

3<sup>rd</sup> December 2025

# Chetana's

## HROPSYS 2025

**Theme: “Building a Data-Driven Culture: Synergies between People, Processes and Technology”**

The HROPSYS 2025 conclave was held on 3rd December 2025, focusing on the growing importance of data-driven culture in organizational contexts. This year's theme emphasized the integration of people, processes, and technology to create insight-driven and innovative workplaces. The event brought together academicians, industry experts, alumni, and students for an enriching exchange of ideas, discussions, and demonstrations.



*Inauguration of the Event with digital lamp*

The event commenced with digital lamp lighting ceremony attended by Dr. Madhumita Patil, CEO, CRKIMR & CIMR, Dr. Nandita Mishra, Director, CIMR, Mr. Shridatta Haldankar, President, Chetana Trust, Mr. Sanjay Nandavadekar, Head IT & Transformation, Inventia Healthcare Ltd. Ms. Sapna Sukhrani, General Manager HR Orient technologies Limited.

The formal inauguration was conducted by Dr. Madhumita Patil, followed by a welcome address by Dr. Nandita Mishra, who introduced the theme and emphasized the significance of data in transforming organizational decision-making processes.

Mr. Shridatta Haldankar spoke on the evolving role of human resources in fostering collaboration, communication, and inclusion. He stressed that HR must nurture individuals while ensuring organizational diversity. He concluded by noting that “happy people build organizations, and organizations build nations.”



#### *Introduction of the theme Dr. Kavita Khadse*

Dr Kavita Khadse introduced the theme using Peter Drucker's quote, "What gets measured, gets improved." She elaborated on the synergy between data-driven culture, evidence-based processes, and smart technology in driving organizational innovation and impact followed by

an AV presentation by Dr. Indira Singh showcased glimpses of past HROPSYS events.



*Keynote speaker: Ms. Sapna Sukhrani, General Manager HR Orient technologies Limited*

Ms. Sukhrani delivered a comprehensive keynote on the rise of digital culture in the industry.

Key points included:

Data is the present, not the future, and serves as an invisible force enabling competitive advantage. Digital culture thrives on people who trust, process, and use data effectively.

Modern HR functions rely heavily on people analytics, dashboards, and data-driven tools for:

– Employee satisfaction, Personalized training, Performance management, Leadership pipeline development, reducing attrition

Challenges to implementing a data-driven culture include lack of leadership adoption, transparency-related fears, inadequate digital skills, and weak data-collection processes.

Emphasis on digital literacy, with reassurance that data will empower not replace human talent.

HR's future lies in blending empathy with analytics, turning intuition into evidence.



*Chief Guest: Mr. Sanjay Nandavadekar, Head IT & Transformation, Inventia Healthcare Ltd.*

Mr. Nandavadekar explained how organizations are transitioning from HiPPO (Highly Paid Person's Opinion) decisions to evidence-based decision making.

Drawing from industry experience, he shared, Use of IoT to reduce inspection cycle time in pharmaceutical operations. Importance of combining technology and well-trained human resources for business optimization. He clarified that AI lacks empathy but supports decision-making and operational efficiency. AI's strategic benefit lies in shifting companies from CAPEX to OPEX, citing the example of Rolls Royce's engine servicing model enabling affordability and market competitiveness for new entrants in the market. He concluded by encouraging the workforce to ask uncomfortable questions and generate insights through data. The morning session concluded with a vote of thanks delivered by Dr. Sandeep Nemlekar.



### *Panel Discussion*

The post-break session featured a panel discussion moderated by Dr. Mohammed Osaid Koti with panelists: Omkar Mayekar, General Manager- Product, Proximus Global  
Saloni Shah, Head- Compensation & Benefits, Consumer Business Group, TCS  
Nupur Kohli, Director - People and Culture, Grant Thornton  
Amar Deo, President, Innovation and AI, Learning Mate

The panelists discussed the growing importance of digital literacy and demonstrated how analytics has streamlined business processes. They noted that data has optimized HR workflows, enabled people analytics, improved decision-making, and enhanced interactions through technology-driven interfaces.



### *Fireside Chat*

Fireside Chat with Ms. Kalpana Arora, Global Head- Talent Attraction & Acquisition, GSCs AP Moller, and Maersk is moderated by Dr. Mahesh Luthia , the conversation covered:

Impact of data analytics on decision making

Importance of balancing gut instinct with evidence

Role of continuous monitoring through data metrics

IT governance transforming HR from a support function to a driver of business performance and career growth.

The session ended with a vote of thanks by Dr. Shilpa Kajbaje.



Winners AV Hybrid workforce in 2035



*Prize Distribution: Kiosk, Runner up, MMS B, Circular Economy*



*AV, Runner up, MMS B, Circular Economy*

The student AV competition is conducted. The results were as follows:

1st Prize: MMS A, Hybrid Workforce in 2035

Runner-Up: MMS B, Circular Economy

Students also showcased Kiosk based learning on the theme and the result is

Kiosk, Runner up, MMS B, Circular Economy



HROPSYS 2025 successfully highlighted the transformative power of data-driven culture across HR and business functions. The event reinforced the necessity of digital literacy, people analytics, and technology adoption for future-ready organizations. The discussions, keynote insights, and industry examples collectively emphasized that organizations must blend human empathy with data-driven logic to thrive in an increasingly digital world.