

stated that HR needs to have effective communication skills, objective and be a role model. In the meantime, he interacted with participants in question answer session.

Session V: Talent Management

Speaker: Chandra Kumar Sekhar

Mr. Sekhar gave an overview about how he chosen his career quitting his studies. He explained Talent Management with the definition of John Hopkins University that says "Talent Management is a set of integrated organizational processes designed to attract, develop, motivate and retain productive, engaged employees." Here he emphasized how to attract, when and how to develop, how to motivate and how to retain. He further said, "Talent management and HR is absolutely interlinked and intertwined. In conventional HR practice, hiring, training and retention are centralized functions whereas in talent management process, some or all these activities are entrusted to frontline departments, with HR department being only a facilitator." According to him, HR is more tactical, day to day management while talent management is more strategic, long term planning.

Session VI: Parallel Session

- Merger acquisition: Chair Ajay Mishra, CEO of Siddhartha Development Bank
- Industrial relation: Chair Ravi KC, Vice President, Surya Nepal Pvt. Ltd.
- Managing emotions at work: Chair Ashutosh Tiwari, CEO, Sherpa Adventure Gear
- Aligning strategy for appraisal performance: Chair Pankaj Shrestha, Managing Director, Mahizen Consulting Pvt. Ltd.

There were altogether four parallel sessions conducted in HR Meet 2017 with four resource persons on Merger acquisition, Industrial relation, Managing emotions at work and Aligning strategy for appraisal performance. The participants were split into four different rooms of their interest. All sessions were interactive and participants got chances to involve in the session.

In the session of Merger acquisition, Mr. Ajay Mishra, CEO of Siddhartha Development Bank, initiated his session in interactive way. He described about the emerged scenario of mergers and acquisition in banking and financial institutions. He explained about the problems, challenges, probable solutions of merger and acquisition. He answered queries from participants and concluded the session.

In Industrial Relation session, Mr. Ravi KC, Vice President of Surya Nepal, talked about the industrial relationship and how he coped up with union issues. He narrated his story and experience about negotiation and industrial relations. Workers in factory are important asset of the organization if not able to manage properly, they can ruin the organization. He talked about challenges, negotiation skills with his experience in Surya Nepal. The participants were actively involved in question answer round where he answered all the queries from the floor.

Session VII: Panel Interview

Chair: Dr. Swarnim Wagle and Dr. Govind Raj Pokhrel

Moderator: Manish Jha, General Manager of Facts Nepal



Dr. Swarnim Wagle, Member of National Planning Commission and Dr. Govind Raj Pokharel, CEO of National Reconstruction Authority shared about the condition of human capital in the country. Dr. Wagle said, "In bureaucracy, there is a system of monetary incentive, however, it cannot motivate civil servants as there is flat appraisal system." Citing that the flat appraisal system de-motivates performers, he stressed on the need to introduce proper performance measurement system to have fair judgment of bureaucrats working in public system. Likewise, Dr. Pokharel said, "Having the post-graduation degree won't contribute the nation with human capital. The right attitude and capacity building of people will make them human capital for nation." He further said that the system of selecting civil servant through examination process of Public Service Commission needs to be changed as the government has no system of synching educational background with their responsibility. Moderator Manish Jha asked about the current status of HR in the nation and probable solutions to make the country prosperous. The panelists were asked many questions from the floor during the question answer round and panelists replied to their queries.