

“HR Conclave: People Management – Dimensions & Challenges”

Date	11/08/2018
Time:	9.00 AM to 1.00 PM
Venue:	Seminar Hall - 1
Section:	Not Applicable
Batch:	Not Applicable
Semester:	Not Applicable
Guest/Speaker Name:	Dr Meera Venkat, Dr M Venugopal, Mr Shyam Sundar Krishnaswamy, Dr Siddharth.
Guest/Speaker Designation	President & CEO, Dean HR & Director, Assistant Manager, Group CHRO
Guest/Speaker Contact No & Email Id:	—
Guest/Speaker Company/ Institute Name:	ISTD & IICCI, Management Studies Patel Group of Institutions Bangalore, TCS Bangalore, Total Environment Group.
Faculty Coordinators Name:	Dr Uma Warrior,
Topic:	HR conclave
Moderator (if any)	Not Applicable
No. of Attendees	46
Feedback:	Attached
Brochure: (if any)	Attached
Revenue Collected: (if any)	Attached

1. Introduction:

CMS Business School Jain (Deemed to be University) conducted HR Conclave on Saturday the 11th August 2018 at Seminar hall for the faculty members. HR Conclave was coordinated by Area Chair of HR Dr Uma Warrior along with the HR faculty. It was a one day program where four resource persons from HR Domain were invited. The program was inaugurated by the Director CMS Business School at 9.30 AM. Distribution of the certificates was done at 1.00 PM.

2. **Venue: Seminar Hall 1**

3. **Program Objectives:**

- To bring together India's influential thought leaders from various Domains of HR.
- To share the views of emerging trends that shapes future industry.
- To understand the implications of globalization, work-force, corporate downsizing.

4. **Activity Overview: Not Applicable**

5. **Guest/Speakers' Profile:**

Dr Meera Venkat: She has won "Exceptional Women of Excellence" in women Economic Forum,2018, "WPDO Peace Award in Entrepreneurship", at Lagos-Nigeria for the year 2018. "Best Women Leader Award- 2016-17" by NEFD, Coimbatore. "Business Excellence Award-2016" by Future of India & CNBC, "The Best Women Achiever Award" for the year 2013 by PRI.

Mr. Shyam Sundar Krishnaswamy: An SHRM CP certified HR professional having 7 years of experience in IT Industry spanning across Human Resources-Talent Acquisition, HR Analytics, HR Business Partnering, Talent Management, Technical expertise in Data Warehousing & Business Intelligence. He is the Regional Process Owner of Company's Annual Associate Satisfaction Survey covering 50000+ associates @ Bangalore. He was into Lateral Recruitment as Recruiter & also Leading the onboarding function for TCS Bangalore.

Dr M Venugopal: Senior HR Professional and professor in HR ,member of management team with enriched cross functional experience of 23 years in managing entire HR Management Functions majorly in IT organizations, Constructions, Entertainment & Hospitality and Education sectors.

Dr. Siddharth: Worked across industries of airline, IT, Healthcare and retail before these assignments. He has written four books that are available on Amazon: A Human Number: on HR design and Analytics, Designing Compensation, A people manager's checklist and HR Analytics in National HRD Network in Bengaluru, and also a member of Youth Advisory National Board of NHRD.

6. **Summary and Key Learnings of the session:**

People management strategies can make all the difference between bad, mediocre, good and great employee experience. New upgrades in the functioning of HR systems and processes have altered the nature, extent and scope of people management. That said, at the pivotal idea and aim remains to manage people better in ways that work easier, enabled and impactful.

The canopy of people management, a key sub-set of human resource management, thus covers all aspects of how people work, behave, engage and grow at work. The systems employed to manage people affect the total workings of the organization and thus need to be

adhered to as dynamic individual puzzle pieces without losing sight of the bigger picture. Examples of sub-aspects or tasks supporting the key pillars of people management include employer branding, recruitment, compensation, performance management, organization development, safety, wellness, benefits, employee motivation and engagement, communication, administration, and training. Altogether, these aspects of people management weave the cultural fabric within the organization and lead to an employee experience that attracts and retains the right talent

Machine-human collaboration is a model in which humans co-work with artificial intelligence (AI) systems and other machines rather than using them as tools. As in most successful collaborations, each brings to the table abilities that the other lacks. The purpose of machine-human partnerships is to use the particular strengths of both types of intelligence, and even physical capabilities, to fill in the other’s weaknesses. Machine-human collaboration is heralded by many as the third age of computing. (The microprocessor and the Internet were the two developments that brought the previous ages.) Many futurists predict that in the third age, humans will consider AI systems as partners with special skill sets. Others, however, fear that relying on AI will result in a shortage of work for humans and may make people lazy and stupid.

