

Guest Lecture/FDP/MDP/Workshop/Club Activities/Chai pe Charcha/Symposium/FEP and any other Training Programmes-2018-19

FDP Report

“UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI”

Date	11th to 16th February
Time:	9.00 AM to 12.45 PM
Venue:	Seminar hall - 3
Guest/Speaker Name:	Mr Varadraj, Mr. Manojkumar,
Guest/Speaker Designation	SAP Leonardo, Founding partner of Workplace
Guest/Speaker Contact No & Email Id:	varada.raj12@gmail.com , mmk.manojkumar@gmail.com
Guest/Speaker Company/ Institute Name:	Leonardo Workplace
Faculty Coordinators Name:	Dr Uma Warrior Area Chair HR
Topic:	“UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI”
No. of Attendees	Attached
Feedback:	Attached
Brochure: (if any)	Attached
Revenue Collected: (if any)	No

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1. Introduction:

The programme started with a brief opening and concept introduction by Dr Swetha, followed by prayer for lord Ganesha. A tribute was offered to the martyrs of Pulwama attack by all the participants and the speakers and panel members.

Dean Administration, Dr Dinesh Nilkant initiated the program by explaining the purpose of this FDP, as brainstorming effort to find out the answer whether AI will replace the jobs or will be a help for jobs in future.

2. Venue: Inside the campus

3. Program Objectives:

- To Show how AI boosts HR
- Functioning of Industry and AI

4. Relevance to PO and Relevance to LO

5. Guest/Speakers' Profile:

Mr. Varadraj, is the CEO of AV Digital Connected Assets, SAP Leonardo is a tech-savvy in IoT with a vast experience in the applications of HR

Mr. Manoj Kumar, founding partner of Workplace. A thought leader, HR, 40 Under40 award winner, influencer, blogger, speaker, and an advisor for Future of Work, Workplace Digital Transformation, and Workforce Analytics.

Manoj has spent close to two decades in various leadership role with global Technology, manufacturing, and financial services fortune 500 firms, helping build multi-geography data, BI and data-science capabilities in salesforce effectiveness, people risk monitoring, talent acquisition strategy, operational excellence, and digital transformation keeping people, process, technology, data, and location at the core. Before launching consulting firm - workplaceif, he was leading People Analytics Global CoE at HSBC.

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6. Summary and Key Learnings of the session;

Mr. Varadraj pointed out to the audience to take an optimistic look towards the issue of AI replacing the jobs than being pessimistic. He explained how AI is a co friend of HR and helping in various functions of core HR, making HR intelligent in the areas of recruitment, comp and benefits and L&D. He also explained the product HARRI used in his organization.

Mr. Manojkumar, Founding partner of Workplace if. He addressed on how AI can boost HR to become a business partner. Starting with an interesting anecdote of Spoon and Shovel, in 1960, and explained how the industry and the function are evolved till toady.

The panel discussion concluded as Mr Manoj stated that machines are made to work with people, live with people. Make the HR ready on skills valued in future like credibility, leadership, collaboration, he ended. Mr Varadraj concluded that wealth management in USA uses AI, but now people are asking for human touch for which they are charged extra! So it's a value addition that one should look for. While Ms Latha concluded AI is enabler, we do not know what skills will be required in future but need to develop the skills on the job. Mr. Prakash insisted on the use of AI in Employee engagement is must and in future the HR job will not be redundant but needs upskilling.

Ms Pratima concluded the session with the key points as AI is just going to take away routine jobs and upskilling is needed to stay with the disruptions. HR needs to learn to explore numbers in a better way, should invest time in learning and adapting new technologies for better, efficient and effective performance. We are responsible for how others look at us for the knowledge that we have!

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7. Participant details: Attached

CMS Business School JAIN (Deemed-to-be University)

Faculty Development Programme (FDP)

Program title:	UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI
Date:	from 11 th to 16 th February 2019
Facilitators:	Mr Varadraj
Organizers	Dr Uma Warriar

List of Participants		
Sl. No	Title	Name
1	Dr.	Hemanth Kumar S
2	Prof.	Krishna Koppa
3	Dr.	M Govindaraj
4	Dr.	Mahalakshmi S
5	Prof.	Rahul Gupta
6	Dr.	Sangeeta Devanathan
7	Dr.	Satish Kumar R
8	Dr.	Sharat Kumar
9	Dr.	Sudarshan Seshanna
10	Prof.	Suparna Ghosal
11	Prof.	Anantha Subramanya Iyer K N
12	Dr.	AVR Mahadev
13	Dr.	Bikash Ranjan Debata
14	Dr.	Bidhi Kashyap
15	Dr.	Lubna Ambreen
16	Dr.	M H Sharieff
17	Dr.	Nishant Singh
18	Dr.	P Periasamy
19		Preetha Chandran

