

**Day II (March 30, 2017)**

The second day of HR Meet 2017 started with brief program overview and recall of the first day by master of ceremony Mr. Timsina. Right after the overview, the most awaited session of keynote speaker Prof. Dr. ISF Raj, Faculty of Xavier Labour Relations Institute, India started his session.

**Session IV: Reflection: Emerging Role and Response of HR over decades**

Keynote Speaker: Prof. Dr. ISF Irudayaraj, Faculty of XLRI, India



Prof. Raj initiated his session by cracking a joke which attracted the attention of all participants. He started his session saying that Human Resource is not something began late but initiated from Adam and Eve's era. He informed that as many as 20, 94,000 articles were published in 'The emerging trends in HR' and in India itself accounts 1,54,000 articles altogether. He then shed the light on the reflection about the historical

evolution. He divided the reflection into two eras: Classical Behavioral Era – (1700 – 1930s) and The Evolving trends and the Challenges of HR – (1950 onwards).

He explained how prominent scholars like Adam Smith, Charles Babbage, Robert Owen, Frederick Taylor, Henry Ford, Henri Fayol and Max Weber among others had major influence in shaping the direction and boundaries of HR. After emphasizing on The Behavioral Era and its theorists, he then talked about HRM developments in India.

He listed points about the challenges facing in HR:

- The socio-cultural set up dictate HRM the traditional role of gate-keeping and record keeping.
- Professionalization of HRM not a priority; not devolving responsibilities to line managers.
- Low strategic role
- Lack unions support and partnership;
- A strong need to initiate new mechanisms for worker participation,
- Attract, attain and retain key HR talent and managing attrition rates and retention of talents.
- Need for Indian firms to encourage research and analysis and be open to share key findings.

Prof. Raj used case studies, storytelling and explaining as major tools in the conference. He said, "The role of HR is to be link between culture, leadership and sustainable performance." He gave introduction to HRD, how HRD and its effectiveness go hand on hand. He said that it is important to have HRD Strategies in any organization that defines how the human resources would be utilized through the use of an integrated array of training, organizational development and career development efforts to achieve individual, and organizational objectives. He also explained about role of a manager, skills change and paradigm shift. He ended his session by sharing what are the qualities that HR personnel required to have. According to him, HR personnel should have positive thinking with positive attitudes to people, a high desire to learn, interest in people, learn to listen, helpful attitude, proactive, creative, patience and perseverance. He further