



Inspiring Futures

REPORT ON THE 2nd XAHR NATIONAL CONFERENCE ON 'RETHINKING PEOPLE MANAGEMENT'



on FEBRUARY 3rd & 4th, 2017

at XIMB AUDITORIUM

The 2nd national conference on the theme 'RETHINKING PEOPLE MANAGEMENT' organised by Xavier School of Human Resource Management (XAHR), took place on February 3rd & 4th, 2017 at XIMB Auditorium. The conference was held in collaboration with the National HRD Network, Bhubaneswar chapter.

The conference began with a Pre-conference workshop on Structural Equation Modeling for Behavioural Research, held on 2nd February 2017 at XIMB campus. This was facilitated by Prof. Satya Bhusan Dash, from the Indian Institute of Management, Lucknow, a prolific researcher and academician. The workshop saw an overwhelming response with 60 participants from various academic institutions such as Utkal University, Ravenshaw University, Sri Sri University, KIIT University and Xavier University.



On February 3rd, the conference was inaugurated by Fr. Paul Fernandes, Vice Chancellor XUB and Director, XIMB; Prof. Neharika Vohra, Professor and Board member, IIM Ahmedabad; Fr. Augustine, Registrar, XUB; and Prof. Snigdha Pattnaik, Dean, XAHR. In her key note address during the Inaugural session, Prof. Neharika Vohra, very lucidly explained why we need to rethink and take a relook at the way people are managed, how we make decisions which may be predictably irrational and how this process may impact many people management decisions in the organization.



The first day of the conference, 3rd February, 2017 focused on two major sub-themes – 'Harnessing Human Capabilities for the Modern Workplace', and 'Redefining Work: HR in VUCA and SMAC World'. It also had papers presented on a multitude of topics covering many aspects in the world of HR by academicians and research scholars.

The first Panel Discussion on Harnessing Human Capabilities for the Modern Workplace had insightful dialogues by Mr. Richard Lobo, Executive Vice President & Head of Human Resources at Infosys Ltd; Mr. Sunil Jha, President – Group HR of ACG Worldwide; and Dr.

Rajeshwari Narendran, Director, Academy of HRD and Professor HR/OB, M L Sukhadia University, Udaipur. The discussion was very artfully moderated by Prof Neharika Vohra. The discussion revolved around the characteristics of the modern workforce and the human capabilities that are most important for the workplace of today. The panel also spoke about some of the best practices that they have witnessed in the last few years in nurturing human talent.



The Second panel discussion on Redefining Work: HR in a VUCA and SMAC World had multiple perspectives that ranged from negating the novelty in VUCA (Volatility, Uncertainty, Complexity, Ambiguity) to negating the concept of VUCA to the implications of increasing prevalence of SMAC (Social, Mobile, Analytics, Cloud), in the VUCA world. The session moderated by Dr. Fakir M. Sahoo, Research Professor, XAHR, Bhubaneswar had Ms. Bobby Pattnaik, Location HR and Senior Unit HR Manager-Infosys; Mr Parthasarathi Mishra, CHRM Tata Steel Ltd, Kalinganagar Steel and Gopalpur Project; and Mr Bibaswan Dash, HR Manager, Microsoft India Ltd. as the discerning panellists.



Day 2 of the conference had the Third Panel on Employment Relations: Moving Forward Towards Greater Effectiveness. It saw diverse viewpoints on employment relations presented by Mr. P. Dwarakanath, Advisor of Human Capital of Max India Ltd; Mr Vijay Sinha, Senior Vice President HR, JSW Energy Ltd.; and Mr Rhiju Bhowmick, Global Head, Diversity and Inclusion, Diageo. The panel discussion was moderated by Dr. Saroj Mahapatra, Director, Jaipuria School of Business, Ghaziabad. Today the environment is complex, business is competitive, organization is fluid, the market is fluctuating and the future is highly uncertain. In this context Employment Relations (ER) and Industrial Relations (IR) have to reinvent their focus and strategies to remain current and meaningful.

The conference closed on February 4th, 2017 with the Valedictory function. Mr. Bijay Sahoo, Group President HR, Reliance Industries Ltd. was the speaker at the Valedictory session and spoke about technological advancements that are going to



change the future of people management in all fields. Interestingly he added that to become

a successful human resource manager, one should now become an efficient robot manager. Mr. Sahoo gave away the prizes to the winners of the student paper presentation competition.

During the conference, there were two sessions of parallel paper presentations of research papers presented by academicians, research scholars and students. These papers went through a review process and 24 papers were selected for presentations. Papers were received from Central University Jammu; Fore School of Management, Delhi; Loyola Institute of Business Administration, Chennai; MS University, Vadodara; Narsee Monjee, Institute of Management Studies, Mumbai; University of Guadalejara, Mexico, and Xavier University Bhubaneswar. There were three prizes that were awarded for the student paper competition.

An Odissi dance performance on Buddha and Yashodhara was presented by the Odissi dance school Nrutyashala. It interestingly showcased how rethinking could transform one from a normal human being to a Buddha.

The conference was a big success and left the audience enriched with newer ideas, innovations and a broader understanding of the overall HR function in today's dynamic environment.

The conference committee that organised the XAHR HR conference comprised of Prof. Mousumi Padhi, Prof. Kalpana Sahoo, Prof. Sanket Sunand Dash and Prof. Snigdha Pattnaik. They were well-supported by a team of student volunteers and the other faculty and staff of XAHR.

