

HUMAN FACTOR IN ENERGY INDUSTRY



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Traditional Paradigm of Hydrocarbon Industry

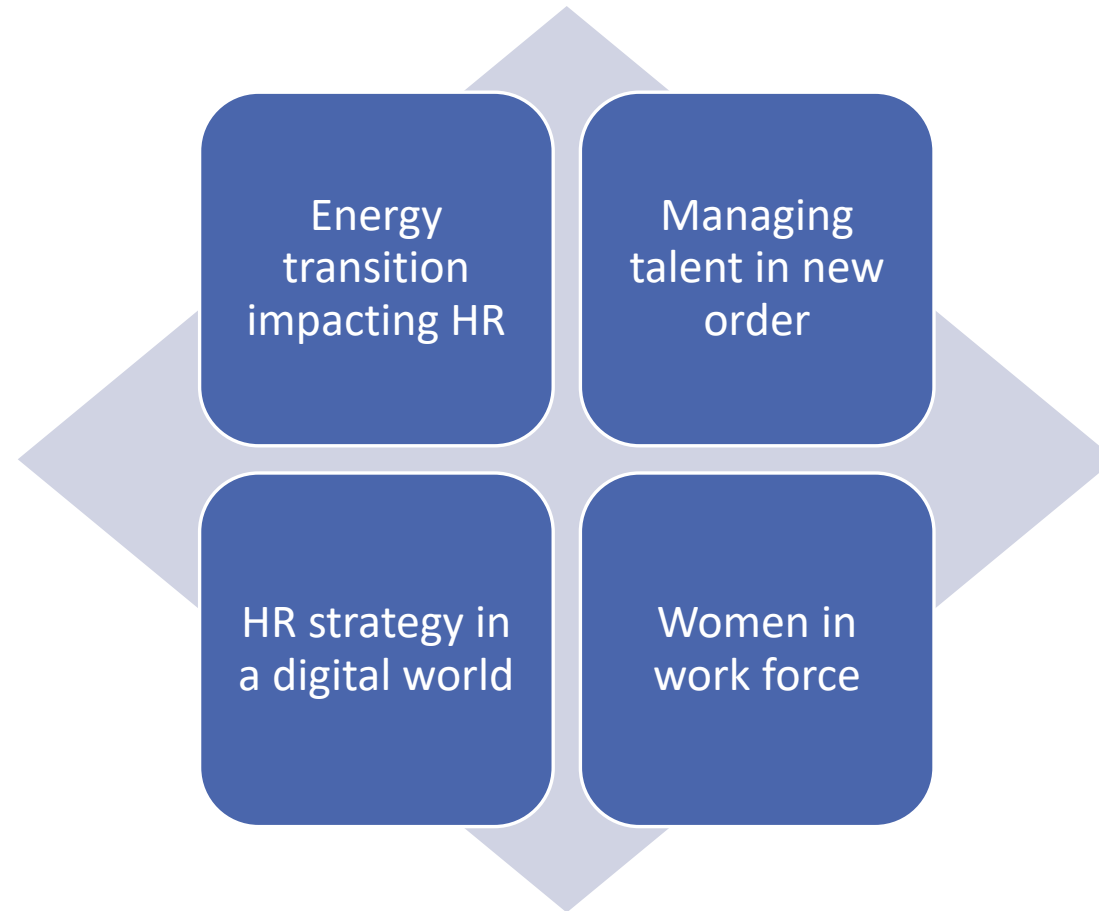
- Exciting
- High risk High reward
- Domain Expertise
- Skill in short supply



- Cyclic
- Long Gestation
- Capital Intensive
- Blue Collared
- Experiential Learning



New Dimensions





Energy transition impacting Human Resources

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Nature of energy industry

- Shale Gas
- Liquid to Gaseous fuels / Clean fuels
- Shift to Renewables
- Mobility Solutions
- Horizontal Integration to Value add Products

Nature of the work itself

- Artificial intelligence
- Machine learning
- Automation
- Smart wearables
- Organization structure
- Virtual spaces