People analytics, also known as talent analytics or HR analytics, refers to the method of analytics that can help managers and executives make decisions about their employees or workforce. People analytics applies statistics, technology and expertise to large sets of talent data, which results in making better management and business decisions for an organization. People analytics is a new domain for most HR departments. Companies are looking to better drive the return on their investments in people. The old approaches of gut feel is no longer sufficient. People analytics helps organizations to make smarter, more strategic and more informed talent decisions. With people analytic, organizations can find better applicants, make smarter hiring decisions, and increase employee performance and retention.

Leadership Agility: The markets of today and tomorrow reward organizations that have the capacity and willingness to adapt. Market leaders have established cultures and management approaches that encourage creativity and rapid innovation. These approaches commonly referred to as agile, encourage leaders to pivot faster in response to our volatile, uncertain, complex, and ambiguous world. Many companies are attempting agile transformation, but without the shift in traditional leadership mindset, abilities, and development, they will be unsuccessful. It’s like putting a square peg into a round hole.

7. Participant details:

List of Participants		
Sl. No	Title	Name

1	Mr.	Prithviraj
2	Dr.	Dinesh Neelakanta Rao
3	Dr.	Gayathri R
4	Prof.	Kambam Vedantan
5	Dr.	Komal Khandelwal
6	Dr.	Latha K
7	Dr.	Monoo John
8	Dr.	Suvarna Parasnis
9	Dr.	Swetha Harsha
10	Dr.	Ujjal Mukherjee
11	Dr.	Uma Warriar
12	Prof.	Vinayak Anil Bhat
13	Dr.	Bikash Ranjan Debata
14	Dr.	Dinesh Neelakanta Rao
15	Dr.	Geeti Sharma
16	Dr.	Hemanth Kumar S
17	Prof.	Kambam Vedantan
18	Dr.	Komal Khandelwal
19	Prof.	Krishna Koppa
20	Dr.	L Sudershan Reddy
21	Dr.	Lubna Ambreen
22	Dr.	M Govindaraj
23	Dr.	M H Sharieff

24	Prof.	M K Lodhi
25	Dr.	Mahalakshmi S
26	Dr.	Mohammad Imrozuddin
27	Dr.	Nishant Singh
28	Dr.	P Periasamy
29	Dr.	Preetha Chandran
30	Prof.	Priya Angle
31	Prof.	Rahul Gupta
32	Prof.	Rajiv Umeshchandra Kalebar
33	Dr.	Ranjith P V
34	Prof.	Rupesh Kumar Sinha
35	Dr.	Sahana Madan
36	Dr.	Sangeeta Devanathan
37	Dr.	Sarangapani Nivarthi
38	Dr.	Satish Kumar R
39	Dr.	Shakeela Banu C
40	Dr.	Sharat Kumar
41	Dr.	Shruti Dhananjay Naik
42	Dr.	Sireesha Nanduri
43	Dr.	Srinivasa Rao K S
44	Dr.	Sudarshan Seshanna
45	Dr.	Suvarna Parasnis
46	Dr.	Swetha Harsha

8. **Details of Winners (if applicable): - Not Applicable**
9. **Details of the judges (if applicable): - Not Applicable**
10. **Attendance records: Attached**

11. **Participants', Feedback Analysis:**

		Wt Score ▶								
		5	4	3	2	1				
Questions to Map Pos	List of Pos & PSOs	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Wt. Score	Max score	%age
How well was the objective of the Conference achieved?	PO1 PO2 PSO1	18	20	4	2	2	46	188	230	82%
Effectiveness of Expert Session?	PO2 PO3 PO7 PSO1	16	15	8	5	2	46	176	230	77%
Effectiveness of Technical Sessions?	PO2 PO3 PSO1PSO3	17	14	5	6	4	46	172	230	75%
Effectiveness of Panel discussion?	PO3 PO4 PO6 PO7	15	18	7	3	3	46	177	230	77%
Satisfaction from overall learning?	PO4 PO5 PSO3	15	22	5	2	2	46	184	230	80%
Infrastructure and logistics satisfy me		20	20	2	2	2	46	192	230	83%

