



DWARAKA DOSS GOVERDHAN DOSS VAISHNAV COLLEGE

(Autonomous)

COLLEGE WITH POTENTIAL FOR EXCELLENCE

ANNUAL NEWSLETTER 2020 - 2021

PG DEPARTMENT OF MA HUMAN RESOURCE MANAGEMENT

(13 years of nurturing future Human Capital)

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WEBINARS

Quality of learning is never to be compromised under any situation and it is proved right by advanced technologies that support e-learning like zoom, Microsoft teams, google meet. The sudden outbreak of covid-19 shook the entire world. This situation challenged the education system across the world and forced the educators to shift to an online mode of teaching overnight. Webinars have played some really crucial and big roles in students' life in engaging the listeners through live presentations and interactive multimedia. Webinars promote accessibility, affordability, flexibility and learning pedagogy. We have successfully completed 40+ webinars covering concepts like HR skills for management students post COVID-19, HR analytics and AI, HR capabilities for today and tomorrow, labor law compliance challenges in the changing times, The new age HR etc.

Webinar No:2

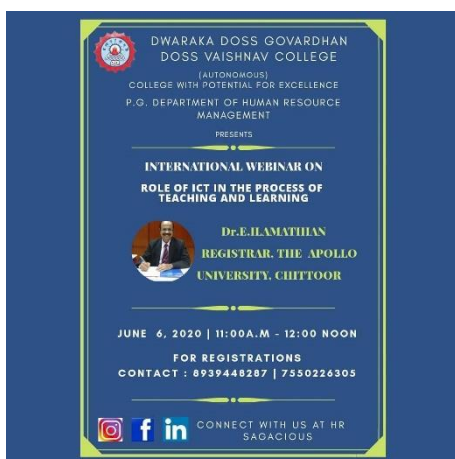
Title: Role of ICT in the process of Teaching and Learning

Date: 06-06-2020

Mode: Online

Resource Person: Dr. E Ilamathian

Outcome: Learning involves listening, recording, retrieving, the information. ICT is a tool for teaching process. Learning and development is the main tool. For Online test use cloud platform for better exposure and results.



Webinar No:3

Title: How to grow during “uncertain times“

Date: 08-6-2020

Mode: Online

Resource Person: Ms. Rosemarykurian

Outcome: Novelty, threat, unpredictability, lack of control, leads to stress. Change = Denial – Anger – Bargaining – Sadness. Acceptance + Adaptation = Growth. Accept the uncertainty and care for yourself. Three C’s Connection, Creativity, Compassion.



Webinar No:4

Title: Talent acquisition post Covid-19era.

Date: 10-06-2020

Mode: Online

Resource Person: Dr. G. Surjithshankar

Outcome: Never get afraid of attempting new things. Get your digital interviewing tools ready. Digital onboarding and flexi staffing can help the company excel in achieving the targets. Skill development program for employee helps in retention of top talents.



Webinar No:5

Title: Labour Law Compliance Challenges in the changing times

Date: 13-06-2020

Mode: Online

Resource Person: H. Pankajakshi

Outcome: Organization should focus more on health, safety, welfare of workers than compliance. Recruiting should be done on the basis of the survival of fittest. Learning & applying HRIS (human resource information systems). Labor laws should be integrated with HR policies. Work from home in manufacturing sectors may be possible if there's a cultural change.



Webinar No:6

Title: Communication Contexts: with reference to people management

Date: 16-06-2020

Mode: Online

Resource Person: Dr .D. Praveen Sam

Outcome: Talk to point and rehearse, write down the points before presenting. Communicate in a way your listener would listen. Empathizing with others is an important strategy in communication. Communication drives the company so it's better to always be clear than create ambiguity.



Webinar No:7

Title: Story Telling For Business & HR Professionals

Date: 20-06-2020

Mode: Online

Resource Person: K.R. Ramakrishnan

Outcome: Stories help in conveying business message easily. Enables audience to identify the message on their own and they might be very involved. With stories the value of the item increases creating an impact. Story making helps in diversity and inclusion of practices in workplace. It aids to train on the concept values and policies to the employees effortlessly.



Webinar No:8

Title: Compliance of labour laws in current crises

Date: 24-06-2020

Mode: Online

Resource Person: Mrs. S. Kalaivani

Outcome: Time can be managed through automation of processes. Approach towards recruitment may vary so the company should be very adaptable. Healthcare and its preventive measures are the paramount concern now a days. Company should start shifting from CSR to PSR.



