

16th National **HR KONCLAVE**

**Navigating the Hybrid Future:
Agile, Adaptive and Integrated Workplaces**



9th August 2025



KSOM Auditorium



NAVIGATING THE HYBRID FUTURE: AGILE, ADAPTIVE AND INTEGRATED WORKPLACES

The workplace is evolving at an unprecedented pace. Hybrid work models, digital transformation, and shifting employee expectations demand a new approach to HR leadership.

Multifaceted challenges and exciting opportunities are presented by the widespread adoption of hybrid work models. It necessitates that HR professionals are well equipped with the knowledge, strategies, and tools necessary to build workplaces that are not only flexible but also inherently agile, adaptive, and seamlessly integrated. Technological advancements, employee expectations, and the lessons learned from remote work experiences have led to the popular and fast rise of hybrid work. Hybrid work models have been addressing the changing demands of the workforce – be it work life balance, flexibility and autonomy.

Organizations worldwide are redefining how, where and when work happens. The hybrid model, blending remote and in-office work, is now a permanent fixture, demanding HR leaders to rethink policies, culture, and technology. The hybrid work model is not just about location—it's about reimagining organizational DNA.

The topic entails key components – the hybrid future, agile workplace, adaptive workplace and integrated workplace. Understanding the hybrid future includes an assessment of the factors fuelling the hybrid trend, including technological advancements, employee demand for flexibility, and the potential for cost savings and wider talent pools. It also includes analysis of the fact that hybrid work shall continue to evolve, influenced by technology, globalization, and changing workforce demographics. Agile workplaces emphasize the need for workplaces, both physical and virtual, to be flexible and easily adaptable to changing needs and team dynamics. They highlight the role of technology in facilitating rapid communication, collaboration, and decision-making in distributed environments. Adaptive Workplaces build organizational and HR strategies that can readily adapt to evolving employee needs, market shifts, and technological advancements. They recognize the diverse needs and preferences of employees and create more tailored work experiences within the hybrid framework. They focus on learning and development programs to support a distributed workforce and address emerging skill gaps. Finally, Integrated Workplaces build on strategies and tools that ensure smooth and effective collaboration between in-office and remote employees; thereby maintaining a unified, strong and cohesive organizational culture that transcends physical locations and fosters a sense of belonging for all employees.

It is easily understood that the most successful organizations will be those that view hybrid work not as a challenge to overcome, but as an opportunity to:

- ✓ Attract and retain top talent globally
- ✓ Boost innovation through diverse perspectives
- ✓ Increase productivity through flexible models
- ✓ Build more resilient, future-ready organizations

However, navigating the hybrid future involves key considerations and challenges like maintaining effective communication and fostering strong team collaboration across different locations and time zones; ensuring that remote employees feel connected, engaged, and supported; addressing potential issues like isolation and burnout; providing reliable and secure technology access for all employees, regardless of location; adapting performance evaluation methods to focus on outcomes and productivity in a flexible work setting; navigating the legal and regulatory complexities of managing a distributed workforce; equipping leaders with the skills to effectively manage and motivate hybrid teams; and preserving company culture in a more distributed environment.

The organizations succeeding amidst the above challenges in today's environment aren't just reacting to change - they're anticipating and shaping it. They understand that:

- 83% of workers now prefer hybrid models (Gartner - 2023 Hybrid Work Employee Survey)
- Teams working flexibly show 13% higher productivity (Stanford - Nicholas Bloom's 2022 Study of 16,000 workers)
- 68% of HR leaders cite culture-building as their top hybrid challenge (Deloitte - 2023 Global Human Capital Trends Report)

About the CONCLAVE

The **16th National HR Conclave 2025** is an annual forum, where industry leaders, HR pioneers, and workplace innovators will come together to recommend strategies for building resilient, adaptive, and integrated workplaces in the hybrid era. The Conclave has been organized on the theme “**Navigating the Hybrid Future: Agile, Adaptive and Integrated Workplaces**”. This Conclave will explore how businesses can thrive in uncertainty by fostering agility, adaptability, and seamless integration across people, processes, and platforms.

The Conclave will commence with an inaugural session on the main theme, followed by a panel discussion on the topic “**Data-Driven Insights for Continuous Hybrid Work Optimization**” which shall probe into the unprecedented challenges and extraordinary opportunities presented by hybrid work models and insights aided by data to augment continuous growth in hybrid workplaces.

