



**Faculty Development Program**  
**“UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI**

**16<sup>th</sup> February 2019**

The FDP on **“UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI** was organized by CMS Business School, Jain (Deemed-to-be University) on 16th February 2019.

Mr. Varadraj, from AV Digital Connected Assets, SAP Leonardo is a tech-savvy in IoT with a vast experience in the applications of HR. He pointed to have an optimistic look towards the issue of AI replacing jobs rather than being pessimistic about it. He also explained how AI would help in various core functions of HR such as recruitment, comp and benefits, and L&D.

The next resource person was Mr. Manoj Kumar, founding partner of Workplace. He addressed on how AI can boost HR to become a business partner in creating an interdependent bond. He also emphasized the wide use of AI in robots, driverless cars, fashion, and many more areas, leading to the rapid emergence of industry 4.0. He insisted that HR should develop a business perspective that is digital, commercial, and technologically upgraded.

The session was followed by a panel discussion, the members were Ms. Latha Srinivas, Mr. Ajay Gacchi, Mr. Amith Prakash, Ms. Reema Jacob.

The discussion started with insights from Ms. Latha, who spoke about how AI can act as a game-changer to recruit, to eliminate biases, to speed up and bring accuracy in the HR process.

The second panelist Mr. Ajay Gacchi explained how AI is helping to speed up in the routine HR processes leading to improvement in the performance of HR. He also said that HR should upskill in the area of data management and focus on delivering creative and credible work.

The third panelist Mr. Amit Prakash elaborated on how AI is helping in employee engagement by bringing new things to the workplaces for better work experience.

Ms. Reema Jacob the fourth panelist added a different view, she mentioned human intervention is needed to work on various aspects of AI. She emphasized that AI will not replace HR function rather millennials have to upgrade their skills and work with AI and adapt to it.

Overall the FDP was a highly fruitful and enriching knowledge gaining experience.

