

# The Future of HR: A Business Perspective

**Name of the Organizing Institution:** The Southern Gujarat Chamber of Commerce and Industry (SGCCI)

**Participants (Class, Sem., Number):** SYMBA-HR

**Total No. of Participants:** 40

**Total No. of Faculty Participants:** 05

**Date:** 07.12.2023

**Time & Duration:** 09:00 AM to 03:00 PM

**Venue:** Platinum Hall, SIECC, Sarsana, Surat

The Southern Gujarat Chamber of Commerce and Industry (SGCCI), Surat, hosted 7<sup>th</sup> National HR Conclave with the morning session focusing on the theme “The Future of HR-A Business Perspective”. The following were the eminent speakers and Guests of Honour from the industry who dived deep into the depths of the topic emphasising on its broader scope.

Shri R. Harikumar	Chief of the Naval staff, Indian Navy
Shri Praful Pansheriya	Minister of state for Parliamentary Affairs and Education, Gujarat
Prof. Bharat Bhaskar	Director, Indian Institute of Management, IIM, Hyderabad
Shri Soarabh Pathak	VP-People operations, Maruti Suzuki India
Shri Vikram Tandon	Group CHRO, Adani Group
Dr. Nirav Mandir	Chief Human Capital Officer, Shree Ramkrishna Exports

The panel was headed with the topic and asked all the panellists to give their valuable insights on the topic. The Conclave was divided into two panels, The discussion was started with how change is happening in the roles of HR, HR role is not a traditional role like it was few years back. Rather, they have the potential to become good business leaders.

The discussion was taken forward by expressing the importance of HR leaders in an organisation and highlighted the fact about how HR professionals are included in the board of directors for decision making. And about the how technology can be a third arm to the organization for betterment to link with HR field

Panellists also explained how shareholders need to go with the need of employees. They highlighted that HR professionals are required to have strong understanding of the business for the better growth of the organisation. The economic perspectives and challenges which HR professionals face. He emphasised on HR's different roles & strategies and the roles they play in different areas. Also, he beautifully explained about the shift in the scenario of business partnering. He took examples to explain about the imploding of HR profession, which was believed to be exploding few years back and tried to explain the importance of HR professionals by explaining their roles in discussion which they have with the marketing, finance & operations heads.

Along with putting forth different perspectives, the panel was open to questions from students, who displayed a great deal of enthusiasm as the panel members answered all their questions and also provided live examples to prove their point.

