

ARMY INSTITUTE OF MANAGEMENT & TECHNOLOGY,

GREATER NOIDA

HR Conclave 2022

November 5, 2022

**“Challenges and opportunities in employing GIG workforce in
Environmental, Social and Governance (ESG) Goals”**

Army Institute of Management & Technology
Greater Noida

HR CONCLAVE 2022
An IQAC Initiative

"FUTURE OF WORK: HR ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) GOALS"

5TH NOV. 2022 (SATURDAY) | **SEMINAR HALL**

CONCLAVE CHAIR | **CONCLAVE CONVENOR**

Air Cmde (Dr.) J K Sahu (Retd.)
Director AIMT

Ms. Ritu Kapoor
Chief Training & Placement Officer AIMT

Dr. Babita Bhati
Asst. Prof. Area Chair, HR

Commitment to change and sustainability is imperative for any organisation to evolve into a future-proof business. In today’s dynamic world change is inevitable and the organisations which are mindful that in order to build resilience and boost stakeholder buy-in, it is key to focus on embedding and establishing environmental, social and governance (“ESG”) frameworks, are the ones that would be successful in future. ESG framework comprises of a strong corporate governance structure,

sustainable procurement, diversity & inclusion, supporting local businesses and being conscious of future resource consumption.

Keeping all these in mind, an HR conclave was organised at Army institute of Management and Technology (AIMT) on 5th November 2022. The topic was, **“Challenges and Opportunities in employing GIG workforce in Environmental, Social and Governance (ESG) Goals”**. MBA and BBA students from all batches, academicians, research scholars and HR professionals actively took part in the event. The experts shared their insights and knowledge in the HR domain in light of the evolving business paradigm. The objective of the conclave was to highlight the importance and integration of environmental, social and governance goals in business environment in order to create sustained outcomes that drive value and fuel growth of the organisations, whilst strengthening our environment and societies. It also laid focus on whether organizations are managing their people in a sustainable way – one that that satisfies material needs, does not detract from physical health and promotes wellbeing and the role of HR managers in it.

INAUGURAL SESSION

The session started with invoking blessings from goddess Saraswati, by lighting of the lamp by our honourable guest, along with a beautiful Saraswati Vandana, sung by the students. The event began by felicitation of the guests and a welcome speech by Air Cmdr (Dr.) J.K. Sahu, Director AIMT, who welcomed all the eminent speakers and shared his thoughts on the theme of conclave. Brig.A.K. Sharma (BGS, Delhi Area) gave the introductory address and threw light on the on incorporation of the ESG goals for sustainability. Chief Guest Address by **Mr. Chandan Chattaraj – President – Human Resources, Uflex Ltd.**, emphasized the importance of

transformation of the plastic waste lying in the environment by using the mantra, “REDUCE, REUSE AND RECYCLE and the steps, Uflex is taking to ensure this. He also urged the companies for the involvement of HR professionals and legal departments to ensure that the ESG goals are undertaken globally. The keynote speaker, **Mr. Avadhesh Dixit- Chief Human Resources Officer - Acuity Knowledge partners**, spoke about the role of ESG in financial services. He said that in a debate between maximizing the shareholder wealth and ESG compliance, the companies need to believe that ESG will be beneficial to them in the Long Run. He also guided the students to work as collaborative teams and imbibe values, hard work and knowledge in them, as a first step to success. It was followed by an inaugural address given by **Dr. Manoj Prasad, Vice President - Digital Transformation, Capability Development & Org. Change Management, Reliance Industries Limited**. Mr. Prasad reiterated that the alignment of ESG with HR will shape up the future of work. He encouraged the students to become future ready by acquiring technical skillsets to differentiate themselves. He focused on constant upskilling and reskilling to be at pace with the technology which is driving the industry very fast. At the end of inaugural session, Vote of Thanks was given by **Col. Rajendra Pandey, Registrar AIMT**.

1ST TECHNICAL SESSION

CHALLENGES AND OPPORTUNITIES IN EMPLOYING GIG WORKFORCE IN ESG FRAMEWORK

The first technical session on the topic - challenges and opportunities in employing gig workforce in ESG framework was started by introductory remarks by **Mr. Agniwesh Thakur, Vice president, Human Capital Management, Accenture**.