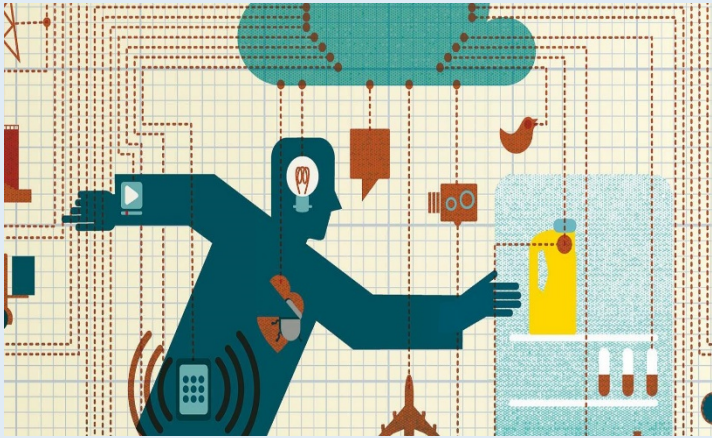
Nature of workforce

- Millennials driving workplaces
- Attractiveness of work / jobs
- Digital workforce / Upskilling
- e-enablement of HR Processes

Skill has a shelf life . Reinvent before outdated .

Retrain and Redeploy

Key Talent Challenges in Oil & Gas industry



AI, Robotic machines, Remote 3D Manufacturing, Internet of things to dictate work topography

People Development - a key factor to win in the Market Place

- Workforce becoming younger
- Large retirements
- Higher recruitment of new hires

Aging v/s young workforce



- Workforce largely concentrated at two ends of age spectrum : < 35 years of age and > 50 years of age

Multigenerational workforce



- Reducing experienced talent
- Loss of skills in Core technical functions

Retirement



- Entry of Global players
- Attraction of international exposure & higher compensation

Attrition



- Millennials aspiring for quick growth opportunities
- Physical exertion at work
- Remote locations

