



**B.V. Patel Institute of Management,
Uka Tarsadia University**



Date: 07-11-2023

Participation in 7th National HR Conclave organized by Southern Gujarat Chamber of Commerce and Industry- Surat at Sarsana

SGCCI-Surat has conducted 7th National HR Conclave at Sarsana Dome- Surat under the banner of Panel Discussion for THE FUTURE OF HR: A BUSINESS PERSPECTIVE.

There was an invitation from the senior management team of SGCCI -Surat to make students attend this game changer panel discussions in HR on THE FUTURE OF HR: A BUSINESS PERSPECTIVE, for BBA and MBA Students of B V Patel Institute of Management.

Topic of Discussion:	“The future of HR: A Business Perspective”
Date of the Event	07-11-2023
Venue of the Event	SARSNA DOME -SURAT
Time of event	9 AM TO 3.30 PM
Faculty In charge:-	Mr Parvez Malek- Faculty Team-BVPIM
No of participants	7 Participants –(BBA Faculty-1, MBA Faculty-5, Dean Sir-1

Objectives of the panel discussion:

- To highlight the importance of technology and use of HR analytics in future of business.
- To make understand students the business perspective in future of HR.
- To make students engage in the conclave by interacting with different speakers and raising questions.
- Retailing and upskilling the workers with the use of technology.
- Impact of Artificial Intelligence in the near future.

About the session :-

We had the chance to listen to one of the 4 key note speakers on their thoughts on the future of HR: A business perspective and some of the strategies used to improve analytical skills required for business in HR with their past experience.

1. Shri Soarabh Pathak - VP of Peoples Operations, Maruti Suzuki India.

2. Shri Vikram Tandon - Group CHRO, Adani Group.
3. Prof. Bharat Bhasker - Director of IIM A
4. Admiral Shri R. Hari Kumar - Chief of Naval Staff, Indian Navy.

Moderator Shri Mrunal Shukla Sir for the topic: Creating the buy-in from CEO/Board with regards to the HR value Creation? and Shri Himanshu Bhatt Sir for the topic: An impact of AI in the future of Employability, had engaged the following passionate and experienced panellist for discussions on their views on their respective topics.

Topic 1: Creating the buy-in from CEO/Board with regards to the HR value Creation?

1. Capt. Ishaver Dholakia - Founder & MD of Goldi Solar.
2. Dr. Sandeep Jaiswal - Director, Sach Electro Mech.
3. CA Nirav Jogani - Director, RSM-Lemon consultancy Group.

Topic 2: An impact of AI in the future of Employability.

4. Dr. Rajiv Shah - Sr. Manager-HR, Reliance Industries.(Hazira Campus)
5. Shri Santosh Rai - Jt. GM-HR, Larsen & Toubro LTD. - Defense.
6. Dr. Parag Sanghani - Provost, P.P. Sawani University.

Topic: The Future of HR: A Business perspective by:

Dr. Nirav Mandir

- The different challenges business face while growing including main aspects such as lack of productivity.
- One of the main challenge any business face is lack of talent.
- There is a strong need of identification of gap between labor's supply and business demand.
- The focus of business is always on performance and productivity.
- Another major challenge he discussed was the role of government or government's interference in business.

Shri Soarabh Pathak:

- To navigate the future workforce landscape.
- There are 3 main elements for any business: Understanding, Retaining and Upskilling.

- There are changes or revolution in technology such as AI and Machine Learning.
- It is very important to make align the workforce landscapes with the employee learning methods.

Shri Vikram Tandon:

- The future of analytics is not just about HR but mainly about business.
- Adult learning is learning from the life lessons.
- Creation of a culture where everyone is provided an opportunity to express.
- Make line managers more accountable by recognizing their skills and strength.
- Make yourself replaceable by doing succession planning.

Prof. Bharat Bhasker:

- Today is the era of rapid changes which used to take 10-20 years now happens within a couple of months.
- The new HR challenge will be to create a synchronization between humans and robots.
- Humans will have to learn and change themselves along with robots to increase productivity and capability.
- HRs will have to get aligned with the robot to enhance the human capabilities, sustain the process, etc.
- HR will be the middleman between robots and humans.

Admiral Shri R. Harikumar :

- You drive the business or it will drive you.
- Leadership is not just about solving problems but about democratization, decidedness', demand and disruption.
- Delegation of authority and responsibility is a must when you are managing people.
- Try to find out new ways for communication even at the bottom level of human resources.

Panel Discussion outcomes:

- Many questions were raised by different industrial managers and students present there, the answer of which were given by panelists.

- The industry experts gave their point of views on every question asked which focused mainly on the practical aspect by providing their real life day to day occurring examples.
- They stated that their biggest challenge was in finding the right fit for the job even after having a huge supply of labors in the market.

Mr Parvez Malek – Faculty at BVPIM had also appreciated the entire management team of SGCCI, Surat for this excellently executed game changer HR panel discussions for UG and PG Students

Learning for students

- Students learnt that apart from studies, the industry is asking for the practical skills.
- The new era is of change and everyone have to cope up with it.
- Everyone should know how to use the latest updates in the market.
- Robotics and AI will be the future of business and HR.

We are extremely thankful Dr Vijay Gondaliya Sir- Director B V Patel Institute of Management for motivating to take part in this panel discussion which has improved the attitude, skill and knowledge base of BBA and MBA Student’s and Faculties.