Webinar No:9

Title: Cultivating Authentic Workplace Culture

Date: 27-06-2020

Mode: Online

Resource Person: Arthi Shanmugam

Outcome: Culture is experience of employees. Positive environment reduces stress in the workplace. Culture eats strategy for breakfast. Culture technology and physical space forms the employee experience equation. By building, creating, resigning, and enduring cultural enhancement occurs.



Webinar No:10

Title: HR skills for management students post covid

Date: 30-06-2020

Mode: Online

Resource Person: Mr. Pandi Raja

Outcome: Accept the change and transform continuously for the betterment of the company. 3s stands for self-evaluation social media and searching. Enhance oneself with required skillset to beat and grab market opportunity. Keep listening developing and transforming for one's growth. Virtual interview could play a vital role in recruitment post covid since safer and cost-effective option.



Webinar No:11

Title: HR as business partner

Date: 07-11-2020

Mode: Online

Resource Person: Santhosh Kumar

Outcome: A HR business partner should be able to manage multifaceted roles. A HR business partner adds value to organization by acting as a change agent. Significant knowledge on HR analytics is a key for being a HR business partner. Skill upgradation in networking and maintaining relationship can bring in goodwill and name for the organization. Acquire and build knowledge of the current digital technologies.



Webinar No:12

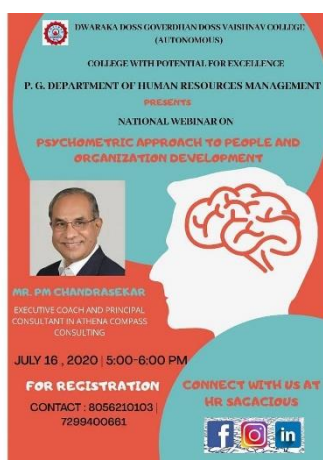
Title: Psychometric approach to people and Organisational development

Date: 16-07-2020

Mode: Online

Resource Person: P.M. Chandrasekar

Outcome: The Company should focus on improving the functioning of individuals, teams and the whole organization. People are an important consideration to deliver performance. Creativity, persuasion and collaboration skills are more valuable to the organization. Psychometrics aims to assess the traits, skills, and fit it to the organization.



Webinar No:13

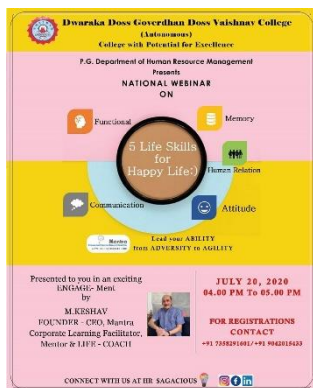
Title: 5 Life skills for happy life

Date: 20-07-2020

Mode: Online

Resource Person: M.Keshav

Outcome: Potential to performance has the one-degree difference. As a leader instill your presence on others and be result oriented. Self-trust is developed by inspection, introspection, and implementation. Employees will to grow should be matched with skill to grow. HR should never try to change the persons beliefs instead transform their beliefs. The five skills for success are functional, memory, communication, human relations, and attitude.



Webinar No:14

Title: Industry's Expectations from the fresh HR professionals

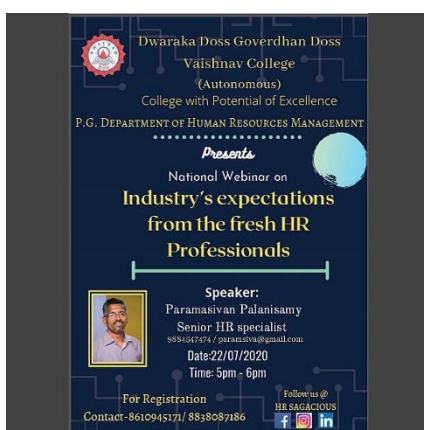
Date: 22-07-2020

Mode: Online

Resource Person: Paramasivan Palanisamy

Outcome:

An HR should empathize with the employees' situation and act accordingly. Walk the talk- the one making the law shouldn't break it. A candidate's mannerism, attitude and Behaviour matters the most. An HR fresher is expected to Have, communicative skills, language skills, resume writing skills, multi-tasking skills, deeper subject knowledge. The HR professional should always ask for feedbacks and not results.



Webinar No:15

Title: Changing CSR Trends

Date: 27-07-2020

Mode: Online

Resource Person: Abirami Arunachalam

Outcome: CSR mandatory to companies, if they met any one criterion they have to contribute 2% of their profit to the society. The criteria are

- Net worth more than Rs. 500 crores.
- Net profit Rs. 1000 crore or more.

