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भारतीय बागान प्रबन्ध संस्थान बेंगलुरु

INDIAN INSTITUTE OF PLANTATION MANAGEMENT BENGALURU

(An Autonomous Organization of the Ministry of Commerce & Industry, Government of India)

HR CONCLAVE 2018

HR IN THE EMERGING DIGITAL WORLD

Organised by

INDIAN INSTITUTE OF PLANTATION MANAGEMENT BENGALURU

Remember: 23rd March

Venue: IIPM Campus

Bengaluru

HR in the Emerging Digital World

Today Corporates are in a frequent battle to correlate the business data with the employee data to analyze it objectively to draw valuable insights from it. It is too complex and practicing managers are in the pursuit of reimagining the future of work through automation.

Workforce intelligence helps to gather information relevant to HR and align this data for decision making process. Thus HR will take up the role of a strategic business partner in driving the attainment of corporate strategies. However, to collate the enormous data, analyze it and objectively interpreting the data leveraging human capital and the enormous data they come with, along with ensuring that this data is seamlessly collected, constantly studied and approached advantageously is a constant endeavor. While this can be challenging, we have found the key to unlock the massive potential of data-driven HR - Yes, through the confluence of analytics, automation, AI and other technologies like VR, virtualization, cloud. These disruptive technologies coupled with being mobile - the scope for momentous change in HR is huge!

In parallel, there are several questions that we need to answer as we look at harnessing automation in HR, as it deals with people and their emotions, and we have to be very thoughtful about it. What is going to bring us the biggest benefits? And how do we sensitively handle the human element so that we amplify the human potential and not disenfranchise people? Let's start with understanding the need of the business and the various stakeholders, the foremost among them being employees. Organizations need systems to be simple, and reduce the time to do the work to basically zero along with fairness, to be aware of what is happening around us, and our privacy is important too.

At the managerial level, the focus is on the progress of teams and improving its efficiency by spend minimal time on systems and processes. Next we have the HR function - their typical outlook has been to get the employees and managers follow numerous processes and systems .From a top management perspective - compliance and governance is key while ensuring that we track the pay and bonuses of our people and its association to drive performance. Most often, the first phase of automation is led by the HR function. Therefore, the focus is on ensuring that processes are mapped to systems and routine tasks are automated. All this does is to get the manual processes on a system – but with most processes being clunky, it tends to demand a lot more time from people than they can afford.

Every employee today is looking for more autonomy in his/her sphere of work. We have to think of automation in a way that will enhance the human potential, give them more autonomy to look at data and take decisions. The key is not in automating decisions that people take - but to make the decision making process easier and purposeful with the right data. Next question is whether it enhances collaboration. The complex world of the future needs diverse thinking and expertise from different fields – each of them collaborating seamlessly. Therefore, the hallmark of any automation in HR should be enhanced collaboration. That can be done by sharing information, making things transparent, aiding co-working – getting this formula right will be the secret sauce of successful organizations in the future. The way we architect our automation will hold the key to how we drive more collaboration in our organization – thus leading to better decisions.



About the Conclave

The HR Conclave is an annual convention, organized by Indian Institute of Plantation Management attended by experts from industry, from the HR world as well as academicians from various institutes.



Institution

IIPM is an endowed organization of the Ministry of Commerce & Industry-GOI & Commodity Boards of India and the plantation industry. Over 39,100 executives, managers, planters, scientists, commodity boards officials, and students around the country and other developing nations have participated in our programs. Institute's Short Terms Executive Programs (STEPS) / Reach-out Programs/MDP's are designed according to the needs of various sectors including plantation and associated agri-business sector

**Theme: HR in The
Emerging Digital World**

Subthemes

- ⇒ HR Analytics - A broader perspective
- ⇒ HR in the age of Automation
- ⇒ Collaboration, automation and work culture in the future IOT (Internet of Things) world
- ⇒ Emerging challenges and frontiers in organization design and human resource management
- ⇒ Creating an employable talent, Social media for talent development and employee engagement

Agenda

10.00am -11.15am	Inauguration followed by Corporate Discourse
11.30am- 12.45 pm	Panel Discussion
12.45pm-1.30pm	Network lunch
1.30pm to 2.30pm	Corporate Case Study
2.30 pm to 3.45pm	Presentation
3.45 pm to 4.30pm	Talk Show
4.30pm -4.45	Closing note

Who should attend & Details of Payment (in Rupees)

Industry professional	2000
Academicians	1500
Students/Research scholars	500

Patron

Prof.V.G.Dhanakumar

Director, Indian Institute of Plantation Management
Bengaluru

Contact Details:

Organizing committee

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Registration fees

DD / Bankers Cheque to be drawn in favor of IIPM BENGALURU to be paid through on-line:

Bank Name: United Bank of India

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Faculty Members

Dr. M P Vithal, Professor

Dr. Ananda Das Gupta, Associate Professor

Dr. S John Mano Raj, Associate Professor

Dr. A N Vijayakumar, Associate Professor

Mr K Narendran, Assistant Professor

Dr. Sarbani Mukherjee, Assistant Professor

Dr. K Venkateswaran, Assistant Professor

Dr. K Shilpa, Assistant Professor

Dr. C Ganesh Kumar, Assistant Professor

Mr. Anirban Kundu, Assistant Professor

Dr. K. C. Prakash, Assistant Professor

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