

Report of the Program conducted by QMA on the subject “Future –Ready HR, Strategic HRM for Building Tomorrow’s HR Leaders” in Peter Drucker Hall at SNIT, Adoor on 13/02/2026.

Quilon Management Association conducted a seminar on the contemporary and future looking subject as part of National Management Week Celebration on February 13, 2026 in Peter Drucker Hall in Techno-cultural Management event ABRAXAS 2026 at Sree Narayana Institute of Technology, The insightful technical session on "**Strategic HRM: Preparing for the Future HR.**" aimed to bridge the gap between academic theory and evolving industry practices, focusing on how Human Resource Management is transitioning from a functional role to a core strategic partner in the corporate world.

The session chaired by QMA President Dr. Madhusoodanan Pillai, and welcome and facilitation speech by Mr. P.N.Appukkuttan Pillai, the Secretary General of QMA. Er. Chippy R.S, Associate Professor & Head of Business School and Secretary (Public Relation), QMA, delivered vote of thanks.



Dr. Anilkumar. N, the Resource person and Management Consultant conducted an extensive session on “Future –Ready HR, Strategic HRM for Building Tomorrow’s HR Leaders”: a contemporary and future looking subject.

The session was as part of Techno-cultural Management Festival of SNIT. The warm welcome received by QMA members by the management of SNIT, Adoor was cordial one. Er. Chippy R.S Associate Professor & Head of Business School along with Institute Director Prof(Dr.) Hari Sundar G, and the College Principal Prof(Dr.) Prekasan D, were among the distinguished persons from Sree Narayana Institute Management.

The HR session conducted was included an open discussion moved beyond theory. Students, irrespective of their MBA specialization, indulged with presentation experience of their future Xavier: SHRM department. The crux of the discussion was the

dual role of HRM in the present scenario, its procedure, steps to become SHRM from HR and challenges in the contemporary situation.



SUMMARY:-

Future –Ready HR, Strategic HRM for Building Tomorrow’s HR Leaders. Strategic Human Resource Management (SHRM) is not just about hiring and firing; it’s about turning the HR department into a high-performance engine that drives the company’s overall mission. Think of it as HR with a seat at the executive table. Here are the defining characteristics that set SHRM apart from traditional personnel management:

1. Strategic Alignment (Linking HR to Business). The hallmark of SHRM is vertical integration. This means HR policies are not created in a vacuum; they are designed specifically to support the organization’s long-term goals.
2. Proactive, Not Reactive - Traditional HR often waits for a problem (like a vacancy or a legal dispute) to act. SHRM is forward-looking. It involves environmental scanning to anticipate future needs, such as:
 - A. Predicting future skills gaps.
 - B. Preparing for technological shifts (like AI integration).
 - C. Succession planning for leadership roles years in advance.
3. Employees as Strategic Assets - In the SHRM framework, employees are viewed as human capital—an investment rather than a cost to be minimized. The focus is on increasing the “value” of this capital through continuous development, training, and engagement.
4. High-Performance Work Systems (HPWS) - SHRM utilizes a “bundle” of HR practices that work together to improve performance. These typically include:
 - a. Rigorous selective hiring.

- b. Extensive training and learning opportunities.
- c. Performance-based compensation.
- d. Decentralized decision-making (giving employees more autonomy).



5. Line Manager Involvement - In SHRM, the responsibility for people management shifts from the HR office to the line managers. Since managers work with employees daily, SHRM empowers them to handle coaching, appraisals, and team building, while the HR department provides the tools and strategic framework.

Traditional HR vs. SHRM: A Quick Comparison

Feature	Traditional HR	Strategic HRM
Focus	Administrative & Operational	Strategic & Long-term
Role of HR	Specialist / Policy Police	Business Partner / Change Agent
Time Horizon	Short-term (Day-to-day)	Long-term (3-5 years)
Accountability	Cost Center	Investment Center
Initiatives	Slow and reactive	Fast and proactive

Implementing Strategic Human Resource Management (SHRM) is complex because it requires moving beyond administrative tasks to influence the very DNA of a company's strategy. In 2026, these challenges have intensified as technology and worker expectations evolve rapidly.

Here are the primary challenges faced by SHRM today:

1. The “Fit”; Paradox (Strategic Integration)

The core of SHRM is achieving “fit”; but this is notoriously difficult to maintain:

- a. Vertical Fit: Aligning HR practices with a business strategy that might change every six months due to market volatility.
- b. Horizontal Fit: Ensuring that different HR functions (like payroll, training, and recruitment) don’t work at cross-purposes. If your recruitment team hires for “innovation”; but your compensation team only rewards “seniority” the strategy fails.



2. Digital Transformation & AI Ethics

While AI offers predictive analytics for hiring and retention, it brings significant strategic hurdles:

- a. Algorithmic Bias: SHRM leaders must ensure AI tools don’t inadvertently bake historical prejudices into new hiring or promotion decisions.
- b. The “Human” in HR: Balancing the efficiency of automation with the need for human empathy in sensitive areas like conflict resolution and mental health support.

3. The Skills Gap “Quiet Quitting” - The pace of technological change often outruns the workforce’s ability to adapt.

- a. Re-skilling at Scale: Identifying which skills will be obsolete in three years and proactively retraining thousands of employees.

b. Engagement Crisis: With engagement rates remaining low globally, SHRM must find ways to connect individual purpose to the company's mission to prevent "quiet quitting" or mass turnover.

4. Managing the "Invisible Workforce" - The shift to permanent hybrid and remote models has broken many traditional HR frameworks:

a. Culture Preservation: It is harder to build a cohesive company culture when employees rarely meet in person.

b. Performance Tracking: Moving away from "hours worked" to "outcome-based" metrics requires a total overhaul of management training.

5. Globalization and Compliance

Operating across borders introduces a "compliance nightmare"

a. Fragmented Laws: Navigating diverse labor laws, tax codes, and data privacy regulations (like GDPR) in every country of operation.

b. Cultural Nuance: A "one-size-fits-all" global HR strategy often fails because it ignores local cultural expectations regarding authority, feedback, and work-life balance.

Barriers to SHRM Success

The biggest "hidden" challenge is the Trust Deficit. When SHRM initiatives are seen as "corporate speak" rather than genuine investments in people, employees disengage, neutralizing even the best-designed strategy.

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