

# EVENT REPORT



In Association with



BOARD OF PRACTICAL TRAINING (EASTERN REGION)

*Under*

Ministry of Education  
Government of India



**“Transforming HR : A Turnaround in New Normal”**

Date : July 10, 2021 (Saturday) 9:00 am onwards

Organized by Jharkhand Rai University, Ranchi in association with Board of Practical Training (BOPT) Eastern Region under Ministry of Education

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**Jharkhand Rai University, Ranchi** in association with **Board of Practical training (Eastern Region)** has organised one day **HR Conclave** on **10<sup>th</sup> July 2021 (Saturday)** through Cisco Webex platform. The theme of the conclave was “**Transforming HR: A turnaround in New normal**”. Eminent HR leaders and industry torchbearers discussed the challenges faced by the organizations in today’s changing world. The conclave focused on the different opportunities and skillset needed to bridge the skill gap in this new normal.

The event commenced with the welcome address by **Prof. (Dr.) Savita Sengar**, Hon’ble Vice Chancellor, Jharkhand Rai University followed by the keynote address by **Mr. Ejaz Ahmad**, Director-BOPT (ER) on the theme “**Skill Development & Training- Key Challenges and New Business Models Post Covid 19**”, special address by **Mr. Avijit Ghosh**, Ex-CMD, HEC Ranchi on the theme “**Challenges & Opportunities in Manufacturing Industry Post Covid 19**”. The Chief Guest for the event was **Shri P.M Prasad**, CMD, Central Coalfield Limited Ranchi.

The inaugural session concluded with the Vote of Thanks by **Prof. (Dr.) Piyush Ranjan**, Hon’ble Registrar, Jharkhand Rai University.

The first Panel Discussion was on the sub theme “**Impact of Covid 19 crisis on the Retail & service Industry**”. **Mr. Rohit Roy**- Head Marketing Reliance Jio Infocomm Ltd., Patna; **Mr. Jaymin Panchal** - Senior Project Consultant, Ernst & Young LLP, Mumbai spoke on the necessary skillsets required to make a career in Retail Sector as the retail & Service sector is the backbone of our economy.**Mr. Debjee Shankar Guha**, AGM-GK Hair, USA focused on few important qualities that the aspirants need to develop within themselves: multi-tasking, aggressiveness and thinking on your feet. The session was moderated by **Dr. Ajitabh Dubey**- Associate Professor Faculty of Commerce & Management, Jharkhand Rai University.

The next panel discussion was on the sub theme “**The Evolution of manufacturing Industry Post Covid 19**”. **Dr. Alokesh Banerjee**, former HR- Head NTPC discussed on how Covid 19 made a forcible impact on the manufacturing sector in terms of bringing back " Make in India" to the forefront as MSME's and local manufacturers got an opportunity due to disruptions in supply-chain management. **Mr. M.K. Saxena**- Director(Personnel), HEC advised the Engineering students to prepare for GATE to bag good job prospects in PSU's. **Mr. Arijit Mukherjee**,CEO-Piepers International, Kolkata focused on the importance of upskilling &

getting digitally trained for the people working in the manufacturing sector. Hiring fresher as Diploma trainees gives a new perspective and fresh energy and we appreciate their contribution, said **Mr. Ashish Chopra**, Asst. Manager- SNL Bearings Ltd. This session was moderated by **Mr. Avijit Ghosh**, Ex-CMD, HEC, Ranchi.

