

RECAP

INAUGURAL AUTOMOTIVE HR ROUND TABLE

“TALENT STRATEGIES”

Friday, May 19, 2017, Hyatt Regency, Pune



(Standing from Left: Ms. Alka Madhan, Director (Corporate Relations), University of Petroleum & Energy Studies, Mr. Gajendra Chandel, Chief HR Officer, Tata Motors Ltd., Mr. Utpal Ghosh, CEO & President, University of Petroleum & Energy Studies and Mr. Rajeshwar Tripathi, Chief People Officer, Mahindra & Mahindra Ltd.)

At a time when various industries are undertaking mass lay-offs due to multiple factors like automation, digitization and cost efficiency, job security has become a major concern. Senior HR leaders and professionals from Indian automobile industry representing marquee companies like **Tata Motors, Mahindra & Mahindra, Bajaj Auto, Ashok Leyland, IBM**, and many more met at the **Inaugural Automotive HR Round Table in Pune on May 19, 2017** to deliberate on **Talent Strategies for the Automotive Sector, Digitization in HR and Impact of Automation on Jobs**.

Mr. Utpal Ghosh, set the tone for the stimulating debate on how in the last few years, the automotive sector has evolved and also what the future looks like. Mr. Ghosh also briefed the audience about the various initiatives taken by the university in order to develop specialized talent for this dynamic sector, and the challenges it foresees.

2 out of the top 4 most influential Automotive HR leaders of the country, including Mr. Gajendra Chandel from Tata Motors and Mr. Rajeshwar Tripathi, Tata Motors Ltd. shared their views on the talent strategies that the automotive sector need to adopt in order to face the forthcoming challenges that lie ahead of the sector in the times to come.

Delivering the Keynote Address on the theme “Talent Strategies in the Automotive Sector”, **Mr. Rajeshwar Tripathi, Chief People Officer, Mahindra & Mahindra Ltd.** and also the Chief Program Mentor said, **“Lack of right talent is an artificial shortage because as organizations and as a nation we have not been able to reap demographic dividend. We are not doing enough to develop our young employees. Therefore, instead of talking about job security, organizations and employees should talk about continuous development to stay relevant, which is the key to job security”**.

Mr. Gajendra Chandel, Chief HR Officer, Tata Motors Ltd. **emphasized on capability building for future.**

During a panel discussion on the subject “Digitization in HR”, moderate by **Mr. M.M Durai Sayi, Vice President (HR), Ashok Leyland Ltd., Mr. Anand Khot, HR Leader, IBM** said, **“Digitization in HR is a given. In fact, organizations have taken way too long to adopt it. It’s time for cognitive HR.”** **Mr. Rajeev Jorapur, Vice President (MIS), Bajaj Auto Ltd.** raised the pertinent question of how digitization can help align organizational goals with individual goals.

On the sensitive subject of “Impact of Automation on Jobs”, panellists were optimistic about the job scenario despite increasing automation. They agreed that jobs may not go away but will definitely be realigned. **Mr. Avinash Dixit, Group Head, HR, Setco Automotive Ltd.** urged the audience comprising of HR professionals from automotive industry to encourage employees with routine repetitive jobs to learn new skills and upgrade themselves as these are the jobs that will get automated first, leaving them unemployed.

Mr. Maharana Ray, General Manager (HR), Bajaj Auto Ltd. appreciated UPES’s initiative ‘Abhigyat’, which is its’ faculty immersion program under which faculty members are sent for internships across sectors to stay updated with industry requirements and in turn make their students industry-ready when they graduate, while delivering his Vote of Thanks.

The feedback from participants, both via formal discussions and from anecdotal conversations on the day, indicated a very high level of satisfaction with the event.

For further details on the event, please contact Mr. Vikas Narula, Associate Director (Corporate Relations), UPES on vnarula@upes.ac.in