

Fourth HR Conclave 2017

"Human Dimension of Globalization: Its impact, opportunities, and challenges"

Organized by: Jindal Global Business School

In association with: United Nations Global Compact Network- India

Date: Saturday, 4 November, 2017

Venue: O.P. Jindal Global University, Sonipat Narela Road
Sonipat, 131001, Haryana, NCR of Delhi

The imperatives of globalization for corporates to succeed and consequently its impact on Human side of business like innovation, efficiency, diversity, digitization, virtual workplace and conscientiousness in terms of being ethically responsible to all the key stakeholders, environment and society at large. Human dimension of globalization creates a culture where employees flourish, feel valued and know they personally make a difference. It enables organic connection amongst employees, that bond – and the mission they have in common – is vital to engagement with customers. In a nutshell, the challenges are how we create workplace optimism that sets us apart; how we recruit, retain (and repel) employees; how we innovate, collaborate, and compete.

Enlightened leaders understand that people who love their work do better work. And should that passion for the work, their role or the mission of the company dissipate, those leaders know their business is doomed to mediocrity. This is why the human side of business movement places people at the centre of its mission. The switch and shift way isn't a "people first, profits second" movement, but a "profits as a direct result of putting people first" movement. And in the social age, this human side of business is how organizations create workplace optimism that sets them apart; it's how companies recruit, retain (and repel) employees; it is how they innovate, collaborate, and compete.

A cynical manager might observe that the human side of business makes the implementation of almost any business idea more complex — whether the idea is to launch a partnership, make an organization more sustainable or adopt new technologies. But the human element also makes business far more interesting. After all, people not only work together in business but also, hopefully, learn together; they strive not just to achieve organizational goals but also to grow their personal capabilities and develop new skills along the way.

The Sub themes of the conclave are:

- 1. Role of HR in creating workplace optimism in organizations:** Workplace optimism is a characteristic of the climate of the organization. Regardless of your personal leanings toward optimism, the feeling of hope creates a positive work experience. Workplace optimism gives people hope that great things are possible from each of the individual's contribution. It helps employees connect dots from their work to the bigger picture.
- 2. Diversity Management as a new age differentiator:** Diversity is the practice of addressing and supporting multiple lifestyles and personal characteristics within a defined group. It is the strategy of using best practices with proven results to find and create a diverse and inclusive workplace. Management activities include educating the group and providing support for the acceptance for various racial, cultural, societal, geographic, economic and political backgrounds.
- 3. Role of HR in Digital Transformation:** Organizations drive new management practices a culture of innovation and sharing with a set of talent practices that facilitate a new network based organization. The HR function leveraged upon certain key technologies such as Human Resource Information Systems, to create paper less work place environment and transparent business processes.
- 4. HR Practices for Business Ethics and Corporate Sustainability:** HR function has a pivotal role in creating Corporate Ethical and Sustainability codes. The ethics realm includes voluntarily adopted and mandated business codes of ethics, related legal and regulatory imperatives, corporate governance, whistle-blower protections and ethics training. The sustainability field includes traditional corporate philanthropy and volunteerism, but also encompasses broader initiatives that leverage the intersection between business interests and societal good.

JGU at a Glance

People

3500
Students



300
Faculty



300
Non-teaching staff



1:13
Faculty-Student ratio



37
Average age of faculty members



1400
Alumni



Faculty

4
Rhodes Scholars



40%
Alumni from the top 100 global universities



20%
International faculty from 20 countries



Students



85%
UNDERGRADUATE



15%
POSTGRADUATE

70%
Students on scholarships



29
Indian States & Union Territories represented by students



20
Countries represented by students



Schools



15
Programmes

9 Undergraduate Programmes
5 Postgraduate Programmes
Doctoral Programme



6
Schools



Research



2000
Publications



50+
Interdisciplinary research centres

3 Research & capacity building institutes

JILDEE
JINDAL INSTITUTE OF LEADERSHIP
DEVELOPMENT AND EXECUTIVE EDUCATION



JINDAL INSTITUTE OF
BEHAVIOURAL SCIENCES

IIMEC
INTERNATIONAL INSTITUTE FOR
HIGHER EDUCATION RESEARCH &
CAPACITY BUILDING
INDIA'S FIRST INSTITUTE OF HIGHER EDUCATION
O.P. JINDAL GLOBAL UNIVERSITY

International Collaborations



195
Collaborations



47
Countries

87
Student exchange collaborations



66
Faculty exchange & development programmes



25
Joint research collaborations



Recognitions, Accreditation & Memberships



Ranked 1st
'SWACHHTA' Ranking 2017



Member of
Association of
Indian Universities



Member of
Association to Advance
Collegiate Schools of Business



Member of
International Development
and Public Policy Alliance



Member of
International Association
of Law Schools



Recognised by
University Grants Commission



Recognised by
Bar Council of India



Accredited by
National Assessment
and Accreditation Council



Member of
Association of American
Colleges and Universities