



7th HR Summit on “Compensation & Rewards 2019: Changing Landscape of Compensation & Rewards”

February 08, 2019 at The LaLit Ashok Hotel, Bengaluru

FORE School of Management, New Delhi in association with NHRDN organized the 7th HR Summit on “Compensation & Rewards 2019: Changing Landscape of Compensation & Rewards” on February 08, 2019 at The LaLit Ashok Hotel, Bengaluru. More than 220 delegates from industry and academia participated in this summit. FORE was the principal partner for this event.

The three sessions of the Summit dealt with Crafting Smart, Reliable and Sustainable Compensation Structure; Multi-Generational Workforce and Leveraging Technology to Optimize C&R Process.



Dr. Jitendra Das, Director FORE School of Management, New Delhi was the Session Moderator for the session II. The theme of the session was Multi-Generational Workforce.

With almost four generations working in the organization, it is almost difficult to gauge what will keep the employees motivated, aligned and engaged. Organisations specifically need to be thoughtful in planning rewards and benefits for a multi-generational workforce as different things interest people from different generations.

This session focused on following important areas:

- How to create a generation friendly C&R program?
- Do we generalize the reward or take the employees wants, needs and preferences in the light of their age and gender?
- differences between employers' and employees' perspectives?
- How to identify award-worthy behavior or action?
- How to determine the 'perceived value' of C&R by employee?



Dr. Jitendra K. Das was accompanied by the following prominent panelists:

- **Mr. Himanshu Kaushik**
Director Skilling and Employment, Vision India Services
- **Dr. Augustus G S Azariah**
Associate Director – (HR), IBM India Ltd
- **Dr. Shaji Kurian**
Professor (HR & OB Area), IFIM Business School
- **Mr. Anish Philip**
AVP – People Function, Mindtree