

HR Society “AGRATA” of SRCC-GBO organized HR Summit on the topic E-HRM: Boon or Bane? On 6th Sept, 2014.

The Principal Dr. P.C. Jain addressed the inaugural session of the HR Summit on September 6, 2014. He highlighted HR as Human Response and only the material assets depreciate in organizations and not in humans beings. He spoke on how HR personnel play a pivotal role in creating and integrating the personal aspirations of individuals in a group helping them focus on the overall development.

The HR manager of Moser Baer, Mr. Rajiv Sahdev, was the moderator for the session. He drew comparisons with Human Resource Management from real life sources connected with everyone, especially his thoughts on how an organization with different needs and desires is no different than a rainbow with different colors.

The highlight of the summit was Mr. Abhay Kapoor, a senior HR professional with Escorts, who talked in detail about significant challenges faced by the global organizations. His speech focused on the difference in the legal framework of each country, of language barrier, workforce mobility and the lack of global mindset amongst most employees. He also suggested the ways to overcome these challenges.

The next speaker of the session was the HR Manager of Marico, Mr. Ankur Poddar. He stressed on the importance of striking a balance between being high tech and high touch in an organization, by talking about their **IV Week (I Value Your Week)** campaign. He spoke on how technology can be an enabler and not the replacement as the thinker for humans.

On the other hand, the HR Manager of Deloitte, Mr. Kamalpreet Singh started his discussion with the importance of technology.

The discussion was taken forward by Mr. Gaurav Bakshi, the HR Manager of Religare, who pointed out the importance of job portals like naukri.com and monster.com. Concluding his talk he revealed that the HRM “looks for people who are not looking for jobs”; thus people are hired via referrals and recommendations.

The last speaker was Mr. Rohit Khurana, the HR Manager of Canada OBC – HSBC, who drew an analogy between E-HRM and Fire; pointing how the caveman feared it until he knew its capabilities. He supported E-HRM with the illustration of Leave Management System; indicating that electronic access improves accuracy, reduces human bias, reduces cost and time and helps create a secure database.

Mr. Khurana spoke on the change management an organization. He stressed that the success of a person and organization lies in the fact to what extent they are receptive to change.