



2020-2021

Name of the Department/Society: COMMERCE SOCIETY

Name of the Event 2: Guest lecture on “Recent Trends in HR: The Road Ahead”

Date of the Event: 10th October 2020

The Department of Commerce, Hansraj College organized a guest lecture taken by Dr. Shweta Jha, Associate Professor, Apeejay School of Management. The lecture was on the Recent Trends in HR with a special focus on how organisations can recover from this pandemic. She began with the meaning of HR and went on to explain that HR helps in the integration of profit through purpose, profit through people and profit through organization. Furthermore, she elucidated that HR is about helping the business win the marketplace. She went on to describe the evolution of HR which went from personnel development to human resource to the experience of current employees, who follow the mantra of "Believe, Become, Belong". She emphasised on the practice of outside in HR and explained the same by giving examples of it in different domains of HR such as staffing, performance and rewards. She threw light upon the changes HR needs to address. These included the future of the enterprise, the future of the workforce and the future of how work gets done. She gave examples of good HR practices in organisations like TATA and Godrej which neither downsized, nor reduced the wages of contract workers during this pandemic. She described how organisations can recover by the help of HR through the 5 R's- Reflect, Recommit, Re-engage, Rethink and Reboot. She concluded by listing the skills required for an effective HR. The Q&A session was very interactive and all students took keen interest with several questions coming in. Questions were asked on topics such as the element of employee experience

THE COMMERCE SOCIETY
DEPARTMENT OF COMMERCE
HANSRAJ COLLEGE
UNIVERSITY OF DELHI

is organising a guest lecture on

"Recent trends in HR: The Road Ahead"

Dr. Shweta Jha
Associate professor
Apeejay School of Management

Objectives:

1. Understand the significance of human resource in organizations in the current business scenario.
2. Explore the factors shaping current HR practices.
3. Unfolding recent trends in HR.
4. Future of HR, competencies for new age managers.

Duration:
60 Minutes
(45+15, Session + Q&A)

Date & Time
10th October, 2020
2:00 pm

Platform:
MS TEAMS

Participants: UG and PG students

PROF. RAMA (PRINCIPAL) | MS. SONAL GUPTA (CONVENOR) | DR. SUDESH KUMARI (CO-CONVENOR) | DR. MEGHNA MALHOTRA (TEACHER-IN CHARGE)



during the pandemic, the integration of AI and HR, evolution of HR through the years among many others. Our distinguished guests put the time and effort to answer the questions in the best way. She also cited personal examples for clearer understanding of the attendees. The attendees took back a treasure trove of knowledge with them and gained a new insight into the field of HR.

