

Lack of right talent is an ‘artificial shortage’: Mahindra & Mahindra’s Rajeshwar Tripathi at UPES Automotive HR Roundtable

Pune, May 19, 2017: 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 met at the Automotive HR Round Table organized by University of Petroleum and Energy Studies (UPES) today in Pune to deliberate on Talent Strategies for the Automotive Sector, Digitization in HR and Impact of Automation on Jobs.

Delivering keynote address on the theme ‘Talent Strategies in the Automotive Sector’, Rajeshwar Tripathi, Chief People Officer, Mahindra & Mahindra Ltd. 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”.

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 M.M Durai Sayi, Vice President (HR), Ashok Leyland Ltd., Anand Khot, HR Leader, IBM said, “Digitization in HR is a given. Infact, organizations have taken way too long to adopt it. It’s time for cognitive HR.” Rajeev Jorapur, VP (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. 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.

Maharana Ray, General Manager (HR), Bajaj Auto Ltd. appreciated UPES’ 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.

Interesting viewpoints:

- “Talent strategies in automotive sector and other sectors for that matter have become more like a **‘Rubik’s Cube’** with HR struggling to hire right person for the right job and prioritize between experience and potential of a candidate while hiring.”- *Rajeshwar Tripathi, Chief People Officer, Mahindra & Mahindra Ltd.*
- “Imagine HR leaders working in **Tony Starks’ (Iron Man 3)** studio. That’s Cognitive HR in a nutshell.”- *Anand Khot, HR Leader, IBM India Pvt. Ltd.*
- Answering an audience query on why Rolls Royce has not adopted automation- “There is a difference between a **hand-cut diamond and machine-cut diamond**. Rolls Royce falls into former category.”- *Sudhir Gurtoo, Managing Director,*

About UPES:

Established in 2003 through UPES Act, 2003 of the State Legislature of Uttarakhand, UPES is an UGC recognized and NAAC accredited University. UPES is globally recognized by QS Ratings with 5 Stars for both Employability (placements) and campus facilities and 4 Stars for its teaching. UPES offers industry-aligned graduate and post graduate courses in high growth sectors like oil & gas, power, infrastructure, IT, design, planning & architecture, public policy, legal studies and more. Because of its industry oriented programs, UPES graduates are a preferred choice for the companies with track record of 85% placements year on year. This demonstrates UPES' commitment, quality of students, and the holistic approach of its dedicated faculty. **For more information, visit www.upes.ac.in or contact:**

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