



NEWSLETTER

KSHITIJ'20

17th October, 2020

People, Process and Practice:
An HR & IR Vantage



#ThinkHRThinkXIMAHR

OUR MODERATORS



Prof. Sadhna Dash

Panel - 1

Prof Sadhna Dash is associated as Assistant Professor with XAHR, Xavier University, Bhubaneswar. An alumna of XIMB, she has spent 24 years in corporate HR working with SAIL, IDS, Microsoft, and Aris Global before moving on to pursue a career in academics. Her practitioner background of industry/corporate experience with large enterprises as well as start-ups includes building organizations ground-up, leading global India initiatives, designing and hosting L&D programs, crafting performance management systems aligned with strategic business initiatives, leading HCM projects, and business partnering. Her diverse experience is further strengthened by her academic passion to deliver impactful in-classroom experiences. Given her vast experience, her research initiative center on career management and career development and is currently engaged in live projects at some of the country's best management education institutions. She has co-authored two textbooks in the area of HRM published by McGraw Hill.



Dr. Lalatendu Kesari Jena

Panel - 2

Dr. Lalatendu Kesari Jena is currently working as Assistant Professor at Xavier School of HRM (erstwhile XIMB), Xavier University, Bhubaneswar, India in the area of Human Resource Management. He has more than 18 years of experience in both academics and corporate HR (with Hindustan Aeronautics Limited, Indian Defence PSU) including seven years as Faculty Member in HR at ICFAI University, Hyderabad, India and Central University of Orissa, India. He has completed PhD from IIT Kharagpur, India on the topic "Workplace Spirituality and Human Resource Effectiveness" and is currently pursuing Post Doc. on "Employee Retention and Leadership Challenges" at Loyola Leadership School, Universidad Loyola, Seville, Spain. During his PhD, he has bagged best research paper award at International Business Research Conference at IMI, New Delhi and International Conference on Organisation and Management at Abu Dhabi, UAE. He has 98 peer reviewed international publications in reputed journals like International Journal of Change Management, Journal of Enterprise Information Management, Asia-Pacific Journal of Business Administration to name a few. He predominantly follows the case teaching methodology in addition to other pedagogical techniques in the class room.

EMINENT SPEAKERS

PANEL - 1

Towards a New HR Horizon: Do the Changing Times Mandate a different Role of HR?



Mr. Uday Tulapurkar

Joint President, HR
Aditya Birla Group - Hindalco

Mr. Uday Tulapurkar has 34+ years of experience in leadership capacities in various Human Resources functions such as Talent & Organization Development, Performance Management, Compensation, Learning, Staffing, Employee Relations and HR Operations. His strengths include Operating in a global environment in matrix and virtual setups, Strategy formulation and execution, Learnability and Adaptability, Designing and Implementing organization wide processes, Experience in Organization Design and Change Management, Understanding of the Manufacturing, High Technology Business, Knowledge of Statutory Compliances and Legal Frameworks on HR Front. He is a Sigma – Green Belt certified in Wipro & Honeywell.



Mr. Gautam Chainani

President, HR
Strategic Initiatives And Workforce Automation
JSW Group

Mr. Gautam Chainani has vast experience in the Manufacturing and Labour-intensive industry along with a long association with the Family-led Corporate. He is a postgraduate in Personnel Management and IR. He brings with him experiences from having worked with organisations such as ABG, American Express, WNS Global Services, Bharti Cellular, Wipro Consumer and Hindustan Unilever. He is also currently pursuing his Doctorate Studies in Automation & Work Design at Cranfield University, UK.



Mr. Indrajeet Sengupta

Executive Director & CHRO
Hindustan Coca-Cola Beverages Pvt. Ltd.

Mr. Indrajeet Sengupta is a HR professional with Multi Industry and Multi Geography experience. He is a trusted Business Adviser, Talent Developer, Innovation and Change Leader. He is highly adept at Leading Teams, Collaborating across Stakeholders and Problem-Solving Complex Business Challenges. Prior to joining HCCB, he worked as CHRO with Johnson & Johnson – India & South Asia. He has also worked with companies like Mars and GE Healthcare in Leadership role. Mr. Indrajeet Sengupta earned MBA in Human Resources & Information Systems from Xavier Institute of Social Service.

