



**BIRLA INSTITUTE OF TECHNOLOGY & SCIENCE, Pilani**  
Pilani | Dubai | Goa | Hyderabad

**Department of Management**

In Collaboration with

**Work Integrated Learning Programmes (WILP) – BITS Pilani**

*organizes*

## **HR CONCLAVE 2019**

**1<sup>st</sup> MARCH, 2019**

**VENUE: BITS PILANI - PILANI CAMPUS**

**RAJASTHAN 333031**



**WORKFORCE IN THE ERA OF  
INDUSTRY 4.0**

**SKILL DEVELOPMENT & UPGRADING**

## BITS PILANI

Birla Institute of Technology and Science, Pilani (BITS Pilani), is one of India's leading higher education institutes and a Deemed to be University under Sec. 3 of the UGC Act. Our commitment to transparency and stress on equal opportunity has been a key contributing factor to our emergence as an institute of excellence. BITS Pilani has been conferred upon the prestigious "Institute of Eminence" status by MHRD, Government of India. In addition to academics, we also focus on providing students with opportunities for all-round development. All our campuses are thriving nodes for student-driven art, sports, and other activities. Today, our alumni body is a vast and thriving community of technocrats, senior executives, successful, entrepreneurs, and leaders of society. It is this legacy of excellence that continually inspires all our students. Over the years, BITS has provided the highest quality education to students from all over India admitted on basis of merit. BITS symbolizes the maturing of Indian technical ability and "Can Do" entrepreneurial spirit, especially as derived from the private sector.

### DEPARTMENT OF MANAGEMENT, BITS PILANI

The Department of Management at BITS Pilani - Pilani Campus was established in the year 1971 and its flagship programs are the MBA and Doctoral Programs (Fulltime and Part-time). The objective of the MBA program is to cater to the requirement of the industry by providing quality management professionals with strong technical skills and an acumen for managing the business. BITS curriculum reflects the latest thinking on management education specifically incorporating experiential learning, global awareness, and value-based components. Management education at BITS Pilani brings cutting-edge thinking and best learning practices to its MBA program through three semesters of rigorous classroom training coupled with a provision for a 6-month duration exposure to industry through a structured and evaluative internship (Practice School) making the program unique.

### WORK INTEGRATED LEARNING PROGRAMMES (WILP)

BITS Pilani Work Integrated Learning Programmes (WILP) are continuing education programmes designed for employed professionals working in engineering and technology domains. WILP programmes integrate learning with the working environment of professionals, and enable participants to enhance their academic qualification without taking a career break. WILP programmes include B.Tech., M.Tech., M.Sc. and MBA degree programmes and certificate programmes under Corporate Partnerships with leading organizations from several industries customized to suit their Learning & Development requirements.

### WORKFORCE IN THE ERA OF INDUSTRY 4.0

Traditional job roles are continuously being challenged in today's volatile job market. Novel job designs such as freelancing, gigs, and automation are transforming the fundamental nature of work itself. Digitization, Internet of Things (IoT), Robotics, Machine Learning, Artificial Intelligence (AI), Cloud Computing, Social Media and Augmented Reality are transforming traditional processes of production, distribution, consumption and innovation. This has triggered a new wave of the industrial revolution which is being hailed as Industry 4.0.

***The theme of this year's conclave is 'Workforce in the Era of Industry 4.0: Skill Development and Upgrading'***

The conclave aims at bringing together three important stakeholders namely: corporates, trainers & skill development consultants and, academia together to understand how the job markets are going to change radically in the near future and how the important stakeholders must collaborate to brace themselves for the change.



