



CHRIST
(DEEMED TO BE UNIVERSITY)
BANGALORE · INDIA

NEWSLETTER

CORPORATE

CONCLAVE 2023

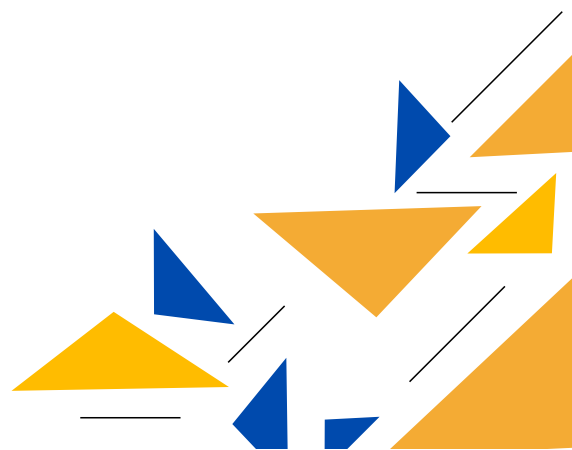
THE EPIPHANY EFFECT

UNVEILING ACADEMIC AND INDUSTRIAL BREAKTHROUGHS IN THE 21ST CENTURY THROUGH THE POWER OF INCLUSION.



CPCG

CENTRE FOR PLACEMENT & CAREER GUIDANCE



- Preparing Graduates for the Corporate World
- Decision through Successful Partnerships



COMMENCING THE EVENT

On the 6th of October, 9:30am at the Main Auditorium of Christ(Deemed to be) University, Corporate Conclave 2023 commenced with the delivering of the presidential address, Dr. Fr. Joseph CC underscored the pivotal role of the Centre for Placement and Career Guidance in disseminating knowledge and facilitating its practical application. Emphasizing the synergy between academia and industry, he placed a particular emphasis on the crucial role internships and training play in bridging this gap. Drawing parallels from renowned collaborations like MIT and IBM, as well as Stanford University and Google, Dr. Fr. Joseph highlighted the transformative power of such partnerships. The event also had a very good participation of 600 students from various departments, a total of 74 representatives from 55 companies and 83 faculty participants from various academic departments.

LIGHTING THE LAMP OF WISDOM

Dr. Fr. Joseph CC call for collaborative efforts between corporate and academic leaders resonated throughout his speech. He argued that this synergy could significantly enhance the quality of education, fostering an environment where theoretical knowledge seamlessly aligns with the demands of the industry. Such collaboration, he asserted, not only enriches the learning experience for students but also has a profound impact on the economy.



KEYNOTE ADDRESS BY DR. C JAYAKUMAR



Dr. C Jayakumar, the Vice President and Head CHRO of Larsen & Toubro, recently delivered a keynote address at the Corporate Conclave 2023, shedding light on the emerging trends in human resources. As a pioneer in the field, Dr. Jayakumar addressed the challenges posed by VUCA (Volatility, Uncertainty, Complexity, Ambiguity) in the current economic landscape.

One key highlight of his address was the recognition of India's growth trajectory through initiatives like Make in India and Skill India. These national campaigns have become instrumental in navigating the challenges presented by a VUCA environment. Dr. Jayakumar underscored the significance of adapting to change, underlining the role of agility, adaptability, and continuous learning in the face of rapid technological advancements.

A noteworthy aspect of his address was the emphasis on employee well-being, diversity, equity, and inclusion.

UNDERSTANDING THE POWER OF INCLUSIVITY



Also, Dr. Jaykumar's call for environmental sustainability adds another layer to his vision for the future of human resources. As businesses grapple with the imperative of sustainable practices, integrating environmental considerations into HR strategies becomes important. This highlights a forward-thinking approach that goes beyond immediate concerns and addresses the broader impact of organizational activities.

Dr. C Jaykumar's emphasis on navigating VUCA challenges, fostering employee well-being, promoting diversity and inclusion, and embracing environmental sustainability positions him as a thought leader guiding organizations towards a more resilient and future-ready approach to HR. Dr. C Jaykumar was felicitated by Dr. Fr. Joseph CC.

INDUSTRY 5.0

A PANEL DISCUSSION ON INDUSTRY 5.0



Moderated by Mr. Augustus Azariah, Regional Director - Human Resources (ELR) at Kyndryl India (An IBM Spinoff), a thought-provoking panel discussion unfolded at Corporate Conclave 2023, centering around the theme of "Industry 5.0." The distinguished panel included Maj Jacob Kurian, Director of Human Resources at Harman International; Debangsu Das, Senior Counsel at Google; and Rajesh US, Assistant Director at EY India. The discussion traversed diverse sectors, exploring the evolutionary journey from electricity to IoT, and identifying the transition from Industry 1.0 to the current 5.0 era.

