer, EE &C, IIM Jammu. The coordination for the HR Conclave was done by the Industry Interaction Committee in coordination with the Placement Office and the entire event was covered by the Corporate Communication Committee (CCC), IIM Jammu. The event succeeded in its mission to foster knowledge sharing and inspire the next generation of HR leaders.

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Sunday 15th Oct 2023

IIM Jammu's International HR Conference and HR Conclave 6.0 concludes on a grand note

Jammu, October 15(Scoop News)- Indian Institute of Management (IIM) Jammu commenced the second day of the HR Conclave with session chair and keynote Speakers Mr. Ashish Kaul, Director - Knowledge and Advisory & Business, Head, SHRM India, and Mr. Rohith Kumar, CHRO, McDonalds India. Mr. Ashish Kaul, Director - Knowledge and Advisory & Business Head at SHRM India, highlighted the swift pace of change in the world. He emphasized that even in challenging economic times, there's a continued demand for skills. The key message is that academic achievements alone do not guarantee success in the business world. Instead, the emphasis should be on aligning with organizations that value adaptability, agility, and a forward-looking mindset. Remaining up to date with technology is seen as a critical factor in thriving within this evolving business landscape.

Mr. Rohith Kumar, Chief Human Resources Officer, McDonald India emphasizes the need for HR professionals to go beyond surface-level understanding and understand the organization, especially in unique or challenging situations, in the ever-changing corporate landscape. HR goes beyond recruiting to represent workers and preserve balance in difficult situations. Adding value to the firm demands intellect and the proper mentality. Mr. Kumar also advises freshly hired corporate personnel to be ready for increasingly challenging responsibilities, even if they appear unappealing since they typically provide vital business insights. This complicated terrain is best navigated with instruction, mentoring, or help from experienced people. In conclusion, his advice emphasized thinking big while being realistic. The second day of the International Conference on HR brought an enriching and informative conclusion to the event, with an additional ten tracks, each chaired by Dr. Amit Gupta, IIM Amritsar, Dr. Yusuf Hassan, University of South Florida, Dr. Mantasha Firoz, Goa Institute of Management, Dr. Shubhi Gupta, FORE School of Management, Dr. Kailash B.Srivastava, IIT Kharagpur, Dr. Preshita Neha Tudu, IBS Hyderabad, Dr. Sumant Kumar Bishwas, IIT Guwahati, Dr. Rambabu Lavuri, IIM Jammu, Dr. Guangpuanang Kahmei, IIM Jammu, Dr. Mamta Tripathi, IIM Jammu, Dr. Nishant Singh, Bennett University, Dr. Romana Gulshani, Guest Faculty, IIM Bangalore. These tracks provided valuable insights and discussions, further cementing the success of the conference.

These tracks covered a diverse array of topics, offering attendees a comprehensive understanding of the latest developments, trends, and challenges in the field of human resources. The International Conference on HR served as a valuable platform for knowledge sharing, networking, and collaborative discussions among researchers, academicians, and practitioners. With the success of these two days, the conference fulfilled its mission to advance the understanding and practice of HR in the dynamic business environment. The second day began with a Panel Discussion on "Navigating Cross-Generational Dynamics in a Workplace," conducted by Dr. Barnali Chaudhary, Faculty, IIM Jammu. Rahul Bagale, Group HR Head, Force Motors Ltd.; Jaya Lakshmi, People Partner, Google; Abhinav Iyer, GAR OD Director, Intel Corporation; and Rekha Manola, Talent Acquisition Manager & India TA DE&I Program Manager, HP, were panelists. This session showed that HR goes beyond routine tasks to understand the organization and advocate for its employees. As the paper notes, generational values may challenge HR. The focus is on learning culture and India's reverse mentorship practice. Information is everywhere but should come from trusted sources. Knowledge transfer between generations requires openness and power balance. Employee connections are reducing due to resource accessibility; thus, HR must encourage collaboration and communication across all ages to accomplish objectives. The presentation also stresses the need to maintain a civil workplace and grow as a community while sticking to CSR.

The fifth panel discussion was on the topic, "Beyond Profits: Making a Difference in Communities We Touch," moderated by Dr. Gaana. J, Faculty, IIM Jammu. The panel featured Mr. Samuel Justus, Lead Talent Engagement - Campus at Diageo; Ms. Dipti Naidu, Manager- HRBP, Mastercard; Mr. Manoj Kumar Sharma, Head HR, Aaj Enterprises; Mr. Akshay Rakshit, Manager- HRBP, BMW Group, Mr. Shivendu Chatterjee, Designation & Company: Global Lead -Learning and Development, IQuanti. The key takeaways of this session were that HR personnel are portrayed as multifaceted role-players with various responsibilities beyond recruitment. They serve as trainers, rule-makers, and guides for employees. The importance of accountability is highlighted, positioning HR as pioneers in their roles. The differentiating factor between organizations is their values. The content also addresses the challenge of income distribution, particularly in a capitalist market. It notes the significant contribution of MSMEs to the Indian economy. To move beyond a profit-centric approach, HR is advised to focus on social impact and problem-solving. Three "Ts" are introduced as tools for HR to advance: "Plate of Thali" (Values), Employee Recognition (Taali), and Theli (Bag) - signifying what HR provides to employees.

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