

# **ROURKELA INSTITUTE OF MANAGEMENT STUDIES**

**Institutional Area, Gopabandhu Nagar, Chhend, Rourkela – 769015, Odisha**

**National Webinar on “HR Skill-Set: Expectations from B-School Graduates”**

**Date: 30<sup>th</sup> January 2022 (Sunday)**

**Duration: 2.45 PM to 5.45 PM**

On the call of Convener Prof. Siddhartha Shankar Pradhan, Assistant Professor, RIMS, a National Webinar on “HR Skill-Set: Expectations from B-School Graduates” has been organized on 30<sup>th</sup> January 2022. The programme was supported and coordinated by the RIMS management. Dr. Arya Patanaik, Secretary, RIMS & President OMCA started the programme by delivering the Welcome note. Prof. Gayatri Kurup coordinated the technical session and Dr. Sreekumar, Director, I/C, R&D, RIMS delivered the concluding note. Dr. K.K.Patra, Director, RIMS proposed the vote of thanks at the end. The webinar was organised with the support and blessings of the Chairperson Madam Nalini Prava Patnaik. The successful completion of this webinar was made possible with the help of a team comprising of Prof. Swati Das (Technical), Prof. Smruti R. Behera, Prof. Debasmita Nayak & Prof. Krittika Mondal (HR Team).

The objective of this webinar is to discuss on bringing the Education 5.0 and Industry 4.0 closer by exploring the expected HR Skill-sets.

Education 5.0 needs to be aligned with the industry’s requirement where a better understanding of environment, theoretical knowledge, experiential learning becomes vital. HR professionals could possibly sustain in this scenario by enabling technology into their practices in terms of AI, data analytics, IOT, robotics, etc.

In this context, RIMS had put forth sincere efforts to set up a collaborative forum to discuss on expected HR skill sets expected from B-School graduates.

This webinar was graced with the presence of two distinguished speakers from academic circle (Dr. Navin Ku. Srivastava, Area Head, OB & HR, BIMTECH, NOIDA and Prof.(Dr.) Biswajit Satpathy, Sr. Professor, Dept. of Business Administration, Sambalpur University) as well as two distinguished speakers from Industry fraternity (Dr. Suvendu Das, MD, Hiteisee Consulting, Bhubaneswar and Dr. P.K. Sahu, GM (Personnel), RSP, SAIL).

Dr. Navin Ku. Srivastava, 1<sup>st</sup> speaker of the day presented on “HR Skill-set: Expectations from B-School Graduates”. He had highlighted on the skills like effective communication skill, interpersonal skill, strategic thinking skills, planning skills, coaching skills, conflict management skills and problem solving skills that employers value. Moreover, he had emphasized on the soft skills like leadership skill, creativity, agile thinking which is equally important in a Volatile, uncertain and ambiguous (VUCA) environment.

Dr. P.K. Sahu, 2<sup>nd</sup> speaker of the day had focused on the skill which is essentially expected from HR executives is Networking skill. Incidentally, he stressed on practising Networking Skill among Management graduates with help of illustrations of Facebook, Taj Hotels, etc. He had shared his rich practical experience with the participants emphasising on Mentoring, critical thinking skill, resilience, HRIS experience and conflict management skills. Finally, he made us realize the importance of basic human values above all these skills expected from HR.

Dr. Suvendu Das, 3<sup>rd</sup> Speaker of the day presented on “What corporates look for in prospective employees”. In context of VUCA environment and Gig economy, he opined that corporates look for Basic skills like quantitative skills, communication skills, presentation skills, writing advocacy, etc. Moreover, he affirmed other HR Skill like IT skills, basics of hardware and software, basics of networks, data analytics, etc. that are necessitated for hiring prospective employees.

Dr. Biswajit Satpathy, 4<sup>th</sup> speaker of the day delivered the talk on “The shift from People Analytics to Data Literacy”. He started his presentation mentioning Taylor’s Scientific management leading the transformation to application of AI in management of HR. In present times, algorithms are used in HR practices like recruitment, selection, appraisal, etc. He opined that AI based model are helpful tool to predict the likelihood of an employee to leave the organisation. He had provided a number of case studies including Amazon, LinkedIn to elaborate on

application of people analytics in order to make efficient and effective organisation. He also stated that usage of AI based analytics should be free from biasness in terms of gender, age, etc. he suggested that AI analytics would be a powerful and indispensable tool for digital transformation. He emphasized on creating a data culture and improving data literacy among HR. He added that creation of data culture can help in developing potential leader in future.

RIMS National webinar 2022 on “HR Skill-sets: Expectations from B School Graduates” had considered a holistic perspective. Participants enjoyed this webinar as an informative and thought provoking session. It was concluded that Education 5.0 is about humans cum technology and technology is used as enabler for improving value and increasing effectiveness. We need a holistic approach in terms of joining forces of all key stakeholders to bridge the gap between education 5.0 and industry requirement. Together we can do it right way which will lead us and the coming generation toward a sustainable future.