PANEL - 2

The New Labour Codes: Legislative Intent and Repercussions



Dr. Abhijeet Shah

Vice President, IR & Admin
Bharat Forge Ltd

Dr. Abhijeet Shah, at present, is serving as a VP-IR and Admin at Bharat Forge Ltd. He has rich experience in the field of HR and IR with a demonstrated history of working in the Chemical, Mechanical & Engineering industry. He is also skilled in Policy Writing, Labor Relations, Performance Management, Policy Analysis, and Infrared (IR). Dr. Shah holds a Doctor of Philosophy - Ph.D. focused on Human Resources Management and Services from Savitribai Phule Pune University.



Mr. N S Iyer

Founder Director
Help Build Lives

Mr N S Iyer Founder Director at Help Build Lives is a renowned trainer in Industrial Relations, Employee Relations, Conflict Management, Negotiations, Team Building, Self Awareness and Self Development. A certified Coach from ICF as also HOGAN Certified Coach. He served as IR, ER and Labour Laws professor at Tata Institute of Social Science for around 17 years. He is also a seasoned veteran with more than 28 years of experience in the field of Human Resource Management. He was the General Manager – Human Resource at Asian Paints Ltd. He graduated from Government Law College, Mumbai and he completed his post graduation from Maharashtra Institute of Labour Studies, Mumbai in Labour Studies, Personnel Management and Industrial Relations.



Mr. Ravi Seshadri

Advocate/Partner
M/s Gupta & Ravi, Advocates

Mr. Ravi Seshadri is a distinguished Advocate specializing in Labour and Arbitration Law and is associated with M/S Gupta and Ravi Associates. He is a seasoned veteran with more than 25 years of experience in the field of Law and is also a coveted member of the International Bar Association Lawasia and Rotary Club of Madras.

PROCEEDINGS OF THE DAY

The National Annual Business HR Conclave- Kshitij 2020 of Xavier School of Human Resource Management, Xavier University Bhubaneswar took place on Saturday, 17th October 2020 with the theme: People, Process & Practice- An HR and IR Vantage. The presence of Dr. Fr graced the inauguration ceremony. Antony R. Uvari, S.J., the Vice-Chancellor XUB, Fr. E.A. Augustine, S.J., Registrar XUB, Dr. Andrew Dutta, Dean XAHR, Faculty members and students. The event commenced with the welcome note delivered by Prof. Prathistha Bhattacharyya, wherein she talked about the changing role of the Human Resource Department in the current dynamic business scenario. Her speech was followed by the lamp lightening ceremony along with the Shloka Chant.



Dr. Andrew Dutta, Dean, Xavier School of Human Resource Management, addressed the gathering. Sir talked about Kshitij being one of the most prestigious field events for practitioners, academicians and aspiring HR Managers of the country. It is now one of the most important thought shaping events in the domain of HR Management in India. Sir continued talking about how important and relevant the theme for the event is given the unprecedented times in which we all are living at present. Talking about the significant changes taking place in the economy such as New Labour Codes, reverse domestic immigration, drastic fall in demand & production and steep rise in joblessness, he stated that the field of Human Resources is facing new challenges every day.

The change can be seen in the manner work is being performed and the erstwhile practices can no longer be applicable and therefore these crucial topics would be discussed in the conclave. He ended his speech by introducing the panel members for the discussion and wished everyone all the best with the proceedings.

Next in line we had Fr. E.A. Augustine, S.J., Registrar XUB who provided the audience with an anecdote titled 'An Honest Story of Seven Rupees' which summarized the significance of all the 3 P's present in the theme of Kshitij. He urged everyone present in the event to ponder over the message provided by anecdote. He further talked about the significance character and values hold in our life and requested the students to uphold them. While concluding his speech he wished everyone to have a fruitful and enriching day filled with knowledge and learning.

