



yukti
8th Annual HR Conclave

5th August, 2023

TIMELINE FOR YUKTI

Break up of Proceedings on 05-08-2023

Guests Welcome, Conclave + HR Theme 1, Keynote Speaker, and Panel introduction	09:30 AM to 09:38 AM
Lighting of the lamp and inauguration ceremony by the Director and other Dignitaries	09:39 AM to 09:44 AM
Director's address to the audience	09:45 AM to 09:59 AM
Theme Presentation by students of IIM Amritsar	10:00 AM to 10:15 AM
Keynote Speaker's address to the audience	10:16 AM to 10:35 AM
Panel Discussion	10:36 AM to 11:45 AM
Q&A session	11:46 AM to 12:15 PM
Vote of Thanks	12:16 PM to 12:30 PM
Introduction for American Express Session	12:35 PM to 12:40 PM
Session by American Express	12:40 PM to 01:10 PM
Q&A session	01:10 PM to 01:20 PM
Lunch Break	01:21 PM to 02:40 PM
Guests Welcome, HR Theme 2, Keynote Speaker, and Panel Introduction	02:41 PM to 02:51 PM
Theme Presentation by students of IIM Amritsar	02:52 PM to 03:07 PM
Keynote Speaker's address to the audience	03:08 PM to 03:28 PM
Panel Discussion	03:30 PM to 04:40 PM
Q&A session	04:41 PM to 05:10 PM
Closing Remarks	05:11 PM to 05:15 PM
Vote of Thanks	05:16 PM to 05:20 PM

Theme 1

Impact of AI on HR: Opportunities and Challenges

Artificial intelligence (AI) is transforming the world of work, and HR is no exception. The use of AI in HR can provide significant benefits, including increased efficiency, improved decision-making, and enhanced employee experiences. However, it also poses challenges, including ethical concerns and the need for new skills and capabilities. Generative AI models like ChatGPT while offer great potential to streamline tasks and boost productivity, may also risk discrimination against a certain group of people. HR leaders must grapple with these issues and leverage AI's potential while mitigating its risks.

Discussion Questions

1. What are the top opportunities AI presents to HR, and how can HR leaders harness them to improve organizational outcomes?
2. How can HR leaders navigate ethical concerns surrounding AI's use in HR, such as bias, privacy, and discrimination?
3. What new skills and capabilities will HR professionals need to succeed in an AI-driven world, and how can organizations develop them?
4. How can HR leaders ensure that AI systems are transparent and explainable, enabling employees to understand how decisions are made and building trust in the technology?
5. What are the potential challenges associated with AI in HR, and how can HR leaders address them, such as job displacement and a lack of human touch in employee interactions?
6. How can organizations leverage AI to personalize employee experiences, including training and development, career pathing, and rewards and recognition, and create a more engaging workplace?

Discussion Questions

7. How can HR leaders work with their IT counterparts to ensure that AI is integrated effectively and securely into HR systems and processes, and what role should HR play in driving AI innovation within the organization?
8. What role should HR leaders play in ensuring that AI systems are designed and implemented in a way that aligns with organizational values and goals?
9. What are some best practices for using AI to optimize HR processes, such as recruiting, onboarding, and performance management, while minimizing the potential for bias and discrimination?
10. How can AI help organizations measure employee engagement and satisfaction, and what steps should be taken to ensure that the data collected is used ethically and responsibly?
11. How can HR leaders balance the need for efficiency and automation with the importance of maintaining human connections and empathy in the workplace?
12. What steps can organizations take to ensure that their workforce is equipped with the necessary digital literacy and technical skills to work alongside AI systems, and how can HR play a role in fostering a culture of continuous learning and upskilling?

Theme 2

Cultivating a Mentally Healthy Workplace: Nurturing Employee Well-being and Promoting Mental Health

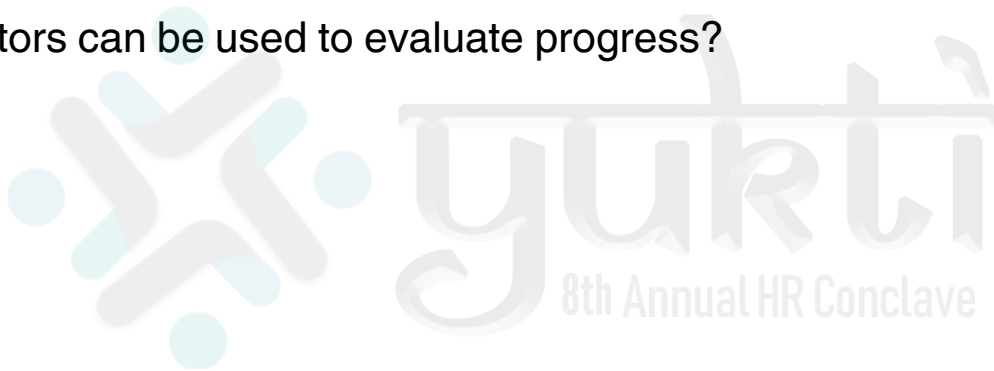
Cultivating a mentally healthy workplace involves fostering employee well-being and promoting positive mental health. It encompasses creating a supportive environment that prioritizes mental well-being, implementing mental health programs and initiatives, reducing stigma, and encouraging work-life balance. Organizations can enhance productivity, engagement, and satisfaction by nurturing employee well-being. Promoting positive mental health involves raising awareness about mental well-being, providing resources and support systems, and empowering employees to care for their mental health. A mentally healthy workplace contributes to a positive organizational culture and benefits both individuals and the organization as a whole.

Discussion Questions

1. What effective strategies can organizations implement to create a mentally healthy workplace environment?
2. How can leaders foster a supportive culture that prioritizes mental health and well-being?
3. What initiatives or programs have successfully reduced the stigma surrounding mental health in the workplace?
4. How can organizations promote work-life balance and prevent employee burnout to support positive mental health?
5. What resources and support systems should organizations provide employees to effectively address mental health challenges?
6. How can organizations raise awareness about mental well-being and promote mental health education among employees?
7. What steps can organizations take to ensure that their policies and practices align with fostering a mentally healthy workplace?

Discussion Questions

8. How can technology and digital tools be leveraged to support employee well-being and mental health in the workplace?
9. What role do employee engagement and recognition play in promoting positive mental health within organizations?
10. How can organizations measure the effectiveness of their efforts in cultivating a mentally healthy workplace, and what metrics or indicators can be used to evaluate progress?





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