Attracting talent



- New Hires talent pool from universities lack necessary skills

Inadequate supply of talent





How digital is reshaping HR strategy



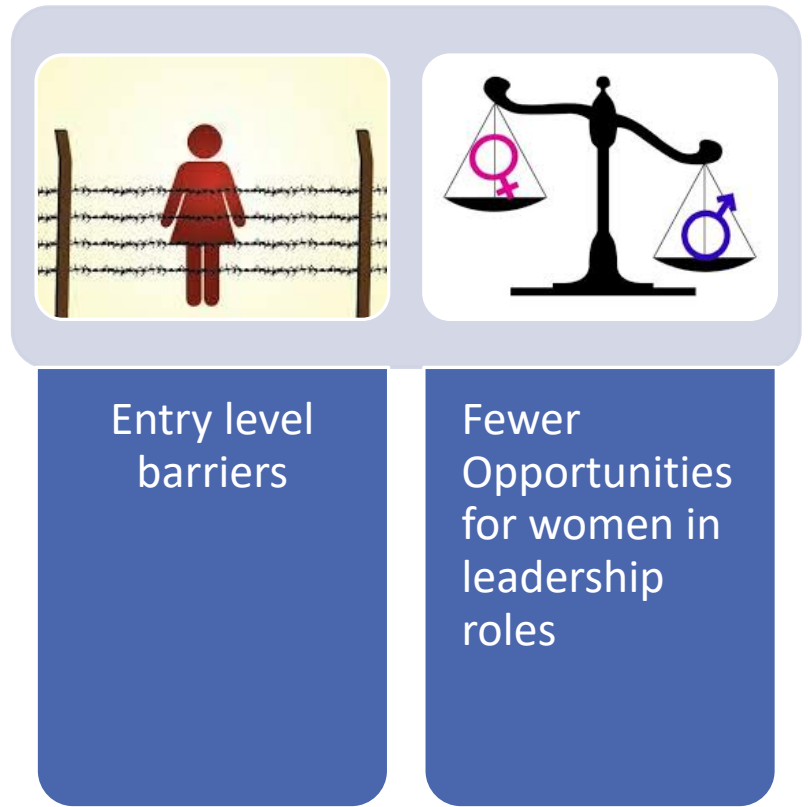
Employee Experience being influenced by

- Employer Brand
- Social Media platforms
- Communities sharing

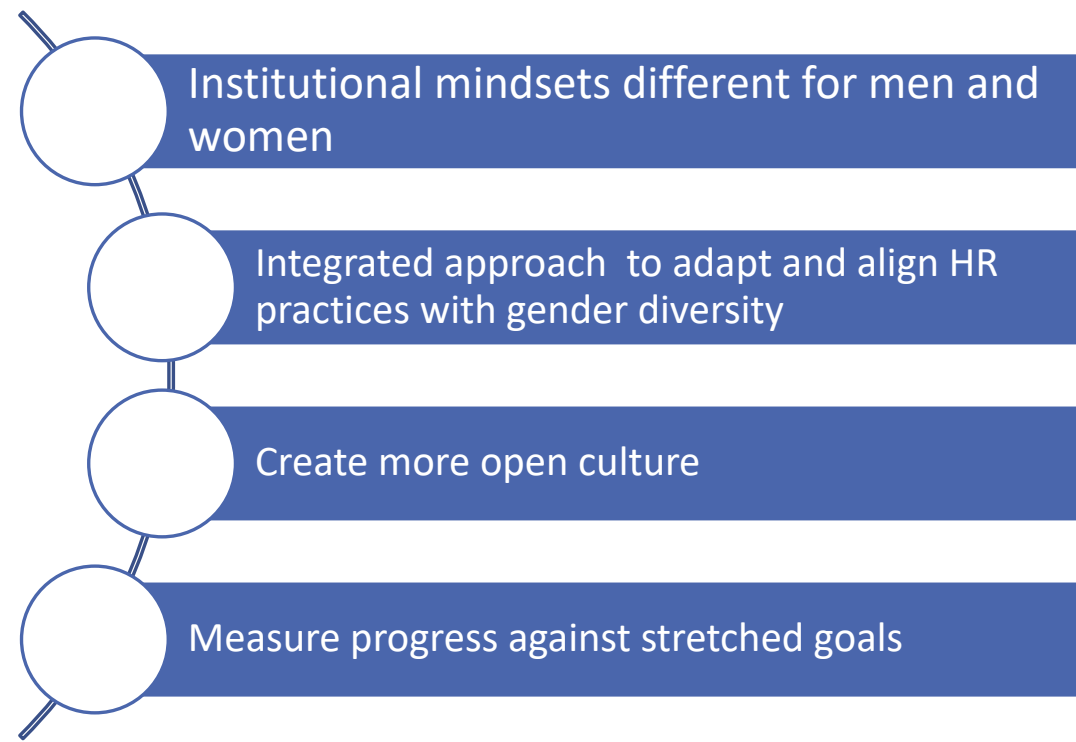
- ❑ Digitalization represents both an opportunity and a challenge
- ❑ Improvement in artificial intelligence, robotics & machine learning will lead to massive workflow automation and mass personalization of the process
- ❑ 47% of the jobs will be automated in the next 2 decades
- ❑ 83% of energy companies will have to use an “extended workforce” to fill skill gaps
- ❑ “Appification” of everything, reinventing performance management, embedded analytics, feedback and pulse surveys, AI-based recruitment platforms, diversity and inclusion products

