



EVENT REPORT

EVENT:

AIMA's National HRM Summit

WHERE:

New Delhi

WHEN:

August 5-6, 2011

THEME:

Positioning HR to create value: Innovative strategies in a talent scarce market

KEYNOTE SESSION:

S K Chaturvedi, chairman & managing director, Power Grid Corporation Ltd

>> SK Chaturvedi, chairman & MD, Power Grid Corporation of India (in red) giving AIMA's IOCL 'Best Motivational Practice' Award to RP Singh, director HR (extreme left) and D Bhattacharya, senior executive director, IFFCO (second from right) at the AIMA 10th HRM Summit in New Delhi

tioning HR to Create Value: Innovative Strategies in a Talent Scarce Market' was held in the capital on the 5th and 6th of August, 2011.

Delivering the keynote address on the occasion, S K Chaturvedi, chairman & MD, Power Grid Corporation Ltd said, "HR can no longer afford to be a back-end function; it needs to strategically bring together the islands of different departments within an organisation and grow the core function of an organisation by channelling the talent available within the organisation."

Eminent speakers from leading organisations shared their experiences and success stories related to HR innovations at the two-day summit. The experts brainstormed about critical issues related to HRM such as talent scarcity, talent retention and managing attrition, role of technology and automation of processes, job satisfaction, job enrichment and job content, and the likes.

S Y Siddiqui, summit director & managing executive officer, admn (HR, Finance, IT), Maruti Suzuki India Ltd highlighted, "In today's dynamic business environment, HR plays a crucial role in defining a competitive edge within an organisation. Companies today should consider practices such as talent nurturing, success im-

aging and follow a strong internal communication policy, amongst others."

During the summit, Chaturvedi also presented AIMA IOCL Award for the 'Best Motivational Practice' to IFFCO Ltd and Adani Gas Ltd for the manufacturing and services categories respectively. He further opined that organisations should refrain from the practice of outsourcing HR. "In-house HR operations are instrumental in ensuring involvement and engagement of the available talent and to foresee how productivity can be increased," he added. While welcoming the guests, Kamal Singh, director (CMD) – AIMA said that in this fast-changing business arcade, HR plays a strategic role and it is important to make a significant impression of the same.

The event turned out to be an insightful platform for all attendees as they walked out with more knowledge and ideas on ways to make the HR function even more crucial in an organisation.

— Yasmin Taj

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It has been long understood that HR can no longer be just a peripheral function in an organisation; it plays just as important a part in an organisation as any other function and it now ought to come in the midst of business. To discuss this point, the tenth edition of AIMA's National HRM Summit, themed on 'Posi-