Innovative group coaching session 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 any subtheme of the main theme of the Conclave. Synergistics believes that such discussions will present varied perspectives and ideation on subthemes which are highlighted below:

1. Outcome-Based Performance Metrics
2. Inclusivity and Equity in Hybrid Experiences
3. Future Immersive Workspaces
4. Impact of Hybrid Work on Sustainability
5. Global Perspectives on Hybrid Work
6. Impact of Gen Z and Digital Natives on Hybrid Expectations
7. Hybrid Work and the Extended Workforce
8. Personalization of the Employee Experience in Hybrid Work
9. Digital Well-being in Hybrid Teams
10. Cultivating Employee Connect in Hybrid Organizations
11. Generative AI in Hybrid Work
12. Designing for Neurodiversity in Hybrid Work
13. Combating Hybrid Work Fatigue and Burnout
14. Navigating Data Privacy and Security in Hybrid Environment
15. Ethical Implications of AI-Driven Monitoring and Productivity Tracking in Hybrid Work



Discussion indicators of Synergistics sessions:

1. Outcome-Based Performance Metrics

Outcome-based performance metrics focus on measuring the results and impact of work, projects, or initiatives, rather than just the activities or inputs. In the context of the contemporary workplace, especially within the "Navigating the Hybrid Future" theme, these metrics are increasingly vital for evaluating effectiveness and aligning efforts with strategic goals, regardless of where or how work is performed.

In hybrid and remote settings, traditional time-based or activity-based metrics are less effective. Outcome-based metrics allow for performance evaluation based on actual results achieved, regardless of location or hours worked. They support agile methodologies by focusing on

value delivery and iterative progress towards desired outcomes, rather than rigid adherence to plans. Clear outcome-based metrics make individuals and teams more accountable for the results of their work. In the contemporary "Navigating the Hybrid Future," outcome-based performance metrics are essential for driving agility, adaptability, and integration.

2. Inclusivity and Equity in Hybrid Experiences

Inclusivity and equity in hybrid experiences is a critical sub-theme. It addresses the imperative of creating work environments where all employees, regardless of their work location (office, home, or a mix), feel equally valued, connected, and have

equitable access to opportunities and resources. This sub-theme moves beyond simply offering hybrid work and delves into the intentional design and implementation of practices that mitigate potential biases and disadvantages that can arise when some employees are co-located and others are remote.

This ensures that all employees, regardless of location, have timely and equal access to crucial information, project updates, and important announcements. This requires thoughtful communication strategies and the use of appropriate technology. This also helps to mitigate "proximity bias," where in-office employees might be inadvertently favored for promotions, high-profile projects, or informal networking opportunities. This is not just a matter of fairness; it is crucial for fostering engagement, productivity, innovation, and ultimately, organizational success in the evolving world of work.

3. Future Immersive Workspaces

The concept of Future Immersive Workspaces envisions a significant evolution beyond traditional offices and even current hybrid models. It encompasses the use of advanced technologies like Virtual Reality (VR), Augmented Reality (AR), and Mixed Reality (MR), often collectively referred to as Extended Reality (XR), to create more engaging, collaborative, and productive work environments, regardless of physical location.

This contemporary topic within "Navigating the Hybrid Future" explores how these immersive technologies can transform the way we interact with our work, our colleagues, and our digital tools. It moves beyond flat screens and video calls towards shared digital spaces that mimic or even enhance real-world interactions.

Future immersive workspaces hold immense potential to revolutionize how we work, collaborate, and learn in a hybrid world. As the technology matures and becomes more accessible, we can expect to see wider adoption across various industries, leading to more engaging, productive, and connected work experiences, regardless of physical location. This will require a thoughtful and strategic approach to implementation, with a strong focus on user experience, inclusivity while addressing potential challenges proactively.

4. Impact of Hybrid Work on Sustainability

This explores the complex relationship between flexible work arrangements and environmental

responsibility. Fewer employees traveling to the office lead to a direct decrease in greenhouse gas emissions from vehicles. With more digital work, the consumption of paper and other office consumables can be reduced. Employees working from home may have more control over their resource use and waste management.