**DEPARTMENT OF MANAGEMENT,  
BITS PILANI, Pilani Campus**

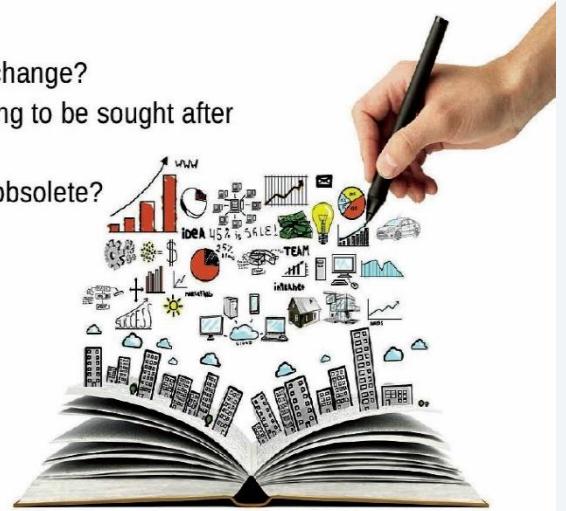
**OUTLOOK - DRISTHI, 2018**

**RANKED 19th among Top 100 B-Schools  
BITS Pilani has been conferred  
INSTITUTE OF EMINENCE status by  
MHRD in 2018**

## THEMES FOR DISCUSSION

### FUTURE OF JOBS

- How would the job market change?
- Which job functions are going to be sought after in future?
- Which jobs would become obsolete?



### SKILL DEVELOPMENT

- Which key skills would become indispensable in the future job markets?
- Which skills are largely lacking in the current Indian job market?
- Which key management disciplines require major upskilling & reskilling

### CURRICULUM TRANSITION

- What changes should academic institutions make to their existing curricula?
- What does the industry want the academia to incorporate in the syllabus for higher education?

## CONCLAVE PANELS

### ❖ PANEL 1: MANUFACTURING - Futuristic Skills Required in Manufacturing Sector

As Industry 4.0 continues to grow, the days of low-skill, dangerous manufacturing work will cease to exist. Instead, manufacturing will become increasingly reliant on "middle-skill" and "high-skill" jobs, ranging in education level from technical certifications to PhDs. The concern for the industry would be to understand the missing skills that manufacturers need for future success, and how can companies prepare their workforce.

### ❖ PANEL 2: SERVICES I - Skill Requirement in Customer Services

As organizations move towards customer driven change, they face a growing imperative to reorient themselves to move faster, adapt more quickly, facilitate rapid learning, and embrace the dynamic demands of customers who have a wider choice available for doing the same transaction in the present day. Organizations in service sectors like healthcare, banking and financial services, logistics/supply chain need to continuously evolve their processes, systems and also develop employees in line with changing customer needs and demands.

### ❖ PANEL 3: SERVICES II - Skills in demand in Technology Enabled Services

The implications of digital transformation projects are far-reaching for current and future workforce. In today's rapidly changing digital landscape, where analytics, digital marketing, cloud computing and social media reign supreme, companies that understand the employees' talent needs and know how to meet them have a competitive edge.

### ❖ PANEL 4: LEARNING AND DEVELOPMENT –Implications of the Changes in Skill Requirements

The changing skills landscape poses major challenges to the key stakeholders involved, namely the students, higher educational institutes, trainers and the market comprising of recruiters and placement organizations. It is important to find innovative and collaborative means to enhance the value proposition to multiple stakeholders by equipping the current and future workforce with necessary skills and competencies to meet their workplace and personal needs.

## BENEFITS FOR ATTENDEES

- To gain a realistic perspective about the changing skill requirements in jobs and its impact on employees
- Meet the experts and know the practices, challenges and issues from them
- Insights about how trainers and academia can impart skill sets in the respective sectors
- Network with faculty and peers for an active interaction between industry and academia

## KEY DEPARTMENTAL EVENTS



### INTERNATIONAL CONFERENCE ON EVIDENCE BASED MANAGEMENT (ICEBM)

The conference focuses on integration of evidence based practices to managerial making processes. The 3rd edition of ICEBM will be held on 1st-2nd February, 2019.

### WORKSHOPS & GUEST LECTURES

Workshops and industry expert talks are organized by department regularly to promote experiential learning and provide an opportunity to exchange information and learn new skills to enhance professional acumen.



### INTERFACE

Interface is an annual All India Management Convention which serves as a platform for students and professionals to integrate skills and ideas necessary for the dynamic and fast growing industries in India. The 42nd edition of Interface, will be held on 2nd - 3rd March, 2019.

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