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**KALINGA INSTITUTE OF INDUSTRIAL TECHNOLOGY**  
Deemed to be University U/S 3 of the UGC Act, 1956  
**SCHOOL OF MANAGEMENT**



# 15<sup>th</sup> National **HR KONCLAVE**



10<sup>th</sup> August 2024



KSOM Auditorium



**Future Proofing HR in the  
New World of Work**



# FUTURE PROOFING HR IN THE NEW WORLD OF WORK

In today's dynamic work environment, HR's focus has shifted towards fostering agility and adaptability rather than erecting barriers around employees. Increased uncertainties have propelled HR into strategic roles, necessitating heightened collaboration between business leaders and HR professionals to drive organizational change effectively. Business leaders now rely extensively on HR partners to design workflows seamlessly integrating technology to empower employees. This includes managing transitions induced by automation, enhancing digital literacy and upskilling to address talent shortages. Moreover, HR plays a crucial role in facilitating employee engagement amidst the shift to remote work and in nurturing a culture of continuous learning and relationship-building. In this context, the role of HR has never been more critical, serving as a linchpin in navigating the intricacies of the modern workplace landscape.

The future of HR has shifted our focus from simply acquiring talent to cultivating and nurturing the talent we already have, amidst the demographic tapestry of the workforce. It is HR's role to strategize, to promote digital well-being and foster healthy frontiers between professional and personal lives in a world where constant digital overload has also led to burnout and unbalanced life harmony, creating a human cost of technology. Moreover, HR also has to address ethical concerns raised by the growing use of AI in the workplace, on employee privacy, thereby mandating the protection of employee data rights.

The employer-employee relationship is being redefined with every change, with the all-pervasive theme being - trust. Non-traditional work arrangements need protections across workplaces. Individual priorities, especially mental well-being have taken center stage. Personalized work experiences are being delivered by the HR leaders, who are encouraging employees to provide feedback on landing self-driven well-being options. Leaders are not only working on the skills

and competencies of their employees, but are also working more towards identifying their ambitions and passions.

The increased prominence of Environmental, Social, and Governance (ESG) initiatives in the corporate landscape are steered by the external markets and regulatory requirements, but are also piloted by the internal expectations of employees and consumers. Employees and consumers are increasingly looking for palpable proof of their organization's commitment to social responsibility.

The evolving world of work is undergoing transformative shifts, emphasizing trust, personalization, talent development, AI integration, and ESG initiatives. HR professionals are leading these changes, playing a pivotal role in navigating this dynamic landscape. Their proactive efforts shape inclusive, sustainable and technologically integrated workplaces, fostering growth, innovation, and employee well-being. In essence, HR stands as the vanguard in guiding businesses through the complexities of modern work.



# About the CONCLAVE

The HR Conclave is an annual convention, organized by the KIIT School of Management (KSOM) and attended by industry leaders from the HR world as well as academicians from prestigious institutes.

The 15th National HR Conclave will be organized on the theme “**Future Proofing HR in the New World of Work**”. The Conclave will commence with an inaugural session highlighting the changeover of the landscape of work at an unprecedented pace. This shall be followed by a keynote session where an industry leader shall prioritize digital fluency across all levels.

Innovative group coaching sessions termed ‘Synergistics’ shall follow thereafter. These sessions provide an excellent forum for industry stalwarts to engage in insightful and one-on-one discussions with a group of selected students on a subtheme of the Conclave. Synergistics believes that such discussions will present varied perspectives and ideation on subthemes which are highlighted below:

