

Monday, October 05, 2020

IIM-J conducts HR Conclave

Excelsior Correspondent

JAMMU, Oct 4: Indian Institute of Management (IIM), Jammu conducted the 4th chapter of 'HR Conclave 3' 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, Jabir Ali, Chairperson, Placements, 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'. Biplob Banerjee (Chief People Officer- ABD) was the keynote speaker for the session.

This was followed by address of Anil Sinha (CHRO- Noveltech Feeds Pvt Ltd), Sumit Neogi (HR Director, South Asia and Middle East- Lubrizol Corporation), Ankit Chaurasiya (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), Andleeb Mujeeb (Director HR- Sutherland Global), Dr Ankita Singh (Senior VP & Global Head of IT- Cignex Datamatics), Indrani Chatterjee (Group HR Advisor- Allcargo Logistics Ltd) and Monika 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 ब्यूरो

जम्मू। इंडियन इंस्टीट्यूट ऑफ मैनेजमेंट जम्मू की तरफ से आयोजित एचआर कांक्लेव-3 के चौथे चैप्टर में महिलाओं पर चर्चा हुई। इस दौरान कोविड-19 में लैंगिक समानता कैसे सामने आई, इस पर बात हुई। शिवांगी तिवारी ने बताया कि कोरोना काल में दस में से कम से कम चार महिलाओं ने नौकरी खो दी है।

पुरुषों से ज्यादा महिलाओं को नौकरी का नुकसान हुआ। वहीं यूनिवर्सिटी हारिंग लिडर एशिया पैसिफिक एंड जापान की मोनिका मारवाह ने कहा कि यह पहले धारणा थी कि महिला ही महिला की दुश्मन होती है पर अब महिला ही महिला को सबसे ज्यादा सहारा देती है। उन्होंने कहा कि हर महिला को कोशिश करनी चाहिए कि वह दूसरी महिला को सहारा दे और उसका पूरा समर्थन करे।

आईआईएम के एचआर कांक्लेव में महिलाओं पर हुई चर्चा

शिक्षा लेना खुद की पसंद नहीं, जरूरत है

इससे पहले आईआईएम जम्मू की प्लेसमेंट अफसर रजनी रंजन ने सभी पैनलिस्ट के बारे में बताया। वहीं इस दौरान सवाल जवाब का सत्र भी आयोजित किया गया, जिसमें विद्यार्थियों की तरफ से सवाल पूछे गए। इस दौरान सीएचआरओ- नोवलटक फीड प्राइवेट लिमिटेड ने 'शिक्षा लेना खुद की पसंद नहीं बल्कि जरूरत है', इस पर चर्चा की। वहीं एचआर डायरेक्टर साउथ एशिया और मिडल इस्ट- लबरिजोल कार्पोरेशन के सुमित नियोगी ने 'किस तरह से संस्थान के कर्मचारी अहम भूमिका निभाते हैं' इस पर विचार व्यक्त किए।

कार्यक्रम की थीम रिथिंकिंग एंड रिबूटिंग द कार्पोरेट रखी 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.

Monday, 05 October 2020

IIM Jammu holds HR conclave on 'Rethinking & Rebooting Corporate'

■ STATE TIMES NEWS

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pandemic has accelerated the process of change and shifted focus on digitisation, automation robotisation, and how remote working scenario has altered 9-5 office culture.

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