

Rukmini Devi Institute of Advanced Studies

Madhuban Chowk, Rohini, Delhi-110085

(Approved By AICTE & Affiliated With GGSIP University)

DOSSIER

On

Guest Lecture

On

“Human Resources Then and Now”

For students of MBA & BBA

On

August 11, 2016



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FORM A

Proposal:

- **Name of the event to be organized:** Guest Lecture on “**Human Resources Then and Now**”
- **Date:** August 11, 2016
- **Time:** 12:00 pm to 1:30 pm
- **Venue:** Lecture Theatre, RDIAS
- **Motivation for the activity:** Human resources are the people who make up the workforce of an organization, business sector, or economy, without which the organization is said to be incomplete. Today in Hi-Tech economy, human resources play a crucial role. It is the amalgamation of human resources and the technologies that produce results. Positive attitude, skills, knowledge, competencies, desire to work are some of the building blocks of human resources in the organization. One of the primary reasons for organizations to exist is the people aspect. The objective behind holding the session on human resources which is considered to be as the lifeline of the organization was to acquaint the students with the changing paradigm in HR perspectives and their importance.
- **Organized by:** MBA & BBA Department
- **Resource Person:** Mr. Ankit Singh, Lead- Learning and Development Department, Jubilant Food Works Ltd.

FORM B

Part 1

Aim of the event:

The session was organized to make the students aware about 'Human Resources - Then and now'. Today, Human Resources are very vital and sensitive resources of the organizations. Human Resources Then and Now aimed at elucidating the perspectives on people aspect during pre and post 1990s. Through this lecture the students of BBA & MBA of RDIAS were given the in-depth insights into the changing patterns in personnel management of the organizations and how these organizations actually motivate employees to produce better results. The session also highlighted how the organizations changed their strategies with time to retain their precious employees.

Abstract:

Mr. Ankit Singh provided a very refreshing and valuable lecture on the changing dynamics of the organizations and the perceptions on Human resources. His session was full of real life, and up to date examples from the current industries. The lecture was much thought provoking and made students learn about changing scenarios of Human Resources. Throughout his lecture, he emphasized on how the management students can benefit more in the subject of Human Resource Management.

Mr. Ankit Singh explained the students various phases involved in freezing the current perception for human aspect. He highlighted real life situations to the students for a clear understating of the current HRM trends. He emphasized on the importance of hygiene and motivation factors that are needed for the positive, effective and efficient outcomes.

Sir started with the notion of human resources before 1990s and explained the transitions involved in such notions after 1990s till recent times. He provided a complete and holistic outlook on Evolution of HRM.

While providing the holistic view on HR related aspects and dimensions, he took up various terms, buzzwords and explained their usages. He explained the shift from HR 1.0 to HR 2.0 and then to HR 3.0 (different HR versions), which was really exciting and new for the students.

Throughout his lecture he repeatedly focused on the fact that Human Resources are always superior to the current technologies or Artificial Intelligence.

The speaker also emphasized that main elements involved in delighting the people of the organizations are to stimulate creativity, consider their individual needs and motivating them throughout their job tenure.

Some of the salient learning's from the lecture are given below:

- HR is a Hygiene function.
- There is a shift from Personnel Management to Human Resource Management to Human Resource as a Strategic Partner.
- HR 1.0, HR 2.0, and HR 3.0 are compared on the basis of certain parameters of human resources such as performance, development, engagement, remuneration, growth, recruitment and operations.
- Organizations are heading to new age processes, startups, smarter employees and big data.
- Six Bean Model, comprise of Big Data and Analytics, Right Technology, HR Domain Expertise, Interdependent Intervention, Effectiveness Measurement Metrics, and the Right Culture.

Part 3

Conclusion

The lecture delivered by Mr. Ankit Singh was indeed an interactive one. He kept the students engaged throughout the lecture by asking questions from them. He used the innovative technique of story-telling to explain the dilemmas every human being come across while taking decisions. He gave insights into new terminologies used in the corporate sector.

Students were completely satisfied with the session. The closure of the session took place by query handling where students availed the opportunity to clear their doubts. Students found the lecture to be really productive, valuable with a wonderful learning experience. He concluded the session by his few kind words.

Session Moments



Mr. Ankit Singh addressing the students..!!!



Students and faculty listening to the speaker..!!!



Director General Sir presenting token of appreciation to the Guest Speaker..!!!