CSR trends include planning green technology, local action and engaging diversity & inclusion. Environment, social and governance of CSR aligned with United Nations Sustainable Development Board.



Webinar No:16

Title: Industrial disputes act 1947

Date: 08-03-2020

Mode: Online

Resource Person: Mr.A. Rajan Babu

Outcome: Industrial dispute act 1947 has 7 chapters. A HR insight and their trust with employees, solves the dispute before its occurrence. Industrial factors management attitude towards employees and government machinery are major reasons for rise of disputes. The HR/IR department employs different types of strikes and strategies. The guidelines and procedures for layoff, retrenchment and closure were mentioned.



Webinar No:17

Title: HR Analytics & AI

Date: 10-08-2020

Mode: Online

Resource Person: Mr.Sivakumar S

Outcome: HR analytics helps to optimize the information. AI is been used in vital HR functions. Bias free performance reviews and immediate course correction are done one regular basis. AI aids to see opportunities in every challenge. Using right tools, one can improve skills and mindset in becoming a digital analytical specialist.



Webinar No:18

Title: Student hood to Professionalism

Date: 17-08-2020

Mode: Online

Resource Person: Ms. Anna Andrews

Outcome: Be open to diversity. Develop role-based competencies. Identify your unique selling proposition which aids to convert your weakness to strength. Create and build symbiotic professional relationships. Practice values like integrity, trust and compassion.



Webinar No:19

Title: Practical HR Concepts

Date: 24-08-2020

Mode: Online

Resource Person: Mr. Sundaresan S

Outcome: Onboarding team plays a vital role in getting the employees into the company. PMS has a streamlined approach to employee learning and development. Employer maintains a cordial relationship with their employees virtually. Organizations giving recompense office furniture to telecommuting. HRs makes sure they engage employees virtually with their teams and peer groups.



Webinar No:23

Title: Barriers in SHRM

Date: 31-08-20

Mode: Online

Resource Person: Mrs. Lalitha Nandhakumar

Outcome: Transactional, consultant and business partner play vital role for change in HR. Helps to identify the current and future talent requirements. The speaker conveyed that exclusion of short-term mentality and focusing on long term is needed and HR needs to be more tech savvy and business savvy to deliver booming results.



Webinar No:24

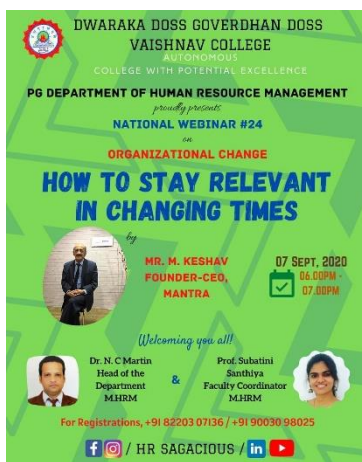
Title: Organizational change and how to stay relevant in changing times

Date: 7-09-2020

Mode: Online

Resource Person: Mr. M. Keshav

Outcome: The speaker conveyed that to manage changes to manage oneself and to change focus is to change results. To achieve anything worthwhile people have to work together based on eternal values in an everchanging world. Relationship, result, Risk and Responsibility are the four R's that need to be balanced in an organization for stability in transition and successful biz strategy often leads to gradual decline into satisfactory underperformance and then to crisis is not constantly monitored and alertly managed.



Webinar No: 25

Title: Understanding accelerating trends for new age HR

Date: 19-09-2020

Mode: Online

Resource Person: Mr. Sukumaran Mariappan

Outcome: An organization can succeed when it is employee focused, empathetic and expression. HR is termed as behavioral science and people operation. Human Centric approach helps in solving problems by using design thinking.



Webinar No: 26

Title: Green thumb

Date: 24-09-2020

Mode: Online

Resource Person: Mr. Selvarajan J A

Outcome: Green thumb is the ability of an individual to grow plants despite the hardships, difficulties, and challenges in the habitat. Human beings are not thinking machines that feel but they are the feeling machines that think. Mentors should be easily approachable, friendly, transparent and non-judgmental. Mentor helps to identify the strengths and weaknesses and guide to work on opportunities for improvement which adds values to the mentee's life.



