

Industry 4.0 is a battle between man and machine

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15th National Conference on the theme of “Revisiting HR in the Digital Era: Impact of Critical Shifts in Technology, Operations and Culture” was organized under the aegis of PHD Chamber of Commerce and Industry on 15th February 2020 in collaboration with Jagannath International Management School, (JIMS) Kalkaji, New Delhi and AMDISA - Association of Management Development Institutions in South Asia



The Conference was envisaged to bring the Industry and Academia stakeholders in the common platform to provide perspectives on the role and impact of digitalization in HRM, gain insights into how HR leaders are playing a critical role in driving digital transformation by revisiting employee roles, supporting business agility and fostering a culture of innovation and enhance awareness of new HR Technologies and how these are being leveraged to create powerful employee experiences.

India has an advantage of demographic dividend, said **Dr. D.K. Aggarwal, President, PHD Chamber. He further added - disruption leads to growth and we need to be mindful of managing the dynamics of this shift, led by disruptive technology.**

Dr Aggarwal asserted that HR function also gets a transformational change. Not just small-scale change, but a fundamental seismic shift. A change that will see traditional HR falling behind and being replaced by new, skilled HR that is ready to change the future of HR. In particular, everything from technology to social media and distributed workspaces has a major impact in the way we hire, train, and retain the millennial workforce.

Mr. Sunil Sharma, Jt. Secretary, Ministry of Health & Family, Welfare, Govt. of India stated - it's important to understand employee in this era of digitalization. Technology gives an individual the ways

and means with which we can interface, involve and engage our employee for a participatory and integrated approach.

Dr. (Cdr.) Satish Seth, Director-General, JIMS stated in his welcome address - digital transformation has changed the way we live, its pace is massive but still fundamental leadership is a crucial determinant for the success of any organization.

Mr. Pankaj Dubey, Managing Director & Country Head, Polaris India Pvt Ltd stressed - with the technology changing very fast, we have varied challenges. Change is constant and we need to adopt to the changing environment but at the same time human resource plays a pivotal role for a synergetic system because AI cannot detect the feelings, human being has a very important role to play even in this era of technology and digitization.

A formal Vote of Thanks was delivered by **Dr. Jatinder Singh, Director, PHDCCI. Dr. Singh stated - it's often said Industry 4.0 is a battle between man and machine but it's in a perfect sync of man with machine**, since both complement each other. If we have a transparent system then faith will prevail in disruptive technology. Dr. Singh strongly advocated workforce planning and opined it is more crucial than financial planning.

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