Key motivating factors for women to join and remain

Areas impacting the progress of Women

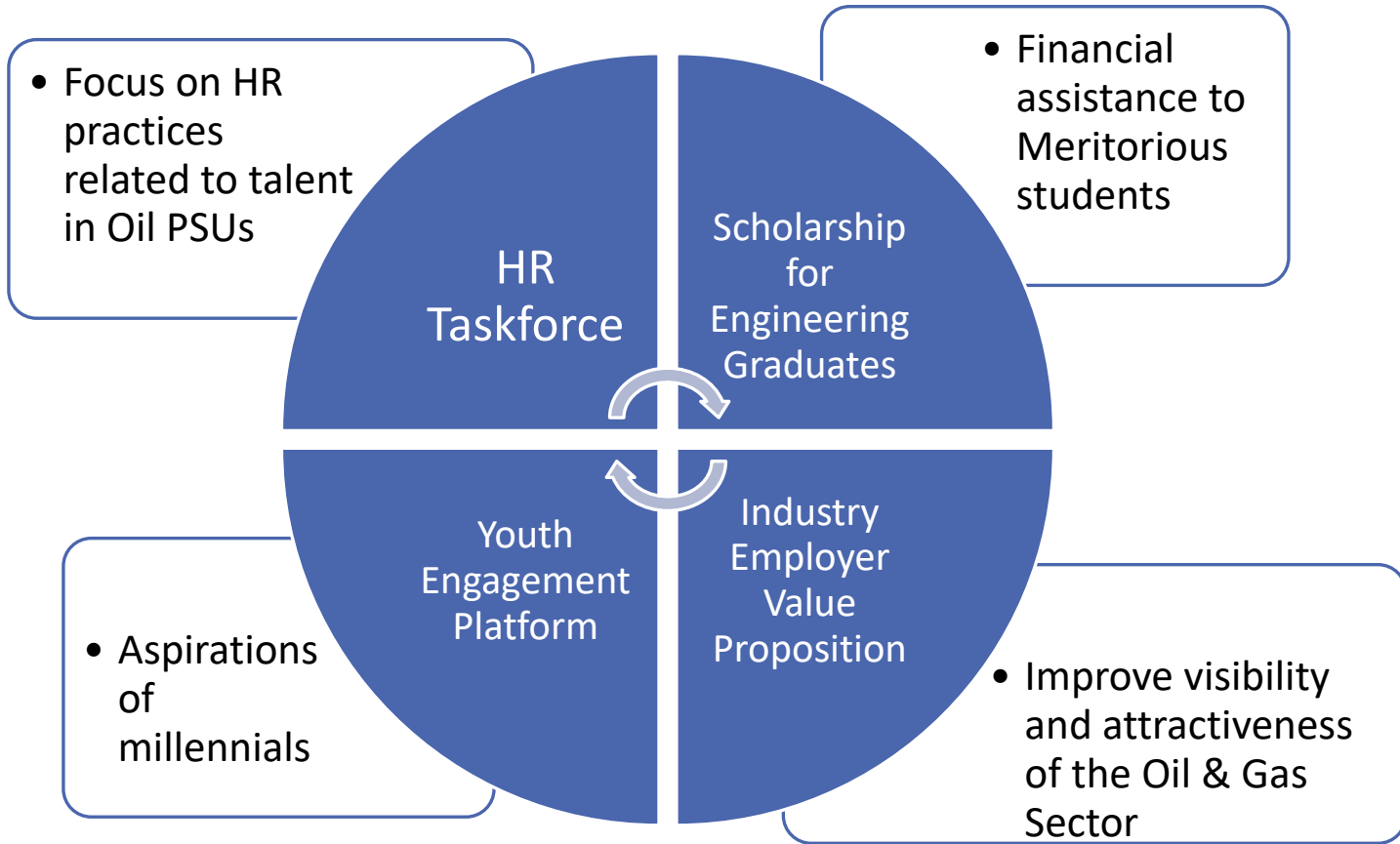
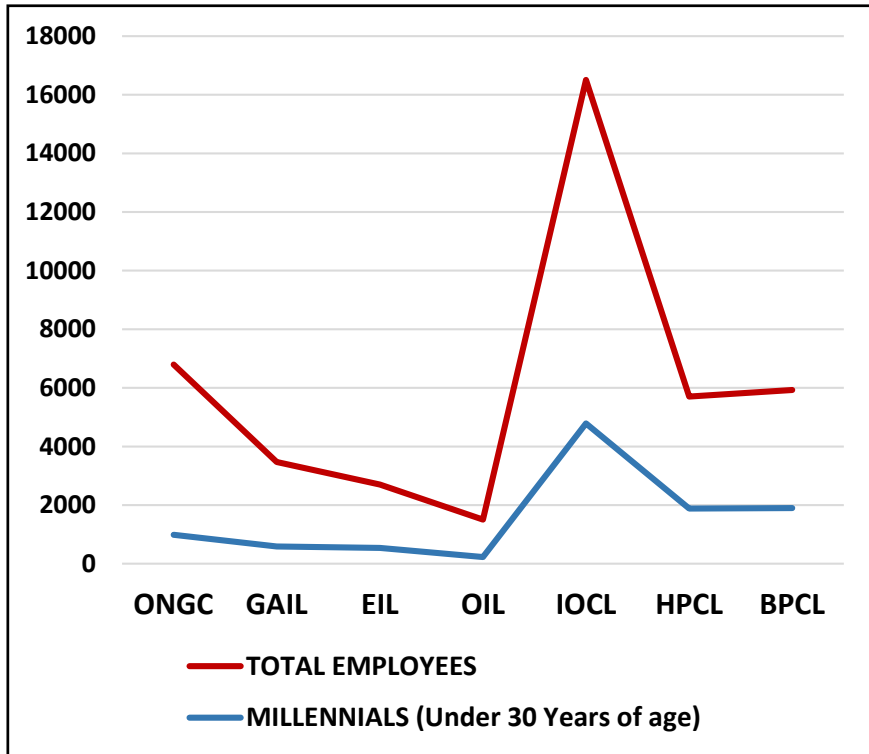


