

organizational goals. The session highlighted on issues such as employer branding, talent management, HR audit, competence based HR systems, expectation handling (giving employees what they deserve and not what they desire), meritocracy, importance of introducing post-retirement plans etc.

Session III: Key Note Session - VUCA and its impact on HR

Mr. Saurabh Deep Singhla, Senior Vice-President and Chief Human Resources Officer, Ecom Express Private Limited.

Mr. Singhla's experience in HR portfolio spans over twenty years both in corporate and business HR roles across diverse sectors and complex businesses like G4S India, Rio Tinto, Whirlpool and Bharti Airtel Ltd. among others.

Mr. Singhla expressed happiness for being part of the HR Meet and highlighted that HR is a very important aspect of every organization. He shed light on VUCA and its impact on HR. He presented cases from his own workplace and other global data to show how digitization has impacted the business world. His presentation focused on the importance of keeping pace with the technological advancement for HR professionals to be able to meet up with the evolving business landscape. Mr. Singhla substantiated it with the aid of video clips to make each participant understand the value of believing in doing our work more smartly, adapting to technologies, becoming more creative and innovative.

Mr. Singhla mentioned about the importance of VUCA World i.e., **Volatility, Uncertainty, Complexity and Ambiguity**. While doing so, he presented a video clip to show how he has adopted it in his own workplace and its impact on their business.

Mr. Singhla, an international speaker emphasized that the HR managers should upgrade their technological knowledge to catch up with the fast growing digital trends. He shared hands on experience as how technological advancement has facilitated his role as HR. The keynote speaker cited exemplary achievements of digital based companies to explain that the top notch companies – "Don't just go digital but be digital".

Session IV: Discussion – Plans and Policies to strengthen human capital: Social Security

The HR professionals mentioned that they found the session on Social Security very relevant for their work. There was a discussion session on Plans and Policies to strengthen human capital: Social Security. Mr. Shankar Nepal, Director, Social Security Fund and Mr. Shashi Satyal, FCA, Managing Partner, PKF T R Upadhyaya and Co. made presentation on the existing legal provisions on Social Security Act and work procedure.