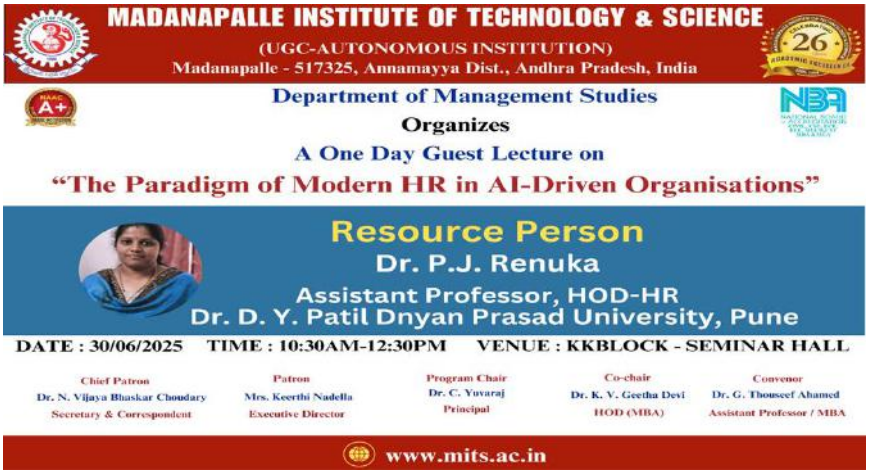
A Report on Online Guest Lecture titled "The Paradigm of Modern HR in AI-Driven Organisations"

Organized by Department of Management Studies

Date: 30.06.2025



Report Submitted by: Dr. G Thouseef Ahamed, Department of Management Studies.
Resource Person Details: Dr. P.J. Renuka, HOD-HR and Assistant Professor at the School of Management and Research, Dr. D.Y. Patil Dnyan Prasad University (DYPDPU), Pune.
Time: 10:30 AM to 12:30 PM
Venue: KK Block-Seminar Hall
Mode of Conduct: Offline
Report Received on 04.07.2025.

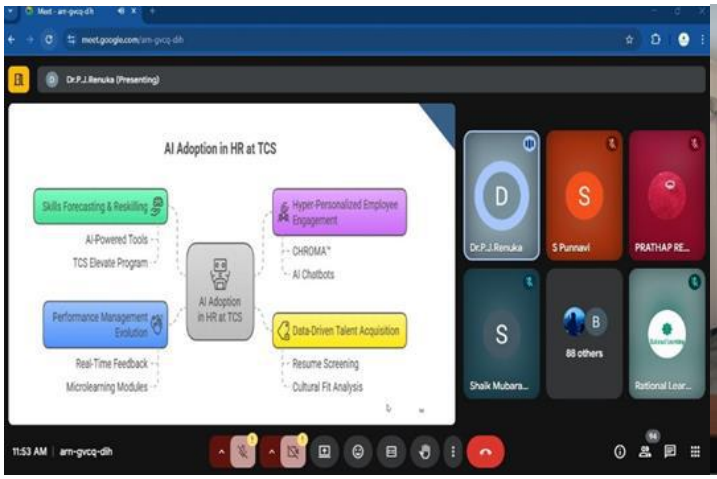
The Department of Management Studies organized a guest lecture on "The Paradigm of Modern HR in AI-Driven Organizations" on 30th June 2025 for MBA students at Madanapalle Institute of Technology & Science (MITS), Madanapalle. The session was delivered by Dr. P.J. Renuka, HOD-HR and Assistant Professor at the School of Management and Research, Dr. D.Y. Patil Dnyan Prasad University (DYPDPU), Pune.

The session was organized and commenced by Dr. G Thouseef Ahamed, Assistant Professor, Department of Management Studies, who warmly welcomed the participants and introduced the guest speaker. He presented a brief yet impressive profile of Dr. Renuka, highlighting her academic contributions and practical expertise in the field of Human Resources. Dr. Thouseef also emphasized the relevance of the session topic in today's AI-driven business environment, setting the context for an engaging and insightful discussion. Nearly 160 MBA students enthusiastically attended the session, contributing to the success of the event.

Key Highlights of the Session:

1. Myths Vs. Facts in HR

The session began with a dynamic activity exploring popular myths in HR and contrasting them with facts, provoking critical thinking among students.



2. Rationale and Importance

Dr. Renuka emphasized why it is essential for organizations to adopt modern HR frameworks in order to stay competitive and people-focused in the digital age.

3. The Modern HR Paradigm

The speaker introduced the **Modern HR Pyramid** and explained the evolution from traditional HR (HR 1.0) to agile, tech-enabled HR (HR 3.0).

