

HR CONCLAVE 2015

NURTURING HUMAN CAPITAL

8TH AUGUST 2015

This event organized for and by the PGDM Executive MBA students opened an opportunity for the industry experts to share their knowledge about the current trends of Human resource and its contribution in the era of globalisation and digital innovation. The event was conducted on 8th August, 2015 and six speakers from various industries shared the knowledge about the new trends and technologies in HR Domain.

The conclave covered the topics like HR Technology, Digital disruption in HR, Emerging mobile technologies in recruiting, HR Analytics – Latest Trends, Organizational Hiring trends, Customized HR, Women leadership initiatives, Industry practices in interviewing techniques and Employee Satisfaction – Initiatives and Challenges in today's Digital World to name a few. The experts shared valuable insights covering the aforementioned topics and engaged the students with one to one interactions.

On August 8th, the inaugural address was given by Dr.Hardik Shah, Dr. Sandeep Puri and Ms.Deepti Gupta.

Speaker 1: Ms. Sheetal Sandhu, Associate Vice President, Human Resources Evaluateserve

Ms.Sandhu talked about Innovation Strategy in HR, how important it is to ideate in the HR vertical. Also, it is time to come up with innovative ideas in the Human Resources areas. Ideate, Ideate, Ideate and Innovate, Innovate and Innovate was her mantra.

Speaker 2: Mr. Ranjan Tayal, Sr VP & SBU Head - HCM Solutions at Ramco Systems

The session by Mr.Ranjan Tayal,Head HR of Ramco was an exciting one. His talk was about the importance of technology in the field of HR. He showed us how HR is parallel to Marketing in a company. He quoted that if we don't take care of our employees, the somebody else would. Ramco is working on advance integrated systems where most of the HR queries are resolved as soon as an employee is drafting his/her query. Ranjan also talked about the analytics in HR where it is being actively used in hiring processes and workforce fitment assessment. He also shared his insights on how BYOD (Bring your Own Device) and ROWE (Result Oriented Work Environment) are setting new trends in workspace.

Speaker 3: Mr. Gaurav Soni, Manager HR, Birlasoft

Mr.Gaurav Soni from Birlasoft talked about the importance of personal effectiveness and necessity to have a goal in life. He also gave insights about Time Management Quadrant. He focused on how efficiency, effectiveness time management and prioritization can help the new gen workforce.

Speaker 4: Mr. Harsh Raj Jain, Manager Recruitment, Ebix

Mr. Harsh Raj Jain from Ebix talked about Time Management Quadrant. Time is a unique resource. Day to day, everyone has the same amount. You can't turn it on and off, accumulate it or replace it. It has to be used at the rate of sixty seconds every minute. He also shared

information on the 4D model i.e. Do it now, Dump, Delay and Delegate. Some techniques were shared for effective feedback and leadership.

Speaker 5: Mr. Rahul Krishna, Manager HR, Espire Infolabs

Mr. Rahul Krishna from Espire Infolabs gave different outlook about how hiring happens in realtime. This session about the hiring process and resume building was very helpful. The insider tips shared. Share his organization's culture and hiring practices. He also shared the challenges for freshers with respect to industry, both pre and post joining an organization. He shared what the HR of the industries are looking for when it comes to talent acquisition and the discussed about the importance of flexibility at workplace and its relevance to overseas assignments. He shared some of the HR processes and HR initiatives at Espire Infolabs and the difference it brings to its workforce.

Speaker 6: Mr. Vishal Singhwani, Manager HR, NIIT Technologies

The conclave ended with an energetic and fun session by Mr. Vishal from NIIT Technologies. The interview advices from him were valuable. He gave us a food for thought - When the interviewer asks same questions to every candidate, how can you make a difference?