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	Dr.	
20	Prof.	Priya Angle
21	Prof.	Rajiv Umeshchandra Kalebar
22	Dr.	Ranjith P V
23	Prof.	Rupesh Kumar Sinha
24	Dr.	Sahana Madan
25	Dr.	Sarangapani Nivarthi
26	Dr.	Shakeela Banu C
27	Dr.	L Sudershan Reddy
29	Dr.	Srinivasa Rao K S
31	Dr.	Yavana Rani S
32	Prof.	Kambam Vedantan
33	Dr.	Komal Khandelwal
34	Dr.	Monoo John
35	Dr.	Nishant Singh
36	Dr.	Suvarna Parasnis
37	Dr.	Swetha Harsha
38	Dr.	Ujjal Mukherjee
39	Dr.	Uma Warriar
40	Prof.	Vinayak Anil Bhat

8. Attendance records: Attached - Same as Participants details

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9. Participants' Feedback, Feedback Analysis and Attainment Calculation: yes

**CMS Business School JAIN (Deemed-to-be University)
Faculty Development Programme (FDP)**

Program title:	UPSKILL OR PERISH" –Redefining HRM competencies in the context of AI
Date:	16-02-2019
Facilitators:	Mr Varadraj
Organizers	Dr Uma Warriier

10.

S. l.	Question	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Total
1	The FDP was applicable to my job	21	14	5	0	0	40
2	The facilitator conveyed the concepts effectively	22	14	4	0	0	40
3	I will recommend this FDP/Facilitator to my circle	21	17	2	0	0	40
4	I am more confident than before	22	16	2	0	0	40

11. Proposals for the Event/Programme: Refer Point no 13. Budget document which doubles up as proposal letter.

12. Minutes of Meetings: attached

Minutes of Meeting: 1 – FDP on Up Skill or Perish: Redefining HR Competencies

Meeting Title	Initiation & Approval meeting on the Proposed FDP on Up Skill or Perish: Redefining HR Competencies
Date of Meeting	05/06/2018

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Meeting Venue	Board Room	
Meeting Agenda	To discuss the details of the FDP with the Resource Persons	
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh N 2. Dr. Harold Andrew Patrrick 3. Dr. Uma Warriar 4. Mr. Narashimhan G 5. Mr. Harhsa S	Dean Dean - Academics Area Chair – HR Program Coordinator FDP/MDP Committee Coordinator Admin Manager
Key Meeting Outcomes		
1.	A better understanding of the feasibility and content of this proposed FDP. The dates proposed was accepted & Approved (16 th of February 2019). At CMS Campus	
2.	The requirements of the Resource Persons were noted Mr. Varadarajan will be the Resource Person for this FDP Mr. Narashimhan will be the FDP Coordinator	
3.	The logistical, Infrastructural & technological requirements and details required for the brochure, the fee to be collected etc were discussed & Approved.	
Action Plans if Any (also mention 'First Person Responsible (FPR)'		
1.	Mr. Narashimhan will design the brochure and get the brochure approved.	
2.	Mr. Harsha will get the certificates designed	
3.	Mr. Narashimhan, Dr. Uma Warriar and Dean - Academics will take care of Marketing & Managing Registrations	

Minutes of Meeting: 2 – FDP on Up Skill or Perish: Redefining HR Competencies

Meeting Title	Closure Meeting: FDP on “Up Skill or Perish: Redefining HR Competencies”
Date of Meeting	18/02/2019
Meeting Venue	Board Room

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Meeting Agenda		Post FDP Assessment
In Attendance	Name	Title/ Department/ Organization
	1. Dr. Dinesh N 2. Dr. Harold Andrew Patrick 3. Dr. Uma Warriar 4. Mr. Narashimhan G 5. Mr. Harhsa S	Dean Dean - Academics Area Chair – HR Program Coordinator FDP/MDP Committee Coordinator Admin Manager
Key Meeting Outcomes		
1.	The Overall conduct of the program was considered to be near perfect	
2.	There were no technical issues found or encountered during the FDP with Mr. Harhsa & Mr. Narashimhan as supporting the program in an excellent manner. Though it was suggested that it is needed to get more people to attend.	
3.	The analysis of feedback from the participants was excellent and beneficial	
Action Plans if Any (also mention 'First Person Responsible (FPR)'		
1.	Mr. Narashimhan will prepare FDP report and send it to IQAC	
2.	Mr. Harsha will send the FDP Certificates to the participants within two working days	
3.		

