

INTERNATIONAL CONFERENCE IN HR 2023



IISWBM is a top ranked institution in the field of Human Resource Management and is cited as one of the Top HR Colleges in Asia. The MBA (HRM) department of IISWBM along with AGRH France as knowledge partner hosted the International Conference in HR on March 1st and 2nd, 2023 that became one of the largest HR event of Eastern India. The theme of the International HR Conference 2023 was **“Decoding HR Mantra: HR Roadmap & Future of Work Force”** and was held at hotel “The Park” Kolkata. It aimed at creating a common platform for HR professionals from the industry and academia to exchange ideas on decoding the HR mantras and to contribute in building future roadmaps and intellectual discourses in the ever-evolving field of human resource management. The MBA (HRM) department organized the conference along with AGRH France as the academic partner.



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The conference witnessed participants from all over the world. Among the foreign institutions participating in the same a few were New Mexico Highlands University, University of New Mexico, Albuquerque, USA, University of Maryland Global Campus, Adelphi (USA), University of Angers Esthua, France, Université Jean Moulin Lyon, France, Epworth Clinic, Melbourne, Australia, and De Monte Forte University, Lester (UK), Management University of Africa, and National Institute of Development Administration (NIDA), Thailand. Among the prestigious Indian institutions taking part were NITs, IEST, Xavier's Institute of Social Service Ranchi, IIMs and IITs to name a few.

The **first day** commenced with a special key-note address from Prof. Dave Ulrich, the “Father of Modern HR”, and the Renesis Likert Professor of The Ross School of Business, Michigan University who focussed on the role of HR in creating value for the organizational stakeholders. The illustrious Guest of Honour, Dr. Shalini Lal, the founder CEO of Unqbe and Global fellow of Wharton School, focussed on the workplace dilemmas unleashed by the pandemic like ‘moonlighting’ and the challenges in framing of HR policies to deal with such issues and keeping employees engaged.



The highlight of this conference was the coveted “**IISWBM-Dave Ulrich HR Excellence Awards**” to be awarded to three best organizations in the field of HR. The distinguished jury of the awards included Prof. Ashoke K Dutt, Founder Director IIM Shillong, Shri Adika Ratna Sekhar, Chairman and Managing Director, Balmer Lawrie & Co., Shri Tushar Basu, Founder Director of Analytic Consultants and Prof. Sanjay Mukherjee, Professor, IIM Shillong. The award was won by Indian Oil Corporation for “The Best Employee Champion Organization”, Modenik Lifestyle Pvt. Ltd. for “The

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Best HR Transformation and Innovation” and Coal India Ltd. for “The Best Inclusive Workplace” for their exceptional contribution towards these 3 categories of Excellence parameters in the HR field.



**IISWBM-Dave Ulrich HR Excellence Awards
(Silver logo, filigree work, Khimiji Cuttack)**



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The Organization received congratulation letters endorsed by Prof. Dave Ulrich himself.



The post-lunch session was HR Leaders' Speak, on the topic **"FROM THREATENING TO THRIVING – Post Pandemic Work Place Challenges and Future of Work Force"**, that was graced by:

- Mr. Rajesh Chintak, CHRO Engineering and Projects, Tata Steel
- Mr. Manish Patel, Executive Director (HR), Indian Oil Corporation
- Ms. Sharmishtha Adhya, SVP Group Head Organisation Design and HR Compliance, Infosys
- Mr. Jagannath Oleti, Vice President and Head HR, Larsen and Toubro
- Mr. Vinay Ranjan, Director Personnel and Industrial Relations, Coal India Limited, and
- Dr. Ratna Sinha, VP HRM, Tata Metaliks,

Prof. Charles Henri Besseyre des Horts, Emeritus Professor HEC Paris and President, AGRH France moderated the session effectively.

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The conference witnessed big number of industry delegates being sponsored and nominated by organizations like Damodar Valley Corporation, Indian Oil Corporation, Coal India, Tata Steel, Tata Metaliks, MCPI, Western Coal Fields, South Eastern Railway, Calcutta Post Trust etc. In the evening, the participants were taken on a river cruise over Ganges to provide them with a glimpse of the historical “City of Joy” that followed by dinner.

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The **second day** was held at IISWBM premises in the historical College Street campus, and started off with researchers presenting their papers in **10 parallel technical sessions** out of which there was one session which was completely virtual for both the participants and the session chairman. Eight themes shaped the discussion for the conference in which a total of 74 selected research papers were presented.