The third panel discussion was on the sub theme “**Changing HR Landscape: Involvement of IT-ITeS with Evolving Responsibilities**” and the session was full of practical advice & suggestions for all IT & ITeS industry aspirants. **Ms. Pratyasha Pratik**, Software Development Engineer, at Walmart Labs talked on how to be passionate, polite and adoptable in whatever someone take up. Work from home and working in a virtual environment has become the new normal for the Indian IT & ITeS industries. Organizations are doing their level best to help the employees sail through this, said **Mr. Abrar Ahmad Ansari**, HR Analyst-Global Deliver at Accenture. **Mr. Rishabh Jha**, Associate Projects- Cognizant added how Automation will impact the low-end customer services but there will be multiple career opportunities in the sector via AI & ML. What students need to do is to constantly update themselves to survive. The Internet is full of such free content and you must make use of it and try to be more productive every day. **Ms. Jhelum Dasgupta**, Senior Software Developer at Oracle gave some practical tips to the students emphasizing the importance of listening ability as it is key to develop good communication skills to be able to work along with your team. Problem Solving skills are a must for people who intend to take up a career in the IT sector.

The next Panel Discussion was on the theme “**Transforming Agricultural Human Capital for Rural Prosperity: A Way Forward**”. Expressing his views on the agricultural scenario, **Mr. Anand Kothari**, President Agro Chamber of Commerce, Ranchi pointed out there is not a single agricultural market in Jharkhand. It needs to be developed and food processing industries need to be established to market and export our agricultural products. It is important that farmers get trained and relevant technical knowledge is provided to them. New technology initiatives like Drip Irrigation, Mulching, etc. need to be introduced at the micro rural level. Low productivity, poor linkage of farm to the market system, and other factors require "Competent Human Resource". For this, its needed to have an integrated higher education system. The present education system needs to introduce short-term courses with a lab-to-field approach with an Entrepreneur Mindset. They have many home-grown superfoods like Ragi, Moringa, Jamun, Jackfruit that can be developed in our state which has a ready-market, said **Dr. Mohit Kumar**, CEO & MD, Semina Agro. De-Haat is working towards improving the

income and overall quality of life of the farmers by way of AI & ML enabled knowledge in providing tools like seeds, fertilizers, etc. Agility, Passion, and an open Mindset are some of the skillsets you need to develop in order to make a successful career in the field of agriculture, added **Ms. Surubhi Sanchita**, Vice President- HR, De-Haat Gurgaon. Poultry is the fastest growing and most profitable business in Agri-business having very good scope for people looking to make a career in this field. Our company hires people from Engineering, Agriculture, and Management background concluded by **Mr. Rajkiran Kumar**, Sr. Executive-HR, Godrej Agrovet Ltd, Bihar. This session was moderated by **Dr. Ashfaque Alam**, Dean-External Relations, Faculty of Commerce & Management, Jharkhand Rai University.

Concluding thoughts were expressed at the final Panel Discussion on "**Life Renewals: Redefining Health Professional's Journey in New Normal**". **Mr. Sanjay Rai**, Associate Vice President- HR Alembic Pharmaceuticals said, as a positive after-effect of Covid19, technology has made our lives simpler and effectively introduced a flat hierarchy in the way we work. We have moved from competency to curiosity index in terms of evaluating employees with collaboration being the key. The future is bright for our B. Pharm students but they must absorb more and learn from the changing environment. Also, the Courses should be more skill-based rather than providing only theoretical knowledge. The pharmacy sector in India is a US 41 Billion Dollar market and we can do wonders if we can skill our manpower well. Degrees and Certificates can screen you for a job but your attitude and perseverance will help you to become successful in your respective field. Degrees and Certificates can screen you for a job but your attitude and perseverance will help you to become successful in your respective field. The students should look at new mind sets and thought processes to utilise the huge potential in research & development and manufacturing opportunities available in the sector, highlighted **Mr. Samrat Ghatak**, Assistant Vice President, Cadila Pharmaceuticals Ltd, New Delhi. **Dr. Nitesh Kumar**, Head-Paras HEC Hospital, Ranchi said Hospitals are the delivery system of healthcare. As Covid19 hit, they faced many challenges and gradually moulded all in coping with the situation. Some key changes that the pandemic brought was the Importance of Skill development, technological innovations and reinforced the role of Pharmacists and Pharmacologists in the society. It was difficult to get manpower during the pandemic making our day-to-day operations challenging. Our maximum recruits are B.Pharm graduates. Rights Skills and knowledge along with a deep dive into your chosen field over and above the syllabus is much required. We are already collaborating with the academia to get the best talent, concluded **Mr. Siddharth Basu**, Head-HR, Sun pharma Laboratories Ltd, Sikkim.

