The human resource is the only resource which has the cognitive and emotive ability to control the other resources; required to run a business profitably. HR has seen the spectrum from monitoring compliance role to evolving as a facilitator of learning. In today’s time, while the world grapples with economic uncertainties and failure of established theories, it is very interesting to understand this business process and its take.

IMDR proposes a Seminar on theme: HR’s role in current business scenario.

Theme1: Innovations in HR- In the current grim business environment, it is common to hear of retrenchment, closures and early retirement schemes as a part of cost cutting measure. But there are also some organizations which have used this slowing down of work pace; to carefully look at the competencies and capabilities of inventory they have. What all can be done with this abundant resource?

Theme2: HR as a facilitator of learning: Organisation is designed to achieve its goals with certain rules and norms. These norms may come in the way with changes in external business environment. How does the organization deal with pressures to change rules? Can the employees question their validity? Does organization give space to their employees for the same?

Theme3: The Best HR practices: Every organization very carefully drafts its HR policies and practices, in tandem with its vision and mission. How do these help an organization to achieve their goals? What is it that makes them different from others? These may be explored to add to students’ knowledge.

Theme4: Role of HR in career planning. Most of the induction programs chart out a career path for the employees. The performance appraisal system gives them an idea, how far they can go in the organization. Besides monitoring, HR also supports the planning of career and helps employees make informed choices within the organization. How does it help or constrain the employees?

Theme5: HR and Organization Culture- HR practices reflect the organization culture that emerges. It plays an important part in projecting it which finally does have significant business implications. What are the aspects of organization culture and how does it play out?

Theme6: Expectations of HR from today’s employees.- HR recruitments is a rational process. The employees are required to fit the job requirement as well as the organization’s culture. But what are the gaps in the formal learning with freshers and the organizational requirements? How does previous organization’s work experience affect in aligning with the organization’s expectations?