Lastly, the keynote address was delivered by Dr. Fr. Antony R. Uvari, S.J., the Vice Chancellor XUB. Father provided us with his own version of People, Process and Practice in form of System, Process and Procedures, which he found very relevant to the current HR scenario. He further added that no organisation would be able to function efficiently and effectively without the strong belief in the theme of 3 P's. These 3 P's for an HR professional are part and parcel of his/her life and therefore he really appreciated the choice of theme taken by XAHR.

He concluded the inauguration ceremony on a constructive note, of how HR Managers are playing a very crucial role in these difficult times and are acting as a ray of hope and positivity for the employees and organisations around the globe. He advised everyone to put their hearts and minds together to reflect and to overcome these challenges because as an HR professional we need to act as strategic partner to the management team of the organisation. Father also asked the students to work on their KSA's and attitude as these would be the measure of their competencies in the organisation.

The ceremony came to end with the recitation of the National Anthem. Soon after the inaugural ceremony, the moderator set the road for a very insightful and relevant discussion on "Towards a New HR Horizon- Do the Changing times Mandate a different role for HR?" in a seamless manner.

PANEL - 1 : Towards a New HR Horizon : Do the Changing Times Mandate a different Role of HR?

Moderator



Prof. Sadhna Dash

Speakers



Mr. Uday Tulapurkar



Mr. Gautam Chainani



Mr. Indrajeet Sengupta

The moderator for the first Panel was Prof. Sadhna Dash, Assistant Professor, Human Resource Management. Prof. Sadhna Dash, an alumnus of our very own Xavier Institute of Management with her rich Industry experience in the field of Human Resource Management, added immense value to the discussion. She initiated the session by talking about the agility of HR professionals in the VUCA world.

Attended by inquisitive and enthusiastic future HR professionals, the gathering was graced by the presence of eminent Industry Stalwarts Mr. Uday Tulapurkar (Jt. President HR and head of IR, Hindalco), Mr. Gautam Chainani (Group CHRO, President- Strategic Initiative and Workforce Automation, JSW) and Mr. Indrajeet Sengupta (CHRO, Hindustan Coca-Cola Beverages Pvt. Ltd) who paved the way for thought provoking ideas. The discussion was divided into three parts, each focusing on broader topics like Talent Management, Employee Wellbeing and the skills HR managers need to hone, in the age of disruption.

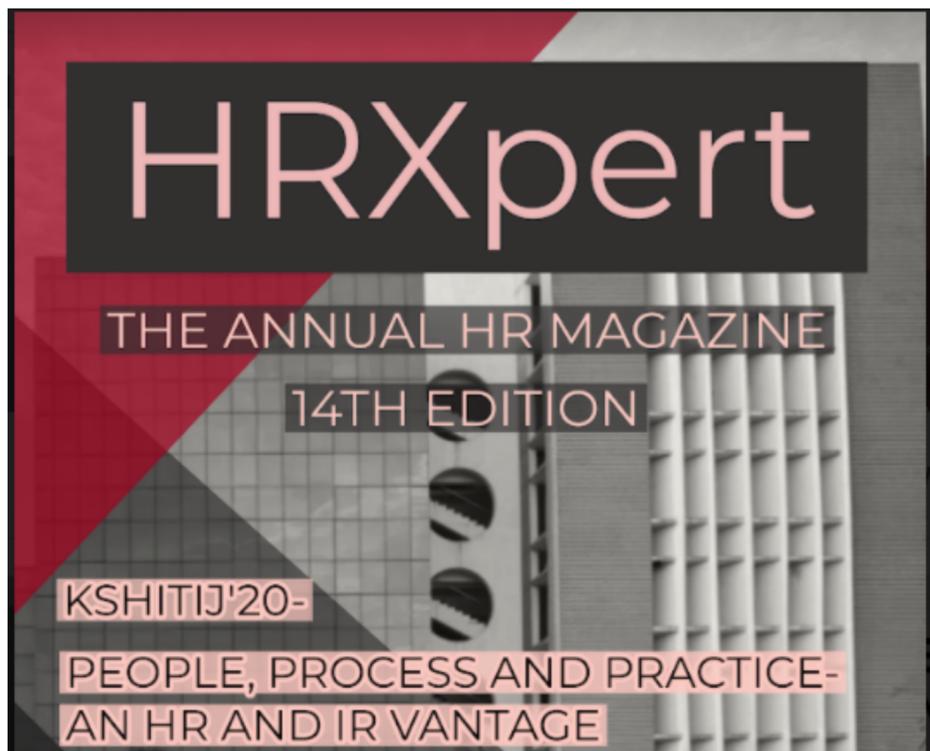
Mr. Uday Tulapurkar stated that “We live in an ever-changing and dynamic economy where disruption isn't unusual”. The industries have always bounced back, and HR professionals have ensured successful business continuity. Mr. Indrajeet Sengupta stressed upon the fact that talent is being given more attention than before because “it's not just the results but how everyone works that makes the difference”.