The session was moderated by **Dr. Amrita Majumdar**, Assistant Professor, Faculty of Commerce & Management, Jharkhand Rai University, Ranchi.

The conclave was an extremely enriching experience for all the students, corporate delegates and academicians with an opportunity to obtain valuable insights and experience from the wide spectrum of renowned corporate leaders who were actively participated during the panel discussion.

**Link of Blog:** <https://www.jru.edu.in/blog-post/hr-conclave-organized-by-jharkhand-rai-university/>

### Event Photograph:



**Shri P. M Prasad**  
CMD  
Central Coalfields Limited, Ranchi

HR Conclave on "Transforming HR : A Turnaround in New Normal"



**Mr. Ejaz Ahmad**

Director  
BOARD OF PRACTICAL TRAINING (EASTERN REGION)

HR Conclave on "Transforming HR : A Turnaround in New Normal"

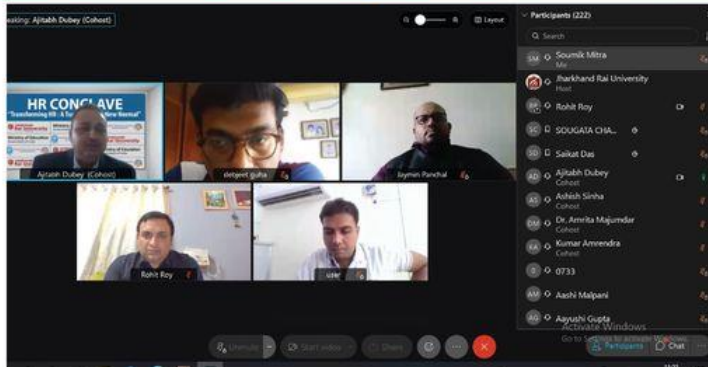


**Mr. Avijit Ghosh**

Ex-CMD,  
HEC, Ranchi



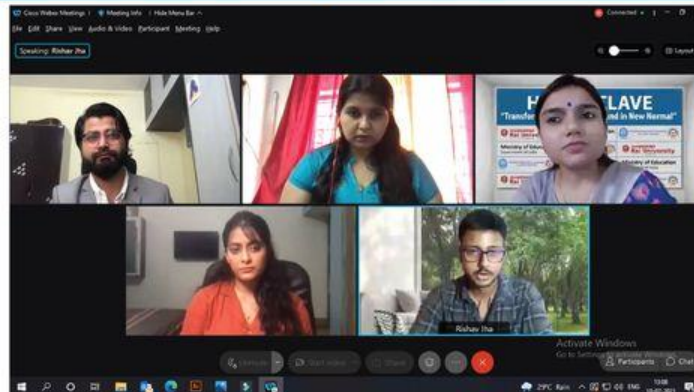
**HR Conclave on "Transforming HR : A Turnaround in New Normal"**



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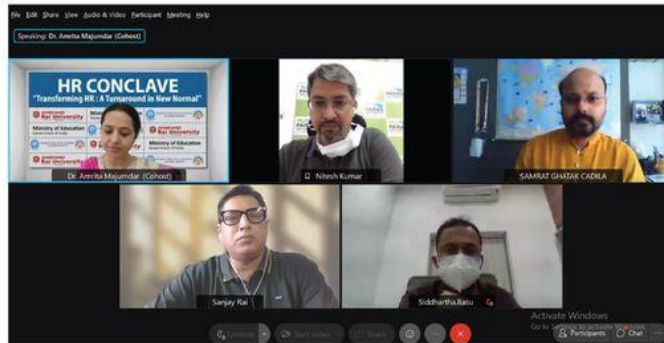
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**Prof. (Dr.) Piyush Ranjan**  
Registrar,  
Jharkhand Rai University

**THE END**