4. Core HR Functions Discussed:

- **Talent Management:** Recruitment, development, and retention strategies.
- **Employee Well-being:** Focusing on work-life balance and stress management.
- **Learning and Development:** Building organizational capabilities through structured and informal learning.
- **Knowledge Management:** Retaining and leveraging institutional knowledge.
- **Reward Management:** Designing fair and motivating compensation frameworks.

5. HR 1.0 to HR 3.0 Transformation

Dr. Renuka outlined the evolution of HR functions, emphasizing the need for continuous learning, performance feedback, and use of analytics for strategic decision-making.

6. Sector-wise Skill Gap Analysis

A sector-specific breakdown of skill demands and emerging competencies was presented to highlight how organizations can bridge future skill shortages.

7. Emerging Workforce Dynamics

Dr. Renuka shared key trends including:

- The growing presence of **Gen Z** in the workforce.
- Expansion of the **Gig Economy**.
- Rise of **Hybrid Work Models**.
- Emergence of **Reverse Mentoring** as a strategic HR practice.

Benefits of the Session:

- Students gained exposure to the latest trends in HR, especially the shift from traditional HR models to AI-driven, strategic HRM (HR 3.0).
- The session provided practical understanding of HR functions like talent management, learning & development, and reward systems with real organizational relevance.
- The insights on sector-wise skill gaps and emerging workforce dynamics prepared students to align their skillsets with current market demands.
- The role of analytics in decision-making and strategic HR planning helped students understand the increasing importance of data in HR.
- The myth-vs-fact activity and interactive Q&A session promoted critical thinking and active participation.
- The discussion on evolving HR roles and future workplace trends offered valuable inputs for career planning in HR and allied fields.

Program Conclusion:

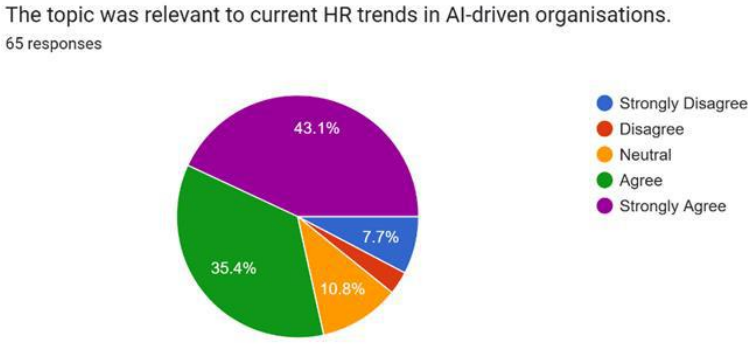
The session concluded with an interactive Q&A segment where students actively engaged with the resource person. Dr. Renuka responded with clarity and real-world insights, encouraging students to think beyond conventional HR practices and embrace innovation.

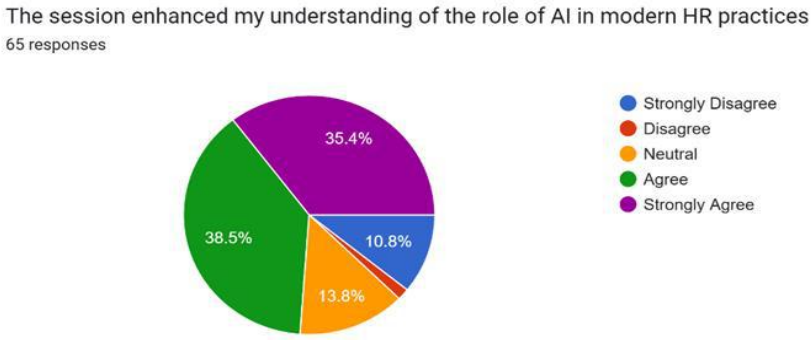
Outcome of the Session:

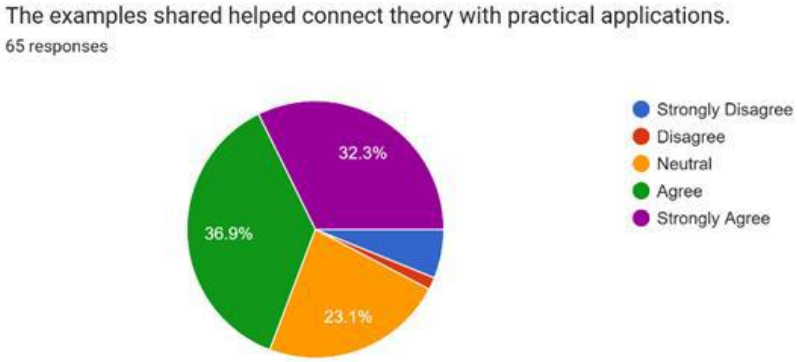
The lecture provided participants with a forward-looking perspective on how AI and analytics are reshaping HR. It broadened their understanding of modern HR functions, workforce trends, and the importance of being adaptive in a rapidly changing business world.