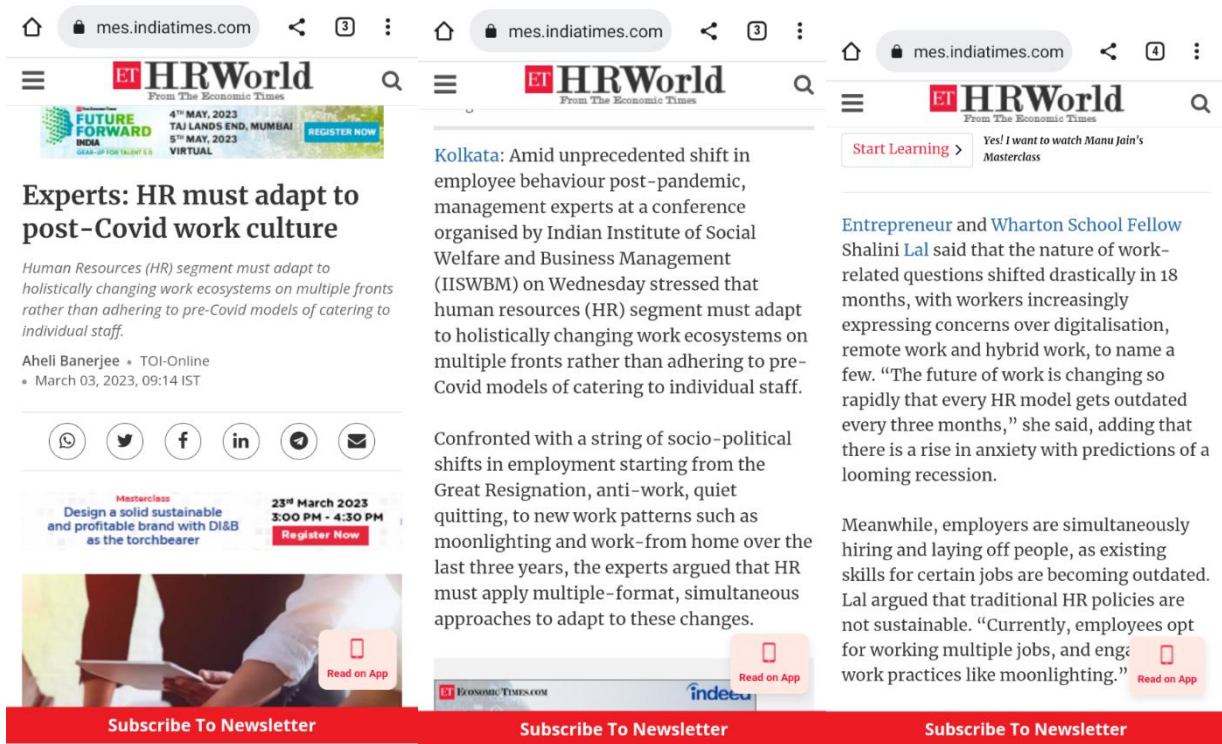
In the Valedictory session, the deliberations of Prof. Charles Henri Besseyre des Horts, Emeritus Professor HEC Paris on the future challenges of HR in managing modern workplace and Dr. Debi Prasad Mohapatra, Assistant Professor, University of Massachusetts, Amherst, on the economics of growing contingent workforce and associated challenges due to lack of socio-economic safety net for such workers were illuminating.

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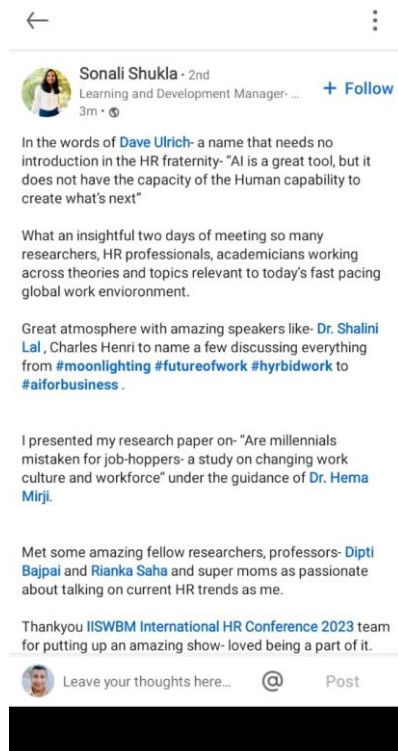


The two-day event paved the path for the resounding success of the hermeneutic International HR Conference 2023 which helped to gain insight into what the future of HR possibly looks like and visualised various challenges and possibilities. The conference received wide coverage in the media including The Economic Times and The Times of India.

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The participants were mostly delighted to attend the International Conference that found reflections in their LinkedIn shares some of which are highlighted below:



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Prof.Dave Ulrich, the legend and “Father of Modern HR” said that it was “an honour” for him to be a patron of the International Conference in HR 2023.

Dr. Madhumita Mohanty

Prof.(Dr.) Madhumita Mohanty,
Organising Secretary, International HR Conference 2023,
Professor & Head, Department of MBA (HRM),
IISWBM