



SCHOOL OF HUMAN RESOURCE MANAGEMENT

XAVIER UNIVERSITY, BHUBANESWAR

HR Symposium on

“THE FIELD OF HUMAN RESOURCE MANAGEMENT”

on June 28th, 2016, at New campus, Xavier University, Bhubaneswar

The one-day HR symposium was organised to familiarize students with current initiatives and challenges in the field of HRM and disseminate views of academia and HR practitioners.

Prof. (Dr.) Snigdha Pattnaik, Former Dean, School of Human Resource Management, welcomed the audience and spoke about the importance of gaining different perspectives about HRM from eminent experts from industry and academia. The first session was on the topic - *HR in the Organization: the Field of Practice*.

The panel members for the first session were Dr. Gopal Mahapatra, Professor of Practice, IIM (Indore), Mr. M. S. Magesh, Sr VP (HR), Accenture India, Ms. Sugandha Dasgupta, GE India, and Mr. Bimal Rath, Think Talent Services. The session was moderated by Prof. Sasmit Patra, School of HRM.



Mr. M. S. Magesh spoke on the future of HR in the digital era and drew attention to the fact that HR will be primarily driven by the increasing digitisation that has become the order of the day. This would change the landscape of the nature of organizational work and careers, leadership competency requirements and human processes. Mr. Bimal Rath highlighted issues related to talent acquisition. In the digital age, the specifics of acquiring of talent will change along with variables. Knowledge and innovation coupled with technology will be the future of human resources management. Dr. Gopal Mohapatra shared his perspective on the business challenges that come with a leadership gap and the need for adopting a leadership development approach that takes

into account external benchmarking and identification of critical competencies. Taking the discussion on succession planning forward, Ms. Sugandha Dasgupta focused on its growing importance as a systematic effort to ensure leadership continuity in key positions and also to encourage individual advancement for an employee. The diverse perspectives articulated in the first session led to an engaging interactive session among the panellists, faculty members and the students. The first session gave an understanding of the HR processes and systems in an organisation.

The topic for the second session was *'Human Processes at the Workplace'*.



It brought together a panel of experts trained in Human process work. The panelists were Ms. Arati Mohanram, Cognizant Technologies, Mr. Atul Chugh, Consultant, Ms. Priya Vasudevan, ACG Group and Dr. T.T. Srinath, Consultant, with Prof. Neharika Vohra, Professor, IIMA as the moderator. The session was structured in an innovative, interactive way. It began with the

panelists trying to understand the students' perspective on human process and relating it to their own understanding and experiences.

Dr. T.T. Srinath focused on the concept of appreciative inquiry and discussed the principle of simultaneity i.e. how we need to look inside ourselves to gain an understanding of the person on the other side. Ms. Arati Mohanram shared her perspective on human processes in the context of "Sensitivity to self, Sensitivity to others and Sensitivity to group", and the need for aspiring HR managers to gain an understanding of this. Mr. Atul Chugh spoke about the different HR functions, encouraging students to understand that it is not simply about systems like recruitment, selection, etc. but it is about understanding what goes on within that function and how it impacts the individual that is vital. One needs to understand that it is always 'about and with others' if one wants to succeed in the field of HR. The discussion on understanding HR from a system or content paradigm and a human process paradigm was initiated by Ms. Priya Vasudevan. Emotional literacy and emotional quotient being at the heart of human processes, she shared her views on how one can gain an understanding of the many underlying processes happening in each event that are supportive of other processes.

To conclude Prof. Neharika Vohra led an interactive session where students shared examples of ‘human processes’ which they had encountered in their lives. Prof. Vohra raised the question “Can we be better in human processes than we were yesterday?” which drew diverse and interesting responses from the panel members and the students.



The discussions provided interesting perspectives on Human Resource systems and human processes and the nuances that develop in their interactions. The primary learning that emerged from the HR Symposium is that the human being is the essence of human resource management and should be central to all HR initiatives and processes.

