



PRESENTS

CXO ROUNDTABLE

HOW IS AI RESHAPING EARLY CAREER HIRING FOR INDIA INC.?

EVENT REPORT



How Is AI Reshaping the Way India Inc. Hires Graduates?

Artificial intelligence is rapidly changing how organizations identify, evaluate, and engage graduate talent. From AI-powered resume screening and automated interviews to skills-based assessments and recruitment analytics, technology is making early-career hiring faster, more scalable, and increasingly data-driven.

At the same time, AI-generated resumes, interview assistance tools, and evolving skill requirements are creating new challenges for HR and talent acquisition teams. Organizations must now rethink traditional hiring criteria while balancing automation with human judgment and maintaining a fair, transparent, and engaging candidate experience.

To explore these changing priorities, ObserveNow Media, in collaboration with Internshala, hosted an exclusive closed-door CXO breakfast roundtable titled “How Is AI Reshaping the Way India Inc. Hires Graduates?”

Held at Sofitel Mumbai BKC, the curated leadership gathering brought together senior HR, talent acquisition, and business leaders to exchange perspectives on how AI is transforming graduate recruitment across India Inc.

The session provided a platform for candid conversations on candidate evaluation, automation, recruiter expertise, skills-first hiring, graduate employability, and the future of early-career talent.

Event Overview

Venue: Sofitel Mumbai BKC, Mumbai

Format: CXO Breakfast Roundtable | Leadership Discussion | Networking

The morning commenced with guest registrations, breakfast, and networking, followed by an opening note and introductions by the moderator.

Internshala presented insights into the evolving graduate hiring landscape and highlighted how AI is influencing candidate discovery, assessment, engagement, and workplace readiness.

The presentation was followed by an interactive roundtable discussion where participating leaders shared practical experiences, organizational challenges, and emerging approaches to building stronger early-career talent pipelines.

Key Leadership Conversations

Rethinking Candidate Evaluation

Participants discussed how AI-generated resumes and interview preparation tools are reducing the reliability of traditional evaluation methods. Leaders emphasized practical assessments, problem-solving ability, learning agility, and genuine role readiness.

Balancing Automation with Human Judgment

The discussion explored how AI can improve screening, scheduling, and assessment efficiency, while recruiter expertise remains essential for evaluating motivation, communication, adaptability, and cultural alignment.

Understanding Where AI Adds Value

Leaders examined how AI is improving candidate sourcing, resume screening, assessments, communication, and recruitment analytics. Participants also stressed the importance of transparent and selective use of automation.

Protecting the Candidate Experience

Participants highlighted the need for timely communication, transparency, and meaningful human interaction throughout automated hiring journeys. Candidate experience was identified as an important part of employer reputation.

Advancing Skills-First Hiring

The conversation focused on moving beyond degrees and college pedigree towards practical skills, internships, projects, and role-specific competencies. Skills-first hiring was seen as a way to access a wider and more diverse talent pool.

Bridging the Graduate Readiness Gap

Leaders discussed the gap between employer expectations and the workplace readiness of graduates. Greater collaboration between businesses, educational institutions, and skilling platforms was identified as essential.

Building Future-Ready Talent

Participants emphasized hiring graduates with curiosity, adaptability, digital fluency, and continuous learning ability. Structured onboarding, mentorship, and development opportunities were seen as critical for long-term success.

Agenda

Time	Session
8:00 AM – 9:30 AM	Guest Registrations, Breakfast & Networking
9:30 AM – 9:40 AM	Opening Note & Introductions by Moderator
9:40 AM – 10:00 AM	Presentation by Internshala
10:00 AM – 11:00 AM	Roundtable Discussion
11:00 AM – 11:15 AM	Closing Remarks & Group Photograph
11:15 AM onwards	Post-Event Networking

Conclusion

The roundtable highlighted that AI is becoming an important part of early-career recruitment, helping organizations improve efficiency, manage large candidate volumes, and make more informed hiring decisions.

However, participants agreed that successful adoption requires a balanced approach. AI-powered tools must be supported by human judgment, transparent evaluation processes, practical assessments, and meaningful candidate engagement.

The discussion also reinforced the need for organizations to move beyond traditional academic filters and adopt skills-first hiring models that identify genuine capability and potential.

Building stronger early-career talent pipelines will require greater collaboration between employers, educational institutions, skilling platforms, and students. Internships, project-based learning, workplace exposure, and continuous development will play an important role in preparing graduates for changing business requirements.

By bringing together senior HR and talent leaders, ObserveNow Media and Internshala created a valuable platform for peer learning and practical dialogue on the future of graduate hiring in India.

The insights shared during the session will help organizations strengthen their recruitment strategies, improve graduate employability, and build a more inclusive, skilled, and future-ready workforce.

Attendees

Name	Company
Abhishek Chopra	Asian paints
Chetan Patole	L'Oréal
Shalabh Chowdhary	Reliance Nippon Life Insurance
Saroj Mohanty	Tata AIA Life Insurance
Ekta Rajput	Aadhar Housing Finance Ltd.
Ambika Dhyani	Hexaware Technologies
Nikita Goel	PWC
Pallav Purkayastha	Rockwell Automation
Gaurav Ghelani	TCS
Dhara Katkoria	Nuvama Group
Vikas Shinde	JSW Motors Limited
Varun Jain	Tira Beauty - Reliance Retail beauty
Namita Patwari	Alembic Pharmaceuticals Limited
Gulistaan Ragina	JSW Steel
Sanjeev Muramkar	Adani Electricity

EVENT GALLERY