Mr. Gautam Chainani added that in these times of technical, customer, organizational, and resource uncertainty, businesses should look at automation to manage scale and to match the demand complexity of customers while maintaining productivity. Mr. Indrajeet Sengupta commented that in the Economic Ecosystem, the shareholder's expectation has barely changed and those who have invested money will expect a fair return. He raised pertinent questions like, "can we manage with fewer people?" "Can we put effort into the digitization process?". The pandemic made us realize that "Talent need not be in the physical workplace" and that physical disability isn't a roadblock anymore.

The moderator then initiated a discussion on Employee Welfare and Well-being. Mr. Tulapurkar made a critical comment on how workplace welfare was compliance-oriented, and it did not have the heart to it. Now there is a shift from "your health concerns you" to "your health concerns me". Mr. Chainani's words focused on 3 kinds of well-being: subjective, workplace, and psychological. He also talked about the increase in self-care and mental health conversations. Mr. Sengupta added onto the discussion by reminding us of various Work-from-home policies released by companies, prioritising employee health and wellness all across the globe today. During a global pandemic, it is crucial for the HR professionals to lead and support the change. "If anything happens to one employee, it will affect the entire operations," said Mr. Tulapurkar. Organisations need to come up with various practices for not only medical but also mental health, he added.

There was a short interactive Q&A session with students wherein ways in which E-learning could be leveraged were discussed. Mr. Sengupta explained how E-learning should be used as a complementary tool and not as a primary one because as humans, we still rely on actual practitioners. Thereafter, the importance of resilience, psychological safety, and positive self-talk were highlighted.

Prof. Sadhna Dash asked the speakers to share their words of wisdom to inspire the next generation HR professionals. Mr. Tulapurkar reminded the young bunch of the importance of forging healthy and rewarding relationships at workplace by focusing on communication, collaboration, conflict resolution and networking. Mr. Sengupta focused on the importance of having a value system in place because value alignment is more important than the job itself. Mr. Chainani reiterated the need for developing a 'Growth Mindset' as he believes this is something that we need to build into your DNA as there is always room for progress.



The panel discussion was concluded by Prof. Sadhna Dash by thanking the speakers for creating an intellectually stimulating session and motivating students to embrace the new normal and lead by example. Thereafter, the 14th Edition of "HRXpert", the annual magazine by XIMAHR was unveiled by the Dean and faculty members.

PANEL - 2 : The New Labour Codes: Legislative Intent and Repercussions

Moderator



Dr. Lalatendu Kesari Jena

Speakers



Dr. Abhijeet Shah



Mr. Ravi Seshadri



Mr. N.S. Iyer

The theme for Panel 2 was 'The New Labour Codes: Legislative Intent and Repercussions'. The discussion gave an insight into the changes in standing orders with the addition of administration in industrial tribunal, occupational health and safety features and the social security advantage of adding aggregators, gig workers under the benefits scheme and advantage of inclusive definition on the interstate migrant workman.

