



XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT XAVIER UNIVERSITY BHUBANESWAR

Report on HR Symposium, 2017

Organized on 15th July, 2017

at the Xavier City Campus, Xavier University Bhubaneswar



Xavier School of Human Resource Management (XAHR) organized the annual HR Symposium on 15th July 2017. Practitioners shared their thoughts and views in two panel discussions themed on “Overview of Contemporary HR Practices” and “Pushing the Boundaries of HR” during the half day symposium. Fr. E.A. Augustine SJ, Registrar, Xavier University Bhubaneswar and Prof. Snigdha Pattnaik, Dean of Xavier School of Human Resource Management (XAHR) along with a student from each batch of MBA-HRM, inaugurated the Symposium by lighting the lamp, in the presence of the speakers, students and faculty members of the school of HR.



The first panel was moderated by Prof. Dipak Bhattacharya. It comprised of Ms. Arpita Sahu, Senior Manager-Talent and Development, Bharti Airtel, Mr. Ankush Arora, Head of OD and Business HR, at Havells India Ltd and Gaurav Khandelwal, HR Leader, Honeywell Process Solutions. Engaging discussions were carried out on performance management in organizations, employee engagement, learning & development, and work culture in the era of digitization and artificial intelligence. While Ms. Sahu opined about the futuristic orientation of performance management, Mr Gaurav stressed the importance of innovation and Mr. Ankush asserted the importance of HR for leadership and business ethics. He encouraged the students to constantly learn, un-learn and re-learn.

Prof. Sasmit Patra moderated the second panel discussion on the theme “Pushing the Boundaries of HR”. Prof. Jose-Maria Aulotte, Director of Studies, Magellan Institute for International HR – MBA and visiting faculty at XAHR brought an international perspective to the discussion. He was of the opinion that HR is one of the key players of the business for pushing the existing soft boundaries. Mr. Abhishek

Mohanty, Management Consulting professional, PwC India's People & Organisation Advisory talked about “Audacious Rethink” that consisted of fierce catch up, significant leap and leapfrog resulting in creating quality as opposed to quantity. He further elaborated about the role of technology in convergence of customer and employee experiences which budding HR professionals need to focus on. Mr. A B Chandrasekhar, Assistant Vice President, EXL Service, Kochi Area questioned the concepts of employee engagement, leadership development, performance vis a vis potential and attrition. He argued in favour of HR as a business partner for the unique skill set that they bring to table rather than free riding or with limited roles in organizing fun activities.



The students of both batches of MBA-HRM formed an enthusiastic and involved audience. They asked informed questions to the panelists leading to engaging and interesting discussions. The panel members, five of whom are alumni of XIMB, were pleased with the audience response and the lively interaction that got generated.

The symposium ended with the speakers being felicitated and a customary vote of thanks.
