



**XAVIER SCHOOL OF HUMAN RESOURCE MANAGEMENT
(XaHR)**

XAVIER UNIVERSITY BHUBANESWAR

Presents

HR Symposium

on

Getting to know the field of Human Resource Management

Date: Tuesday, June 28th, 2016

Venue: Conference Hall 1, Xavier City campus, XUB

Human Resource Management as a domain includes two important aspects that are crucial to understanding and being effective in it.

One is an understanding of the systems, processes and practice of HR in the field.

The other is an awareness of the human processes that take place in any human interaction and their impact on people at work.

In some ways, they form the 'hard' and the 'soft' sides of HRM and it is essential to be aware of both to be an effective HR professional.

The HR Symposium is designed to give a very brief view into both of these aspects of the field of Human Resource Management.



Session 1: 9.30–11.00 am: HR in the Organization: the Field of Practice

- Human Resource Management as a field of practice is very exciting, complex and challenging. It is filled with times of absolute delight and fulfilment as well as moments of frustration and despondency. As one engages with the HR field one needs to understand the systems and processes of Human Resource Management. And what better way to understand it than through the lens of a practitioner.
- In this session we have HR practitioners present their perspective on how Human Resource Management actually works in the organization.

Panel members:

Dr. Gopal Mahapatra, RPG Enterprises
Mr. M.S. Magesh, Accenture
Ms. Sugandha Dasgupta, GE

Moderator:

Prof. Sasmit Patra, XaHR, XUB

Session 2: 11.30 am – 1.00 pm: Human Processes at the Workplace

- We impact each other and get impacted by others around us all the time. These sometimes may lead to behaviour that is surprising and uncharacteristic. Thus, an awareness of how human processes influence us and our work behaviour becomes vital. Then it is more likely that people in organizations will work with the systems designed to achieve organizational goals in an effective way and produce desired results.
- In this session, we discuss human processes at the workplace, how they influence behaviour and the importance of being aware of them.

Panel members:

Ms. Arati Mohanram, Cognizant Technologies
Mr. Atul Chugh, Consultant, NCR
Ms. Priya Vasudevan, ACG Group
Dr. T.T. Srinath, Consultant, Chennai

Moderator:

Prof. Neharika Vohra, IIMA