

HR Conclave 2017 Synergising HRM & ICT in Contemporary Business Practices: Towards a Sustained Competitive Advantage

HR Conclave 2017 was organized by Army Institute of Management & Technology, Greater Noida. The conclave was organized at Manekshaw Center, New Delhi, on 28th October, 2017. Various HR professionals and executives from diverse type of industries were the speakers of the conclave. It provided a platform to appraise the implementation and impact of a synergized IT enabled HRM environment on contemporary business enterprises across diverse sectors in India. The conclave was thought of with the aim of understanding the role of technologies in Human Resource Management to enhance competitive advantage.

Welcome address was given by Dr. Shruti Gupta, Deputy Director & Conference convener of AIMT, who highlighted the need for the synergy of HRM & ICT.

Opening address was given by Lt. Gen MM Naravane, AVSM, SM, VSM, GOC, Delhi area and Patron AIMT. He had thrown light on the need to practice proactive strategies in HR management for achieving sustainable workforce and the application of game theory in everyday HR activities. .

Inaugural session was presided over by

1. Mr. A. Sundara Rajan, Founder Director of Thomas Assessments India
2. Mr. Nuti Chakravarthy, Executive vice President, Axis Bank
3. Mr. Ravi P. Singh, Director (Personnel) Power Grid

The inaugural session deliberations gave an insight about the latest technology intrusions in HRM activities of an organization. It was also specified that along with technology invasions, “ethics” in HR practices is the most important quality that needs followed to become an agile organization. Numerous ways of HR process automation techniques were discussed in brief. The need of the hour is to embrace technology disruption without resistance. The need for paperless performance system and the convergence of IT was also highlighted.

The first tech session was on the topic “**ICT domain enabling manpower planning, acquisition and sustenance**”. The session was presided over by

1. Dr. Kamaljit Anand, Executive Director, IMS Noida
2. Maj. Gen. Rajesh Singh (retd), MD, Benzara India E-Commerce India Pvt. Ltd.
3. Mr. Rakesh Seth, Director, International Consulting Professional’s Institute

The points discussed in the session are:- HR should have strong observers. All business functions other than HR are rigid and HR functions are both rigid and fluid. The main aim of HR is to enhance better communication and utilize intelligence in right manner. There should be balance between customer focus and self focus. Automation reduces transactional mundane jobs and this pave way to plan for sustenance work force. The technology inclusion in HR activities is achieved with the reduction in recruitment time. Learning Management Systems (LMS) need to be utilized effectively to enhance knowledge of employees.

The second tech session was organized on the topic “**IT applications in HR maintenance and developed tasks**”. The session speakers were

1. Ms. Seema Bangia, Head HR, Mahindra Defence
2. Mr. Gunjan Tripathi, Director & COO, Mehdaj Techno concept Pvt. Ltd.
3. Mr. Vikas Choubey, VP & Regional HR Head, North, Axis Bank.
4. Mr. Nilesh S Dange, Sr. Deputy General Manager, (HR), L&T Ltd.

The topics of deliberations was:- the change in business processes is driven by stake holders. Online assessment, gamification and pulse surveys enable the management to place their employees at suitable position so as to optimize intelligence utilization. Feedback on the fly and people analytics is the current working scenario in the organizations.

The Conclave concluded with award ceremony for alumni and corporate partners followed by valedictory address by Maj. Gen. Rajesh Sahai, AVMS, SM, COS & Chairman, AIMT who highlighted various measures by which ICT is used in HR operations.