A key focal point of the conversation was the paramount role of individuals in Industry 5.0, with dedicated discussions on upskilling, humanization, personalization, and ethical considerations within this transformative industrial paradigm.

Responding to audience queries about human productivity amidst the rapid technological evolution of Industry 5.0, the panelists underscored the imperative of adaptability, problem-solving skills, collaboration, and ethical considerations in navigating this interconnected technological landscape.

Debangsu Das emphasized the urgent need to revamp the 22-year-old Data Protection Act, stressing the importance of updated regulations to address technological intermediaries in data generation. Augustus Azariah, the moderator, expressed gratitude to the panelists and highlighted the significance of ethical controls and robust regulatory frameworks, urging vigilance in data sharing and protection.



In response to an audience inquiry about the impact of Industry 5.0 on academia, the panelists highlighted the necessity for students to acquire agile and continuously evolving skills. The panelists were felicitated by Dr. Jain Mathew, The Dean of the School of Business Management, for their invaluable contributions to exploring the dynamics of Industry 5.0.



BRIDGING THE GAP

INDUSTRY ACADEMIA - CONNECTING THE DOTS



An insightful panel discussion was conducted under the theme "Industry-Academia: Connecting The Dots.", at Corporate Conclave 2023. Moderated by Mr. Deepak B. V, Director of Talent Acquisition and Mobility at Teva Pharmaceuticals, the session brought forth valuable insights from both industry leaders and academic professionals. The discussion explored four vital pillars: student industry readiness, cultural readiness, innovation readiness, and academic leadership.

Mr. Subhadip Sarkar, VP of Legal and Corporate Affairs at Cognizant, advocated for agile skill sets in students, aligning with the ever-evolving demands of the corporate landscape. He underscored the imperative of continuous growth from academia to the corporate sector.

Dr. Sapna S, Professor and Head of the School of Law at CHRIST (Deemed to be University), presented the transformation of universities into student-centric hubs. Her insights emphasized the integration of technological advancements while addressing ethical values and concerns. The call for internationalization and collaborations with practitioners from abroad resonated strongly.

Ms. Aparna C, VP of Human Resources at Aakna Medicals Pvt Ltd, shed light on the impact of gig work and emerging technologies. She highlighted the unique opportunity for the industry to gain insights from students within this dynamic landscape.



Throughout the discussion, the panel collectively addressed challenges related to the generation gap, especially concerning gender and diversity. Workshops and awareness initiatives were identified as crucial tools in overcoming these challenges. Mr. Sarkar highlighted the concept of reverse learning, emphasizing the flow of knowledge from students to corporations, while Dr. Sapna accentuated the pivotal role of universities in instilling a holistic understanding of diversity.

The session culminated with a shared commitment to fostering innovative thinking, recognizing its essential role in adapting to the dynamic modern world. The diverse perspectives presented by industry leaders and academia at Corporate Conclave 2023 fostered a deeper understanding of bridging the gap between these two crucial realms, contributing significantly to ongoing discussions on industry-academia collaboration.



BREAKOUT SESSIONS WITH CORPORATES

INTERACTION BETWEEN CORPORATES AND SCHOOL OF FINANCE, COMMERCE AND ACCOUNTANCY

The meeting commenced with a warm welcome extended by Dr. Ragunathan G, who provided an introduction to CHRIST (Deemed to be University), and the School of Finance, Commerce, and Accountancy. Assuming the role of moderator, Dr. Ragunathan G facilitated introductions from both industry experts and faculty members.

During the initial segment, a comprehensive overview of the programs offered by the School was provided, encompassing traditional disciplines such as Accountancy and Taxation, alongside newer initiatives. The discussion acknowledged the rapidly evolving industry landscape, emphasizing the necessity for education that remains responsive to these dynamic changes.

An important theme that emerged focused on aligning educational offerings with the current needs of both the industry and students. The participants stressed the significance of delivering courses that impart relevant skills, coupled with a commitment to ensuring that students receive practical training. Programs offered by Professional Studies, including Actuarial Science and Innovation and Entrepreneurship, were outlined, with a specific emphasis on the integration of practical training and real-world projects into the curriculum. The interaction with industry experts revealed a constructive dialogue between the Head of the Department and professionals from the industry, particularly in the context of student training.

