

Xplorate -2021

Session 3

“Why Should One Choose a career in HR”

Name: Mr. Ayaskant Sarangi

Educational Qualification:

- Stewart School, Cuttack
- BE, Production Engineering , National Institute Of Technology Surat (1992 - 1996)
- MBA, Human Resources Management , Xavier Institute of Management(1996 - 1998)

Organizations:

- Larsen and Tourbo Infotech Limited
- Infosys Technologies Ltd
- GE - General Electric
- Wipro

Current Organization: Wipro Enterprises

Current Designation: Chief Human Resource Officer

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About the event:

Date: 28th November 2021

Reporting Time: 6:40 pm Sharp

Duration: 90 minutes

Dress Code: Formals

Batch addressed: Batch of 2021-23

Topic: “Why Should One Choose a career in HR”

Feedback:

Student's feedback:

- It was a huge opportunity for the batch to be able to interact with such an esteemed Alumnus. They learnt a lot about HR Profession from the experiences of the speaker. They found the session overall very enriching and inspiring.

Speaker's feedback:

- The speaker found the session very engaging. He also appreciated the interesting and diverse questions asked by the students. In the end, he encouraged the batch to make XIM proud.

Highlights:

1. The speaker started the session by sharing his experience about his career and why he chose HR? He discussed how HR is a People Science.
2. He said that you have to understand another person's mind for HR, analyze the situation, and apply it. He said that HR is significant to understanding the company's potential as it helps analyze market shares, sales, innovation, merger, and acquisition, etc.
3. He started to explain the approach through 3 main domains, i.e. **Key Expectations from the function**, **Building the capacity**, and **Key Traits**.
4. In the **Key Expectations from the function**, he gave some pointers in it:
 - Responsible for recommending and instituting strategies for people and organizations that further the attainment of the organization's strategic goals.
 - Custodian of culture
 - Employee Advocacy
 - Society at large
 - Leading the way in getting the right talent into the organization, [performance management](#), [succession planning](#) & [talent](#) development.
5. He also advised that an organization should have a good culture, i.e., an appreciable culture, necessary for influencing leaders.
6. He shared his views to have strong expectations and to be resilient.
7. He shared with us a few ways to build our capabilities to leverage our skills:
 - Business expertise: Understand and speak the language of the business
 - Change management: Accelerate change in an organization to meet business imperatives
 - Organization engineering: Understand how organizations work and the best practices for success
 - Culture management: Drive the culture and ensure that every move the company makes aligns with the culture the company wants to have
 - Data analysis: Use data to make decisions and help others ask the right questions to get the right answers
 - Inclusion: Unlock the passion of each employee, regardless of race, gender, sex, age, etc.
 - Marketing: Employees are the face of your organization to customers. Happy employees can be your best brand ambassadors to customers and are a powerful force for recruiting

8. He discussed that how it is essential to overcome one's unconscious bias and find the link between culture and values.
9. He told us to appreciate the technology and understand data and its implications.
10. He also mentioned some key traits which as HR managers should try to have within themselves:
 - Genuine – “Like People”
 - Listening (Empathy) and Communication skills
 - Influencing skills – Ability to build relationships
 - “COURAGE”
 - Expertise in at least 1-2 areas in HR
 - Strong conflict management skills and organization skills
 - Networking– Talent, HR colleagues, Industry Best Practices
 - Ability to think clearly, synthesize and put things in a context
11. At last, he concluded the speech by sharing how his MBA college days were the best days of his life.

Things that were discussed in brief:

1. He quoted “Network has work in it” and how we should work and strengthen our networking.
2. He explained how to become a credible resource in an organization and how important it is to understand the language of business.