

# NIPM Western Region Conference, Pune – 2017

21<sup>st</sup> and 22<sup>nd</sup> April 2017

Venue: Hotel Sheraton Grand Pune Bund Garden Hotel, Raja Bahadur Mill Road, Pune- 411001

THEME: Championing HR Excellence towards Business Growth



## **Speakers:**

**Mr. Gajendra Chandel (President HR, Tata Motors, Mumbai)**

**Mr. Srikant Lonikar (CHRO and Director, Pernod Ricard, New Delhi)**

## **Synopsis:**

HR has come far from being in its administrator's job. There has been a shift in focus of HR from compliance to negotiations. HR has taken the centre stage. It plays strategic role now, irrespective the nature of the business. There is a lot of pressure on the firms to be more competitive in market and the most pressurising thing is the 'cost' incurred by the business. To make the business competitive, human capital plays very crucial role. Growth in business requires more people with skills and these skills are to be upgraded with changes in business scenarios. Skills help to enhance the agility, quality, cost and efficiency of the business.

Technology has shifted hugely and to an extent that the knowledge and technology that existed 3 years back is obsolete now. Technological changes like replacement of workforce with robots in industry, driverless cars, and shift from BS 4 to BS 6 to be scheduled for 2020 and full automation of assembly lines, all of this requires multi skilled people, which can be re-skilled as per the changes in scenarios.

Indian industry has to face global competition, not only on global platform, but in local markets as well. So, it has to leverage the demographic advantage which it has over the world. Train them, skill them and make them multi versed in their skills so as to make a better workforce. Government has to go hand in hand with corporate to address this issue of bridging the skill gap between what is required and what is catered to the business by the institutes in India.

Government has taken initiatives like National Employability Enhancement Mission (NEEM), steeting up National Skill Development Agency (NSDA), Skill India, monetary rewards for the talents which graduate from these programs. Industry also supporting the government in its initiatives for skill development. Taking the example of WALMART training centre at Amritsar.

Credits : Synoptic Notes of the Conference done by Summer intern at Bharat Forge Ltd namely ,  
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