Hybrid work has the potential to contribute to sustainability, primarily through reduced commuting and optimized office space utilization. However, the actual environmental impact is complex and depends on various factors, including individual behaviors, corporate policies, and technological advancements. Moving forward, a data-driven approach and a holistic view that considers both the benefits and drawbacks are crucial for maximizing the sustainability potential of hybrid work models.

5. Global Perspectives on Hybrid Work

This sub topic acknowledges that the adoption and experience of hybrid work models vary significantly across different regions, cultures, and industries worldwide. Different cultures have varying norms around work-life balance, communication styles, and the importance of face-to-face interaction, all of which influence the acceptance and implementation of hybrid work. The feasibility and design of hybrid work models often depend on the nature of the industry and the specific roles within it. For example, tech companies might have a higher adoption rate compared to manufacturing or healthcare.

A growing global trend is to provide employees with more control over their work location and schedule within a hybrid framework. Organizations worldwide are investing in digital tools and platforms to facilitate seamless communication and collaboration for hybrid teams. Understanding these global perspectives is crucial for organizations navigating the hybrid future. A one-size-fits-all approach is unlikely to be successful. Instead, companies need to consider the specific cultural, regional, and industry contexts in which they operate to design and implement effective, agile, adaptive, and integrated hybrid workplaces.

6. Impact of Gen Z and Digital Natives on Hybrid Expectations

Generation Z, often termed "digital natives," has grown up immersed in technology and digital communication. This upbringing significantly shapes their expectations and preferences for the

modern workplace, particularly concerning hybrid work models. Their impact is already being felt and will only intensify as they become a larger portion of the workforce. Having never known a world without the internet and digital tools, Gen Z expects technology to seamlessly facilitate work from anywhere. Hybrid and remote options aren't seen as perks but as fundamental aspects of a modern job. Growing up with instant messaging and digital collaboration tools, they are generally comfortable with asynchronous communication and don't necessarily see constant in-person presence as essential for productivity.

Gen Z and digital natives are not just adapting to hybrid work; they are actively shaping its evolution. Their expectations for flexibility, technology, purpose, and inclusivity are pushing organizations to rethink traditional workplace norms and create more agile, adaptive, and integrated hybrid experiences that meet the needs of this crucial and growing segment of the workforce.

7. Hybrid Work and the Extended Workforce

This sub-topic explores the intersection of flexible work arrangements and the growing reliance on non-traditional employees. The extended workforce typically includes freelancers, contractors, consultants, gig workers, and other external talent who are not part of the core employee base. Integrating new extended workforce members into hybrid teams can be challenging without the physical presence and informal interactions of a traditional office. Evaluating the performance of remote extended workers requires a focus on output and outcomes, utilizing digital tools for tracking progress and providing feedback.

Successfully navigating the hybrid future requires organizations to strategically consider how the extended workforce fits into their operational model, addressing the unique challenges and leveraging the opportunities that this blended workforce presents. Intentional strategies, clear policies, and the right technology are crucial for creating an agile, adaptive, and integrated workplace that includes both traditional employees and the extended workforce.

8. Personalization of the Employee Experience in Hybrid Work

This sub-topic focuses on tailoring various aspects of the work environment and employee journey to meet the unique needs, preferences, and

aspirations of individuals within a hybrid work model. This acknowledges that a one-size-fits-all approach is no longer sufficient in engaging and retaining a diverse workforce operating across different locations.

Remote work can sometimes lead to feelings of isolation. Personalized experiences can help employees feel more connected, valued, and understood by the organization. Personalization can help address potential inequities arising from different work locations by providing tailored resources and opportunities.

The future of hybrid work will likely see an increasing emphasis on creating truly personalized employee experiences. This will involve leveraging more sophisticated technologies, adopting a more human-centric approach to workplace design, and empowering employees with greater control over their work environment and journey. Organizations that successfully personalize the hybrid experience will be better positioned to attract, engage, and retain top talent in the evolving world of work.

9. Digital Well-being in Hybrid Teams

This sub-topic addresses the crucial aspect of ensuring the mental, physical, social, and emotional health of employees as they navigate a work environment that blends in-office and remote work. The increased reliance on digital tools for communication, collaboration, and task management in hybrid settings presents both opportunities and significant challenges to employee well-being. The sheer volume of digital communication (emails, messages, virtual meetings) can lead to cognitive overload and "Zoom fatigue."

