

## AWANISH KUMAR DEV MEMORIAL TRUST

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### Press Release

HR to support Indian businesses to become globally more competitive: R C Bhargava  
Tata Steel CEO highlights importance of employee's trust for success

*8<sup>th</sup> Edition of Awanish Kumar Dev Memorial Lecture held today  
Theme: Building Progressive Employee Relations for Competitive Advantage*

**New Delhi, September 29, 2020:** Indian companies should make efforts to become competitive on a global scale. It is important not only in their interest of sustainability and survival but also to serve the national objective of helping the economy to grow, said Mr. R. C. Bhargava, Chairman, Maruti Suzuki India Ltd while addressing the **8<sup>th</sup> Annual Awanish Kumar Dev Memorial Lecture** here today.

The event was hosted jointly by Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust, National Human Resources Development Network (NHRDN) and Maruti Suzuki.

Besides Mr. Bhargava, Mr. T V Narendran, Managing Director and Global CEO, Tata Steel, Mr. Kenichi Ayukawa, Managing Director and CEO, Maruti Suzuki also shared their views on the subject. Leading HR professionals – Mr. P. Dwarakanath (Former Chairman-GSK consumer healthcare limited), Mr. Rajeshwar Tripathi(CHRO-Auto & Farms sector, Mahindra & Mahindra Ltd.),Mr. Pramod Mahatme (Vice President-ER,WIPRO),Mr. Ranjan K Mohapatra (Director-HR, Indian Oil Corporation Ltd.),Mr. Amitav Mukherji(Group CHRO,ITC) participated in the discussions. Management students from top B-Schools like XLRI Jamshedpur, NMIMS Mumbai, SCMHRD Pune, SIBM Pune, IIM Ranchi, XISS Ranchi, MDI Gurgaon, TISS Mumbai and Xavier University, Bhubaneshwar also shared their views on the subject.

On the occasion, **Mr. Bhargava** said that one factor that can overcome most of the challenges faced by Companies is Human Resource. *"If we have a motivated, committed, well-trained workforce that understands what we are doing, why we are doing and to what benefits they, their families and the nation can derive from their efforts, then I think the requirements of moving out of the kind of depression which we had in terms of industrial growth will change,"* said **Mr. Bhargava**.

On the occasion, **Mr. T V Narendran, Managing Director and Global CEO, Tata Steel** highlighted that employees are most important factor and his organization has made efforts for wellbeing of their staff not just at their workplace but also their living conditions outside factories.

*"An organization that could be around for a long time is because there is a trust you build with the individuals and there is a trust you build with the institution... The people may come and go but there is an institutional trust, which is a manifestation of experiences that we had in dealing over some time,"* said **Mr. Narendran**.

**Mr. Kenichi Ayukawa, Managing Director & CEO, Maruti Suzuki India** mentioned three important pillars to ensure that employees are involved and aligned to the new business requirements. These include: Health and safety, Seamless Communication and Skill Development & Capability Building.

*"...What I mentioned are the three basic pillars for higher positive assurance, higher employee engagement and career development leading to positive employee relations in the organization. The role of HR professional becomes even more critical, post COVID-19. In the new business reality, we have to be much more flexible, transparent and agile. We have to ensure that when we are designing a solution we must know the problem comprehensively,"* said **Mr. Ayukawa**.

Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust was formed in December 2012. The Trust is a partnership between Mr. Dev's family members, his alma mater - Xavier Institute of Social Service (XISS), Ranchi and Maruti Suzuki.



Amongst activities of the Trust is a merit-cum means scholarship program at XISS and initiatives to support study and debate among students of industrial relations. This year a scholarship of Rs. 1 Lakh each has been awarded to 3 meritorious students of XISS, Ranchi. Every year, Awanish Dev Memorial Lecture is also held. The first Awanish Dev Memorial Lecture was held at XISS, Ranchi on 5th August, 2013.

**Issued by:**

Maruti Suzuki Awanish Kumar Dev Memorial Trust

