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Nagarjuna College of Engineering & Technology
(An ISO 9001-2008 Certified, NBA* & NAAC 'A' Grade Accredited
Autonomous Institution under VTU, Approved by AICTE)
Mudugurki, Venkatagiri Kote Post, Devanahalli, Bengaluru 562164
Department of MBA



Activity Report

Date of Event: 22nd July, 2023

Activity: Guest Lecture on "Vision 2030: The Future of HR"

Details of the Resource Persons: Mr. Naveen Singh, deputy manager HR-Bharat Electronics Ltd.

Activity Details:

Technology is often referred to as the application of knowledge, experience, tools and resources in response to a human need or want. Of late, it can be termed as a phenomenon that has been influencing both personal and professional lives and it has become an inevitable part. Keeping this in mind and to make first year students aware of how the Human Resource function would be affected by it by the end of this decade, the Department of MBA in association with IIC and IQAC of NCET organized a guest lecture entitled "Vision 2030: The Future of HR" on 22nd July 2023.

The resource person was Mr. Naveen Singh currently associated with Bharat Electronics Ltd, a company under the aegis of the Ministry of Defence, Govt. of India. A brief about Mr. Singh- apart from being adept in Recruitment, Training & Development, Organizational Development, Performance Management, Employee Relations, Industrial Relations, Corporate Communications, and Event Management, Mr. Singh cleared an all-India level Entrance Examination by virtue of which he was able to get an entry into the HR department of Bharat Electronics Limited. In this current capacity, he has been implementing innovative best practices in the areas of recruitment, employee engagement, psychometric assessment, corporate communications, and implementation of People Capability Maturity Model (PCMM) Level 3. He was introduced to the audience by Ms.Saniya Firdose from the 'B' section of the first year MBA.

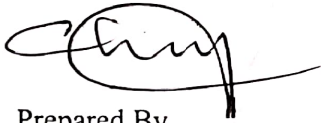
Mr. Singh began the talk by asking the assembled students as if they wanted to become Human Resource (HR herein) professionals and not that it was confined to women. He wanted to debunk the fact that men too could be good HR. By running through a video, he showed certain trivia and facts about the rapid pace of technological changes happening across the world. Students had to be made aware that they would be entering the job market at a time wherein, apart from technology becoming an integral part, Artificial Intelligence (AI) would have engulfed a sizable chunk of jobs of the present by 2040! By terming the present as a "crazy yet creative economy", Mr. Singh called upon those aspiring to be HR's in future to be upgraded in eight other domains to be able to stay current in the upcoming future. The impact of HR, in his view, lay in functions such as Technology transformation, Software upskilling and reskilling, Agile HR, Remote and flexible workforce, Data driven decision making and Employee wellbeing with special reference to mental health. By running through an elaborate PPT, he made sure students could get a birds-eye view of the future of HR that is awaiting them after their MBA programme. Awareness of how HR in companies had to embrace Work From Home during the pandemic and how his own current company had to suddenly shift to production of ventilators and as a HR he had to seek support from vendors and production department to ensure the production and supply was highlighted. Dwelling upon one of the latest trends namely diversity, equity and inclusivity, Mr. Singh made a passing reference to students that they have to be sensitive to the members belonging to the disabled community.

To emphasize the importance of mental health, Mr. Singh drew the attention of the audience to a recent incident of a suicide case in a renowned city-based college. Correlating it to the concept of Employee Wellbeing and Emotional Stability, he cited the example of a Power App that has been implemented at his current employer. This app has been developed through AI and it analyses if an employee is facing stress, has suicidal tendencies. If the former is recognized, alerts are sent to counsellors and to the HR department so that the situation is mitigated. To avoid situations like these, an Employee Assistance Programme is in practice. For making those MBA students desiring to take HRM as a specialization, Mr. Singh mentioned certain innovative HR practices that are being followed which include: Continuous feedback (Adobe), Continuous Engagement (Microsoft),

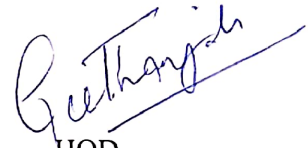
No vacation policy [Anytime leave](Netflix), Gender balance especially at the top management (IBM), Leadership policy (Unilever), Redesigning of the Performance Management (Deloitte), Employee happiness (Zappo). The session that began around 10.30 AM in the auditorium of the Nagarjuna College of Engineering & Technology came to an end at around 12.45 PM once the speaker highlighted certain "key skills" that one had to have as a MBA student followed by an interactive Q&A session. The vote of thanks was proposed by Ms. Hamsaveni R from the 'A' section of the first year MBA.

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Prepared By
Prof. Chinmaya Prakash

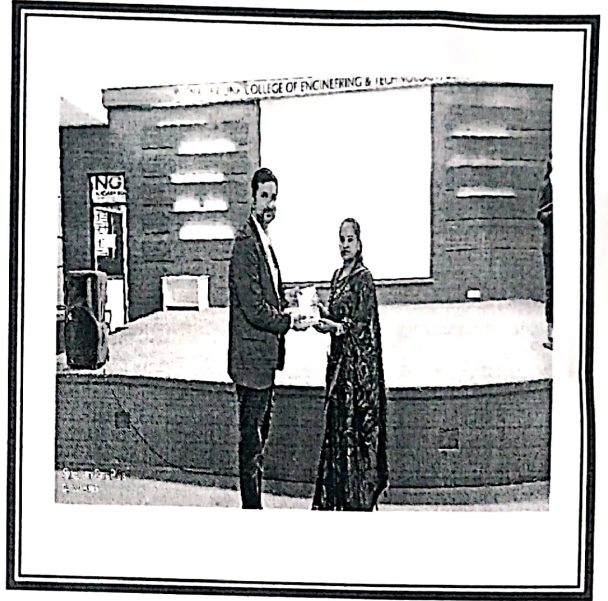


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INSTITUTION'S INNOVATION COURSE

NAGARJUNA COLLEGE OF ENGINEERING & TECHNOLOGY

Department of MBA
In association with IIC & IOAC
Organises a Guest Lecture on

**Vision 2030
The Future of HR**
Resource Person

Mr. Naveen Singh
Deputy Manager-HR
Bharat Electronics Limited,
Bengaluru

Date : 22nd July, 2023
Time : 10:30 AM

Venue
Auditorium, NCET