Strategies for Fostering Digital Well-being in Hybrid Teams shall include establishing clear communication guidelines, promoting asynchronous communication, designing inclusive and engaging virtual meetings, promoting mental health resources & support and the like.

Successfully navigating the hybrid future requires a proactive and intentional approach to digital well-being. Organizations that prioritize the mental, physical, and emotional health of their hybrid teams will foster a more engaged, productive, and sustainable work environment for all.

10. Cultivating Employee Connect in Hybrid Organizations

This focuses on the deliberate strategies and initiatives that organizations must implement to foster a sense of connection, belonging, and

community among employees who work in a blend of in-office and remote settings. This is crucial for maintaining a strong organizational culture, promoting collaboration, and ensuring employee well-being and engagement in the evolving world of work. Communication Strategies include establishing clear and consistent communication channels for both formal and informal interactions; utilizing a variety of tools (e.g., video conferencing, instant messaging, email) and defining their appropriate use; encouraging open dialogue, active listening, and feedback across all levels; holding regular all-hands meetings and team check-ins to keep everyone informed and connected to organizational goals.

Successfully cultivating employee connect in hybrid organizations requires a multifaceted and intentional approach. By prioritizing communication, community building, collaboration, and inclusive leadership; organizations can create a thriving environment where all employees feel connected, engaged, and valued, regardless of their work location.

11. Generative AI in Hybrid Work

Generative AI in Hybrid Work explores the transformative role of generative artificial intelligence in shaping how work is done in environments that blend in-office and remote work. Generative AI, which can create new content like text, images, audio, and code, offers significant potential to enhance productivity, collaboration, and the overall employee experience in hybrid organizations. As generative AI technology continues to evolve, its integration into hybrid work environments is expected to become more sophisticated and widespread.

Issues such as the potential for job displacement, the creation of deepfakes, and the responsible use of AI-generated content need careful consideration.

The focus will likely shift towards creating more seamless, personalized, and intelligent work experiences that empower employees to be more productive, creative, and connected, regardless of their location. Organizations that strategically adopt and manage generative AI while addressing the associated challenges will be better positioned to thrive in the hybrid future.

12. Designing for Neurodiversity in Hybrid Work

Designing for neurodiversity in hybrid work is about creating flexible and inclusive environments that

cater to the diverse cognitive and sensory needs of all employees, including those with conditions like autism, ADHD, dyslexia, and sensory processing sensitivities. In a hybrid model, this requires a conscious effort to ensure equity and well-being for both remote and in-office workers. Neurodiversity acknowledges the natural variations in how people think, learn, and process information. Neurodiversity in Hybrid Work offers a variety of workspace options and work arrangements to accommodate different sensory and cognitive needs. This applies to both the physical office and remote work setups.

Designing for neurodiversity in hybrid work is not just about accommodations; it's about creating a more human-centered and effective workplace for all. By embracing diverse ways of thinking and working, organizations can unlock the full potential of their entire workforce.

13. Combating Hybrid Work Fatigue and Burnout

Hybrid work, while offering numerous benefits, can also present unique challenges that contribute to fatigue and burnout. The constant juggling between in-office and remote work, the blurring of work-life boundaries, increased digital communication, and feelings of isolation can take a toll on employee well-being. Less spontaneous in-person interaction can lead to feelings of loneliness and disconnection, especially for remote workers. Combating hybrid work fatigue and burnout requires a shared responsibility between individuals and organizations.

The transition between work and personal life becomes less defined when working from home, making it difficult to switch off. The physical and mental toll of commuting on in-office days can add to overall fatigue.

By implementing proactive strategies that prioritize well-being, foster connection, and promote healthy work habits, organizations can create a sustainable and thriving hybrid work environment for all employees.

14. Navigating Data Privacy and Security in Hybrid Environment

The shift towards hybrid work models presents both opportunities and significant challenges for maintaining robust data privacy and security. Organizations must adapt their strategies to address the unique risks associated with employees working from diverse locations and

using a mix of personal and company-issued devices. With employees working from home, coffee shops, and other remote locations, the traditional network perimeter dissolves, creating more potential entry points for cyber threats. Home Wi-Fi networks often have weaker security protocols compared to corporate networks, making them vulnerable to attacks. Sensitive company data may be stored on personal devices or transmitted over unsecured networks, increasing the risk of data breaches.