1. Tailoring Policies and Strategies to the New Landscape of Work
2. From Traditional to Transformative: Redefining Core HR Practices for a Thriving Workforce
3. Integrating Social Impact into HR
4. Providing 'Radical Flexibility' and Managing Borderless Workspaces
5. Re-skilling and Up-skilling in the New World of Work
6. Prioritizing a Diverse Workforce in the New World of Work
7. The growing Gig Economy and positioning of HR
8. Futuristic HRM: Trends and Predictions
9. Leveraging the virtual world for talent acquisition
10. Role of HR Analytics in Decision-making in New Era of Work
11. Rewriting a New Work Ethic: Redefining the Psychological Contract for Engagement and Well-being
12. Leveraging Blockchain for streamlined HR processes
13. Redefining the employee experience ecosystem
14. Birth of the HR Cyborg
15. Growing human cloud and revolution by the contingent workforce
16. The Human Capital Compass
17. Green Re-evaluation and “quiet quitting” of workforce
18. Modernizing labor regulations for the changing workforce
19. The Future of HR: Rethinking Core Practices for Success
20. Merging Human and Machine in Talent Management

## Discussion indicators of Synergistics sessions:

### 1. Tailoring Policies and Strategies to the New Landscape of Work

Traditional office jobs, set schedules and one-size-fits-all policies are not the best fit anymore. To keep employees happy and productive, and to attract top talent, companies are adjusting their approach. The new workspace is characterized by remote work, the gig economy, skill-based hiring, work-life balance and automation. Accordingly, companies that think smartly have incorporated flexible work arrangements into their work processes. The focus on skills’ skillsdevelopment has seen increasing training and development opportunities to help

employees acquire the skills needed for success in the evolving work environment. Performance reviews and reward systems are being redesigned to reflect the changing nature of work, where collaboration, innovation, and continuous learning might be more important than traditional metrics in a cubicle environment.

### 2. From Traditional to Transformative: Redefining Core HR Practices for a Thriving Workforce

There has been a significant shift in how Human Resources (HR) approaches its role in the modern-workplace. Transformative HR practices involve redefining how core functions are carried out: for example, Recruitment - from filling open

positions to attracting diverse talent pools by showcasing the company culture and growth opportunities; Onboarding: including immersive experiences that help new employees feel welcome and integrated into the team; Benefits: Go beyond traditional benefits to offer a wider range of options that cater to the needs of a diverse workforce. The ultimate goal of these redefined practices is to create a thriving workforce.

### **3. Integrating Social Impact into HR**

The role of HR has expanded at a very fast pace. Integrating social impact into HR is a part of this expanding role, where the broader societal effects of HR practices can be studied. A few pointers in the HR centres of expertise:

- Recruitment helps to target diverse candidates and promote a culture of inclusion in the hiring process.
- Performance Management has included social impact goals in performance reviews, encouraging employees to contribute to positive social change.
- Companies have entrusted HR to foster a culture of social responsibility where employees feel empowered to make a difference. This could involve offering volunteer opportunities or encouraging sustainable practices in the office.
- Benefits that promote social good, such as paid time off for volunteering or discounts on eco-friendly products are on the rise.
- Partnerships with NGOs or community organizations to support social causes relevant to the company's values are being rewarded.

### **4. Providing 'Radical Flexibility' and Managing Borderless Workspaces**

Traditional flexibility in work practices commenced by offering some options, like occasional work-from-home or flexible hours. Radical flexibility takes it a step further, offering a much wider range of options and potentially less structure. Employees might have a choice of work location, choice of work schedule and also choice of workload. Flexibility in terms of borderless workspaces has long since been introduced by employers. Employees work from anywhere with an internet connection, eliminating the need for a central office; a network of co-working spaces in different locations or a combination of home office and occasional visits to a central office for meetings or collaboration. Employers believe that employees might be more productive when they have more control over their work environment. Radical flexibility can be a major perk for potential employees, especially those seeking a

better work-life balance. Companies can potentially save money on office space with a more distributed workforce.

### **5. Re-skilling and Up-skilling in the New World of Work**

In the New World of Work, continuous learning is essential for both employees and employers. For employees, it improves job security, opens up new career opportunities and increases earning potential. For employers, it helps maintain a skilled workforce, fosters innovation and improves employee engagement. Employers strategize Re-skilling and Upskilling through varied initiatives; including, individual Initiatives like offering online courses, organizing workshops, or encouraging them to pursue professional certifications to develop their skills. Companies are offering mentorship opportunities to support employee development. Many companies are adopting online learning platforms that provide employees with access to a variety of courses and resources.

