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From the time a child takes birth to when he attends school or passes out of college, every parent charts out a career path they want to see their child in. There are clouds of aspirations and expectations that surround today's youth, where a career is a life-changing event in every their life. Realising this exclusive importance a job or career holds in a youngster's life, Times Ascent organised a job fair on May 27-28, 2017 at Gujarat University Convention Center in Ahmedabad.

Making a career is more than mere employment. Times Ascent caught this nerve and presented Times Ascent Job Stop to provide an ideal platform to land a dream job by putting forward a plethora of prospective employers and best in the industry brands under a roof. The fair was lined to start at 10 am in the morning and even before the gates were left open, there were queues of about 200-300 job aspirants. Amidst this overwhelming response, the fair began in the presence of industry bigwigs and best in class employers. The two days affair marked arrival of

nearly 3000+ job aspirants handing out their resumes and trying out their luck to secure various positions among big companies.

Even in a world of social media, the job fair made a huge difference. It gave companies as well as jobseekers the opportunity to meet face to face without having to book for any appointments. It allowed one to make effective use of their time by meeting a large number of people at the same place in a short period of time. The major organisations covering fields like KPO, Engineering, Education, IT / ITe's, Manufacturing, Hospitals, Healthcare and Pharma companies and alike were looking forward to hiring talented individuals. This large list of areas covered, catered candidates with wide options to pick their dream job from. Kavita Patel, participant and job aspirant, exclaimed, "I have been to several job fairs but haven't seen this wide variety of companies. I'm looking for HR related job and there are some of the industry's well-known companies here."

DIFFERENCE-MAKING WORKSHOP: HR CONCLAVE 2017
 Times Ascent also held an HR Conclave 2017 at the same venue on Saturday



BROADENING HORIZONS

CONSIDERING THE NEED TO BRIDGE THE GAP BETWEEN JOB SEEKERS AND THOSE WHO ARE OFFERING THEM, TIMES ASCENT CONDUCTED AN EXCEPTIONAL JOB FAIR IN THE CITY. ALONG WITH A NEW STRATEGIC BUILT, HR CONCLAVE 2017, PROVIDED HUGE POTENTIAL BRIDGING THE ORGANISATION, PEOPLE AND STRATEGIES

afternoon (May 27, 2017). Human Resources (HR) management is continuously and distinctively engaging itself with paradigm shifts in order to add strategic value to businesses. HR functions as the bridge between the organisation's most valued asset – its people and the organisation. The revolution of information technology and talent acquisition challenges has further impacted the HR processes. Thus, the HR Conclave 2017 kept up to its promise to be a celebration of learning, networking and talking about acquiring talents and

Naveen Malhotra, group president and CHRO, Sintex Industries Limited. The event was moderated by Samir Parikh, founder & MD, Naman HR. HR has over the years changed according to the needs and requirements of the organisation. Seen decades ago as an admin function and now as a business function touched by the giant e-wave, eminent panellists talked about HR and how it would be positioned in the future. How would various HR functions work towards fulfilling the business goals of an organisation? How will the technology drive it further for the larger

(HRM) is now soaring high with exuberant benefits. What are lesser known facts are hows and whys of spurring the employees with their best. The only difference which squares this area as the most challenging is its cultural sensitiveness, therefore examining current scenario of HRM and facing the emerging scenarios with the weapons like – strategies, dynamism, planning, and diversities which help soothe the nerves. "The basic role of HR would never change. It will always remain the same which is welfare, happiness and performance. Whereas the

span of time. Things have changed drastically," said Dr Naveen Malhotra, group president and CHRO, Sintex Industries Limited. The long journey from the term labour to human resource is now touching new heights and is discovering the unmatched potential and endless success. "An organisation cannot build a good team without a good human resources team. It holds utmost importance in managing the work atmosphere, developing public relations and most importantly, retaining employees. To face the new challenges on the fronts of knowledge,

learn soft and hard skills. Both have different perceptions. The role of the HR has entirely evolved over the years. Further, the HR has to see whether the employee has certain qualities or not or else the employee hired will turn into a black spot. By practicing employee branding, one can get an experience to spot talent and also build one," said Shyam Sharma, president HRM and corporate communication, Claris Lifesciences Limited.

