

Information on Guests Lectures @ KLBS 2019

S.No	Name of the Guest	Position & Organization/Institution	Date of Visit	Students	Content Delivery Method	Content Outline
1	Mr. Kabir Gaikwad	Corporate HR Manager, Atlas Copco India, Pune	27-08-2019	MBAs	Interaction cum Question & Answer Session	<p>ALL EMPLOYEES ARE NOT ASSETS TO ORGANIZATIONS</p> <p>On 27th August, 2019, Sri Kabir Gaikwad, Corporate Human Resources Manager at Atlas Copco India Limited, Pune, Maharashtra visited KLU Business School and interacted with MBA students. In a question and answer session, he informed to the students that there are plenty of opportunities are available to MBAs in the present employment market, but they need to develop requisite skill sets and knowledge to suit to the industry requirements. He told to the students that all employees are not assets and human capital to their organizations, only right employees are the assets and human capital to the organizations.</p>
2	Mr. Satyajit Iyer	Head, Talent Acquisition & Senior Vice President, Reliance Industries Ltd. (Mukesh Ambani Group), Mumbai	07-09-2019	MBAs	Interaction cum Question & Answer Session	<p>FLEXIBILITY IS THE BACKBONE FOR SUCCESS AT MODERN WORKPLACE</p> <p>Sri Satyajit Iyer, Senior Vice President (HR) and Head, Talent Acquisition Group of Reliance Group of industries visited KL University and he interacted with senior MBA students of KLU Business School. He told that flexibility at workplace and moulding according to the organizational requirements is an important quality requirement in the present employees and the future generations seeking employment in industry. He told that Reliance is going to hit the markets in retailing sector in a big way soon. Reliance is providing employment to cream students coming from educational institutions allover India. Satyajit Iyer opined that there may not be regular employment covering periods of long tenure in future; instead industry is looking for project based and time-based employment in future. He sought for specialty knowledge in at least one area, besides generalist knowledge in management.</p>
3	Prof. P D Jose	Professor of Strategy, Indian Institute of Management, Bangalore (IIM-B)	09-10-2019	MBAs	Interaction cum Question & Answer Session	<p>CREATIVITY AND PASSION ARE ESSENTIAL IN CORPORATE LIFE</p> <p>Dr. P D Jose, Professor of strategy, corporate environmental management, sustainable enterprises, and understanding corporate failures- IIM-KOZIKHODE – visited K L University Business School. In his interaction with senior MBA students, he told that “it is not that failures are the biggest issue before us, either in human life or in organizational life; but not trying to learn from the failures either at human or organizational level is definitely adverse for future.” He says that, in fact, we need to learn from the mistakes to become vibrant in the markets. Creativity is an important aspect in corporate life as well passion is essential for success. He says that most of the entrepreneurs of the Fortune 500 Companies have no formal education background related to the business what they are into, but they are successful because of their zeal and passion. Curiosity should add value to one’s knowledge and in running the business. Every student must be proficient at least in one special area of interest, besides having overall knowledge in management. He advised the students to invest their time and energy in campus very carefully and called the students to protect the environment, or else a small mistake committed now leads to a disastrous extinction of the human race in future.</p>
4	Dr. Santosh Bhawe	Director (HR, IR & Admn.), Bharat Forge Limited, Pune	12-09-2019	BBAs	Lecture followed by Question & Answer Session	<p>5 ‘C’ REQUIREMENTS IN MODERN EMPLOYEES</p> <p>Dr. Santosh Bhawe, Senior Vice President (HR, IR, & Admin.), Bharat Forgings Limited, Pune, Maharashtra visited KLU Business School and delivered a lecture on 5C- Requirements in employees. While interacting with III BBA students, he told that Courage, Clarity and Purpose in life, Confidence, Credibility, and Competency are more important requirements to work in modern competitive organizations. He has explained how engineering approach is useful in knowledge acquisition, creativity, and skill development in employees. Informing the students that the job market is buoyant with full of opportunities, he told that the future of the students is in their hands, either to crush it or to nurture it. Dr. Bhawe provided illustrious examples in his motivational speech and asked the students to do smart work besides choosing the hard path to achieve success at work and life.</p>
