

AI & the Future of Work



Programme Dates:
December 3 & 4, 2026



SPJIMR Delhi Campus

Programme Overview / Introduction

AI and the Future of Work is designed to help participants understand how artificial intelligence reshaping jobs, careers, organizations, and people-management practices is. The programme examines the implications of AI and automation for work design, competencies, performance, rewards, learning, employee relations, culture, and sustainable and ethical business practices, with a strong focus on preparing participants to lead in an AI-enabled workplace.



Objectives

The programme will enable participants to:

- Understand how AI and automation are transforming jobs, roles, careers, and organizational structures.

- Develop approaches for designing effective human-AI collaboration and AI-enabled work systems.

- Identify critical future competencies and build strategies for performance, rewards, reskilling, and workforce development.

- Examine the ethical, employee relations, labour law, culture, DEI, and sustainability implications of AI.

- Develop a practical roadmap for operating as an AI-ready manager and leader.

Key Outcome

By the end of the programme, participants will be able to critically assess the impact of AI on work and organizations and develop people and organizational strategies for building an agile, ethical, inclusive, and future-ready workplace.

Programme Content

AI, Automation and the Changing Nature of Work	Organization and Work Design in the AI Era	AI and Future Careers	Mapping New Age Competencies in the AI Era	Performance Management in the AI Era
(What is changing in how work gets done?)	(Structuring teams and organizations for agility, inclusion, and distributed collaboration)	(How do roles and career paths evolve in tech-shaped workplaces? How do we manage changing job demand and career trajectories)	(Which competencies will matter in an AI-enabled world and why?)	(How is performance measured, evaluated, and developed in AI augmented workplaces?)
Compensation, Rewards & New Work Models-	Learning and Development, Coaching & AI-Driven Reskilling	Employee Relations, Labour Law & Ethical AI	AI and Work Culture	AI and Sustainable Practices
How do organizations reward human contribution in the AI Augmented Workplace, Navigating gig labour, and total rewards in a fragmented workforce	(Why is learning agility and designing reskilling pathways for continuous change needed in the AI Era?)	(Navigating compliance, worker rights, and the ethics of deploying AI on people)	(Involvement of AI in sustaining the work culture)	(Framing Policies for Sustainable AI e.g. When machines influence people's decisions, who is accountable and how do we ensure fairness?)

Who Should Attend

This programme is particularly relevant for:

Future managers and business leaders who need to understand the changing nature of work and organizations.

Individuals aspiring to careers in HR, talent management, organizational development, consulting, strategy, or technology-enabled business roles.

Professionals interested in developing the mindset and competencies required to navigate and lead workforce transformation in the AI era





SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education.

SPJIMR has been accredited by the Association to Advance Collegiate Schools of Business (AACSB), Association of MBAs (AMBA) (UK), and EFMD Quality Improvement System (EQUIS).

SPJIMR is part of an elite group of institutions globally to achieve the prestigious 'Triple Crown' of accreditations, placing it among the top 1% of global business schools.

In the Financial Times MiM 2026 Ranking, SPJIMR stands out as the top-ranking Indian B-school, securing the 26th spot globally and #2 in India.

Our salient features are as follows:

- 44 years legacy of management education
- 25+ years of executive education
- Over 15,000+ alumni
- 100+ Corporate Partners
- 50+ Global Partners
- Renowned faculty with extensive corporate experience
- Globally recognized among top 5 B-Schools from India
- Triple Crown International accreditation by AMBA, AACSB & EQUIS

Certification

Participants who successfully complete the program will receive a certificate of participation from SPJIMR.

Fees: Rs 31,000 per participant + applicable taxes (Early Bird, Alumni and Group Discount applicable)

PROGRAMME DIRECTOR



Prof. Sushmita Srivastava

Associate Professor,
Organisation and
Leadership Studies (OLS)

Sushmita Srivastava holds a Ph.D. from XLRI Xavier School of Management, Jamshedpur. Her doctoral research conceptualised the Impact of Mentoring on Role Based Performance. She has over two decades of industry experience with Tata Steel in roles pertaining to Human Resource Management.

She joined academics in 2017 and is a faculty in the area of Organisation & Leadership Studies at SPJIMR. Her areas of core teaching interest include Industrial Relations, Talent Management, AI, Digital HR and HR Tech, HR Analytics, and Building Agile and Resilient Organisations. Her research interests are Gender and Diversity, Women empowerment, Sustainability, Sustainable Livelihood, Agri- Entrepreneurship, and Farmer Producer Companies.

She has made intellectual contributions through authoring a book as well as book chapters, publications in journals and periodicals, as well as conference presentations. She co-authored a book, "Shapers of Business Institutions – How Kiran Mazumdar Shaw Fermented Biocon," in 2020.

She has conducted Management Development Programmes for clients in Mumbai and Delhi on subjects related to managerial and leadership effectiveness.

For more information contact-

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W: <https://www.spjimr.org/executive-education/open-programmes>