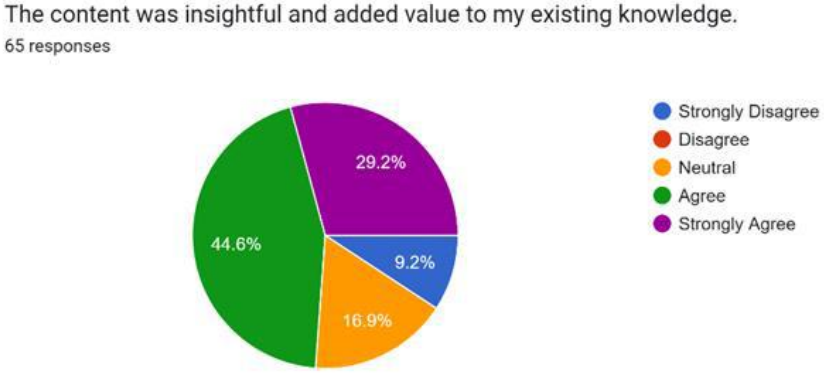
The Vote of Thanks was delivered by Miss Safiya, a first-year MBA student. She expressed her heartfelt gratitude to the esteemed guest Dr. P.J. Renuka for sharing her valuable insights. She also extended thanks to Dr. K.V. Geetha Devi, Head of the Department of Management Studies; Dr. C. Yuvaraj, Principal of MITS; the Management of the college; and all the student participants for making the session a grand success.

Feedback Analysis:



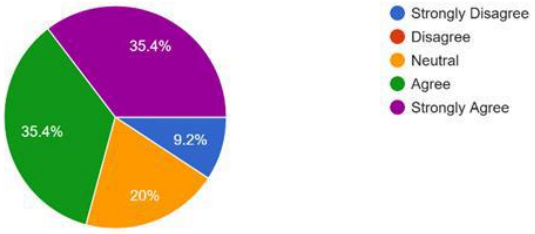






The speaker communicated the concepts clearly and confidently.

65 responses



The speaker effectively engaged the audience throughout the session.

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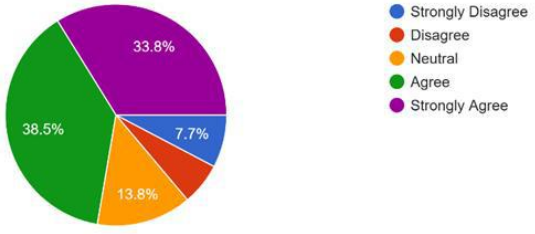

The pace of the session was appropriate and easy to follow.

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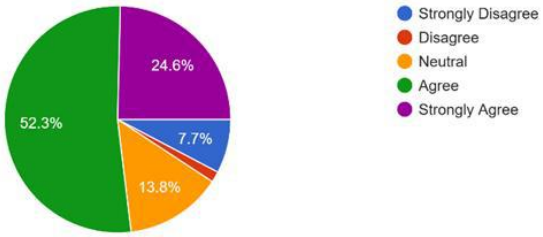

The duration of the session was sufficient to cover the topic meaningfully.

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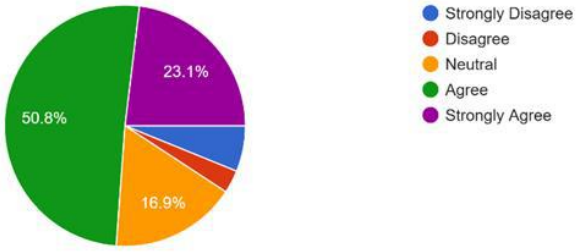
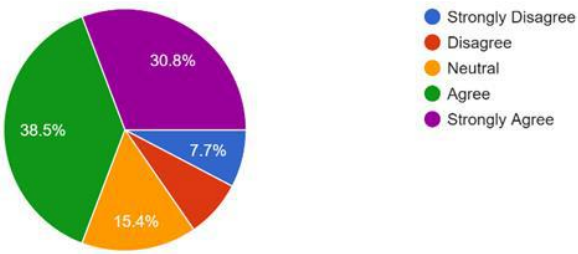


The online platform functioned smoothly (audio, video, connectivity).

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