



Uka Tarsadia University

SRIMCA-MBA

Report on 8th HR Conclave (The Future of HR: A Business Perspective)

Date: 24th February 2025

Total No. of Participants: 08

Total No. of Faculty Participants: 01

Time & Duration: 09:00 AM to 03:00 PM

Venue: Platinum Hall, SIECC, Sarsana, Surat.

The Southern Gujarat Chamber of Commerce and Industry (SGCCI), Surat, hosted 7th National HR Conclave with the morning session focusing on the theme “The Future of HR-A Business Perspective”. The following were the eminent speakers and Guests of Honor from the industry who dived deep into the depths of the topic emphasizing on its broader scope.

Ms. Asmani Surve	Vice President Human Resource, Goldi Solar
Ms. Bhawna Kirpal Mital	CHRO & Head-IT, Admin & CSR, Hero Future Energies
Dr. Parag Sanghani	Provost & Executive Dean, P P Savani University, Surat
Ms. Pooja Makasana	Head, DEI & HR Business Partner, Global IT & Procurement Sun Pharmaceutical Industries
Mr. Sohail Sawani	Founder, Sohail & Co, & Sawani Institute of Labour Law & Skill Development.
Dr. Nirav Mandir	Chief Human Capital & Sustainability Officer, Shree Ramkrishna Exports.
Shri. Mrunal Shukla	Sr. Trainer & Growth Strategist.

Event Details:

The HR Conclave successfully took place, bringing together industry experts, HR professionals, and technology enthusiasts to discuss the evolving role of AI technology and HRIS software in human resource management. The event highlighted how AI-driven solutions enhance efficiency, streamline recruitment, and improve employee engagement by automating repetitive tasks. HRIS software was recognized for its ability to centralize employee data, making it easier to manage workforce planning, payroll, and performance evaluations. These technologies were seen as key drivers in optimizing HR operations and providing data-driven insights for strategic decision-making. Legal compliance was a significant topic of discussion, emphasizing the importance of adhering to ever-changing labor laws and regulations. The conclave showcased how AI technology and HRIS software assist in maintaining compliance by automating record - keeping, tracking legal changes, and generating reports for audits. Experts shared insights on how leveraging these tools helps businesses mitigate risks, avoid legal penalties, and foster a fair work environment.

The management of contractual labor was another critical focus area. Speakers elaborated on how organizations frequently engage with contract workers and the necessity of proper documentation, adherence to labor laws, and fair treatment. AI-powered solutions were showcased for their role in monitoring contractual agreements, tracking work hours, and ensuring compliance with industry standards. Case studies demonstrated how these solutions enhance workforce efficiency and protect organizations from potential legal disputes.

The conclave also addressed the importance of standing orders in maintaining workplace discipline and employee conduct. Discussions revolved around how AI and HRIS software aid in drafting, updating, and enforcing standing orders by maintaining digital records and automating communication channels. Panelists emphasized how these tools minimize conflicts, enhance transparency, and ensure adherence to company policies. Compliance management was a key theme throughout the event, highlighting the statutory and regulatory requirements businesses must fulfill. From labor laws to tax regulations, industry leaders emphasized the necessity of AI-driven compliance management solutions. Demonstrations were given on how AI simplifies compliance by providing real-time updates on regulatory changes, automating payroll calculations, and facilitating documentation for audits. HRIS software was praised for its ability to centralize records and streamline reporting processes, thereby reducing human errors and ensuring organizational accountability.

The synergy between AI technology, HRIS software, and compliance management emerged as a critical takeaway from the conclave. The event concluded with key recommendations on investing in these advanced tools to improve HR processes, enhance employee satisfaction, reduce risks, and achieve long-term business success. Participants left with a deeper understanding of how technology is revolutionizing HR practices and how organizations can leverage it for sustainable growth.



Report prepared by

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