Mr N.S. Iyer, Founder Director Help Build Lives spoke about the "The Industrial Relations Code, 2019". He explained how the new code subsumes and replaces three labour laws: Industrial Disputes Act, 1947; Trade Unions Act, 1926; and Industrial Employment (Standing Orders) Act, 1946. He explained how he agrees with the new code that brought about clarity in the definition of wages. Wage includes basic pay, dearness allowance and retention allowance for the seasonal industry. He praised the fact that other allowances could not consist of more than 50% of the total amount payable which would help in maintaining the gratuity and provident fund contribution by the employer. He explained how if 50% or more workers applying for casual leave together is considered as strike and for calling a strike the union must inform the authority at least 14 days before which would help in faster conciliation. He was critical about changes made in standing orders and inclusion of administrative member along with a judicial member in Industrial Tribunal and how it might bring upon Central Government and officer dominance in dispute settlement. He also questioned the exclusion of employees in charitable, social and philanthropic work from the bill which might wrongly be used by people with vested interest.

Dr Abhijeet Shah, Vice President HR Bharat Forge Ltd. began his speech describing the reasons for reforming the labour laws. According to him the removal of the multiplicity of the definition of wages, workers, salary, industry, appropriate government is one of the main reasons for the formation of the code. Then he went on to explain occupational safety health and working condition code and its fifteen chapters. He gave his opinion on the rights of the employee, modification in the working schedule for women, formation of social security fund and increment in penalties. He also talked about appointment of Inspector-cum-facilitator and changes in his roles and responsibilities. He ended the discussion with a comparative analysis of the impact of the labour code from an employee and employer perspective.

The last panellist for the day was Mr Ravi Seshadri, Advocate Specialisation in Labour & Arbitration Law, M/S Gupta & Ravi Associates. He talked about the Code on Social Security, 2020 which consolidates the 9 legislations enforced earlier. He lauded the new legislation made by Central Government stating that the Code has removed a lot of infirmities that were faced by practitioners while interpreting Social Security legislation. He talked about how earlier there were different interpretations of wages under different legislations leading to a lot of discrepancies. The new Code brought with it a common definition of wages, making it clear as to what will constitute as wage for ascertaining the statutory liability of an organisation. Next, he told that the Code has provided an exhaustive and clarified definition for Appropriate Government, employees (especially under the Employee State Insurance Act), building and other construction work, Contract labours, Platform work, unorganized worker and employment injury which had a lot of ambiguity earlier. He stated that a milestone step has been taken under the Code by bringing in for the very first time the unorganised workforce, gig workers and platform workers in the ambit of Social Security. The Code also defines an aggregator and extends the benefit of Social Security to them. Next Employment Exchange centres got a new nomenclature of Career Centres. He also told that the previous anomaly present in the definition of Inter-State Migrant Workmen Act has now been done away with in the new Code. He further talked about the concept of compulsory insurance introduced in the Gratuity Act, wherein every employer would have to take a compulsory insurance policy from an authority recognised by IRDAI to cover its liability of payment of Gratuity. He concluded his speech by talking about another significant benefit of compounding of offences included in the Code which would reduce the burden on Courts to a great extent.

The discussion was followed by a very engaging Q&A session. Students from 1st as well as 2nd year raised very pertinent questions. The questions revolved around how the increased threshold of Standing Order would affect employees, how a considerable number of stakeholders going to be affected by the new Labour code still have some doubts over the intention of Government, how the new provisions brought would affect the employment growth of the country and finally how the Labour Code would affect the Ease of Doing Business in India. The panel members replied to each of these questions in the most lucrative and lucid manner clarifying all the doubts the students had.

Kshitij 2020 came to a closure with the Vote of Thanks delivered by the Coordinator of XIMAHR, Ms Aishwarya Mishra. The ending lines were proposed by Dr. Andrew Dutta, Dean Xavier School of Human Resource Management who declared the conclave as very insightful and enriching.



XIMAHR CORE TEAM 2020



Akash Panigrahi



Aishwarya Mishra



Sweta Mishra



Durgesh Subudhi



Prachi Pragyan Agasti



S. Gayathri



Mayurakhee Dutta



Sneha Kamath



Simpi Kalia



Sayantan Ghatak



Sneha Agarwal

SPECIAL THANKS

Prof. Andrew Dutta

Prof. Sadhna Dash

Prof. Pratishtha Bhattacharyya

Prof. Latatendu Keshari Jena

DESIGN

Md Tausif

Bikram Gochhayat

CONTENT

Ritisikta Mishra

Ritirikta Mishra

Ishaa Uttam

Jhelum Sarkar