### **6. Prioritizing a Diverse Workforce in the New World of Work**

Prioritizing a diverse workforce is not just a moral imperative, but also a smart business strategy. By embracing diversity, companies can create a more innovative, engaged, and successful organization in the New World of Work. A diverse workforce goes beyond just race and gender. It encompasses a wide range of backgrounds, experiences, and perspectives. Diversity can be reflected in Skills and Experience by recruiting people with different educational backgrounds, skills and work experiences who can bring fresh ideas and approaches. Diversity in Background can be practised, by recruiting employees from various ethnicities, races, genders, sexual orientations, ages and abilities, who create a richer and more inclusive work environment. Employers also encourage diverse perspectives as they can lead to better decision-making and more innovative company culture. Diverse Recruitment Strategies are being used by employers in the new world of work.

### **7. The growing Gig Economy and positioning of HR**

The gig economy is rapidly transforming the way people work. It's characterized by short-term contracts, freelance work, and independent contractors instead of traditional, full-time employment. This shift presents both challenges and opportunities for HR departments. Some of the ways how HR can be positioned in this economy include Flexible Work arrangements by employers, to attract and retain talent who value both a traditional job and the freedom of the gig economy.



Employees have to be trained with the skills needed to thrive in the gig economy, even if they choose not to leave for freelance work. New technology has to be embraced, wherein, communication with gig workers can improve. The focus has to shift from Retention to Talent Management, to build a strong talent ecosystem that includes both internal employees and gig workers, aligning skills with project needs.

### **8. Futuristic HRM: Trends and Predictions**

The world of work is constantly evolving, and the role of Human Resources (HR) is adapting right along with it. Some potential trends include facilitating seamless collaboration between humans and machines, designing training programs to equip employees with the skills needed to work effectively alongside AI, developing new performance metrics that account for the contributions of both human and machine intelligence; restructuring job roles to leverage the strengths of both humans and machines. HR is placing greater emphasis on data analytics to inform strategic decisions. Focus has shifted to personalized learning experiences using adaptive learning technologies; micro-learning opportunities delivered in short, bite-sized chunks and building a growth mindset where employees are encouraged to continuously learn and develop new skills.

### **9. Leveraging the virtual world for talent acquisition**

The rise of virtual worlds has presented exciting possibilities for talent acquisition (TA). Virtual worlds offer a more interactive and engaging experience compared to traditional job interviews. Candidates can explore a virtual workplace, interact with avatars of colleagues and get a feel for the company culture. Virtual worlds have a greater global reach and have overcome geographical limitations, allowing companies to connect with talented individuals from anywhere in the world. Companies are designing virtual simulations to assess a candidate's skills and problem-solving abilities in a realistic setting. The virtual world is being used to showcase a company's culture, values and innovation uniquely and memorably. The virtual world is mostly a more cost-effective approach.

### **10. Role of HR Analytics in Decision-making in the New Era of Work**

The New Era of Work is characterized by significant changes in how we work. HR Analytics has equipped HR professionals with data-driven insights to navigate the challenges of the New Era of Work. For example, in Workforce Planning, HR Analytics aids in understanding current workforce

demographics, skills and performance. This data in turn is used for strategic workforce planning, anticipating future needs and identifying potential skill gaps. In Talent Acquisition, data helps to identify high-potential candidates, optimize recruitment strategies and improve candidate experience. In Performance Management, employers can move beyond subjective reviews and use data to measure performance objectively and identify areas for development. The benefits can be evident in areas like Employee Engagement, Learning & Development, Compensation & Benefits and every area of excellence.