Mr. Agniwesh talked about the business round table 2020 where community of 100 top CEO's of US business companies gathered and talked about planning, profit, and society. He elaborated on the various parameters of ESG such as Diversity, Gender and Branding and how a strong ESG proposition can help attract and retain quality employees, thereby giving value to the business.

The second speaker was Mr. **Akshay Rakshit, Manager, Human Resource BMW**, who spoke about how GenZ can be accommodated at the new workplaces.

He said that freedom at the workplace leads to creativity, innovation and finally does magic. He said that companies should focus on certain principles that GenZ desires such as flexibility, speed, novelty, new technology and incorporate all these in their organisation culture. He emphasised that in today's world technology should be our new friend. Taking the discussion forward **Mr. Rajesh Kumar Tripathi, Head, HR and L&D, NSIC Ltd.** said that ESG is not only in HR , but it has a very important role in other departments like finance, marketing etc. ESG according to him is like **“old wine in a new bottle”** as it was earlier known as corporate social responsibility. ESG also includes ethical management in company organization. He mentioned that clarity of thought is very important in every aspect, whether is it command or question. The session was followed by an interactive session between panel members and students. At the end of session, Vote of Thanks was given by **Dr. Anubhav Varma, Academic Head, AIMT.**

2nd TECHNICAL SESSION

ESG AND HR PROFESSIONALS, A COMBINATION OF SUSTAINABILITY

The Post Lunch session was a panel discussion headed by Mr. Sandeep Kumar, Head HR Operations Sodexo. The other panelists were Mr. Salil Behari Lal, Chief Human resources Officer, Maruti, Mr. Pankaj Kalass- Head of people Operations Delhivery and Mr. Rajiv Naithani, CVP & Chief People Officer, Infogain. They all presented their views on the inclusion of ESG goals in their organisations. Mr. Salilbehari Lal said that Governance starts at the core level and addressed the inclusion of employee well being and happiness quotient in HR policies. Mr. Pankaj Kalass reiterated that the insurance sector is going up and organisations that focus on ESG have 53% more engagement, 17% less attrition and are more productive. Mr. Rajiv Naithani commented that EU makes it mandatory to publish ESG ratings as a part of your financial statement. The HR of a company can play a role to increase this rating by doing theme based interventions like celebrating Earth Day, deploying solar panels, thus producing green electricity. He urged the companies to curb the biases and insisted on social and diversity inclusion in the workforce. Mr. Sandeep Kumar mentioned that Sudexo is working on a programme called “Stop Hunger” and empowering women to feed many people.

At the end of session, Vote of Thanks was given by **Dr. Babita Bhati, Area Chair HR, AIMT.**

VALEDICTORY SESSION

The valedictory session started with the Guest of Honour address by Dr. Irfan Rizvi, Prof. Leadership and change Management, IMI, New Delhi who elaborated that ESG is not the HR's but each and everyone's responsibility in the society. He threw light on the issue of ISR (Individual Social Responsibility) and diversity and inclusion. Chief Guest, Mr. Pradyumna Pandey, Chief Human Resource Officer, Mother Dairy

also agreed that safety of employees, inclusion of diversity in the company is the first step towards bigger goals.

The valedictory address was made by Ms. Aliya Khatoon Khan, General Manager, Paytm. She said that the HR persons need to have a paradigm shift to ensure that ESG leads to profitability in business and also focused on having a right perspective and a great vision to create sustainable and passionate organizations.

The session came to an end with vote of thanks by **Ms Ritu Kapoor**, CTPO, AIMT wherein she expressed her gratitude and summarized the entire event.

Overall, the conclave was full of knowledge, innovative and thought-provoking deliberations by eminent panelists. The sessions were full of learning and challenged the mind of the students to think innovatively. During the sessions many queries and doubts were raised by students which were addressed by distinguished speakers. The entire conclave was very informative and provided thoughtful insights to the students.

