Summary of the Innovative Classroom Activity

"Future-Ready HR Professional: Competency Mapping for HR 4.0"

Name of the Faculty	Dr. Anushree Mehta
Course Name	HR 4.0 Workshop
Course Code	HR238
Program & Semester	PGDM Semester III
Batch	2024-26
Academic Year	2025-26
Activity Duration	2 Hours
PO Mapped	**PO1:** Apply knowledge of management theories and practices to solve business problems. **PO2:** Foster Analytical and critical thinking abilities for data-based decision making.

Description:

This innovative classroom engagement (CE) activity is designed to equip students with an understanding of emerging competencies required for HR professionals in the HR 4.0 era. Through experiential and collaborative learning, students identify, categorize, prioritize, and map competencies relevant to technology-driven HR roles, enabling them to connect theoretical knowledge with future workplace expectations.

Nature of the Activity: Experiential, Collaborative, Skill-oriented, Application-based classroom activity

Pedagogical Approach: Experiential learning, Group discussion and collaborative learning, Visual mapping and analytical reasoning

Student Involvement and Learning Process

Students actively participate in small groups to:

1. Understand the concept of HR 4.0 and evolving HR roles.
2. Classify a given list of HR competencies into Technical, Soft, and Adaptability categories.
3. Rank the top three critical competencies under each category with logical justification.
4. Develop a Competency Map/Matrix aligned with a specific HR role (e.g., Talent Acquisition Specialist, Employee Experience Manager).

5. Present and justify their competency mapping, followed by peer learning and faculty feedback.

This process enhances critical thinking, teamwork, creativity, and strategic understanding of future HR requirements.

Assessment Methodology: Group-based Activity (Maximum 4 members)

Evaluation Rubrics:

1. Competency Identification & Categorization – 3 Marks

Marks	Criteria
3	Competencies correctly categorized into Technical, Soft, and Adaptability
2	Mostly correct categorization with minor errors
1	Several errors in categorization
0	Incorrect or incomplete

2. Ranking of Key HR 4.0 Competencies – 3 Marks

Marks	Criteria
3	Top 3 competencies are relevant to HR 4.0
2	Rankings are somewhat relevant
1	Rankings weak or generic
0	No clear ranking

3. Justification of Choices – 2 Marks

Marks	Criteria
2	Clear and logical justification
1	Basic justification
0	No justification

4. Competency Map / Matrix – 2 Marks

Marks	Criteria
2	Clear and correctly plotted competency map
1	Map present but unclear
0	Map missing or incorrect

Contribution of the Classroom Activity to Achieving the Mapped POs

PO1: The activity helps students apply HR and management concepts to real HR roles and business problems in the HR 4.0 context.

PO2: The activity develops analytical and critical thinking by requiring students to categorize, rank, and justify key HR 4.0 competencies for data-based decision making.

