

HR Conference on Employee Engagement at XIME, Kochi



Dr. J. Alexander, Chairman and other Dignitaries at the Conference

XIME Kochi in association with NIPM, Kerala Chapter and HRuday, the HR Club organized a National Conference on Employee Engagement on 12th November 2016. The Conference which was illuminated by speakers from across the globe saw huge participation from industry, academia and the like from all of South India. The Conference was inaugurated by Mr. D. N Prasad, Director & Global Head, Extended Workforce Solutions, Google. Dr. J Alexander IAS (Retd.), Chairman XIME, Kochi presided.



Mr. M. P Joseph addressing the Conference

The first session of the conference was on strategic leadership and engagement, chaired by Mr. M. P. Joseph, Former IAS Officer and UN Official, and the speakers were Ms. K. L. Sheela, Country HR Director, eBay and Mr. Nanjappa B.S., Head of Employee Relations, Infosys. Ms. Sheela urged all to have a strong desire to learn. She also said that we can consume as much as we contribute, whereas Mr. Nanjappa brought the idea of murmuration and zero distance and how it contributes to employee engagement.



Prof. Mathew J. Manimala, addressing the audience

The Second session was on Engagement and Performance Management, which was chaired by Prof. Mathew J. Manimala, Director, XIME Bangalore. The panelists were Mr. Somnath Baishya, Director and Head HR, Intuit and Mr. Shubhayu Sengupta, Senior VP and Head HR, Hinduja Global solutions. Mr. Bhaishya touched upon the aspect of having a constant conversation with the employees and Mr. Sengupta talked about impacting engagement drivers as well as about the outplacement policies.

Post noon first session was chaired by Mr. D. N. Prasad, Director and Global Head, Google and the panelists were Mr. Anand Pillai, Managing Director, Leadership Matters Inc. and Mr. Bala Subramaniam, Head of HR, South Asia + Pacific, Twitter. Mr. Pillai was of the opinion that HR Technology by itself is an oxymoron. He also said that in B-schools there should be periodic interaction with real world which

should increase the practical component of the curriculum. According to Mr. Bala, analytics is a balancing force. He also said that technology can sometimes give false sense of security and can be misleading too.



Prof. Biju Varkkey of IIM-A

The last session of the day was themed Happiness at Work, chaired by Prof. Biju Varkkey, IIM-A and the panelists were Mr. Joseph Thomas, Director HR, Franklin Templeton Investments and Mr. Babuji Abraham, Director, Great Place To Work. Mr. Thomas spoke about happiness in the VUCA world and how it is changing the work places. Mr. Abraham urged the people to trust the management and have pride and enjoy the job. The chief guest for the valedictory session was Mr. Prashant Bhatnagar, Senior Director, People & Culture, Hike Messenger.



Mr. Prashant Bhatnagar on the valedictory session