### **11. Rewriting a New Work Ethic: Redefining the Psychological Contract for Engagement and Well-being**

The unwritten agreement between employees and employers outlines what each expects from the other in the work relationship. The traditional psychological contract is not as effective in fostering engagement and well-being in the New Era of Work. The new contract has been redefined to create a more engaged and healthy workforce. Employers prioritize employee well-being by offering mental health support, flexible work arrangements, and healthy work-life boundaries. Organizations focus on creating a sense of purpose and meaning in work beyond just a paycheck. Open and honest communication between employers and employees has been effective in building trust and fostering a more collaborative work environment. The focus is on achieving results rather than micromanaging how employees spend their work time.

### **12. Leveraging Blockchain for streamlined HR processes**

Blockchain technology, often associated with cryptocurrencies, holds immense potential for revolutionizing Human Resources (HR) processes. This has led to enhanced security - employee data like resumes, credentials and salary information are stored securely on the blockchain, minimizing the risk of data breaches or manipulation. All changes and updates to employee data are recorded on the blockchain, creating a transparent audit trail. Blockchain can automate tasks like background checks and verification of educational qualifications, saving time and effort for HR personnel. Paperwork reduction and automation of tasks lead to a more efficient HR department. Employees have greater control over their data stored on the blockchain and can easily share it with authorized parties.

### **13. Redefining the employee experience ecosystem**

The employee experience ecosystem refers to the interconnected elements that shape how employees feel about their workplace.

Traditionally, this ecosystem focused on basic aspects like salary and benefits. However, in today's competitive job market, companies are redefining the ecosystem to attract and retain top talent. The focus has shifted from Transactional to Holistic- moving beyond just providing a job, companies have been creating a holistic experience that caters to employees' professional and personal well-being. From One-Size-Fits-All to Personalization - recognizing that employees have diverse needs, companies have been tailoring the experience to cater to individual preferences and goals. From Employer-Centric to Employee-Centric - shifting the focus from what the company offers to what employees truly value and need to feel engaged and satisfied.

#### **14. Birth of the HR Cyborg**

The phrase "Birth of the HR Cyborg" refers to a near future where Human Resources (HR) is no longer solely handled by humans but potentially involves some form of artificial intelligence (AI) or technological augmentation. HR tasks might be partially or fully automated by AI systems. These systems could handle tasks like resume screening, scheduling interviews, or providing initial onboarding information. HR professionals utilize advanced technological tools like AI assistants, data analytics platforms, or virtual reality simulations to improve their efficiency and decision-making. Perhaps advancements in brain-computer interfaces or other technologies could augment HR professionals' abilities. This could involve faster information processing, improved memory for employee details, or better emotional intelligence for handling sensitive situations. While AI is increasingly used in HR functions like resume screening, fully replacing human HR professionals is unlikely shortly. The human touch in HR is still crucial for building relationships with employees, handling complex situations with empathy, and fostering a positive work environment.

#### **15. Growing human cloud and revolution by the contingent workforce**

The contingent workforce has been growing rapidly due to several factors like increased project-based work; businesses are increasingly focusing on completing specific projects rather than having large, permanent teams. The need for specific expertise for short-term projects makes the contingent workforce attractive. Many employees prefer the flexibility and autonomy of freelance work. The rise of the human cloud and contingent workforce is revolutionizing the way we work. Businesses have adapted their HR practices to manage a more fluid workforce with a mix of permanent employees and contingent workers.

Traditional qualifications have become less important as companies prioritize the specific skills needed for the job. The human cloud has facilitated the growth of the gig economy, where people earn income through short-term projects rather than full-time jobs.

#### **16. The Human Capital Compass**

This is a specific framework developed by a consulting firm to assess the maturity of an organization's human capital practices. It helps organizations evaluate the effectiveness of their HR department and identify areas for improvement. By identifying strengths and weaknesses, organizations have been able to develop a strategic plan for improving their human capital management and ultimately their overall success. It emphasizes areas like talent acquisition, employee engagement, learning and development, and performance management. Human Capital Project (HCP) Compass has been envisaged by the World Bank - a broader concept related to a country's overall investment in its people. The HCP Compass is a set of guidelines for policymakers to assess progress towards improving a country's human capital.

