

# HR CONCLAVE 2.0

## 27<sup>TH</sup> SEPTEMBER 2024 (FRIDAY)



Gitarattan International Business School conducted HR Conclave 2.0 “AI and HR: Navigating the future of work for Future Leaders and Lawyers” wherein the esteemed guests from the field of Law and management were invited Mr. Ashish Chandra, Senior Director, Atria- Ingenious Insight; Dr. Shivam Srivastava, Associate Director, Cognizant; Mr. Harsh Trivedi, Advocate, Supreme Court; Mr. Cobi Sarangal, Product Head at Naukri Campus. The Conclave was an attempt to bridge the gap between Academics and industry, and to foster collaboration. The HRs educated students on the functioning of their respective industries and provided valuable insights on various topics related to HR and AI. The day marked an official release of the Placement Brochures for Centre for Management studies and Centre for Legal Studies 2024-2025.

The first Speaker was Mr Ashish Chandra, spoke on the intriguing topic of “AI for Skill Gap Analysis and Job Matching”. He talked about making resumes, evaluation feedback etc using AI. He believed that marks do not matter in professional world, everyone is unique and has his own skills and capability. He talked about the theory of VIBGYOR and creating a rainbow team. He also talked how the employers and recruiters identified the latent skills in a CV through the use of AI.

Next Speaker Dr. Shivam Srivastava delved into “Traditional vs. AI-Driven Approaches in Recruitment” and how organizations are balancing human insights with the power of AI to enhance recruitment practices. He talked how the AI model helped the recruiters to go through the resume received. He talked about data protection, prompt injury and careful use of AI. He said that the employers look for the experience of the candidates and the project they have undergone, there practical experiences and the way they speak about them confidently.

The next guest Mr. Harsh Trivedi, Advocate, Supreme Court discussed “Functioning of Trade Unions and Changed Mode of Bargaining with AI in the Legal Industry” and how AI is influencing collective bargaining in legal frameworks. He talked the link between AI, HR and the human intelligence. He believes that University is a place where one learns to do anything in

the universe and so one should not limit himself and his skills to campus placement only. He discussed how AI and Data driven intelligence is applied in trade unions. He also talked how employee privacy, data collection and consent, biometric attendance and how the upcoming Data Protection Act 2023 may create bias on the basis of caste, region, gender etc. He discussed the main challenge of AI to rural workforce and how it may widen the gap between urban and rural system as rural people do not have much access to AI and technology. He talked about transparency in workplace and Collective bargaining in trade unions. He believed every human has intellect and that human intellect makes a human different from other species of the world. He explained this well with the example of animals in a circus.

The last guest was Mr. Cobi Sarangal, Product Head at Naukri Campus who gave his viewpoint on “Challenges and Ethical Considerations of AI in recruitment” and how to ethically navigate AI-driven recruitment in today’s fast-paced world. He talked about the concept of demand and supply of jobs. From the Recruiter's perspective, how he finds a go getter student for employment. He also talked about efficiency and cost effectiveness and how AI has brought in recruitment, how it helps in shortlisting 10 CVs from 100 applications. He quoted that now AI has become handy. He also explained the topic from the student's perspective, how AI helps in finding similar jobs and other opportunities to them. And how AI helps them to modify and reframe their resume to make it better and articulate themselves in a better way. He discussed the main challenge of using AI is that everyone is using it, making their resumes with it, then everyone becomes the best. So, it becomes challenging for the employers to select the actually talented candidates. He said that then the recruiters focus on the practical experience of the candidates and the way they express and present themselves and their skills.

After individual addresses by all the speakers, we had an enriching conversation with our guests which was hosted by our moderators Adityaraj and Kartik. Students asked one-to-one questions from the panel to clear their doubts related to the topic. It provided a platform for students to have a direct and healthy discussion with our esteemed guests. The panel provided valuable insights and shared their knowledge and practical experiences in their respective areas. They also provided tips to students on how to make a better resume, how to represent themselves, which

skills the recruiters look for and how to become an asset for the organization you work. It was a very insightful event organized for our future leaders and lawyers. The event was concluded by the fact that “AI is a job enabler and not a job creator or destroyer”.

### FLYER OF THE EVENT



<b>TYPE OF EVENT</b>	Co-curricular
<b>VENUE</b>	GIBS Auditorium
<b>TIME &amp; DURATION</b>	10:00 AM TO 12:30 PM
<b>CONDUCTED BY</b>	IIPC

<b>ORGANISED FOR</b>	BBA 5 <sup>th</sup> (2022-25) , MBA 3 <sup>rd</sup> (2023-25)  BALLB & BBALLB 9 <sup>th</sup> (2020-25)
<b>NAME OF THE COORDINATOR</b>	Dr. Swati Srivastava, Ms. Sakshi Gupta  Ms. Garima Juneja
<b>ATTENDANCE</b>	200
<b>RESOURCE PERSON</b>	Speaker 1: Mr. Ashish Chandra, Senior Director, Atria-Ingenuous Insight  Speaker 2 : Dr. Shivam Srivastava, Associate Director, Cognizant  Speaker 3: Mr. Harsh Trivedi, Advocate, Supreme Court Speaker 4: Mr. Cobi Sarangal, Product Head- Naukri Campus
<b>OBJECTIVES OF THE EVENT</b>	<ol style="list-style-type: none"> <li>1. To explore how AI is transforming HR processes, including recruitment, talent management, employee engagement, and workforce analytics.</li> <li>2. To provide insights into the legal and ethical considerations surrounding AI integration in HR.</li> <li>3. To analyze the evolving role of AI in the workplace and identify potential career opportunities for students.</li> <li>4. Recognize the legal and ethical considerations of using AI in HR and workplace settings.</li> </ol>
<b>LEARNING OUTCOME</b>	<ol style="list-style-type: none"> <li>1. Students gained an understanding of how AI is currently being utilized in HR functions such as automated recruitment, employee monitoring, and</li> </ol>

	<p>performance management.</p> <ol style="list-style-type: none"> <li>2. The conclave enabled students to critically assess the benefits and challenges of integrating AI into HR, considering aspects such as bias, fairness, transparency, and accountability.</li> <li>3. Students became acquainted with key AI tools and technologies used in HR, enabling them to apply these tools in real-world HR scenarios</li> </ol>
<b>SHORTFALL DURING EVENT</b>	None
<b>LINK OF ONLINE VIDEO</b>	<a href="https://youtu.be/zv1BQJJP65g">https://youtu.be/zv1BQJJP65g</a>

**PREPARED & SUBMITTED BY: MS. SAKSHI GUPTA, ASSISTANT PROFESSOR, GIBS**