

HR CONCLAVE



GAUTAM BUDDHA UNIVERSITY
PRESENTS
HR CONCLAVE
Changing HR landscape: Roles and responsibilities in the New Normal

Guest of Honor
Prof. RK Sinha
Vice Chancellor, GBU

Distinguished Panelist

 <p>Shri Ajaya Kr. Sahoo Functional Head - HR, NTPC GE Power Services</p>	 <p>Shri Farhat Umar President / Global CHRO, Mankind Pharma</p>	 <p>Shri Kumal Kirti Head- HR, Tenneco PT & India</p>	 <p>Shri Mohit Mathur VP / Head - HR, National GBU Development Corporation</p>	 <p>Shri Sidhartha Ganguly Sr. Vice President - HR, Bennett Coleman & Co</p>
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In Partnership with:

	
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Venue : International Convention center,
Gautam Buddha University
Date : 11th February, 2023
Time : 2:30 pm Onwards



Corporate Relation Cell of Gautam Buddha University organized HR Conclave on 11th February 2023 in partnership with B3 galaxy and GoTezU. The theme was **Changing HR Landscape: Roles and Responsibilities in the New Normal.** It was an absolute pleasure to have distinguished panellists who are experts of Human Resource Field. The panel had;

- Mr. Ajaya Kumar Sahoo, Head- HR, NTPC GE Power Services
- Mr. Mohit Mathur, VP/Head- HR, National Skill Development Corporation
- Mr. Farhat Umar, President/ Global CHRO, Mankind Pharma
- Mr. Kunal Kirti, Head of HR, Tenneco India
- Mr. Siddharta Ganguly, Sr. VP-HR, Bennet Coleman& Co.

Prof. R.K Sinha, Vice Chancellor of Gautam Buddha University gave the guest of Honour. The event started with auspicious ceremony of lighting the lamp.

The Vice Chancelor was happy to have the HR Experts as panellists of HR Conclave. He said, "HR is a tedious task and plays an important role in every organization- right from recruitment, managing employees, administration of records & personnel, etc. When Assistant Professors are recruited into institution, their growth and retention is kept in mind. Similarly, a HR of an organisation lays emphasis on retention & mental growth of employees in the shortest span. Hence HR is an important aspect of an organisation."

He further added success and recognition of individual employees does not only include their educational qualifications, knowledge in respective domains, flexibility in workplace, efficient utilisation of resources and of course the growth and revenue of the organisation.

Prof. Indu Uprety, Dean, Planning and Research introduced School of Management and expressed her happiness in having a grand programme at our university. Prof. Subhojit Banerjee welcomed the partners of the event- B3 galaxy and GoTezU.

Prof. Varsha Dixit, Head of the Department, School of Management, welcomed the panellists of event. She expressed the eagerness students had to enrich themselves with the knowledge panellists would share with participants.





The first question asked with panellists was: What is the difficult Challenge HR Managers face?

Mr. Mohit Mathur initiated the interaction from panellist's side saying that there are no challenges in life. Everything is an opportunity the profession throws to us. They may be classified as easy and difficult ones. Easy opportunities are the ones we faced and overcame in the past. While the difficult opportunities are new or undue to us.

First opportunities to HR Managers is to be prepared to face the uncertainties. Do not be stereotyped and think beyond the boundaries.

Mr. Ajay Kumar Sahoo said that Mondays are the scariest for HR managers. After the great resignations across the globe, the pink slips came at greater magnitude. In the on-going layoffs across many organisations, 10,000+ employees were laid off- particularly people from HR and Finance departments. Engineering and manufacturing dept. were not disturbed. That does not mean HR and Finance has come to an end. They are outsourced. Hence HRs should equip themselves to get recruited into a consultancy firm.

He also added that HRs should focus on three aspects in future- Work, Work place and Work force.

Work- the jobs will undergo drastic changes. Old ones will be phased out and new ones will replace them. Hence HRs should check if employees possess certain/relevant skills.

Work force- There is no new normal. As a result, the tradition of retirement is fading away. HRs should prepare and arrange for multi-generational workforce.

Work place- HRs should focus on hybrid work places.

Mr. Kunal Kirti added few points to it. He said that HRs are custodians of keeping the health, safety, engagement, etc. of employees at par. The role of HR has been expanding since pandemic. Soon their designations will be renamed as Chief Productive Officer. Earlier, they used to interact with senior mgmt. body. Now they work with floor managers.

Mr. Ganguly said that Workforce had a difference of opinion after pandemic. The senior work force preferred to work in physical mode whereas youths wanted to opt work from home option. Managing both is a challenge for HRs at ground level.

Therefore, in order to succeed, HRs should;

- Be advisors to the businesses,
- Possess multiple skills and focus on the growth of businesses. Else, both will be brought to nil.

Mr. Farhat Umar shared a fact that the no. of HRs in organisations will decrease in future. He also stressed the need of the hour for HRs;

- Focus on equipping themselves, work as a leader and engage people.
- They should be emotionally intelligent to drive the work force optimally.

The second question that was put forth to the panellist was- How AI & ML help or influence HR functioning?

Mr. Mohit Mathur said that Artificial Intelligence, Machine Learning & digital analytics usage started after the onset of pandemic. Its usage has impacted functioning of HR departments. Though it has helped organisations, HRs should still be prepared to beat & sustain the digital world.

Mr. Kunal Kirti said that learning has changed. As HRs are also responsible for imparting skills into their workforce, Gen Z workforce wants learning embedded with their flow of work. They do not want to compromise their personal time. These laid the foundation for micro-courses. Therefore, HRs should be skilled, be able to emotionally attached with their employees in order to have a human connect.

The event concluded with one part where the experts shared few key takeaways for the students, who were also the participants of this conclave. The key takeaways are;

- Think like an entrepreneur.
- Character
- Creativity
- Competence

These four does not require a technology to analyse. When these four are embedded with digital knowledge, it leads to the survival of an individual in the field.

“Knowledge, Skill, Willingness to Develop one-self leads the path to Pinnacle.”

