

Institute Of Management Studies Devi Ahilya Vishwavidyalaya Indore

Name of the event	HR Alumni Talk
Topic	Competency Mapping for Financial Assessments
Date of the event	7 October 2023
Time	11 AM – 1 PM
Venue	IMS Auditorium
Speaker	Mr. Ayush Kansal
About the speaker	Mr. Ayush Kansal, an alumnus from the batch 2017 with an MBA in HR. *Currently working as visiting faculty at NMIMS School of Law. *Working as Adjunct faculty (Finance) at Prestige Institute of Global Management.
Event in charge	David Shine Sir Priya Rathore Ma'am
Objective	The talk's objective was to explore the relationship between HR and Finance and enable the students to learn about applying their theoretical knowledge in the corporate world.
Key Topics discussed	<ol style="list-style-type: none"> 1. HR's Connection to Finance Exploring how HR and Finance are interconnected and why Competency Mapping is essential for Financial Assessment. 2. Competency Mapping: Understanding the concept of competency mapping, including: <ol style="list-style-type: none"> a. Core competencies b. Leadership Competencies c. Functional/Technical competencies 3. Financial Assessments : Defining Financial Assessment and highlighting key aspects such as basic salary, bonus, allowances ,PF, pension, perquisites and gratuity. 4. Linking Competency and Finance : <ol style="list-style-type: none"> a . Discussing the crucial relationship between competency mapping and financial assessment.

	<p>b. How competency assessments contribute to salary decisions, incentive programs, performance evaluation, career progression and retention strategies.</p> <p>Key Takeaways :</p> <ul style="list-style-type: none"> *Highlighting the importance of skill-based incentives and Performance-driven salary structure. *Emphasizing how Competency Mapping aligns HR strategies with Financial goals. *Recognising the role of HR in ensuring a competitive compensation package and retaining top talent.
<p>Interactive session</p>	<p>The session included an engaging question-and-answer session, allowing attendees to seek clarification and explore specific aspects of competency mapping and its impact on finance.</p>
<p>Thank You Speech</p>	<p>The event concluded with a thank-you speech expressing gratitude to Ayush Kansal for sharing his experiences and valuable insights into the synergy between HR and Finance.</p>
<p>Enclosures:</p> <ol style="list-style-type: none"> 1. Photographs 2. Videos 3. Print media coverage 	