



HR Conclave-2022



"Future of Work: HR Environmental, Social and Governance (ESG) Goals"

November 05, 2022 (Saturday)

Context

“One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man.” – Elbert Hubbard

Businesses in the past were majorly driven by the stakeholders’ profits but previous two decades and recent pandemic has buffeted the business scenario worldwide to a large extent. The corporate sector, irrespective of being government or private are largely expected to abide by the sound environmental practices. Businesses are now more valued on their contributions towards environmental, social, and sound business practices apart from ‘profitmaking’, thus giving rise to the wide applicability and acceptability of Environmental, Social and Governance (ESG) perspective. Investors specially investigate the ESG credit of an organization for potential investment. This clearly indicate the urgency and quintessential requirement of the organizations to work and upgrade their ‘ESG’ score. The concept makes it mandatory to evaluate the businesses not solely on operations but from the viewpoint of their contribution towards reduction of climate change impact and ethical considerations. ESG doesn’t work on the premise of reducing profitability score, rather making a business investment more environmentally conscious.

Post pandemic, the focus of ESG metrics shifted heavily to ‘S’ or social aspect specifically emphasizing on workforce and broader supply chain. Given the fact that social issues at workplaces are majorly related to HR professionals, makes it is imperative for the HR departments to focus on ESG whilst enhancing HR practices. HR professionals need to work on the key ESG issues like employee well-being, diversity & inclusion, talent retention, performance management and employee engagement. The conclave looks forward to the deliberations focusing these aspects of workforce management whilst maintaining the credibility of ESG.

Conclave Theme

Topic- "Future of Work: HR Environmental, Social and Governance (ESG) Goals"	
Sessions	Topics
Session- 1	Challenges and Opportunities in Employing GIG Workforce in ESG Framework.
	Accommodating Gen Z (Centennials) in the modern work place.
	Reasons why companies are incorporating ESG in their HR strategy, while shifting to HR analytics.
	How strong ESG proposition can help companies attract and retain quality employees.
Session- 2	ESG and HR Professionals, a combination of Sustainability.
	What can HR professionals be doing to help their business with its ESG credentials.
	Employee well-being- journey from wellbeing to organizational excellence.
	People Analysis and its relevance in the ESG model.
	Valedictory Session

Conclave Objectives

To discuss the challenges and opportunities in employing GIG workforce with ESG Goals, simultaneously emphasizing the key HR issues.

- To understand the intricate nature of ESG and HR professionals focusing on centennials.
- To bring out key HR considerations in re-defining performance metrics.

About AIMT

AIMT, Greater Noida was established by Army Welfare Education Society (AWES) in Aug 2004 with the aim of providing quality education in the field of Management to the wards and widows of Army personnel. AIMT is affiliated to Guru Gobind Singh Indraprastha University, Delhi and is also NAAC Accredited; ISO 9001: 2015 Certified Institute. Equipped with all modern learning tools/facilities, the Institute aims to provide top class management education to the students. The Institute is actively engaged with management consultancies for likes of GIMS Greater Noida, Medhaj Techno Concept Pvt. Ltd. etc. The Institute has reached out to global extensions for giving an international outlook to the students by MOUs with Tamansiswa Palembang University (Indonesia) and Westford School of Management, Sharjah (UAE).

Participation

In addition to all the students of the MBA & BBA Programme of AIMT, participation in the Conclave is expected to be from all stakeholders, including alumni and delegates from Industry.

Registration

There is no registration fee. Registration by delegates can be done on the AIMT website www.aimt.ac.in. However, online registration on the AIMT website is must by 25th October 2022.

Conclave Venue

The HR Conclave will be held at AIMT on 05 November 2022.

Management Committee

- Patron:** Lt Gen Dhiraj Seth, AVSM GOC Delhi Area
- Chairman:** Chief of Staff, HQ, Delhi Area
- Conclave Chair:** Dr. J.K. Sahu, Air Commodore (Retd), Director, AIMT
- Conclave Conveners:** Ms. Ritu Kapoor (Arshiya Ismail), CTPO, AIMT
Dr. Babita Bhati, Area Chair & Assistant Professor (HR)
- Conclave Co - Convener:** Dr. Priyanka Srivastava, Assistant Professor, AIMT