Addressing barriers to women's advancement



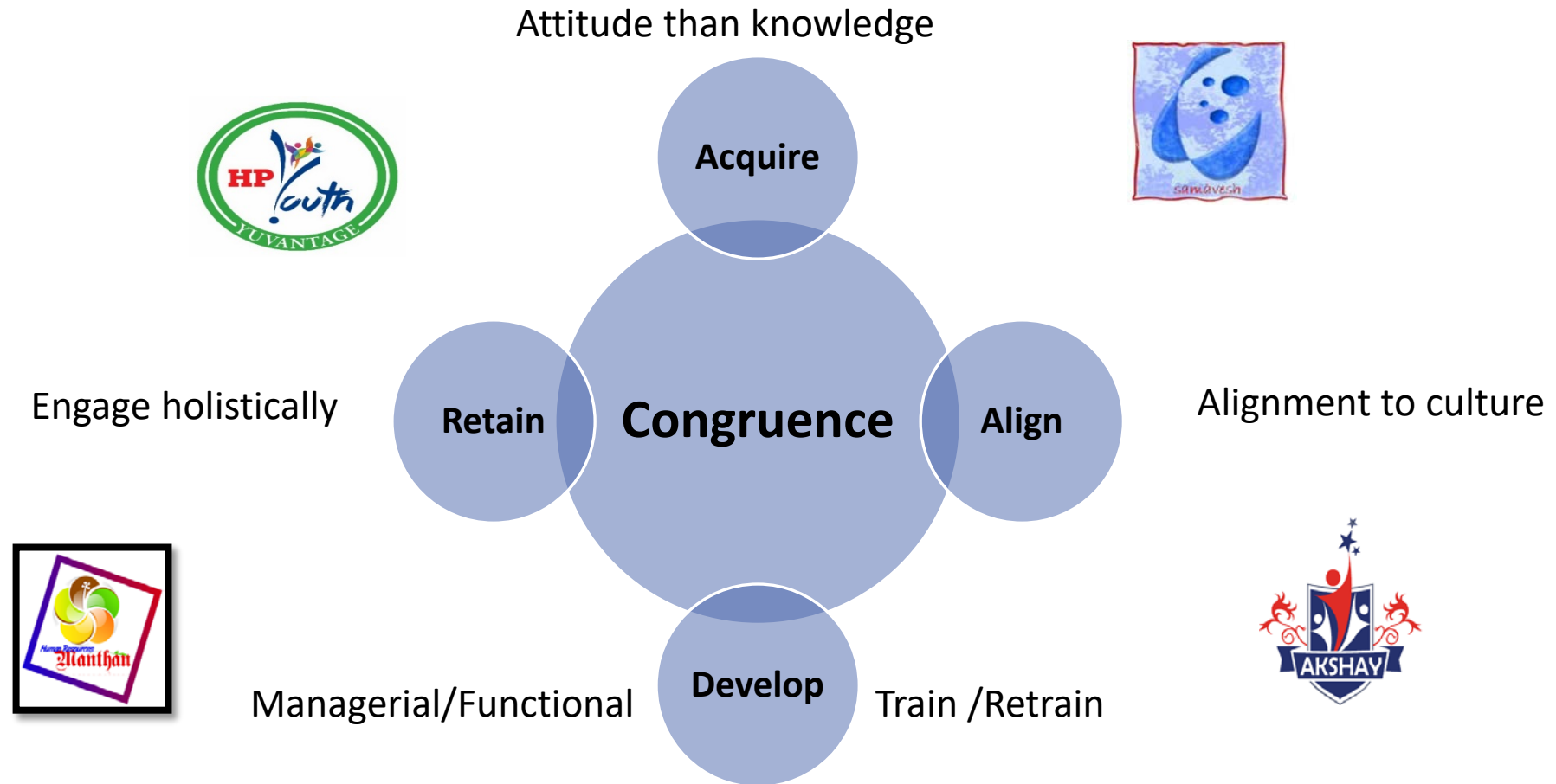


Initiatives by O&G industry to overcome talent challenges



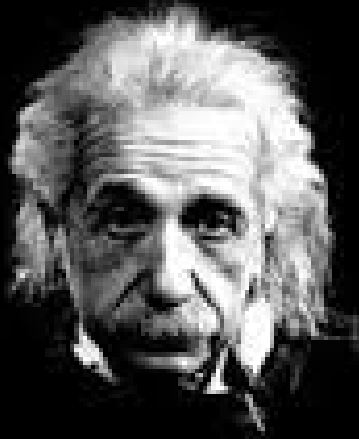
SOURCE: Report of the taskforce on Improving HR Management in the CPSEs under MoP&NG

HR – A Facilitator





"WE CANNOT
SOLVE OUR
PROBLEMS
WITH THE SAME
THINKING WE
USED WHEN WE
CREATED THEM"



Thank you