An industry expert highlighted the introduction of analytics tools and their necessity, underlining the commitment to preparing students for real-world challenges. Faculty members further enriched the discussion by introducing Higher Order Thinking Skills (HOTS) questions to students, aimed at fostering problem-solving and critical thinking within the context of their internships.

The subsequent discussions delved into the aspect of bridging the gap between industry and academia. Proposals were put forth for the implementation of compulsory internships for all undergraduate programs, seen as a pivotal strategy to enhance practical experience. Addressing the misalignment between industry requirements and current student courses, the discussions underscored the importance of fostering a comprehensive understanding of the fundamentals of accounting and the promotion of analytical skills. A notable suggestion involved providing faculty members with exposure to the industry, creating a reciprocal exchange of insights and experiences.

The meeting concluded with unanimous agreement on the paramount importance of bridging the gap between industry and academia. Recognizing the need for further discussions and collaborations, the participants committed to scheduling follow-up meetings to develop action plans based on the comprehensive points discussed.





BREAKOUT SESSIONS WITH CORPORATES

INTERACTION BETWEEN CORPORATES AND SCHOOL OF ENGINEERING AND TECHNOLOGY

The discussion on how well students are equipped for Industry 5.0 gathered a diverse group of industry leaders and faculty coordinators. The meeting aimed to explore avenues for enhancing student preparedness for Industry 5.0 and bridging the gap between academia and industry.

Dr. Ivan Sunit, the lead Faculty Coordinator, initiated the session, emphasizing the students' need to thrive in the ever-evolving Industry 5.0. His opening remarks set the stage for a comprehensive discussion. Mr. Sudeep then took the floor to discuss the vital connection between industry and academia. He stressed the necessity for final-year projects to adopt an industry-based approach and encouraged internships to foster the acquisition of industry-specific skills.

Sharing valuable insights, Mr. Arul Rajan from Pacific Group highlighted the importance of students handling workload efficiently and understanding company processes. He suggested that colleges play a vital role in imparting such practical knowledge. Ms. Rini Chacko addressed the challenge of making students industry-ready, emphasizing the importance of staying updated with the latest industry trends. She proposed adjustments to the curriculum to incorporate these trends, along with advocating for international language training and faculty training to bridge the academia-industry gap.

The discussion pivoted to the importance of students being adaptable to different fields of work. Faculty coordinators mentioned that Christ University offers certificate courses like Red Hat and AWS to equip students with valuable skills. HR representatives emphasized the need for colleges to focus on building fundamental skills rather than solely emphasizing placements. They encouraged universities to engage with companies to understand the job-ready skills sought in graduates.

Mr. Shinto Joseph brought up the trend of students disproportionately favoring IT jobs over other engineering fields. He suggested career planning workshops to guide students toward their career interests. The meeting concluded with faculty coordinators proposing dedicating the entire final year to internships and projects instead of just the final semester. Professors agreed that syllabus modifications and skill development should take precedence over placements alone.



BREAKOUT SESSIONS WITH CORPORATES

INTERACTION BETWEEN CORPORATES AND SCHOOL OF SCIENCES

The interaction featured 13 Faculty Coordinators and 7 industry experts. The session, moderated by Dr. Vinay, unfolded with comprehensive introductions from both the distinguished panelists, representing a fusion of industry expertise and faculty members.

Dr. Vinay led a thorough discussion that encapsulated key insights and concerns: The first highlight centered on the concerning number of engineering graduates failing assessment tests, signaling a significant gap in their readiness for industry roles. Soft skills deficiency emerged as a major issue, hindering effective communication and collaboration among candidates in professional settings.

A notable observation from industry HRs was the lack of proficiency in basic programming languages among candidates, a critical skill in today's technology-driven job market. The deficit in fundamental logic and problem-solving skills was identified as a significant hurdle impacting candidates' ability to tackle real-world challenges.

The impact of AI tools, particularly ChatGPT, was acknowledged as a double-edged sword, enhancing productivity but raising concerns about overreliance. Further, challenges in curriculum design were underscored by faculty members, emphasizing the need for constant adaptation and updates. Industry expectations stressed the importance of aligning academic programs with practical skills relevant to job roles.

Communication skills, both written and verbal, were emphasized as crucial for successful collaboration and problem-solving. Internships and practical experience were highlighted as significant contributors to students' preparedness for industry demands.

Continuous skill adaptation to rapidly evolving technology and ethical considerations in AI tool usage were discussed. Mentorship programs were proposed as a valuable avenue for industry professionals to guide students. Assessment methods were scrutinized, with suggestions for more comprehensive and practical assessments. A unified approach involving collaboration between educational institutions, industry stakeholders, and policymakers was deemed essential for meaningful change.