ITINERARY

Time	Topic	Name of Speaker
1000-1200h	Inaugural Address: “Future of Work (HR Environmental, Social and Governance (ESG) Goals)”	
1000-1005h	Lamp Lighting / Saraswati Vandana	
1005-1015h	Welcome Address	Air Cmdr (Dr.) J. K Sahu, Director AIMT
1015-1030h	Introductory Address	BGS, Brig. A.K. Sharma Delhi Area
1030-1045h	Address by Guest of Honour	Mr. Avijit Dass - Founder Premas Biotech
1045-1100h	Chief Guest Address	Mr. Chandan Chattaraj - President - Human Resources Uflex Ltd
1100-1115h	Keynote Address	Mr. Avadhesh Dixit - Chief Human Resources Officer Acuity Knowledge Partners
1115-1130h	Inaugural Address	Dr. Manoj Prasad - Vice President-Digital Transformation Capability Development & Org. Change Management, Reliance Industries Limited Group
1130-1145h	Thematic Address	Mr. Amulya Sah - Chief Human Resources Officer Team Computers
1145-1155h	Q&A	
1155-1200h	Vote of Thanks	Col. Rajendra Pandey, Registrar AIMT
1200-1225h	High- Tea	
1225-1350h	1st Tech Session - Challenges and opportunities in employing GIG workforce in ESG framework.	
1225-1240h	Introductory remarks by Chair	Mr. Sharad Verma, VP & CHRO, Iris Software Inc
1240-1255h	Accommodating Gen Z (Centennials) in the modern work place.	Mr. Akshay Rakshit - Manager - Human Resource BMW
1255-1310h	Reasons why companies are incorporating ESG in their HR strategy, while shifting to HR analytics.	Ms. Sheetal Sandhu, Group CHRO Board Member, ICRA
1310-1325h	How strong ESG proposition can help companies attract and retain quality employees	Mr. Agniwesh Thakur - Vice President, Human Capital Management Accenture
1325- 1345h	Interactive session	

1345-1550h	Vote of Thanks	Dr. Anubhav Varma, Academic Head AIMT
1350-1430h	Lunch Break	
1430-1505h	2nd Tech Session: ESG and HR Professionals, a combination of sustainability	
1430-1445h	Introductory remarks by the Chair.	Mr. Sandeep Kumar - Head HR Operations Sodexo
1445-1500h	What can HR professionals be doing to help their business with its ESG credentials.	Mr. Salilbihari Lal, Chief Human Resources Officer, Maruti
1500-1515h	Employee well-being-journey from wellbeing to organizational excellence.	Mr. Pankaj Kalass - Head of People Operations Delhivery
1515-1530h	People Analysis and its relevance in the ESG model.	Mr. Rajiv Naithani, CVP & Chief People Officer, Infogain
1530-1550h	Interactive Session	
1550-1555h	Vote of Thanks	Dr. Babita Bhati, Area Chairperson
1555-1700h	Valedictory Session	
1555-1610h	Valedictory Address	Ms. Aliyakhatoon Khan, General Manager, Paytm
1610- 1625h	Guest of Honour Address	Dr. Irfan Rizvi, Prof. Leadership and Change Management, IMI New Delhi
1625-1640h	Chief Guest Address	Mr. Pradyumna Pandey, Chief Human Resources Officer, Mother Dairy
1640-1650h	Vote of Thanks	Ms. Ritu Kapoor (Arshiya Ismail) Chief Training and Placement Officer, AIMT
1650-1700h	High- Tea	

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Army Institute of Management and Technology organises HR Conclave 2022

November 5, 2022 GRENONEWS TEAM ARMY INSTITUTE OF MANAGEMENT AND TECHNOLOGY

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संगठनों के सतत विकास में है मानव संसाधन प्रबंधन का अहम योगदान : शर्मा



ग्रेटर नोएडा, 5 नवम्बर (देशबन्धु)। आर्मी इंस्टीट्यूट ऑफ मैनेजमेंट एंड टेक्नोलॉजी ग्रेटर नोएडा ने मानव संसाधन पर सम्मेलन का आयोजन किया जिसका शीर्षक था 'फ्यूचर ऑफ वर्क एच आर एनवायरनमेंटल, सोशल, एंड गवर्नेंस गोल्स'। सम्मेलन में देश भर के विभिन्न उद्योगों से प्रसिद्ध मानव संसाधन विशेषज्ञों ने अपने विचारों को प्रस्तुत किया जिसमें भविष्य में मानव संसाधनों के पर्यावरण, सामाजिक और कॉर्पोरेट गवर्नेंस में प्रभाव पर चर्चा की गई। एयर कमांडोर (डॉ.) जे.के. साहू, निदेशक, एआईएमटी ने सभी का स्वागत करते हुए महामारी के बाद एचआर के ईएसजी पर बढ़ते महत्व की चर्चा की। परिचयात्मक वक्तव्य में ब्रिगेडियर ए.के. शर्मा, बीजीएस दिल्ली क्षेत्र ने कहा कि कार्यस्थल अब पृथ्वी के संग्रह, मानव संसाधन, और मुनाफा, तीन महत्वपूर्ण पहलुओं पर अपना ध्यान केन्द्रित कर रही हैं। चंदन चट्टराज, अध्यक्ष एचआर, यूफलेक्स लिमिटेड ने अपने व्याख्यान में कहा कि ईएसजी