#### **17. Green Re-evaluation and "quiet quitting" of workforce**

People are increasingly seeking work that aligns with their values, both environmental and personal. Companies that prioritize sustainability and offer a healthy work-life balance are likely to attract and retain top talent in this evolving landscape. Quiet quitting refers to employees setting boundaries, employees who prioritize their well-being and refuse to go above and beyond their job descriptions or work excessive hours. They meet expectations but don't go the extra mile and avoid taking on additional work. Employees might be disengaged or less productive due to burnout or feeling undervalued. Employees who prioritize environmental issues might be less enthusiastic about working for companies with unsustainable practices, leading to quiet quitting. Quiet quitting can help employees achieve a better work-life balance, allowing them to pursue hobbies or activities that align with their environmental values.

#### **18. Modernizing labor regulations for the changing workforce**

The world of work is undergoing a significant transformation, and traditional labor regulations are struggling to keep pace. Traditional regulations were designed for a full-time employment model. The gig economy, with freelance and contract work, presents new challenges for ensuring worker protections. Automation and AI are changing the

nature of work, potentially displacing some jobs and requiring new regulations for areas like worker classification and data privacy. The rise of remote work arrangements necessitates updating regulations for issues like workplace safety (in remote environments) and ensuring fair labor practices across borders. Traditional regulations might emphasize job titles and seniority, but the new workforce prioritizes skills. Regulations need to adapt to this shift. Clear guidelines are needed for issues like work hours, communication expectations, and addressing potential safety concerns in remote work environments.

### 19. The Future of HR: Rethinking Core Practices for Success

Rethinking Core Practices for Success focuses on how Human Resources departments need to adapt to a rapidly changing workplace environment. Practices have moved beyond traditional job boards and are utilizing AI-powered recruitment tools to find skilled candidates across a wider talent pool. Virtual onboarding experiences have been designed to accommodate a remote workforce and ensure a smooth integration into the company culture. Annual reviews have shifted to a more continuous feedback and development process, focusing on objectives and skills development. Personalized learning opportunities are being offered, including micro-learning modules and upskilling programs to address the ever-changing skill needs. Similar initiatives have permeated into every function of HR for greater success of the workforce and the organization.

### 20. Merging Human and Machine in Talent Management

The future of talent management lies in a powerful collaboration between human expertise and machine capabilities. AI-powered tools can handle tasks like resume screening, scheduling interviews, and sending automated communication, freeing up HR professionals for more strategic work. Leveraging analytics provides insights into talent pools, employee performance and workforce trends to inform recruitment and development strategies. Machine learning algorithms are able to analyze candidate skills and match them to suitable job openings more efficiently. Chatbots and virtual assistants can answer candidate questions 24/7 and provide a more personalized experience throughout the recruitment process. However, it is the HR professionals who interpret data insights and use their judgment to make strategic decisions regarding talent acquisition, development, and retention. Human interaction remains crucial for building rapport with candidates, assessing cultural fit, and effectively on-boarding new hires. Mentorship, coaching and personalized feedback are irreplaceable aspects of employee development, best delivered by human experts. Complex situations like salary negotiations or workplace conflicts require human empathy and emotional intelligence to navigate effectively.

## Tentative Program Details

Time 🕒	Session 💡
09.00 AM – 09.20 AM	Joining of Students, Faculty and Guests
09.20 AM – 09.55 AM	Welcoming & Context Setting
09.55 AM – 10.05 AM	Announcement of Winners of the Pre-conclave Competitions
10.05 AM – 11.00 AM	Keynote Session
11.00 AM – 11.10 AM	Felicitations of Guests
11.10 AM – 11.20 AM	Vote of Thanks
11.20 AM – 11.35 AM	TEA BREAK
11.35 AM – 01.30 PM	<b>Synergistics</b> – Interactive sessions
01.30 PM onwards	LUNCH





For **students** interested in HR & IR, the Conclave offers a unique chance to engage with industry experts and glean valuable insights. Participating in business contests within the event provides an opportunity to apply and refine their HR acumen in practical scenarios. By actively participating, students can test their skills, receive feedback, and expand their understanding of HR practices in a dynamic, real-world context.