5	Dr. Sheela Siddappa	Global Head - Data Science, Robert Bosch, Bangalore	12-10-2019	1 st MBAs & 4 th BBAs	Panel Discussion on Careers and Challenges in Utilization of Artificial Intelligence, Machine Learning, and Block-Chain Technologies in Industry	<p>Dr. Sheela Siddappa explained that artificial intelligence is far advanced and advantageous than human intelligence. The advantage lies with time saving and quick decision making and action. Since, AI is the result of decisionmaking inputs provided by researchers and talented people across the globe, it is far superior to individual human intelligence in a decision making context.</p>
6	Mr. Amarendra Kumar Sinha	Additional Vice-President, Jindal ITF Infrologistics Limited, New Delhi	12-10-2019			<p>Mr. Amarendra Kumar Sinha told to the students that previously, for getting railway reservation, we need to consume lot of time, whereas due to artificial intelligence applications, we are now able to get it done in very short time. He reiterated that Artificial Intelligence applications has reduced the time that is taken previously to train people to handle some activities manually, whereas the machines are now able to process the input information easily and take decisions within no time. Even he added that AI applications have reduced the time and cost of training enormously. Interacting with the management students</p>

					enthusiastically, Amarendra K. Sinha informed them that the future is meant for people who are sound in skill sets. In future the organizations may not emphasize on certificates or degrees, but instead certainly keep their focal attention on whether the candidate applied for a position in the organization have requisite skill sets or not. So he told the students that skills will be viewed as most important than certificates or degrees in future. If an employee with intermediate qualification is able to sell and market the company products more successfully, then he questioned the students that what is the fun in selecting an MBA to the same position and incurring huge costs in giving him/her training.	
7	Mr.K. Nagesh	General Manager, Aurobindo Pharma Ltd. Hyderabad	12-10-2019		Mr. K. Nagesh of Aurobindo Pharma informed the students that in their organization they are able to save substantial amount of their valuable time by way of automation of various functions like scrutiny of applications at the time of recruitment, performance appraisal process and various training activities. He told that besides domain knowledge, tech savvy employees are the hot cake in the employment markets. Besides that, he told to the students that artificial intelligence will rule the organizations in future and the time saved by using these technologies will be valueably used in strategic decision-making areas.	
8	Mrs. G. Uma Rao	President -HR, Ashok Leyland Ltd. Chennai	26-10-2019 (Morning Session)	1st MBAs & 4th BBAs	Lecture followed by Question and Answer Sessions on Talent Management in Manufacturing Industry	ENGAGED AND TALENTED EMPLOYEES CONTRIBUTE TO NET PROFITABILITY SCORES IN ORGANIZATIONS Addressing 1st MBA students, Mrs. Uma Rao of Ashok Leyland Ltd. told the students that engaged and talented employees of the organization get intoxicated to achieve organizational targets and they contribute in improving net profitability scores of enterprises they serve. As future managers, leaders, and entrepreneurs, MBAs must develop risk-taking behaviours to grow in their future. As HR managers of the future, they need to develop the ability to choose the best talent to work with them, nurture the talent to suit to the environmental and business contexts, besides being able to retain the talent. It is not that much easy to retain talent. In the morning the employee comes to the office with a smile on the face, at lunch time he attends an interview in one more organization, by evening teatime the offer letter from the new employer gets ready, and the next morning the employee will give resignation to the present job. Talent goes out of the firm easily, if HR are not prompt in understanding people and it is a loss to the organization if it loses tacit knowledge. People are different from machines due to their attitudes and talent. Employees can do miracles, provided all the organizational energies are to be channalized to make them fully utilize their talent at workplace. If HR specialization students are thinking to do something sitting behind the computer in the organization, they have no future. They must be able to nurture the talent and innovation in people to make them ready to assume responsibilities, risk-taking, and work with team-spirit.