The ever evolving field of HR trades majorly on social psychology and consistency while there is an emergence of use of electronic medium in the functioning of HR. Bhavesh Upadhyay, executive vice president-HR, Intas Pharmaceuticals Limited, shared, "HR adds value to business. Now according to me, HR is considered to be a support function but very soon it is going to transform to a business pillar. HR has to manage everything from the CEO perspective. Earlier, HR was only a person management but now it has been a part of board meetings and business meetings as well. So HR is observing the whole global scenario. As soon as a gap is noticed in

the system, HR hires the people, trains them and makes sure that they perform which is a very crucial role."

The 75-minute session was quite interactive and the audience got a chance to interact with the panellists and also raise many queries that they had. To seek to emerge from the difficulties of recent years, the theme was chosen as a forward looking and positive reflection and discussion on the key role to be played by acquiring talent in achieving organisational success. "Never before the war for talent became so critical, as it turns out to be the only differentiator in success of business. The conclave theme was most apt, as it shared disruptive and best practices for talent acquisition. The message is – don't push for best fit, you may never get one. Suboptimal, but trainable and culture fit are the key to talent acquisitions. My compliments to the Times of India for organising this conclave, as it addressed the pulse of the business," said the moderator of the conclave, Samir Parikh, founder & MD, Naman HR.

(With inputs from Heena Khemani)



Onlookers at the Times Ascent Job Stop



Officials explaining finer details



Visitors through stalls at the job fair



Youths finding out about options available



Job seekers interacting with stall representatives



Visitors await their turn to find out about career choices



Job seekers listen keenly about the options available



The pathway to the Times Ascent Job Stop and HR Conclave 2017



Panellists (L-R) Shyam Sharma, Kavan Purohit, Bhavesh Upadhyay, Dr Naveen Malhotra, Rajiv Bhatia and Vivek Joshi



Invited audience at the HR Conclave 2017

Audience interacting with the panellists

digital transformation changing lives. In this HR Conclave, eminent Human Resource (HR) professionals, business leaders and entrepreneurs participated and deliberated on the theme 'Agile Disruptions in Talent Acquisition'. There were six panellists on the panel: Shyam Sharma, president HRM and corporate communication, Claris Lifesciences Limited; Bhavesh Upadhyay, executive vice president-HR, Intas Pharmaceuticals Limited; Vivek Joshi, head HR and corporate communication, Otsuka Pharmaceutical India; Rajiv Bhatia, president and country head, QX KPO Services Pvt Ltd; Kavan Purohit, director-HR (APAC), S&P Global and Dr

good? Many such questions were answered and the crowd was enlightened at the HR Conclave 2017. Rajiv Bhatia, president and country head, QX KPO Services Pvt Ltd, shared, "HR today is not just a support system but an operative function. HR is in middle of everything – helping in organisation's upliftment, retention, building talent and brand growth. The entire engagement is done by the HR today. The moment of truth comes to HR when actual implementation done by HR practices is acknowledged and is considered as an enabling function for the growth of the company." It's no secret that human resource management



Conclave Moderator: Samir Parikh

behaviour of the people would change as the new generation is much more open. The new generation has got two identities – physical and digital. HR has to change their thought process and its perceptions and the way he/she interacts as per the new generation. HR now has to be socially active to get raw talent on the board. Earlier, the aim was to deliver as much as possible in a given span of time whereas currently, it has been changed to learn as much as possible in a given

technology and changing trends in global economy, there is a need for effective human resource management," expressed Kavan Purohit, director-HR (APAC), S&P Global. With world taking a technology leap, more than individuals it is time companies and departments take up the challenge. HR has been associated with core functions of campus selection, holding interviews to employee appointment, training, co-existence and smooth working of the company. "Fundamentally HR is shifting its role to business HR. Corporate HR is the department that is responsible for the engagement activities. Beside this, HR also has to