**Industry Experts** shall share this platform with other stalwarts from the industry as well as academia to discuss and debate the importance of building a sustainable inclusive future in the fast-changing work environment; and how HR plays a vital role in business by leveraging technology and integrating knowledge management. This forum is also an opportunity for them to interact with young minds to get a fresh perspective on various global aspects of HR.

**Academicians** can utilize the Conclave to share their thoughts on the future of the Indian HR sector with participants from industry as well as with students.

## Speakers at Previous HR Konclave



Dr. **TANAYA MISHRA**  
Head HR  
Endo International Plc



Mr. **GAURAV SAINI**  
CHRO  
HMD Global Nokia  
APAC & MEA



Ms. **PIA SHOME**  
Chief People Officer  
U GRO Capital



Ms. **RICHA VERMA  
AGRAWAL**  
Head of HR Shared Services  
Compliance & Process Excellence, Flipkart



Mr. **RAVI KUMAR**  
CPO  
Page Industries Ltd.



Mr. **SOMNATH  
BHAGAVATULA**  
Vice President - HR  
India & Asia Pacific, Atkins



Mr. **SUMIT NEOGI**  
HR Director -  
India Middle East & Africa  
The Lubrizol Corporation



Mr. **K A UNNI NAYAR**  
Jt. Director Manufacturing  
JK Tyre & Industries Ltd.



Mr. **AMIT KATARIA**  
CHRO  
Minfy Technologies Pvt. Ltd.



# OUR OTHER CORPORATE INTERACTION PLATFORMS

15<sup>th</sup> National  
HR KONCLAVE  
2024

As KIIT has a wide spectrum of programs, each of the programs give us the opportunity to invite & interact with the industry mentors & thought leaders. These events give immense scope to both Industry & students to interact and share their views. These are excellent platforms for the students to understand the practicalities of the corporate world directly from the stalwarts and know what corporates are looking for outside the classroom teaching.

## Konfidant

Every KSOM student is attached to a corporate mentor, the objective is to provide KSOM students with life skills, help them achieve professional & personal goals, make them industry-ready and support them to realize their full potential. It's a unique corporate mentorship program at KSOM. It's a two day workshop involving more than 20 corporate bigwigs in a one-on-one interaction with KSOM students. These corporate mentors will assume mentorship of their respective mentees and guide them in their career while making them confident and aware of general & specific industrial practices.

## KOEDUCATE

KSOM has another unique initiative called "KOEDUCATE" where-in elective sessions across specializations are co-facilitated by internal faculties and corporate experts from the industry. This special initiative enriches course content and delivery by cashing-in on the knowledge of both the faculty member & corporate expert and enhances focus on the practical application of concepts studied in the courses.



The Business Research Fair of KSOM is an innovative platform for conducting research and analyzing behaviour of individuals (consumers, influencers and others) in association with corporates and how these impact business processes.

## Konfluence

The indigenous outbound programme at KSOM, which happens to be the last two days of the MBA induction programme gives exposure to the students to work on some live assignments & interact with the people directly to get an idea of how the business works.

## MDP & Consulting

KIIT School of Management under the banner of Research, MDP & Consulting (RMC) offers short duration Management Development Programs. The main objective of the program is to provide specific training to corporate executives at different levels of the organizational hierarchy in both private and public sector enterprises.

# About KSOM

(KIIT School of Management)



KIIT School of Management (KSOM), Bhubaneswar is one of the top B Schools of India with a ranking of 31 as per NIRF, MHRD, Government of India, 2021. KSOM is a part of KIIT Deemed to be University, which has been ranked 601 – 800 in THE World University Rankings 2023 and ranked 151-200 in THE Young University Rankings. KSOM also got the best B School of Odisha by Times Business Awards in 2020.

The MBA program of KIIT School of Management (KSOM) is approved by All India Council of Technical Education (AICTE), Government of India. It is also accredited by the National Board of Accreditation (NBA) of AICTE. KSOM has been awarded Life Membership by Association of Management Development Institutions in South Asia (AMDISA). It is also in the process of attaining SAQS Accreditation.