13. Budget: Attached

Date: 9/2/2019

For Director's kind approval

Dear Sir,

Sub: Application for Budget approval of Faculty Development Program

A Faculty Development Program on the topic "UPSKILL OR PERISH" –Redefining HRM competencies in the context of AI is scheduled **from 11th to 16th February 2019**. The central theme of the program is to highlight the role of AI in various functions of HR.

The details are as follows:

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Title of the FDP: UPSKILL OR PERISH”–Redefining HRM competencies in the context of AI

Duration: 5 days

Resource persons: Mr Varadraj

Mr. Amith Prakash

Ms. Pratima

Mr. Ajay Gacchi

Ms Reema Jacob

Mr Manoj

Ms Latha

Expected participants: 30

The following are the expected expenses for the same.

Sl	Details	Amount in Rupees
1	Amount to be paid to the resource person	28000
2	Other related expenses, including snacks, Tea coffee, Bouquet, kit, stationery, etc.,	3000
	Total	Rs. 31000

Kindly approve the same.

Kind Regards

Faculty Co-Ordinator

Dean
Approval Authority
Signature

Director
Approval Authority
Signature

14. Pictures for the Event:

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Pic 1: Dr. Dinesh Nilkant, Director, CMS Business School, facilitating the Trainer Mr Varadaraj at the FDP on UPSKILL OR PERISH” –Redefining HRM competencies in the context of AI held from 11th to 16th February 2019 at CMS Business School, Seminar hall - 3, Faculty Coordinator: Dr Uma Warrior, Area Chair HR, Participants: Faculty of CMS and other Institutions

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Pic 2: Trainer Mr. Manoj Kumar at the FDP on "UPSKILL OR PERISH" –Redefining HRM competencies in the context of AI held from 11th to 16th February 2019 at CMS Business School, Seminar hall - 3, Faculty Coordinator: Dr Uma Warrior, Area Chair HR, Participants: Faculty of CMS and other Institutions

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Pic 3: Trainer Mr. Varadaraj at the FDP on "UPSKILL OR PERISH" –Redefining HRM competencies in the context of AI held from 11th to 16th February 2019 at CMS Business School, Seminar hall - 3, Faculty Coordinator: Dr Uma Warrior, Area Chair HR, Participants: Faculty of CMS and other Institutions

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Pic 4: Panel Discussion at the FDP on "UPSKILL OR PERISH" –Redefining HRM competencies in the context of AI held from 11th to 16th February 2019 at CMS Business School, Seminar hall - 3, Faculty Coordinator: Dr Uma Warrior, Area Chair HR, Participants: Faculty of CMS and other Institutions

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Brochure

Schedule

Day - 1: Mr. Vinodh - Lead? management and AI
 Day - 2: Mr. Manoj Kumar - How AI can boost HR
 Day - 3: Ms. Latha Srinivas - Upskilling with AI
 Day - 4: Mr. Anish Prakash - Use of AI in Employee engagement
 Day - 5: Panel Discussion

Registration

- No Registration Fee
- Participation is on an invitation basis. Participants must fill-up the Registration Form for confirmation.
- Certificate for Participation will be provided.
- Email your registration to fdp@cms.ac.in
- Last date of Registration is 14th February 2019

Convenors

Dr. Dinesh Nilkant, Dean
 Dr. Harold Andrew Patrick, Professor & Dean - Academic

Program Coordinator

Dr. Uma Warrier, Area - Coordinator, Human Resource Management
 Email: umawarrier@cms.ac.in

For further details, please contact FDP Coordinator
 Nansimhan G
 Phone: +91 9108464900
 Email: nansimhan_g@cms.ac.in



FACULTY DEVELOPMENT PROGRAM ON
 UPSKILL or PERISH – Redefining
 HRM Competencies in the
 context of Artificial Intelligence.



