

**DWARAKA DOSS GOVERDHAN DOSS VAISHNAV COLLEGE
(AUTONOMOUS)**

P.G.DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

ACADEMIC ACTIVITIES (2019 – 2020; 2020 -2021)

TANTHRA

TANTHRA (Training Association and Network towards Human Resource Advancement) earlier known as PERFORM (The Personnel and Employee Relations Forum), is a professional HR event organized by the students. It is the forum in which eminent and experienced professionals from the HR Field, representing the manufacturing, consulting and service industries discuss, analyze and debate current trends and practices.

It is a widely acclaimed event which enables students to bring to the fore, their skills in event management organizing, resource mobilization, accountability. The theme of TANTHRA changes every year depending on market needs. Such efforts of the students are accompanied by the generous contributions from various sponsors across India and Abroad.



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HRD Student's Forum

Having built network and rapport over the years with professional bodies like NHRD and ISTD, the students have learnt the act of organizing specialized, need-based programs by establishing an HRD Students cell within the department. This forum allows students to coordinate with trainers for conducting training programs and workshops, thereby ensuring exposure to industrial practices within a classroom atmosphere. The skills and knowledge that the students have acquired through programs organized under the HRD Student's forum, have truly added value to their existing level of competency. Few of the topics covered are Transactional Analysis, Emotional Intelligence, Competency Skills, Conflict Management, HR Audit and HR Analytics etc.



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Service Internship

The service sector internship is an opportunity given to the students of this programme to know the fundamentals of HR functions and HR practices followed in top service sector companies. This being the first internship for the students they have an opportunity to relate the theoretical concepts to the practical HR functions, particularly in industries like Information Technology, Information Technology and Enabled Services, Retail, Consultancies and so on. This will provide them with deep insights required for their future internships as well as in employment perspective.

Students are placed for service sector internships mostly within Chennai. This internship usually spans around 30 working days. It makes the students adapt to the company culture and have a glimpse of what they will be doing in the future as a HR Professional. Some of the prominent companies where students interned are ITC chola, Star Vijay, Virtusa, The Hindu as such.

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Manufacturing Internship

The manufacturing sector internship is a great opportunity given to the students to get practical exposure on the work every HR should carry-on in the organization, the statutory laws that have to be followed, its implementation, their work culture, HR practices and implications in the industry, Students are placed in top manufacturing units in and around Chennai for a rigorous training period of 30 working days. As it is a concurrent internship, students can track and retain the knowledge they gain out of this internship. It provides greater insights to introspect oneself towards making a better HR. This internship helps the student to relate theoretical knowledge in practical application.

Through this internship the students get a clear understanding of the HR functions in a manufacturing sector. Also, it's time to bust myths revolving in an organization about the Human Resources Department. These internships provide a wide range of networking avenues for the students in a professional circle, which gives the students a glimpse of what they will be doing in the future as a HR professional. Some of the companies where students interned are Hyundai, Samsung, Brakes India, Momentive Performance Materials (Ind) Ltd., General Electricals, TVS Lucas, Hindustan Coca-Cola Beverages as such.

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Summer Virtual Internship

The unprecedented situation of Covid - 19 and lockdown across our nation replaced Summer Internship with Virtual Summer Internship 2020. This in turn gave us the opportunity to experience the 'Work From Home' module which has been widely followed by many companies to safeguard their workforce and business. The students were placed in some well known organizations for a period of two-three months during summer 2020. Some of the organizations were TVS & Sons, Integra Software Solutions Pvt. Ltd., Schwak Pvt Ltd, Career Tree, Build HR, Kelp HR Service and more.

This "virtual" internship pushed the students to do most of the learning part by themselves as they explored the requisite tools, developed creative thinking and productive multitasking. They also comprehended the company's culture with the help of their virtual engagement practices. Even though they missed the personal touch of working in a physical work environment, they were highly appreciated. They were also involved in a way that multiplied their learning. They had flexible work hours which helped them to work at their convenience. This internship was an enriching experience for all as it helped them to develop into able tech-savvy individuals. Exploring work horizons amidst uncertainty helped them to be better change agents!

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Winter Internship

Winter internship enables the students to get hands-on experience of traditional and contemporary HR practices used in companies. Each semester exposes the students to different industries like Manufacturing, IT, ITES, Retail & BFSI. This helps the students get an idea on the unique features of HR that are prevalent in each facility. The duration of this internship is 1 month where students understand the theoretical concepts as they observe what they learn practically in their organizations.

In manufacturing sectors, the focus is on industrial Relations. They witness the practical application of factory associated laws and regulations, governing labor relations, working conditions and welfare of employees. In Service sectors, the focus is on HR Development, HR Management and Policy Making.

Students are placed in companies like Virtusa, Alliance group, TCS, Wipro, HCL, CTS, where they imbibe the culture and gain an understanding of competitive tactics and strategies. In service sectors, the focus is on the subtle differences between HR in the Retail & Service Sector. The students are placed in retail giants like Reliance Retail, Spencer's Retail, Future Group etc

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Industrial Visit

Industrial visits enable students to analyze and understand the ever changing dynamics of the industry. Students are exposed to latest industry practices through industrial visits during their study on a regular basis. As a part of the visits students see the work in progress with relevant demonstrations. Employers also interact with the students on topics like career path, job description, the training needed to enter the field of interest and what employers expect from the new recruits. These visits are designed to provide students with first-hand knowledge about the world of work. Some of the previously visited companies are:

- ★ Ashok Leyland Ltd.,
- ★ Infosys Ltd.,
- ★ Brakes India Pvt. Ltd.,
- ★ Baxter India Pvt. Ltd.,
- ★ Neyveli Lignite Corporation India Ltd.,
- ★ Coca-Cola India Pvt. Ltd.,
- ★ Hyundai Motor India Ltd.,