80% faculty are from industry or with Ph.D. & over half the faculty are from institutions such as IIMs, IITs, TISS, MDI, XLRI and other premier institutes. Specializations are offered in Business Analytics,

Marketing, Finance, HR and Operations. KSOM has two Super MBA programs – 2 years super specializations in niche areas like Business Analytics and Supply Chain Management. 100+ recruiters visit the campus for hiring every year. It has a strong industry connect with more than 100 corporate interactions (conclaves, seminars, webinars, conferences, guest lectures) per year. The 35 acres fully WiFi enabled campus has students from more than 10 countries and has an amazing campus life with dedicated student clubs and societies, Knowledge Dialogue Series and sports events.

KSOM's MBA program is a mix of classroom learning along with role-plays, business simulation (first school to inculcate this as part of pedagogy), conclaves, guest lectures, corporate mentoring, live consultancy projects, seminars, a structured summer internship program, regular workshops, club activities, student research undertaken by students and jointly working with the industry through partnership and tie-ups.





# About KIIT

(Kalinga Institute of Industrial Technology)



The Kalinga Institute of Industrial Technology (KIIT) Deemed-to-be-University is synonymous with academic excellence. It has redefined professional education in the country and set benchmarks in teaching pedagogies and research outputs.

The Education Ministry's NIRF 2023 has placed it as the 16th best university in the country, awarding high scores in parameters such as teaching, learning resources and graduation outcome.

It ranks in the cohort of 601-800 globally in the prestigious World University Rankings 2023. It is also India's first QS 5 Stars Rated University. It was awarded 5 Stars assessing from all the categories of QS criteria. KIIT became the first private varsity in Odisha and eastern India to enter into the prestigious QS BRICS University Rankings for 2018 being ranked 251-300 in the ranking list. KIIT University has achieved '251 – 300' rank in the report published on November 2022. Ranked 8th among reputed private institutions in India, KIIT is the youngest university in the country to figure in this prestigious ranking.

The remarkable growth of KIIT is rooted in the principles espoused time and again by KIIT Founder Dr. Achyuta Samanta. They are sustained focus on quality education and research with specific attention to universal access to education and equity.

The premier institute is spread over 25 sqkm. of academic township, and offers courses on almost all engineering disciplines, including medicine, management, rural management, law, architecture, biotechnology, fashion technology and other domains. In 2021, KIIT was ranked No. 1 among the top self-financing institutions in the country in the Atal Ranking of Institutions on Innovation Achievements (ARIIA), the second time in a row.

KIIT Deemed to be University has been placed in the rank band of 201-250 in the overall category among Asian universities by Times Higher Education (THE) ranking of Asia's best universities for 2022. With this accolade, KIIT has emerged as the best in Eastern India, performing at par with the prestigious institutions in India like the IITs, NITs and other reputed universities.





### Our Legacy

Dr. Achyuta Samanta, a visionary philanthropist is the founder of KIIT & KISS Universities. He comes from a very humble background with a vision to eradicate poverty through education. He lost his father when he was only 4 years old & went through acute poverty in his childhood. However, he was determined to change his future by education and later when he became a professor, he took it upon himself to provide quality education to thousands of poor children for changing their future. He developed a unique model of social transformation by building side by side two great academic institutions - Kalinga Institute of Industrial Technology for the well-to-do, and Kalinga Institute of Social Sciences for the poor.



This unique symbiotic model has grown over the last 25 years into two distinct universities, the KIIT University - running in self financing mode providing education to over 35000 students in subjects ranging from engineering to BioChemistry, from Law to Social Science, from Management to film making and the KISS University with over 35000 students from pre primary to Post Graduation level out of which 25000 are in University campus in BBSR and remaining 15000 are in satellite campuses in distinct tribal hinterlands of the country. Over 22 nobel laureates and over 100 Heads of States have visited KISS and applauded the development model.

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