Webinar No:27

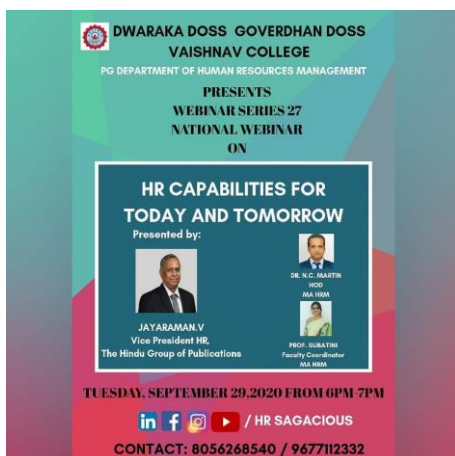
Title: HR capabilities for today and tomorrow

Date: 29-09-20

Mode: Online

Resource Person: Mr. Jayaraman V

Outcome: Psychology, Sociology, Anthropology and Economics are the roots of human resources. Today's HR have a paradigm shift from administration to strategic functions also involving HR practices. Business and HR structure slowing towards centralized to decentralized strategies. HR mission is to nurture excellence through choices of preference, commitment, growth and continuity.



Webinar No: 28

Title: Basic problem-solving techniques

Date: 09-10-20

Mode: Online

Resource Person: Mr. G Prabakar, Ramesh

Outcome: Problem Solving help us understand relationships and implement the changes and improvements needs to complete and survive in a continually changing environment. Problems occur due to gap between customer expectation and process output. Problem solving gives us a mechanism for identifying, figuring out and determining a course of action to fix them. Developing and refining problem-solving skills through training, practice and learning can provide ability to solve problems more effectively.



Webinar No: 29

Title: Leadership qualities

Date: 17-10-20

Mode: Online

Resource Person: Mr. Imran S A

Outcome: Welcome, please, sorry and thankyou are the magical words in our life. The best quality of a leader is to take initiatives. Clear communication bridges the gap between imagination and reality. An effective leadership derives from a leader with clear mindset.



Webinar No: 30

Title: How to be a future ready HR professional

Date: 24-10-20

Mode: Online

Resource Person: Mr. Raj Prabhakar

Outcome: Be alive in the present in order to face the future. HR should not lose focus on “people with the focus on technologies”. HR needs to understand and include the customers in order to thrive. HR should be tech friendly in order to maintain an efficient and effective workforce.



Webinar No: 31

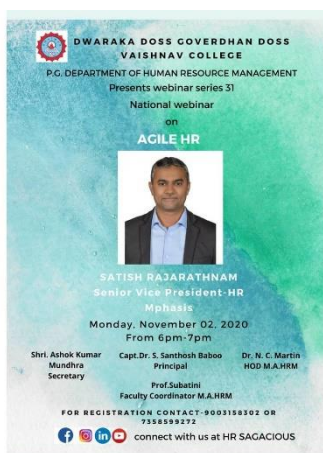
Title: Agile HR

Date: 31-10-20

Mode: Online

Resource Person: Mr. Sathish Rajarathnam

Outcome: Technological, operating, and business morals are the major disruptions of the upcoming decades. Agile HR shifts the paradigm to a simpler and faster approach. An organization will be agile when their workforce primarily focuses on customers. Agile Management focuses on creating adaptability, innovation, collaboration and speed.



Webinar No:32

Title: Less is More

Date: 07-11-2020

Mode: Online

Resource Person: Dr. K. Balasubramaniam

Outcome: Identify how and where to leverage technology, where tasks are redundant and to the best of people. A positive culture is the most productive, offer superior service and address system shortfall and reward positive contributions. By simplifying the work and its process aids to manage prevailing exceptions which needs expertise and time. Streamlined communication gives infinite ways to interact with the employees, partners and customers timely.



Webinar No: 33

Title: Performance management System

Date: 14-11-2020

Mode: Online

Resource Person: Mrs. Nandhini Vijai Simha MMS

Outcome: Motive of PMS is to identify the importance and commitment to employees to the company. KPI's are the measures of results and KRA's are the results. Employees begin their rating with probationary appraisal. Competency focuses on how to implement the mission.



