



### Digitalisation To Create Efficient Plant Operations & Skilled Resources

Introduction: Since a decade, the oil and gas industry is experiencing scarcity of intellect resource along with the globalisation eventually leading to shortage for talented skills on global platform. Hussain Tinwala, President, ASKO Oil and Gas Simulators, shares valuable insights on redefined roles of HR management as well as urges to introduce the innovative technologies & digitalisation in the oil and gas sector.

**Could you please share with us the disruptions that are redefining the role of HR in oil and gas sector?**

**Mr Tinwala:** With respect to market, the low oil prices have not only led to cost cutting but have also resulted in optimisation of resources. Improvising the technological skills and filling up the skill gap by providing right training to employee is a big challenge.

With respect to digitalisation:- the culture within the companies is shifting towards autonomous controls, training, analysis etc. which is leading to new opportunities but apparently with unskilled labours for those roles.

And lastly, according to me, the new generation of employees:- As they take on newer responsibilities, skill and experience gaps are slowly surfacing. The current digital generation have different approach towards comprehending and evaluating the situation or process. It becomes important for the HR to devise and accept ways of training which they understand.

**Much of the oil and gas industry has survived an especially tough few years with weak demand and low prices and it has been difficult to make strategic decisions and plan for the future, has this impacted human resources in oil and gas sector?**

**Tinwala:** Yes, certainly, it is difficult to bring talented and interested resource in the Oil and gas arena, as the industry is facing turbulence. Due to the stressed market, the management pressurizes the HR team to search talented candidates and train them on stringent budgets.

**The oil price collapse, which began in June 2014, initiated a wave of cost reduction among upstream businesses. Global oil and gas companies slashed capital expenditures by about 40 percent between 2014 and 2016, According to you how energy companies in the current market can adjust their business models to a period of recovery without impacting the resources?**

**Tinwala:** I would suggest the companies to consider the current downfall as a challenge rather than worrying over it. The current situation will test our survival skills. On a brighter side this has given us a wonderful opportunity to rethink. And run the existing business in most optimised way.

The digitalisation and automation is one of the effective ways to sustain in the ongoing crisis. Gaining access to the appropriate digital tools will be a way to offset these types of costs. I say, that companies will have to be innovative as well as flexible in order to survive the current environment

**Though the war for traditional technical talent is now less fierce, but competition for new skills and capabilities has intensified in the current market, request you to share your opinion on the same.**

**Tinwala:** I agree that the competition for new skills and capabilities has intensified in the current market. As said earlier there is scarcity for the talent with new required skill sets and thus there has been fierce quest in the industry.

To overcome the challenge, it is highly essential to provide the young talents with proper training tools which help them to groom into refine resource. We need to create as well as develop the top talent pool and in the due course, it is also critical retain the talent. In the meanwhile it is vital to concede the knowledge form top talents to lower hierarchy. We need to provide them with effective tools which will help them to be successful in their future role. And I believe Operator Training Simulators play a very important role in such situations.

**May we request you to highlight Emerging themes and trends shaping the HR of the future in the oil and gas sector?**

**Tinwala:** I would like to highlight Emerging themes and trends shaping the HR of the future in the oil and gas sector which are as follows:

**Tools:** Using digital technology for effective and effective management, improved job specific training and introduction of effective tools such as like Operator Training Simulator, IOT etc. It is critical to incorporate

**Succession Planning:** - It is highly critical to plan for the future retirements and acknowledge the right successor and eventually train the successor for specific profile. The innovative digital solutions can be used to avoid any knowledge gaps.

**Knowledge Retention:** - The HR management should ensure that the best knowledge is retained in the organisation as the better prospects usually move into better space due to lack of growth in the organisation. The management can utilise the innovative digital solutions to over this challenge.

In India, the HR management is usually seen in dilemma and thus are crammed in new emerging technologies and the old school management culture. It is important that the HR Management takes strong hold and introduce emerging trends as well more productive culture in the organisation. They

should introduce and showcase the wonders of digitalisation that can effectively perform data analysis as well as train the employees efficiently.

**Is India ready for Digitalisation and how will it shape the HR in the future?**

**Tinwala:** Absolutely, digitalization is the future. Though the abundance of the manpower and old school mind-set has created difficult environment for digitalisation to penetrate in India but I am hopeful eventually we will shift towards it. The Indian culture is different but then as said we have to find innovative ways to imbibe digitalisation. This will ensure effective and efficient operations.

With the help of digital tools available for training, data collection, analysis etc. HR will be able to introduce new talent pools and create an environment to groom them into highly efficient skilled and competent workers at low cost. Ensuring the proper tools such as operator training simulators will allow India to compete on the world platform.