कारकों पर ध्यान व्यवसायों और उनके निवेशों को अधिक सामाजिक रूप से जिम्मेदार और चौकस बनाने की इच्छा से पैदा हुआ है। अवधेश दीक्षित, मुख्य मानव संसाधन अधिकारी, एक्विटी नॉलेज पार्टनर्स ने इस तथ्य पर जोर डाला कि निवेशकों के अलावा, ग्राहक और भावी कर्मचारी भी व्यवसाय के ईएसजी क्रेडेंशियल्स को तेजी से देख रहे हैं, ताकि उन्हें भविष्य के फैसले और नौकरी के आवेदनों पर सूचित निर्णय ले सके। डॉ. मनोज प्रसाद, वाईस प्रेजिडेंट डिजिटल ट्रांसफॉर्मेशन, रिलायंस इंडस्ट्रीज लिमिटेड ग्रुप ने कर्मचारी कल्याण, विविधता और समावेश, टैलेंट रिटेंशन, परफॉर्मेंस मैनेजमेंट और कर्मचारी जुड़ाव जैसे प्रमुख ईएसजी मुद्दों पर काम करने की आवश्यकता पर चर्चा की। दूसरे तकनीकी सत्र में सलिल बिहारी लाल, मुख्य मानव संसाधन अधिकारी, भारति एवं मुख्य अतिथि प्रद्युम्न पांडे, मुख्य मानव संसाधन अधिकारी मदन डेयरी ने ईएसजी प्रेमवर्क में गिंग वर्कर्स को मैनेज करने के चैलेंज तथा अवसरों पर चर्चा की।

Deshbandhu

आर्मी इंस्टीट्यूट ऑफ मैनेजमेंट एंड टेक्नोलॉजी में एचआर कॉन्क्लेव का हुआ आयोजन

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“संगठनों के सतत विकास में है मानव संसाधन प्रबंधन का अहम योगदान” बीजीएस, ब्रिगेडियर एके शर्मा

by Anzar Hashmi — 05/11/2022 18:41 in Greater Noida



Chetnamanch

आर्मी इंस्टीट्यूट ऑफ मैनेजमेंट एंड टेक्नोलॉजी में एचआर कॉन्क्लेव संपन्न

संगठनों के सतत विकास में है मानव संसाधन प्रबंधन का अहम योगदान : ब्रिगेडियर एके शर्मा



Chetnamanch Print

ग्रेटर नोएडा (चेतना मंच)। आर्मी इंस्टीट्यूट ऑफ मैनेजमेंट एंड टेक्नोलॉजी (एआईएमटी), ने मानव संसाधन पर सम्मेलन का आयोजन किया जिसका शीर्षक 'भयूचर ऑफ वर्क- एच आर एनवायरनमेंटल, सोशल, एंड गवर्नेंस गोलस था।' सम्मेलन में देश भर के विभिन्न औद्योगिक संस्थानों से

प्रसिद्ध मानव संसाधन विशेषज्ञों ने अपने विचार व्यक्त किए। कॉन्क्लेव को शुरुआत श्लोक पाठ के साथ हुई और उसके बाद एयर कर्माडोर (डॉ.) जेके साहू, निदेशक, एआईएमटी ने सभी गणमान्य व्यक्तियों का स्वागत किया। एयर कर्माडोर (डॉ.) साहू ने महामारी के बाद

एचआर के ईएसजी पर बढ़ते महत्त्व को चर्चा की। ब्रिगेडियर एके शर्मा, चीबीएस दिग्गज क्षेत्र ने कहा कि कार्यस्थल अब पृथ्वी के संघट्ट, मानव संसाधन, और मुनाफा; तीन महत्वपूर्ण पहलुओं पर अपना ध्यान केंद्रित कर रही हैं। चंदन चट्टराज, अध्यक्ष एचआर, (शेच पृष्ठ-3 पर)



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