

HR CONCLAVE

Date	27-05-2023
Time:	10:am to 1:30pm
Venue:	Seminar Hall -4
Section:	OB & HR
Batch:	CHR & MHR
Semester:	2
Guest/Speaker Name:	1. Ganapuram Venu- Principal Scientist - CSIR - National Aerospace Laboratories(NAL) – Bangalore, 2). Mr.A.K.Amith Kumar - General Manager - HR, 3M India, 3).Mr.Glen D Souza- Senior HR Leader- DIAGEO -India, 4).Mr Nadeem Pasha- TA Head, Robosoft Technologies, 5).Mr. Mohan Kumar - Practice Head- WIPRO,
Guest/Speaker Designation	Same as above
Guest/Speaker Contact No & Email Id:	glenndza@gmail.com , venug@nal.res.in , nrmkumar0665@gmail.com , nadeem.pasha@robosoftin.com , amitkumar@gmail.com
Guest/Speaker Company/ Institute Name:	All mentioned in the first row
Faculty Coordinators Name:	Dr. NEENA PC Dr. Satyajeet Nanda
Topic:	The Role of Technology in HRM: Trends & Future Directions
Moderator (if any)	Mr Nadeem Pasha- TA Head, Robosoft Technologies
No. of Attendees	65 including students
Feedback:	Received
Brochure: (if any)	Yes
Budget of the Program (if any):	Have to Check with Harsha Sir
Revenue Collected: (if any)	NA

1. Introduction: The conclave intends to deliberate on the recent trends and developments in the Industry with a focus on the digital and technology aspects. The HR Conclave on "The Role of Technology in HRM: Trends & Future Directions" will provide a platform for HR professionals to gain insights into the latest technological advancements and their impact on HRM. By discussing the current trends, challenges, and future directions, the

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conclave aims to equip participants with knowledge and strategies to leverage technology effectively in their organizations. The conclave will foster collaboration and knowledge sharing, facilitating the development of innovative HR practices in the era of digital transformation.

2. Venue (Outside/Inside the campus): Seminar hall -4, inside campus

Program Objectives:

- Examine the current trends in technology adoption and implementation in HRM.
- Discuss the challenges and opportunities associated with technology in HRM.
- Explore the future directions of technology in HRM and its potential implications for organizations and HR professionals.
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3. Relevance to PO, Relevance to PEO and PSOs

PO	Program Objective (PO)
PO1	PO1 - Apply knowledge of management theories and practices to solve business problems
PO2	PO2 - Develop analytical and critical thinking abilities for data-based decision making
PO3	PO3 - Understand, analyse and communicate global, economic, legal and ethical aspects of business
PO4	PO4 – Identify and apply trans-disciplinary tools and techniques for projects and solving problems
PO5	PO5- Lead oneself and others in the achievement of organizational goals and contribute effectively to a team environment
PO6	PO6 - Inculcate entrepreneurial mind-set for sustainability
PO7	PO7 - Imbibe value-based leadership for Excellence
PSO	Program Specific Objective (PSO)
PSO1	Demonstrate effective response to industry challenges by applying managerial tools and techniques for a sustainable society
PSO2	Appraise the complex specificities of Indian Business to garner global reputation
PSO3	Develop a holistic thinking solopreneur for a self-sufficient society

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4. Activity Overview: The objective of this HR Conclave is to bring together HR professionals, industry experts and thought leaders to explore and discuss the role of technology in HRM. The Conclave Facilitated networking and knowledge sharing among participants to foster collaboration and innovation in HRM.

6. Guest/Speakers' Profile: Resource Person's Profiles

1. Ganapuram Venu- Ganapuram Venu is a highly accomplished individual who has received numerous accolades and recognition. He is a Padma Shri award nominee, a scientist, and an Atmanirbhar Bharat awardee. Venu is recognized as one of Asia's 100 powerful leaders in technology and has been honored with the Man of Excellence award. He is not only an inspiring speaker, mentor, and leader but also excels as a sports person, musician, and artist. With nearly two decades of professional experience in aerospace propulsion and project management, Venu currently serves as a principal scientist at CSIR's National Aerospace Laboratories in Bengaluru. He is a Ph.D. scholar in Management, focusing on studying the socio-economic and psychological impact of novel technologies. He also holds a Master's in research aerospace engineering from IIT Madras. Venu is an active explorer of the Metaverse and strongly believes in the mantra "Knowledge is Resource- Time is an Opportunity." He is a mentor to students from prestigious institutions like IITs, offering career guidance and nurturing their vision in technology and management.