12. **Proposals for the Event/Programme:**
13. **Minutes of Meetings:**

Minutes of Meeting: 1 - HR Conclave on People Management - Dimensions & Challenges

Meeting Title	Initiation meeting on the Proposed HR Conclave on People Management – Dimensions & Challenges	
Date of Meeting	03/07/2018	
Meeting Venue	CMS Business School, Board Room 1	
Meeting Agenda	To discuss the details of the HR Conclave and the Resource Persons	
In Attendance	Name	Title/ Department/ Organization

	1 Dr. Ajay Massand 2. Prof. Anantha Subramanya Iyer 3. 4. Prof. Kiran L Maney 4. Prof. Abhishek Venkateshwar 5. Ms. Jayashree G 6. Mr. Harsha S	Faculty – GM - Committee Member Faculty – Marketing – Committee Membe Faculty In-charge for HR Conclave Faculty In-charge for HR Conclave Admin Coordinator Admin Manager
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Key Meeting Outcomes

1.	<p>A better understanding of the feasibility and content of this proposed HR Conclave with faculties from other campus. The date proposed were accepted (11th August 2019). The last date for registration was decided to be kept open even on the day of the conclave.</p> <p>The Resource Persons identified are: Dr. Meera Venkat, President & CEO Raise Global. Dr.M Venugopal, Dean HR & Director, Patel Group of Institutions. Mr. Shyam S K, HR – Manager, TCS. Dr. Siddharth, Group CHRO, Total Environment Group.</p>
2.	<p>The requirements of the Resource Persons were noted</p> <p>Prof. Kiran Maley & Prof. Abhishek will be the in-charge faculties for this program</p> <p>Coordinated by Dr. Ajay Massand</p>
3.	<p>The technological requirements and details required for the brochure, the fee to be collected etc were discussed</p>

Action Plans if Any (also mention ‘First Person Responsible (FPR)’

1.	The Committee will organize a meeting with Dean and get the brochure prepared
2.	Dr. Ajay Massand & Prof. Kiran will get the certificates designed
3.	Prof. A S Iyer & Prof. Abhishek will take care of Marketing & Managing

Minutes of Meeting: 2 – HR Conclave on People Management – Dimensions & Challenges

Meeting Title	Planning & Approval meeting on the Proposed HR Conclave on People Management – Dimensions & Challenges
Date of	06/07/2018

Meeting		
Meeting Venue	CMS Business School, Board Room	
Meeting Agenda	To get the approval for the HR Conclave with Dean	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Harold Andrew Patrick	Dean – Academic
	2. Dr. Ajay Massand	Faculty – GM Committee Member
	3. Prof. Anantha Subramanya Iyer	Faculty – Marketing Committee Member
	4. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	5. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	6. Ms. Jayashree G	Admin Coordinator
	7. Mr. Harsha S	Admin Manager
Key Meeting Outcomes		
1.	The Date, Topic, Resource Person’s Selection, Brochure & Certificate Designs, Registration Fees were approved by the Dean	
2.	The Logistics Requirements and other Infrastructure requirements were reviewed and approved by the Dean	
3.	All other requirements were noted and approved	
Action Plans if Any (also mention ‘First Person Responsible (FPR)’		
1.	The Committee will organize a meeting with Director & Dean one day before the Conclave	
2.	Dr. Ajay Massand, & Prof. Kiran will take care of arrangements by coordinating with Admin executives.	
3.	Prof. A S Iyer & Prof Abhishek will start off with Marketing & Managing Registrations	

Minutes of Meeting: 3 - HR Conclave on People Management - Dimensions & Challenges

Meeting Title	Program Planning Meeting: HR Conclave on People Management – Dimensions & Challenges	
Date of Meeting	10/08/2018	
Meeting Venue	CMS Business School, Board Room	
Meeting Agenda	To finalize the action plan for the HR Conclave with Director & Dean	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh Nilkant	Director
	2. Dr. Harold Andrew Patrick	Dean – Academic
	3. Dr. Ajay Massand	Faculty – GM Committee Member
	4. Prof. Anantha Subramanya Iyer	Faculty – Marketing Committee Member
	5. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	6. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	7. Ms. Jayashree G	Admin Coordinator
	8. Mr. Harsha S	Admin Manager
Key Meeting Outcomes		
1.	This meeting was held to fine tune the flow of various activities at HR Conclave - 2018, The overall action plan was approved by the Director & Dean.	
2.	The stage team, the coordination teams are set up and are being headed by faculty and students.	
3.	The student volunteers have been briefed about the flow of activities and a rehearsal will be conducted today after this meeting at Mini	

	Auditorium, CMS Business School.
Action Plans if Any (also mention ‘First Person Responsible (FPR)’	
1.	Prof. Kiran Maney will prepare report of the conclave and send it to IQAC
2.	Dr. Ajay Massand, & Prof. Kiran will take care of on stage arrangements
3.	Prof. A S Iyer & Prof Abhishek will take care of off-stage arrangements & welcoming guests coordinating with Admin Staff and Student Volunteers.

