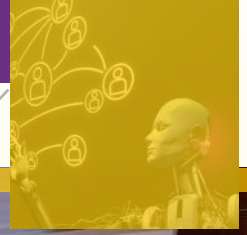




**National Institute of  
Personnel Management**  
Mangaluru Chapter



**HR Professionals  
Roundtable &  
HR SUMMIT 2023**

“Navigating the Future of HR in the  
era of Artificial Intelligence (AI) for  
Organisational Excellence”

**CONFERENCE  
NETWORKING  
KNOWLEDGE SHARING**

 **Saturday, November 4, 2023**

 **Hotel Ocean Pearl, Mangaluru**

Knowledge Partner

**Deloitte.**





## The National Institute of Personnel Management (NIPM), Mangalore Chapter



### HR Professionals Roundtable & HR SUMMIT 2023

### HR in the Era of Artificial Intelligence (AI)

The National Institute of Personnel Management (NIPM) Mangalore Chapter hosted a dynamic HR Summit, with Shri Unnikrishnan, Regional Provident Fund Commissioner, Mangalore, serving as the esteemed Chief Guest. The event, themed "Navigating the Future of HR in the Era of Artificial Intelligence (AI) for Organizational Excellence," attracted HR professionals, industry experts, and academics from across the region and was inaugurated at 9.30 AM at Hotel Ocean Pearl, Mangalore.

During his inaugural address, Shri A P Unnikrishnan shared his profound concerns regarding the evolving landscape of HR in the age of AI. He drew attention to the perspectives of visionary entrepreneur Elon Musk, who has notably emphasised the remarkable capabilities of AI in outsmarting even the most intelligent humans. On a lighter note, Shri Unnikrishnan reminded the audience of the pivotal role of the Employees Provident Fund Organization (EPFO) in promoting retirement savings. He highlighted EPFO's outreach programs, conducted on the 27th of every month, and encouraged all present to participate in these initiatives actively.



Inaugural address by  
**Shri A P Unnikrishnan**  
Regional Provident Fund Commissioner  
Mangalore





Shri Adika Rathna Sekar, Chairman and Managing Director of Balmer Lawrie and Co. Ltd, Kolkata, delivered a compelling keynote address during the summit. Shri Sekar reassured the audience that AI is not here to replace humans but to collaborate with them. He emphasised the symbiotic relationship between machines and human expertise. Shri Sekar also discussed AI's current impact on identifying emerging trends and opportunities, underlining the fact that predicting the future is not a matter of magic but rather a consequence of artificial intelligence.

Shri Steevan Pinto, Chairman of NIPM, Mangalore Chapter, set the tone for the day by extending a warm welcome to the audience and recognising the generous sponsors for backing this

remarkable initiative. Shri Ronald Sequeira, the Executive Director of VRA Solutions, launched the NIPM website and unveiled the first newsletter.

Shri Basavaraju Hon. General Secretary, NIPM administered the code of ethics.

Key sponsors were acknowledged, including the knowledge partner Deloitte and the event partners Canara Bank, Sahyadri College of Engineering and Management, Nitte Deemed to be University, Karnataka Bank, ONGC MRPL, Manipal Academy of Higher Education, Cardolite Multi Speciality Chemicals Limited, NMPA, Yenepoya Deemed to be University and SKF Elixir.

The event also paid tribute to individuals who contributed to NIPM's achievements. Shri Laksmish Rai, Secretary of NIPM, Mangalore Chapter, gave a vote of thanks. Dr. Malini Hebbar compered the event. The HR students from the School of Social Work, Roshni Nilaya, actively volunteered during the event.

In the first technical session on the future of HR, led by Ms. Ashraya Belliappa from Deloitte Bangalore, the audience gained valuable insights into the evolving role of HR in the future within organisations. Ms. Belliappa emphasised the





necessity for HR professionals to adapt to changing business dynamics, integrate emerging technologies, and foster sustainability in their approaches. Central to her presentation was the concept of "being digital" rather than just "doing digital." She highlighted the importance of imbuing a digital mindset into HR practices. Ms. Ashraya Belliappa's session provided a roadmap for HR professionals to navigate the ever-evolving landscape of their field. It emphasised the vital need for sustainability in transformation, aligning HR strategies with the dynamic needs of organisations, and embracing a "being digital" approach to stay ahead in the rapidly changing business world.

In the following session, which centred on AI's role in HR and was expertly led by Aditya Agarwal from Deloitte Bangalore, the audience was treated to an insightful exploration of AI's profound impact on HR processes. The session emphasised how AI can efficiently streamline routine tasks, elevate decision-making capabilities, and significantly boost employee engagement. One of the standout points of the session was Shri Agarwal's emphasis on avoiding the daunting task of

"boiling the ocean." He underlined that one need not strive for immediate expertise but should instead focus on cultivating a receptive organisational culture and mindset. This approach encourages a shift toward logical and data-driven thinking. By instilling these fundamental mindsets, organisations can embark on a journey toward harnessing the power of AI effectively in their HR practices, thereby preparing for a future where AI and human ingenuity coexist harmoniously to drive HR success.







The panel discussion on the role of AI for organisational excellence, moderated by Samson Rodrigues from Deloitte Bangalore, featured panellists Ms. Saumya Chandraker, General Manager (HR), MRPL, Shri Pathanjali Bhat, Director (HR), Ivanti and Shri Sandeep Aaron D Silva, Pncipal /HR Head, Infosys. The discussion explored the potential benefits and challenges of implementing AI in HR processes, including the need for ethical considerations and the importance of upskilling HR professionals to work alongside AI.

Overall, the sessions provided valuable insights into the future of HR and the role of AI in enhancing HR processes and organisational excellence. The discussions emphasised the need for HR professionals to be proactive in adapting to emerging technologies and leveraging them to drive business success.

At the valedictory session, Shri Sudhir Kr Dixit, the esteemed chief guest from GAIL Mangalore Petrochemicals Ltd (GMPL), delivered a comprehensive address on the evolution of HR. He discussed HR's historical context, its current status, and its promising future. Shri Dixit stressed the critical need for stronger industry-academia connections, highlighting the role of academia in preparing students for the dynamic HR field. Moreover, he emphasised HR's shift toward specialisation and its growing importance. He also introduced the transformative potential of Artificial Intelligence (AI) in HR, illustrating how AI can enhance specialisation, streamline processes, and deliver personalised experiences to







employees, ultimately contributing to organisational success. Shri Dixit's insights left the audience with a clear understanding of the evolving HR landscape and the pivotal role of AI in its future.

Shri P. Basavaraju, the General Secretary of NIPM, lauded the efforts of the NIPM Mangalore Chapter, especially the Chairman Steevan Pinto and Secretary Laxmish Rai, for the quality of the programs organised and promised all possible support from the national office of NIPM.

Chairman Steevan Pinto welcomed the gathering, Secretary Laxmish Rai proposed a vote of thanks, and Asha Albuquerque Pai compered.

Vinod Narayan, National Council Member, NIPM, NIPM Trivandrum Chapter Chairman Mr Elango and Secretary Mr Vipin Kumar, the past Chairmans of NIPM Mangalore Chapter Dr Devaraj, Shekhar Pujari, P A Jose, P Suresh, P P Shetty, Dr Sebastin K V were present during the occasion. More than 150 delegates participated.







## The glimpse of the event...







NIPM - Mangalore Chapter Executive Members and HR Summit 2023 Organising Team

### Event Partners



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