2. Mr. Glen D'Souza- Glen D'Souza is a seasoned senior HR leader with over 20 years of experience in diverse industries, where he has held various roles in HR with increasing leadership responsibilities. During his tenure of 14 years at GE, Glen worked across multiple businesses, including GE Energy, Water, Digital Energy, Industrial Solutions, Healthcare, Aviation, and Corporate. In his role as a Senior HR Business Partner, he effectively supported teams of varying scales and complexities across South Asia. Glen possesses deep expertise in employee relations, business partnering, leadership coaching, and talent development. Additionally, he has successfully managed acquisition processes, greenfield projects, business integrations, and spin-offs.

3. Mr. A K Amith Kumar- Mr. A K Amith Kumar is a seasoned Human Resource professional with over 20 years of experience, primarily focused on Employee Development and Talent Management. Currently, he holds a key HR leadership position in 3M India, overseeing multiple business groups. With his consultative leadership style, AK effectively drives a development-oriented HR agenda, encompassing employee selection, career management, and performance improvement, ultimately contributing to sustainable business success. AK's commitment to continuous learning is evident as he is currently pursuing a Ph.D. in management, complementing his earlier qualifications in Business Management and Science from prestigious institutions in India.

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4. Mr Nadeem Pasha- Mr. Nadeem Pasha is an experienced HR management professional with over 19 years of expertise in various domains such as Talent Acquisition, Mergers and Acquisitions, Organizational Policies, and HR Operations. He is not only well-versed in these areas but also serves as a Career Coach, Mentor, and Motivational Speaker. Nadeem's cross-regional experience, including working with clients in APAC, Europe, and the US, has provided him with extensive knowledge of the business landscape. Nadeem has successfully led the transition of complete HR integration activities during mergers and acquisitions in Saudi Arabia and Egypt. His strong management and competency mapping skills, coupled with a proven track record of reducing recruitment costs, have earned him accolades from esteemed organizations like Oracle, Huawei, and Mindtree.

5. Mr. Mohan Kumar - Mr. Mohan Kumar is a highly experienced IT practitioner with over 30 years of expertise in Digital Technologies. He specializes in cloud technologies and actively contributes to competency development through collaborations with hyper-scale partners. Currently working as a consultant at Wipro, he has previously held positions at renowned organizations such as Oracle, BHP, and Telstra in Australia. He is actively involved in competency development and has a strong background in Electrical Engineering and an MBA in HR. Additionally, Mr. Mohan contributes to industry-academia committees, represents the industry in assessments conducted by NAAC and NBA, and conducts MDP and FDP programs.

5. Summary and Key Learnings of the session:

The Role of Technology in HRM: Trends & Future Directions

Summary:

The HR Conclave on The Role of Technology in HRM: Trends & Future Directions was a thought-provoking event that brought together HR professionals, industry experts, and technology enthusiasts to discuss the evolving landscape of HR and the impact of technology on HR practices. The conclave aimed to explore the current trends in HR technology and shed light on the future directions of HRM in the digital age. The HR Conclave on The Role of Technology in HRM: Trends & Future Directions provided valuable insights into the evolving role of technology in HR practices. HR professionals need to embrace digital transformation, leverage data analytics and AI, adopt employee self-service tools, adapt to remote work arrangements, upskill their workforce, and uphold ethical standards. By embracing technology strategically, HR departments can enhance efficiency, improve employee experience, and drive organizational success in the digital age.

The **key learnings** from the event: Digital Transformation in HR: The conclave highlighted the need for HR departments to embrace digital transformation. Technology has the potential to streamline HR processes, enhance employee experience, and drive organizational success. HR professionals must adopt digital tools and platforms to automate routine tasks, optimize recruitment processes, and enable data-driven decision-making. The role of data analytics and artificial intelligence (AI) in HRM was a prominent topic of discussion. Leveraging HR

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analytics can provide valuable insights into employee engagement, performance, and retention. AI-powered solutions can automate resume screening, employee assessments, and predictive analytics for talent management. HR professionals should develop data literacy and explore AI applications to improve HR practices.

The conclave highlighted the importance of upskilling and reskilling the HR workforce to keep pace with technological advancements. HR professionals should acquire new digital skills, such as data analysis, automation, and AI, to effectively leverage technology in their roles. Additionally, HR departments should champion learning and development initiatives to enable employees to acquire the skills needed for the future of work. Ethical Considerations: As technology becomes increasingly ingrained in HR practices, ethical considerations become crucial. The conclave emphasized the need for transparency, fairness, and accountability in the use of HR technology. HR professionals must ensure that algorithms and AI systems are free from biases, protect employee privacy, and maintain ethical standards in the collection and use of employee data.