Annexure:
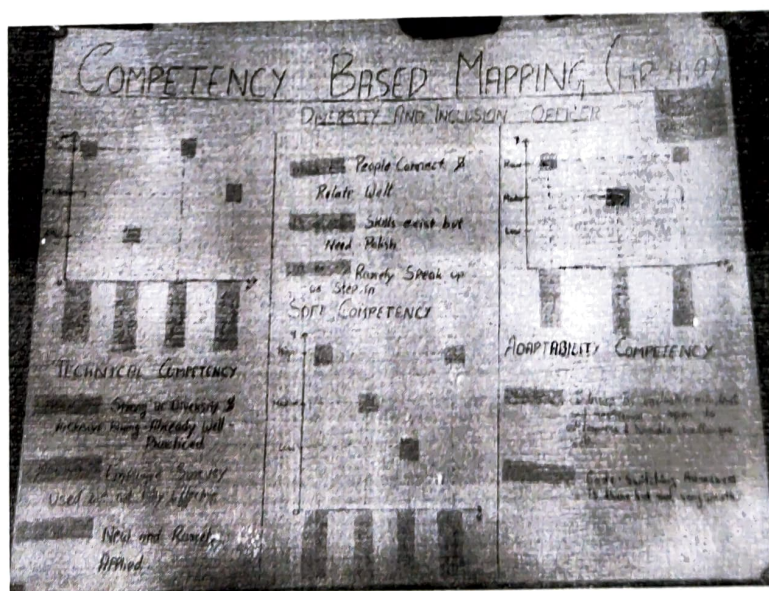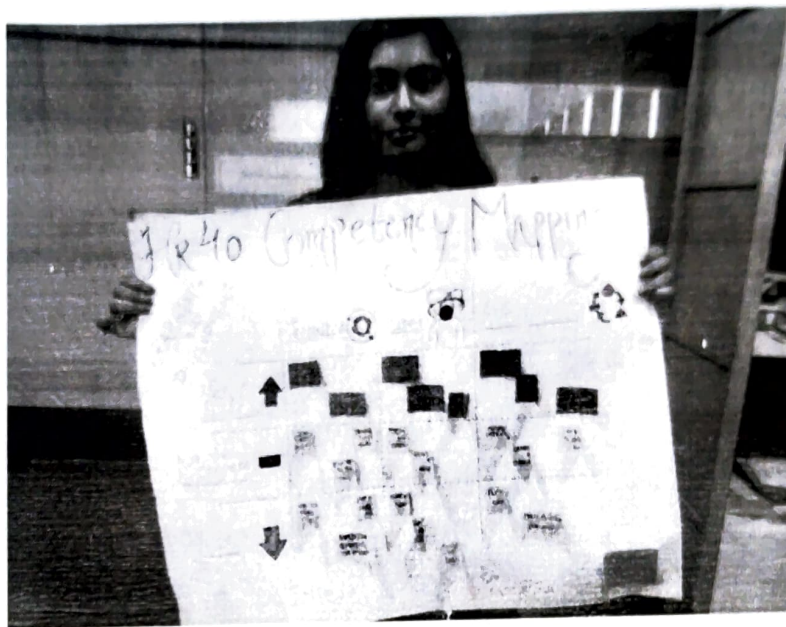
List of Competencies

Technical Competencies	Soft Competencies	Adaptability Competencies
AI-driven recruitment tools (ATS, chatbots)	Communication (verbal, written, virtual)	Continuous learning & upskilling
Video interview platforms	Active listening & empathy	Digital mindset
Social media recruiting & employer branding	Persuasion & influencing	Change management
Workforce diversity analytics	Relationship building	Agility in shifting priorities
Bias-free AI recruitment tools	Negotiation & mediation	Resilience under pressure
HRIS / HRMS platforms	Emotional intelligence	Flexibility (remote/hybrid work)
Compensation benchmarking tools	Coaching & mentoring	Creativity & innovation
Digital payroll & rewards systems	Storytelling & presentation	Future orientation
Employee survey & engagement platforms	Cross-cultural sensitivity	Comfort with ambiguity
Sentiment analysis & chatbots	Collaboration & teamwork	Open-mindedness
Data visualization (Power BI, Tableau)	Critical thinking	Growth mindset
Learning Management Systems (LMS)	Problem-solving	Curiosity & experimentation
E-learning authoring tools	Stakeholder management	Cultural adaptability
Gamified learning solutions	Leadership & motivation	Learning agility
VR/AR-based training tools	Conflict resolution	Tech adoption readiness
Training needs analysis (skills gap tools)	Networking & alliance building	Proactive problem-solving
Training effectiveness dashboards	Advocacy for inclusion	Strategic adaptability
Digital onboarding systems	Diplomacy & tact	Courage to challenge bias
Predictive workforce analytics	Decision-making	Emotional resilience
Digital collaboration platforms (Teams, Slack)	Facilitation of discussions	Flexible communication
HR compliance & audit tools	Trust-building	Managing virtual teams
Employee engagement apps	Coaching leaders	Inclusive mindset
Digital assessment tools	Analytical thinking	Crisis management
Knowledge management systems	Professional ethics	Balancing human & AI insights