

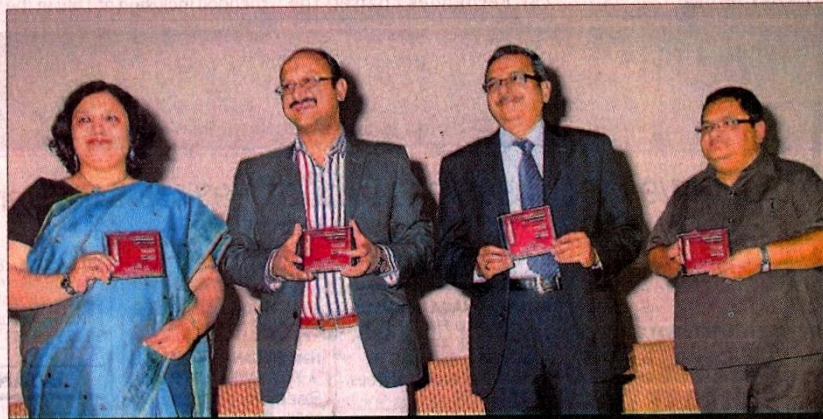
'HR changes will bring about generation bridging'

Two-day conference on managing human resources at workplace begins

MYSORE: As health and medical research improves, the people's longevity also goes up and the time is not far off before a 70-year-old and a 20-year-old will be working together. The large population of over 60 in the next thirteen years who are extremely energetic will also be looking for opportunities along with the vibrant youth, said co-founder and CEO, Meritrac Services Madan Padaki.

Delivering the keynote address after inaugurating a two-day international conference on 'Managing Human Resources at workplace,' organised by Shir Dharmasthala Manjunatheshwara Institute for Management Development (SDM-IMD), here on Friday, he said everything is happening so fast and the capability to learn quick is such that shallow generalisations is leading to serial mastering.

"How much the world has changed in just 13 years from 1999 to 2012. When former president Abdul Kalam came to inaugurate the Mysore IT.Com, there were a few boys hesitating to enter the BPO



GOING GLOBAL: (From left) Conference chair Mousumi Sengupta, co-founder and CEO, Meritrac Services Madan Padaki, SDM-IMD director N R Parasuraman and Nilanjan Sengupta at the release of conference proceedings of the international conference on 'Managing Human Resources at workplace,' at SDM-IMD, in Mysore on Friday. DH PHOTO

stall. One boy hesitantly entered asking whether we were doing blood pressure checkup. But now everything has gone online and there are few people without a facebook account," he said.

A company called coursera which was launched recently is offering online courses of top universities in the world and it is right now free as they still do not have a business model in place.

In just a short time there are more than two million people all over the world learning and 17 per cent of this are from India, he said.

In the next thirteen years, that is by 2025, all the technology will be embedded one and everything becomes global and it will be one with our nature. There will be no businesses as such but a group of individuals working for a common benefit, he said.

Dwelling at length on how HR practises can be totally misleading, Padaki gave the example of his own company trying to find talents from villages selecting the 'most unemployable face.'

They found an eighteen-year-old boy from a village who was a total illiterate. The same boy learns to speak in English in just seven months and in five years he goes and receives the award from a television chan-

nel speaking to the national audience in impeccable English," said Padaki.

"HR is dead. Instead it will be the unleashing of human potential and the workplace itself will become obsolete," he said.

Earlier SDMIMD director N R Parusaraman in his welcome address said that the HR practises will help managements to form right policies for future action.

Nearly 200 papers will be presented in the two-day conference. Over 400 papers were received and there are 260 participants.

Conference chair Mousumi Sengupta and Nilanjan Sengupta were present.
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