17th-19th February, 2019
 @ CMS Business School,
 #15, Shreehari Road,
 Ganeshpur,
 Bengaluru - 560 088

CMS Business School
 #15, Shreehari Road,
 Bengaluru - 560 088

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JAIN (Deemed-to-be University)

JGI (Deemed to be University) is a comprehensive and student focused university that works towards excellence in quality education, research, and professional development. Having been awarded the United Kingdom status by governing bodies Chartered (UJK) and U.K. Status by the National Assessment and Accreditation Council (NAAC), JGI (Deemed to be University) has earned national and international reputation for its excellence.

The academic programs offered at the University are distinctive and contemporary both in content and its pedagogy. It challenges the students to be enterprising and stimulates their intellectual capacity to think independently. More than 300 programs are offered in the disciplines of Science, Humanities & Arts, Commerce, Engineering & Technology, Management, Law and Research at UG, PG and research levels.

CMS Business School

CMS Business School is a premier institution of higher education providing superior management education to its business graduates. The flagship MBA Program of the Faculty of Management Studies, JGI (Deemed to be University) encapsulates the best of academia with the corporate world. The Business School provides platform for students to explore their innate skills coupled with the extensive classroom learning. The curricula used measurements are goal oriented analysis. The MBA program is a rigorous, focused, learner-centric learning and development program that equips our graduates with a strong entrepreneurial and managerial acumen. The faculty encompasses faculty as well as the rigorous performance contribution ensure that our graduates are considered as additional assets.

Theme: "Upskill or Perish" - Redefining HRM Competencies in the context of Artificial Intelligence (AI)

Leading companies are striving to advance by adopting Artificial Intelligence (AI) to boost their technological capabilities & essentially change the way businesses run. It also has totally changed the pattern of consumption, leading corporations are employing AI in Human Resource Management to attract, assess, train and engage talent. AI is being deployed in all the HRM functional areas. The job of the workforce will be oriented to jobs that are more quantitative and analytical.

Artificial intelligence enables recruitment based on user social media and other sources of information, providing candidates from thousands of sources, by matching candidate profiles with organizational requirements, conduct oral assessment, employment tests, and develop and assess the candidate's profile. The automated structure can resolve candidate queries. AI can be used to assess the level of satisfaction and engagement, take in managing teams, selection and the long-term goals of the current employees. AI facilitates in unbiased appraisal of performance, helping in increasing employee's productivity and other KPIs. In the future, implementing such in more focused and efficient manner, HR human solution is still necessary to build an engaged workforce and build on knowledge.

Speakers and Panelist

Mr. Vardaraj A V, Digital Connected Assets, SAP Leonardo
 Sub Theme: "Will Artificial Intelligence replace low-skilled & repetitive jobs that do not require emotional capabilities and creativity?"

Mr. Manoj Kumar, Founding Partner, Workplace
 Sub Theme: "How Artificial Intelligence can boost Human resource functions for making HR department a business partner and Employee Champion?"

Panel Discussion Members

Ms. Latha Srinivas, Vice President, HR Aneel Pvt Ltd, Bangalore
 Sub Theme: "Artificial Intelligence as a Game Changer in Recruiting and Hiring"

Mr. Ajay Gachhi, Principal Director at Accenture Strategy - HR Strategy & Transformation.
 Sub Theme: "Artificial Intelligence - A boon or bane for HR department of Indian corporates / Will Artificial Intelligence Create or destroy HR jobs?"

Mr. Amith Prakash, Selection & Diversity, Engagemore & Experience Call
 Sub Theme: "How Artificial Intelligence can help redesign a richer employee experience"

Ms. Pratima, Director - HR Talent Management, HR Division, Huawei Technologies India Pvt. Ltd. Moderator of the panel discussion.

Program objectives

- Develop the delegates understanding on Artificial Intelligence in HRM
- Understand the multiple functionalities of HR where AI can be effectively implemented
- To provide a forum to exchange views, ideas and innovations on how to successfully embrace the concept of AI in HR functions.

Target audience

- The target audience include academic delegates (School faculty members of OB & HRM area and policy makers).
- Business delegates in HR functions.
- Doctoral students pursuing research in HR.

Certificate



This is to certify that

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has successfully completed

Five Day Online Faculty Development Program on

"UPSKILL OR PERISH - Redefining HRM competencies in the context of AI"

11th February -16th February, 2020



Dr. Dinesh Nilkant
 Director
 CMS Business School
 Jain (Deemed-to-be University)



Dr. Harold Andrew Patrick
 Professor & Dean - Academics
 CMS Business School
 Jain (Deemed-to-be University)

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