Minutes of Meeting: 4 - HR Conclave on People Management - Dimensions & Challenges

Meeting Title	Closure Meeting Meeting: HR Conclave on People Management – Dimensions & Challenges	
Date of Meeting	11/08/2018	
Meeting Venue	CMS Business School, Board Room.	
Meeting Agenda	Summing up HR Conclave 2018	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh Nilkant	Director
	2. Dr. Harold Andrew Patrick	Dean – Academic
	3. Dr. Ajay Massand	Faculty – GM Committee Member
	4. Prof. Anantha Subramanya Iyer	Faculty – Marketing Committee Member
	5. Prof. Kiran L Maney	Faculty In-charge for HR Conclave
	6. Prof. Abhishek Venkateshwar	Faculty In-charge for HR Conclave
	7. Ms. Jayashree G	Admin Coordinator
	8. Mr. Harsha S	Admin Manager
Key Meeting Outcomes		
1.	This meeting was held to analyze and sum-up the HR Conclave - 2018	

	event, to assess the overall performance and to address the issues.
2.	Director & Dean suggested the committee members improve the number of participants at the HR Conclave.
3.	Overall, HR Conclave-2018 was conducted without any issues, Director and Dean have congratulated the FDP & Conference, Add on Conclave Committee for their efforts
4.	The overall feedback was also taken and was on an excellent note.
Action Plans if Any (also mention ‘First Person Responsible (FPR)’	
1.	Prof. Kiran Maney will prepare report of the conclave and send it to IQAC

Budget: -

Date: 03/07/2018

For Director’s kind approval

Dear Sir,

Sub: Application for Budget approval of “**HR conclave : People Management – Dimensions & Challenges**”

A **HR conclave : People Management – Dimensions & Challenges** is scheduled on 11/08/2018.

The details are as follows:

Title: “**HR conclave : People Management – Dimensions & Challenges**”

Duration: 2 days

Resource persons: Multiple experts are identified for Panel discussion, track chairs, Inaugural address and Valedictory address

Expected participants: 100 faculty members and research scholars

The following are the expected expenses for the same.

Sl	Details	Amount in Rupees
1	Amount to be paid to the resource persons	25000
3	Food	10000
4	Other related expenses	10000
5	Total	Rs. 45000

Kind Regards

Faculty Coordinator

Dean

Director

Approval Authority

Approval Authority

Signature

Signature

- 14. **Trailing Emails/communications: No**
- 15. **Any other related details: - No**
- 16. **Pictures for the Event: Attached**



Pic 1: Dr. Meera Venkat, President & CEO Raise Global was a resource person at the HR Conclave on People Management – Dimensions & Challenges held on on 11/08/2018 at CMS Business School, Seminar Hall - 1, Program Coordinators: Dr Uma Warrior, Area Chair, HR, Participants: Faculty from CMS Business School and other institutions.



Mr. Shyam S K, HR – Manager, TCS was a resource person at the HR Conclave on People Management – Dimensions & Challenges held on on 11/08/2018 at CMS Business School, Seminar Hall - 1, Program Coordinators: Dr Uma Warrior, Area Chair, HR, Participants: Faculty from CMS Business School and other institutions.



Dr.M Venugopal, Dean HR & Director, Patel Group of Institutions was a resource person at the HR Conclave on People Management – Dimensions & Challenges held on on 11/08/2018 at CMS Business School, Seminar Hall - 1, Program Coordinators: Dr Uma Warrior, Area Chair, HR, Participants: Faculty from CMS Business School and other institutions.



Dr. Siddharth, Group CHRO, Total Environment Group was a resource person at the HR Conclave on People Management – Dimensions & Challenges held on on 11/08/2018 at CMS Business School, Seminar Hall - 1, Program Coordinators: Dr Uma Warrior, Area Chair, HR, Participants: Faculty from CMS Business School and other institutions.