

18 pages in 1 section  
 NEW DELHI (CITY) |  
 ₹8.00  
 VOLUME XXV NUMBER 218

How markets performed last week

| Market     | Change      |
|------------|-------------|
| Nifty 50   | 35,809 -2.0 |
| Sensex     | -0.7        |
| BSE Midcap | -2.8        |

# Business Standard

www.business-standard.com

Commercial Feature

Held on  
 14-15  
 February, 2019

Venue:  
 Sovereign-I Hall  
 Le Meridien,  
 New Delhi

## National HR Summit For ENERGY SECTOR EMERGING HR CHALLENGES



### HR must create an ecosystem for future where innovation thrives in changing times with greater reliance being put on solar energy'

The energy sector is going through a major transformation phase. Technology is changing at a fast pace and there is a major shift in the customer aspirations and the expectations of the employees. In such a scenario it is certain Human Resources (HR) philosophies which can assist an organisation in dealing with these changes successfully, is HR really ready to address these challenges?

productivity in any organisation. "Organisations need those HRs who have a tremendous sense of passion", he added. Throughout the summit, the panelists discussed about the various challenges faced by the HR in the Energy sector. Ajay Kumar Bhalia, Secretary, Ministry of Power, Govt of India while inaugurating the HR Summit said that there are more challenges in the energy sector because of the amount of control the government exercises on it. Among these challenges attracting, retaining and nurturing talent in an organisation remain the biggest one.

**The panelists emphasised HR to be futuristic in radically changing times**

The National HR Summit for Energy Sector on 'Emerging HR Challenges' organised by Birla Institute of Management Technology (BIMTECH) and National HRD Network in association with Deloitte, Power HR Forum and UN Global Compact Network India on 14th and 15th February 2019, revolved around this very theme. The summit made deliberations on pertinent issues ranging from building leadership pipeline and unfolding HR challenges and opportunities to employee relationship and transforming and nurturing talent.

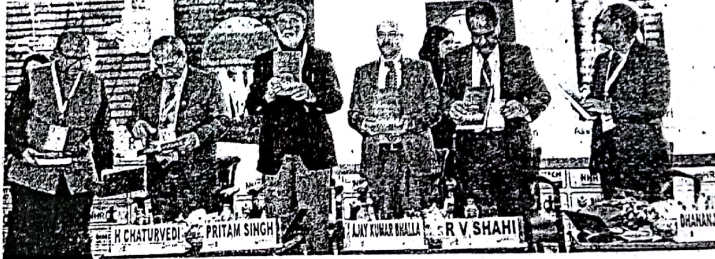
RV Shahi, Chairman, Energy InfraTech Pvt Ltd feels that the power sector is not bright enough to attract people. He further said that importance must be given to the employee engagement so that talent can be retained in the organisation. On the other hand, Dr. Asha Bhandarkar, Distinguished Professor of Organizational Behaviour, IIM believes that the kind of bonding an employee has with their boss determines whether the employees stay in that organisation. Talking about the aspirations of the millennials she said, "Millennials want to work with someone who can coach and mentor them."

The panelists of the summit, unanimously agreed that HR plays a crucial role in the Power sector. Dr H Chaturvedi, Director, BIMTECH believes that HR plays a very critical role in the growth and profitability of companies within the energy industries. "HR will have to transform itself to ensure continuous support to the radical changes of the energy sector", he said. In addition to what he said, Dr. Pritam Singh, Chairman, LEAD Centre stated, "We need managers and leaders who can look beyond look within and look around themselves because they are the ones who can deal with the challenges effectively."

While stating that a mentor must educate, enlighten and keep the employees entertained, the panelists also stressed on the need of treating employees equally. They emphasized that decent compensation, good working conditions and opportunities for development and growth must be offered to the employees. While the energy sector is undergoing a transition phase, it is plagued by a chronic shortage of talent. Elaborating on this point, Rajeev Sharma, CMD, Power Finance Corp. & REC said, "Power sector



Mr. R.V. Shahi, Former Power Secretary, Govt, delivering Sector Address. Mr. Ajay Kumar Bhalia, Power Secretary, Govt, delivering Inaugural Address.



Power Secretary releasing the BIMTECH Book "Return of The Surya" by Prof. K.K. Sinha and Prof. Himanshi Tiwari.

work India, the HR must be focused on change. They must have far sightedness to deal with challenges effectively. Sushil Tripathi, Former Secretary, Ministry of Petroleum and Gas, Govt of India, asserted that if we want to move forward, we must appreciate the reality. He further stated that technology is changing at a fast pace and it becomes the responsibility of the HR to remove fear of technology from the minds of the people.

Power has now proliferated to every nook and corner of the country. Sidhik K Chaturvedi, Former CMD Power Grid says that in such a scenario, creating a maintenance staff becomes a major challenge for HR. He further added that shaping leaders and creating a good organisation culture are some of the other challenges which the HR will have to address.

While talking about the various challenges and opportunities for the HR, the panelists also questioned the concept of having just one leader in an organisation. They asserted that everybody in an organisation must know their responsibilities and be enthusiastic about their work.

During the summit, a book, "Return of the Surya: The Ever Rising and Transforming Human Resource" edited by Prof. K.K. Sinha, Dean-Executive Education, BIMTECH and Prof. Himanshi Tiwari, Assistant Prof, BIMTECH was also launched. This book attempts to look at the future of technology in view of greater reliance the world is putting on Renewable sources of energy, and primarily the solar may be in a few decades and HR in order to create a better future for tomorrow has to be a crystal gazer to see through the changes in future and work proactively. A Wings incubation Ceremony was also organised in the summit where Nidhi Verma and Tara Rizvi, the first female drone pilots in India were felicitated.

is facing a shortage of talent, majorly because this sector is not recruiting engineers with new skill set and competence. It is important that there is a regular recruitment of engineers with new skills and competencies and adequate training must also be given to them from time to time."

The panelists on Talent discussion led by Dr. Sanjiv B Misra, CEO, Carbon Black Business, Director, Chemicals, & Director, Group HR, Aditya Birla Management Corporation, further stated that training has to

be seen as an investment and not as an expenditure. They also opined that the need of the hour is skilling, un-skilling and re-skilling the people and it is the responsibility of the organisation to create an ecosystem where innovation thrives. P R Kumar, CEO, BSES Yamuna Power Ltd said, "It is the responsibility of the HR to create a right kind of ecosystem for developing a culture of innovation, cooperation and team work."

to be prepared to deal with the changes. Elaborating on this point, Prof. K.K. Sinha, Dean Executive Education, BIMTECH, said, "Change in current time is a high-speed change. In such a scenario, if the speed of change within you does not match with the speed of change outside you, then you'll not be able to survive in this competitive world."

HR has to be prepared to tackle these changes. According to Kamal Singh, Executive Director, UN Global Compact Net-

Change is inevitable. Every sector has

work