

NEXT GEN-HR

ANNUAL HR-CONCLAVE 2025



Prepared by:

MBA-HRM

2024-2026

Rethinking productivity and HR's
role in the new economy



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HR CONCLAVE -2025



31.01.2025

PANEL-1

New Age Gig Economy: HR Challenges



Panel Mememebers:

Saswati Chatterjee

Tuhina Roy

Poulomi Basu

Sugata Roy

Abhinandan Mookherjee

Saurabh Roy

Moderator: Dr. Kallol Dutt



Pointed out that part-time and gig work have existed for decades. However, gig workers often receive lower pay and have fewer qualifications. Countries like Australia and the US are already implementing compliance measures to protect gig workers.

Poulomi Basu MHRM (2006-2008)
(HR Head - East, AI Engineering Services Ltd)



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Emphasized the growing entrepreneurial spirit and the need for organizations to evolve, creating an inclusive ecosystem for gig workers.

Saswati Chatterjee MHRM (2005-2007)
(Associate Director, Human Capital, PwC India)



Discussed how the lockdown accelerated the gig economy's expansion, yet India still lacks formal labor laws to recognize gig workers.

Saurabh Roy *Guest Speaker*
(General Manager, Head - IR,
Reliance Jio Infocom Ltd)





Emphasized that the gig economy is here to stay and highlighted the importance of fostering a growth mindset to empower gig workers.

Abhinandan Mookherjee MHRM (2005-2007)
(MD & Co-Founder, Talent Synergy Solutions)



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Explored how COVID-19
reshaped the gig economy
landscape and highlighted
the role of below-the-line
influencers as gig workers
catering to niche markets.

Sugata Roy MHRM (2011-2013)
(Lead HRBP & HR Digital
Transformation, Hero
MotoCorp)



Shed light on Gen Z's influence on the modern workplace, emphasizing their preference for flexibility and skill diversification. She also highlighted the rise of New Collar jobs focusing on specialized skills.

Tuhina Roy MHRM (2011-2013)
(Senior Business
Transformation Consultant,
IBM)



MODERATOR

The traditional 9-to-5 job model is shrinking, and the demand for gig workers is set to rise.

Dr. Kallol Dutt

Former Additional Labour Commissioner (Govt. Of West Bengal)



PANEL-2

Seventy Hours Work Week-The Productivity Paradox



Panel Mememebers:

Rijit Sarkar

Sohini Bhattacharya

Avik Sengupta

Moderator: Dr. Kallol Dutt

Debosmita Basu

Shreya Dutta

Junaid Rizvi

Indian labor laws cap total working hours at 48 per week (Factories Act, 1948), but passion should push, not pull you into overwork.

Avik Sen Gupta MHRM (2004-2006)
(AVP HR; IR & Compliance,
Titagarh Rail Systems)



Long working hours don't
just affect individuals—
they put families at a toss.
Work should fuel growth,
not erode personal life.

Shreya Dutta MHRM (2014-2016)
(AGM, HRBP East, Vodafone
Idea Ltd)





Only 2% of Indians get to
do what they truly love.
Intrinsic motivation,
flexibility, and mental well-
being are more critical to
Gen Z than just paychecks

Rijit Sarkar MHRM (2015-2017)
(HRBP, PwC India)



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Employees see work as a part of life, while for leaders, it's a different game. With controversial global work models like China's "996" culture (9 AM – 9 PM, 6 days a week), knowing where to draw the line is key.

Debosmita Basu (Ray) MHRM (2004-2006)
(DGM HR, Eveready Industries)



According to a LinkedIn India Survey (2023), 77% of employees prioritize well-being when choosing an employer. A sustainable career is about the quality of work, not the hours clocked in.

Sohini Bhattacharya MHRM (2008-2010)
(AVP HR, Accenture)


accenture



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Sundar Pichai champions team empowerment over burnout. Productivity is about focused, passion-driven work—quality over quantity.

Junaid Rizvi MHRM (2012-2014)
(Manager, HRBP - Global Growth Market, Cognizant)



MODERATOR

Passion fuels productivity,
but addiction leads to
stress. The real challenge
is knowing where to draw
the line.

Dr. Kallol Dutt

Former Additional Labour
Commissioner (Govt. Of West
Bengal)





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