Establishing a continuous feedback loop between academia and industry was proposed to ensure regular curriculum updates. Recognizing the interconnected nature of global businesses, the panel emphasized preparing graduates with a global perspective.

In conclusion, the discussion underscored the urgent need to bridge the gap between academia and industry, prioritizing both technical and soft skills development to ensure graduates are job-ready.





BREAKOUT SESSIONS WITH CORPORATES

INTERACTION BETWEEN CORPORATES AND SCHOOL OF BUSINESS AND MANAGEMENT

In a collaborative effort, 14 Industry Experts and 14 CHRIST (Deemed to be University) faculty members convened to address the pressing issue of bridging the gap between universities and the corporate world. The agenda encompassed four key points: identifying the problem, discussing pain points for both the industry and the university, and exploring potential solutions.

The first agenda item centered on identifying the problem, steering the focus toward actionable solutions rather than prolonged debate. Industry experts candidly shared their pain points, including limited interaction time with university experts, unclear collaboration models, and challenges in managing unrealistic student expectations. They also highlighted the difficulty in finding candidates with practical skills and a mismatch between academic curriculum and industry requirements.

Faculty members from CHRIST (Deemed to be University) echoed concerns, citing limited exposure to current industry practices, a lack of corporate initiative for engagement, and challenges in aligning the curriculum with dynamic industry demands. Transitioning to potential solutions, the meeting proposed actionable steps for both industries and universities. Recommendations for the industry included offering faculty internships, clarifying collaboration terms through MOUs, and preparing students for the realities of job roles.

For Universities, suggestions included encouraging faculty participation in industry seminars, establishing advisory boards, and incorporating real-world case studies into the curriculum.

The meeting concluded with a unanimous agreement on the need for further discussions and collaboration. Follow-up meetings were deemed essential to develop actionable plans for implementing the proposed solutions. The consensus highlighted the commitment to actively address the identified pain points, fostering a stronger connection between academia and the corporate world for the holistic development of students.





BREAKOUT SESSIONS WITH CORPORATES

INTERACTION BETWEEN CORPORATES AND SCHOOL OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The meeting began with a thorough introduction that included words from our esteemed faculty members as well as the prominent panelists, who represented a variety of industry professionals, primarily from the field of Education and Social Sciences. Dr. Victor Paul, Director of Centre for Social Action, Prof. Sociology and Social Work, was in charge of moderating the interaction between the industry leaders and the faculty members and thus invited the faculty members from each of the depart to present the student's skills and abilities, their readiness for the new age working world and their expectations from the leaders in the current field of work.

Dr. Prakasha G S, Faculty from the department of Education took the chance to invite the educational and social institution leaders to offer opportunities for the B.Ed trainees who are well equipped with the advanced taxonomy and can prove themselves worthy if rendered with a juncture of opportunity. To this the Principal of Podar International School declared, of have been seeking for new faculties who are well trained and qualified with the apt degrees and eligibility tests, who can join with the expansion of the institution along with bringing revolutionary changes in the field of education.

Then Dr. Princy took over to talk about the achievement and exposure of the students from the department of Sociology and how well versed they are to take up any new challenge in not just a particular field but also possess the ability to manage a team with the human resource management skills.

Going ahead Dr. Mahesh and Dr. Anirab Kundu from the Department of Economics spoke about the proficiency of students in the technical and analytical operation along with the theoretical knowledge of the concept of not just economics but the international affair as well and are looking for roles like Economic Modeling, Research Analyst and more to start their career.

To this Dr. Anjali Majumdar from the department of Psychology joined in, to state, that their students have a good exposure to all the fields of knowledge as their curriculum is incorporated to prepare them to be up high in the corporate ladder and thus their exposure to policy making, international finance, economic history and more makes them a good fit for the managerial as well as governing roles.

As there were quite a lot of members to yet present about their department and organization, over to the fact that there was a crux of time therefore, Dr. Victor Paul invited all of them for a one-on-one interaction where all the panelist and faculty members met each other and exchanged their contact to discuss about the further prospect of their involvement.

Before the meeting ended each panelist were recognized with a memento by the Centre for Placement and Career Guidance (CPCG), as a token of appreciation for their active concurrence and thus with this the meeting concluded with an invitation for upcoming engagements of the industry leaders and the college to foster the world of future leaders. In conclusion, the interaction session provided an invaluable forum for discussion amongst coordinators, faculty members, and business executives. The general discussion was that the students are developing all the practical skills and staying current with market trends and thus seeking for the right opportunity to relish themselves, which the industry leaders can offer them.



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