6. Participant details:

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7. Proposal Letter:

To,
The Programme Coordinator for kind approval,
Sub: HR CONCLAVE

The purpose of the guest lecture is to provide specific inputs and exposure from a practitioner's perspective on select concepts in Technology in HR among our students. The lecture has been planned for two hours. The planned program duration will be during 10: am to 1:30 pm on May 27, 2023.

Respected Programme Coordinator your kind approval is requested for the conduct of the same.

The Dean has recommended this proposal.

Kind Regards,

Faculty Coordinator
OB & HRM Area
Signature

Program Coordinator
Approval Authority
Signature

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8. Minutes of Meetings:

Meeting Title	HR Conclave	
Date of Meeting	Feb 11, 2023	
Meeting Venue	201	
Meeting Agenda	To facilitate HR conclave session	
In Attendance	Name	Title/Department/Organization
1	Dr. Ujjal M	Area Chair – OB & HR
2	Dr. Dinesh N	Program Coordinator
3	Dr. Neena	Associate Professor
Key Meeting Outcomes		
	<ul style="list-style-type: none"> To conduct an HR conclave Topic of the Conclave decided 	
Action Plans, if any (along with the First Person Responsible)		
	<ul style="list-style-type: none"> To invite Industry Expert Panel Speakers 	

9. Budget Letter:

To,
The Directors/ Dean for kind approval
Sub: Budget for “5000/-”

The **OB & HR area ommittee** is organizing **HR Conclave** on **27th May 2023**, in Seminar Hall, Faculty of Management Studies, JAIN (Deemed-to-be University), Bengaluru

The following are the requirements for the same:

Sl. No.	Details	Units	Amount (₹)
1	Designing and printing Invitation	20	500
2	Gifts for all the Dignitaries	5	2500
3	Bouquet for all the Dignitaries	6	1800
4	Refreshments	-	500
5		TOTAL	5300

Total in Words: Rupees Five thousand three hundred only

Director/Dean, kind approval is requested for conducting the ‘HR Conclave’, and incurring the expenses Rs.5300/- Only towards the same.

The Dean has recommended this proposal.
Kind Regards,

Faculty Coordinator
OB & HRM Area
Signature

Dean
Approval Authority
Signature

Director
Approval Authority
Signature

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10.Details of Winners (if applicable): - NA

11.Details of the judges (if applicable): - NA

12.Attendance records: SAME AS Participants' list

13.Participants' Feedback, Feedback Analysis, and Attainment Calculation:

Questions to Map Pos	List of Pos & PSOs	Wt Score ▶					Wt. Score	Max score	%age	
		5	4	3	2	1				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree				
Session helped to acquire a knowledge on contemporary practices	PO1 PO4 PO5 PSO1PSO2PSO3	16	3	0	0	0	92		95	97%
Session helped to carry forward the learnings t the class room	PO1 PSO1PSO2PSO3	14	5	0	0	0	90		95	95%
Session helped me to accumalte knowledge	PO1 PSO1PSO2PSO3	19	0	0	0	0	95		95	100%

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POs	Q1	Q2	Q3	Q4	Q5	Q6		Q7	Q8	Captured By	Total Attainment Score	Level Achieved
PO1	97%	95%	100%							Q1 Q2 Q3	97%	3
PO2												
PO3												
PO4	97%									Q1	97%	3
PO5	97%									Q1	97%	3
PO6												
PO7												
PSO1	97%	95%	100%							Q1 Q2 Q3	97%	3
PSO2	97%	95%	100%							Q1 Q2 Q3	97%	3
PSO3	97%	95%	100%							Q1 Q2 Q3	97%	3

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14. Pictures for the Event:



Fig : 1.1 Panel discussion on HRM held on May 27th 2023



Example: Fig : 1.2 Panel discussion on HRM held on May 27th 2023

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Faculty Name:

Students Name:

Event Poster:

**A Conclave on
 The Role of Technology in Human Resource Management:
 Trends & Future Directions**

Saturday, 27th May 2023 | 10:00 AM - 01:30 PM | Seminar Hall - 4
 CMS Business School, JAIN (Deemed-to-be University)

Keynote Speaker

 **Mr. Ganapuresan Yanu**
 Principal Scientist - CSIR
 National Aerospace Laboratories, Bengaluru

Panel Discussion

 **Mr. A K Armith Kumar**
 General Manager – HR, 3M India

 **Mr. Gian D'Souza**
 Senior HR Leader, People Ambassador®
 Leader, DIA&EO India

 **Mr. Mohan Kumar**
 Practice Head
 WIPRO

Moderator

 **Mr. Madheem Pasha**
 Talent Acquisition Head
 Robotics Technologies