9	Dr VCM Rao	General Manager -HR, & Admn., VOITH TURBO India Ltd, Hyderabad, Telangana	26-10-2019 (Afternoon Session)	1st MBAs & 1st BBAs	Lecture followed by Question and Answer Sessions on Emerging Trends and Key Challenges in HR Management	CONVERSION OF PEOPLE COMPETENCIES INTO ACTUAL PERFORMANCE IS MAIN TASK OF HR PROFESSIONALS Talking to the management students, Dr. VCM Rao told that HR professional should mind the mind of the people because mind matters in their value systems, behaviour, attitudes and workplace performance. He told that mind is the root cause of every problem in employee management. He advised that since computers have taken away major proportion of the works like payroll processing, performance appraisal, and financial accounting and other jobs, the students must be aware of the fast and far sweeping changes that are happening in the people management front and they need to equip the skills and knowledge relevant to show that as HR professionals they can contribute to the bottom line of the organization. In his lecture, he has touched upon various emerging trends in HR like leadership, downsizing & upsizing, flexi-thought process, inclusiveness & diversity, employer branding & reputation, operational & strategic workforce planning, hierarchy & bureaucracy, speaking culture, digital management & HR analytics, employee engagement, reward management, IR & discipline, talent management and employee utilization, globalization & adaptability, social responsibility etc.
10	Mr. Durga Prasad Amudalapalli	Chief -Integrated Supply Chain & Operations & Admn., VOITH TURBO India Ltd, Hyderabad, Telangana	26-10-2019 (Afternoon Session)	1st MBAs & 1st BBAs	Lecture followed by Question and Answer Sessions on Drivers for Growth and Future of Job Markets in India and the World	OLD JOBS VANISH, NEW JOBS WILL ADD VALUE Durga Prasad Amudalapalli, in his interaction with the management students of KLUBS reiterated that most of the traditional jobs in the industrial establishments will soon disappear and dramatic changes are going to happen in the job markets by generation of new jobs which can add value. Job markets will be soon filled with value added jobs and non-value added jobs like stenographers will get disappeared. The future is for those who can fast learn-fast unlearn- and fast relearn to meet the requirements of changing business environment within and without. He has explained that the Indian economy has greater advantage over the others due to its robust and more vibrant demographic dividend of the youth segment. He told that youth is responsible and they can create the future of India and its prosperity. He has also discussed on various indicators and drivers of growth like GDP, demographics, optimal resource utilization, disposable incomes, sustainable practices and environmental protection etc.

11	Mr N Sanjay IPS	Inspector General of Police (Training) and Director, Andhra Pradesh Police Academy	19-11-2019	I st BBAs	<p style="text-align: center;">LIFE SKILLS FOR MANAGEMENT STUDENTS Question and Answer Session</p>	<p style="text-align: center;">THE FOCAL ATTENTION OF STUDENTS SHOULD BE ON STUDIES AND SUCCESS</p> <p>Mr N Sanjay IPS, Inspector General of Police (Training) and Director, Andhra Pradesh Police Academy visited KLU Business School on 19th November 2019 and interacted with 1st BBA students. In his interaction with the students he provided knowledge on life skills to meet with various situations in student life, employment career or in own business, and to succeed and lead a happy life. In life, we need to observe the changes that are happening in society and must participate in the social activities so that it is two way useful: at one hand it improves social skills and on the other hand it can be possible to provide solutions to various social issues. Answering the questions asked by students, he informed that although pressures from the above level officers are common in employment life, we need to execute our responsibilities with conscience and in consonance with the social morality and decency. He also told the students that homesickness and sick of home are two different issues to be handled carefully, but proper counselling is helpful in this regard. For achieving greater heights in life, the students must make them ready to do small sacrifices and must develop capabilities to manage the stresses arising out of various tensors. He reiterated that in life, everybody undergoes strain, but it differs with the level and stature. Individuals who are staying in the ground floor or first floor of a 50 storied building definitely receives less amount of strain than the one who is staying in the forty-ninth or fiftieth floor of the skyscraper. The person who always thinks about the end results worries much more than the person who is thinking about to go ahead with the process of achieving. Again he retold to the students that hard work definitely pays and three years of constant dedication in his life had given him IPS. He concluded his speech that it is the choice of the students either to make or break their life.</p>
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