

## Kshitij'19

10<sup>th</sup> August, 2019

Curtains drew open at the Xavier School of Human Resource Management as the annual flagship student driven, National HR conclave, Kshitij'19 kickstarted. Kshitij'19, focussed on the “Future of Work, Rethinking Work, Workforce and Workplace” with 4 eminent HR industry stalwarts sharing their thoughts. The morning began by invoking the blessings of the Supreme by lighting the lamp.

“To be forewarned is to be forearmed”- Dr Andrew Dutta, Dean- Xavier School of Human Resource Management. Dr Dutta, further in his welcome address threw light on the theme and expressed his views that the HR would foresee a tectonic shift. He strongly believes that the current HR practices would fade away and the future would see a more Federal Dominated thought process. He feels

- 1) Brain Space Management
- 2) Workforce Harvesting
- 3) Future Proofing

are some of the new HR roles that might dominate the corporate world very soon.



Following the welcome address, the tone for the day's panel discussion was set by the Moderator- Prof. Girish Balasubramanian, Faculty- Xavier School of Human Resource Management. Prof Girish advocates the fact that human beings are constantly in endeavour to perfect their future for which they strive in the present and the Future of Work revolves around this strive.

Mr. Ayaskant Sarangi, Senior Vice President, Human Resources, Wipro Ltd, majorly spoke about the 4 shifts that would rock the HR industry. First - Managing people. People Management at an emotional perspective would be the need of the hour. Second- The need for constant growth. He says, “Continuing to learn is the only way to continually grow”. Third- Flexibility in Organization. Mr Sarangi cited an example of the “Top Coder”- an online technical doubt solving platform that enables employees inside and outside the organization to access and solve queries. He firmly believes that organizational policies that ensure flexibility should be formulated down the line. The fourth and the most important would be the impact of the Technion Culture. The culture that a particular technology would create should be driven towards innovation and not constraint. He concluded by driving home the point that Technology should report to us and it should never be the other way around.

Mr Kapil Mahajan, Head HR, TATA Advanced Systems Ltd, captured the audience through his interactive, compendious speech. Mr Mahajan feels that the Digital boundaries are empowering Business boundaries. He threw light on Tele Density with factual figures that profoundly portrayed how

technologically driven we have become. Mr Mahajan feels, we would witness a future of diluting Job Descriptions and increasing Job Purpose. According to him, dealing with ambiguity and, alignment of skills to the business understanding and needs are the two most important competencies required. The TATA Advance Systems Ltd, a few years back little knew it would enter into the field of Aerostructure and Defence, making it the very first organization in the country to have done so. Mr Mahajan says, this capability to enter into this field was seen at a very high precision and the preparedness and the right use of technology to simplify complex tasks were the background behind this. He concluded by emphasising on the fact that conceptual compromise should never occur and going back to academia to understand people and technologies is the only way to face the future.

Miss. Niharika Mohanty, Head Learning & Development, Zomato envisioned a future with nearly 58 million new jobs, where HRs have an added responsibility of handling firms with very diverse age profiles. Drawing a parallel between the impatient Gen Z scrolling their Instagram numerous times and those are constantly looking for better jobs, she emphasized on how HRs have to prepare for the big shift of not dealing with employees but with people. She reiterated the importance of instilling a “founder’s mindset” in workforce. Instead of hiring for skills, it is culture that should allure the recruiter. With business plans moving out of board rooms, an annual plan is no longer an option, future is now looking at being disruptive than just sticking to check boxes. Finally, she reminded the crowd the cognitive may be automated, sentiments however are here to stay.

Apoorv Chaturvedi-Head Learning & Development, Magicbricks, talked about “economic expansion and gig economy” and engaged the budding HRs in the room by a thought-provoking question, “What are the four ingredients of freelancing?”. He strongly feels it’s the business organizations, service consumers, freelancers themselves and finally a key player-the Govt. that frames regulations which shape the economy. He reminded the attendees, how the IT took 40 years to reach 4 million employees while in 2010, the advent of Uber and likewise application-based cab services added nearly 1.3 million in just nine years. With Delhi having the largest number of “giggers”, he was sure that 2030 would see the near end of formal employment. While gainfully employing people, the gig-economy rewards only the “hustlers” where one can decide the best use of their time and be their own boss.

All the speakers were certain about the one-fit for all policy dying and performance conversations getting faster, cheaper and more frequent in the years to come.