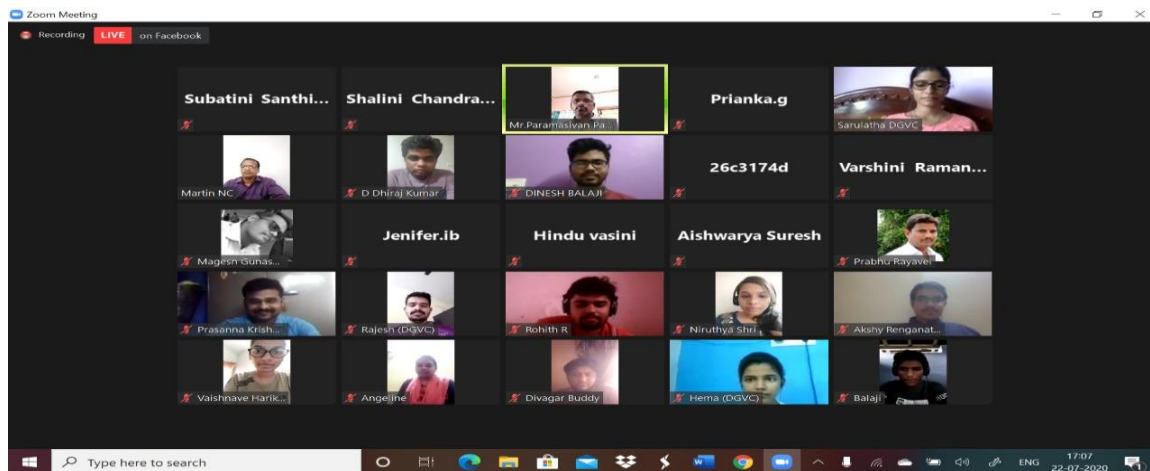


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Webinar (2020):

The pandemic has opened a multitude of knowledge sharing sessions for the batch of 2019 - 2021. The department of Human Resources Management excels in turning unfortunate times into fortunate opportunities. One such evident activity is the introduction of webinars during lockdown.

Weekly Webinar is a one hour session in which renowned HR professionals are invited to discuss current topics in the industry with our students. It not only inculcates necessary knowledge in our students but also prepares them to be future-ready professionals. It is an excellent way for students to execute virtual networking and has given us the edge of engaging global HR Leaders for interaction with students.



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International Study Tour (2019):

“What we seek can be found beyond the borders”. The department of Human Resources Management has a clear understanding of seeking knowledge by breaking out of comfort zones. As a part of the curriculum, an International Study Tour is offered to students for exploring various dimensions and perspectives of their syllabus.

In order to give students a glimpse of global HR practices, they are escorted to quite a few organizations in different countries. Introduction to foreign culture induces both professional and personal development in students which in turn equips them to face their future with confidence.

The batch of 2019 - 2021 undertook an International Study Tour to Singapore. They visited organizations/institutions like TCS, PSB Academy, TEG University (a reputed B School) and K7 Constructions. Previous batch visited Japan.



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HRD Urban Outreach Program (2020):

Theory can be taught inside four walls but values and qualities need hands on experience. One such experience is provided to the students of M.A HRM through HRD Urban Outreach Program. The Human Resource Development Urban Outreach Program is a two-day program conducted in a school located in remote villages, by 1st year M.A HRM students of Dwaraka Doss Goverdhan Doss Vaishnav College. This initiative focuses on the significance of responsibilities and accountability. It also enhances various skills and life values that are required for a Human Resources Manager.

HRD Urban Outreach for the batch 2019 - 2021 was conducted on 10th and 11th January, 2020, at Dasar Higher Secondary School, Thiruninravur. This program was organized by first year students under the guidance of Prof. Narendran and Prof. Subatini Santhiya A.



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NLP Certification Programme (2020):

Understanding thoughts is the first step taken towards understanding people. That step is provided to M.A HRM students through Neuro Linguistic Programming Certification Programme. This programme was held on February 27, 28, 29 and March 02 of 2020 for 1st year M.A HRM students. Students found this session very insightful. Multiple tools and techniques were imparted to students in moulding the conscious and subconscious aspects of individuals.

At the closure of the module, examinations were conducted to assess the said methodologies. It helps students to gain empathetic perspectives and understand actions based on thoughts.



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Lean Six Sigma Certification (2019):

The Lean Six Sigma Certification Programme is offered to 2nd year M.A HRM students as it is a disciplined, statistical based course. It is a data driven approach and a continuous improvement methodology for eliminating defects in product, process or service. This tool is being practiced throughout various sectors and high end organizations.

It is a popular Total Quality Management practice in the industry. After the completion of this certification, visible improvement can be identified among students in terms of organizing, analyzing and interpreting data. They are also able to minimize errors, reduce defects and eliminate variations in a process. Thus, this certification course is provided to students as a part of their curriculum to add value to their profile.



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5:45PM

12-12-2019

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SHRM Conference (2019):

SHRM - An International HR Forum hosts a two day international HR Conference every year. More than 5000 delegates and leading HR Professionals from various sectors participate in this event to explore refined discussions on trending HR topics. There will be Panel Discussions, Keynote addresses as well as Case Study and Research presentations.

From the batch 2019 - 2021, 2nd year M.A HRM students were taken to the conference conducted on 10th and 11th October, 2019. The theme was on “Elevate” and our students gained a lot of insights from experts across the globe. It is a unique opportunity proposed for future HR leaders to upgrade their knowledge and Networking under this course.