Comprehensive data security policies have to be established that cover acceptable use of devices, network security, data handling, password management, and incident reporting. These policies to reflect the evolving threat landscape and hybrid work realities. Employees have to be granted access only to the data and systems they absolutely need to perform their job duties.

Navigating data privacy and security in a hybrid environment requires a proactive, multi-layered approach that combines robust technology, clear policies, employee education, and ongoing vigilance. Organizations that prioritize these measures will be better equipped to protect their valuable data and maintain the trust of their employees and customers in the evolving world of work.

15. Ethical Implications of AI-Driven Monitoring and Productivity Tracking in Hybrid Work

The integration of AI-driven monitoring and productivity tracking tools in hybrid work environments presents a complex web of ethical implications that organizations must carefully navigate. While these technologies offer potential benefits in terms of efficiency and data-driven insights, they also raise significant concerns about employee privacy, autonomy, trust, and overall well-being. AI can enable pervasive monitoring of various aspects of employee activity, including communication (emails, messages), computer usage (applications, keystrokes), meeting participation, and even sentiment analysis. This level of surveillance can feel like an invasion of privacy, blurring the lines between professional and personal life, especially in remote settings. There's a risk of monitoring extending beyond work hours, especially if employees use personal devices for work or if AI analyzes communication patterns that occur outside traditional work times.

By carefully considering ethical implications and implementing responsible AI practices, organizations can harness the potential benefits of these technologies in hybrid work while fostering a culture of trust, respect, and well-being.

Tentative Program Details

Time 🕒	Session 💡
09.20 AM – 09.30 AM	Joining of Students, Faculty & Guests
09.30 AM – 10.00 AM	Welcoming & Context Setting
10.00 AM – 10.10 AM	Announcement of Winners of the Pre-conclave Competitions
10.10 AM – 10.55 AM	Keynote Session
11.00 AM – 11.50 AM	Panel Discussion
11.50 AM – 12.00 PM	Q&A
12.00 PM – 12.20 PM	Felicitation of Guests
12.20 PM – 12.30 PM	Vote of Thanks
12.30 PM – 02.00 PM	Lunch Break
02.00 PM – 03.00 PM	Synergistics - Workshop Sessions



WHO SHOULD ATTEND?



**16th National
HR KONCLAVE
2025**

Students having an inclination towards HR & IR must look forward to be a part of the Conclave and benefit from the discussions and interaction with the Industry experts. It is also an opportunity to test their HR acumen by participating in the business contests.

Industry Experts shall share this platform with other stalwarts from industry as well as academia to discuss and highlight the ongoing maturation of hybrid work strategies, moving beyond basic implementation towards more nuanced, human-centered, technologically advanced, and strategically agile approaches.

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

Speakers at Previous HR Konclave



Keynote Speaker

Mr. Pankaj Kumar
CEO,
JSW Copper & Metals Ltd.



Dr. Debabrata Dash
Head HR (East),
ArcelorMittal Nippon Steel India



**Mr. Durga Prasanna
Nayak**
Head HR, Aster DM Healthcare,
India



Mr. Joydeep Roy
Managing Director - HR &
Talent Supply Chain Leader,
PwC India



Ms. Kavita Kurup
Global Head for Human Resources
& Corporate Communication, UST



Cdr. Pratap Pawar
VP - HR, IT & Shared Services,
Great Software Laboratory
(GSLab|Gavs Technologies Pvt. Ltd.)



Dr. Reena Das
CHRO, Keolis Hyderabad Mass
Rapid Transit System Pvt. Ltd.



Mr. Sandeep Singh Sasan
HR Operations - India & International (GM),
M/s Dineshchandra R. Agarwal Infracon
Pvt. Ltd.



**Ms. Sonali
Majumdar**
CHRO, Safari Industries
Pvt. Ltd.;



Mr. Subir Verma
Executive Director & CHRO
- Power Business,
RPSG Group



**Mr. Yatendra Singh
Kushwah**
Global Head - Human Resources and
Learning & Development, KGK Group

OUR OTHER CORPORATE INTERACTION PLATFORMS

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 2024 and ranked 168 in THE Young University Rankings 2024. KSOM also got the best B School of Odisha by Times Business Awards in 2023.

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 2024 has placed it as the 15th 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 2024. 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 40000 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.



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

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