Webinar No: 34

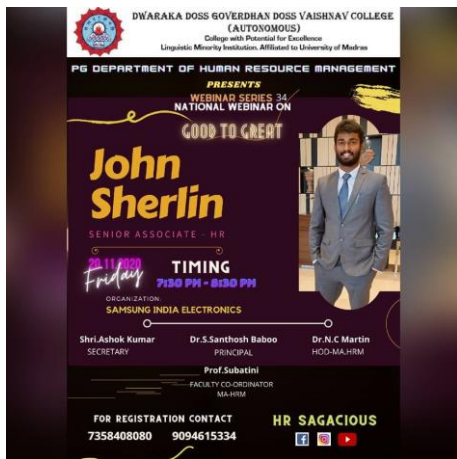
Title: Good to Great

Date: 20-11-2020

Mode: Online

Resource Person: Mr. John Sherlin

Outcome: Going with all the strength we have, makes us do great things. A HR should inspire and influence to become a people HR. Making an extra effort in everything leads to Good to Great. The way to attain self-actualization Is to realize and exhibit.



Webinar No: 35

Title: Coaching as a Culture

Date: 28-11-2020

Mode: Online

Resource Person: Mrs. Soundari VV

Outcome: Coaching helps an individual identifying issues, building self-esteem, confidence and creates a rippling effect. Coaching mindset focuses on radical curiosity, practical empathy and deep listening. Coaching doesn't provide answers, rather look at the present to envisage into future. Coaching culture enables radical transformation by fostering certain types of conversation on a daily basis.



Webinar No: 36

Title: Organizational Development

Date: 25-05-2020

Mode: Online

Resource Person: Mr. M. Kailasagiri

Outcome: OD interventions are set of structured activities or tasks which leads to organizational improvement. Organizational Development is a field of applied science which focuses on organizational change. The three main types of OD intervention are Strategic, OD for HR and process OD. HR OD interventions are long term processes that develops consistent growth among employees.



Webinar No: 37

Title: Journey of Managing self to managing leaders to leaders.

Date: 19-12-2020

Mode: Online

Resource Person: Mr. Varshad V Varghese

Outcome: Competency is used as a benchmark to assess and evaluate the job. Talent Management facilitates individual's growth in the organization. Career pathing depends on personal attitude and interpersonal skills. The competency framework serves as the "linkage" between individual performance and business results.



Webinar No: 38

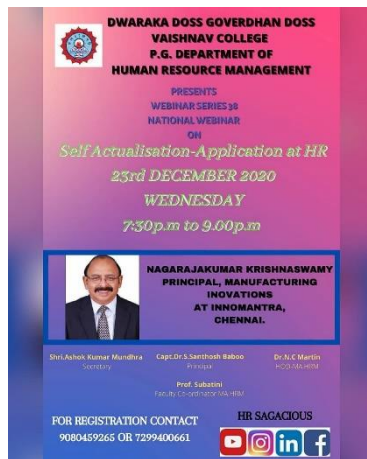
Title: Self Actualization – Application at HR.

Date: 23-12-2020

Mode: Online

Resource Person: Mr. Nagarajakumar Krishnaswamy

Outcome: Self-actualization focuses on self-acceptance rather than comparing oneself with others. Self-actualization depends on pure happiness and peak experience. Self-actualization is considered as an intrinsic motivation as it drives to expand within oneself. Self-actualization rewards and recognitions are the key for talent grooming.



Webinar No: 39

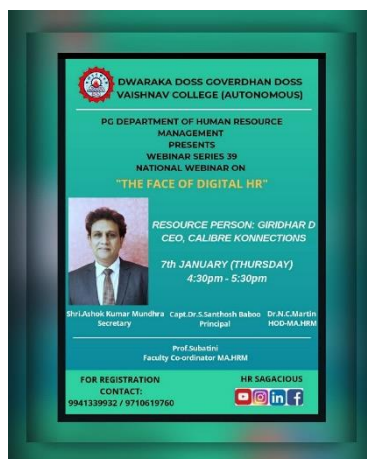
Title: The face of HR in digital Age

Date: 07-01-2021

Mode: Online

Resource Person: Mr. Giridhar D

Outcome: Industry 4.0 is all about automation of traditional manufacturing and industrial process using smart technologies. Technology is blended with the culture of an organization. Technology brings the prospect in HR such as job opportunities and employee engagement. The main attributes of digitalization's are agile tech Savvy, business savvy, and social savvy.



Webinar No: 40

Title: Theory and Practice of learning

Date: 01-02-2021

Mode: Online

Resource Person: Mr.Madhusudhanan K

Outcome: Learning and development is a systematic process to enhance an employee's skills, knowledge, and competency, resulting in better performance in a work setting. Disruptions should be optimized productively. The ultimate goal of training and development is to improve the effectiveness of individuals, organizations and teams within them.



Webinar No: 41

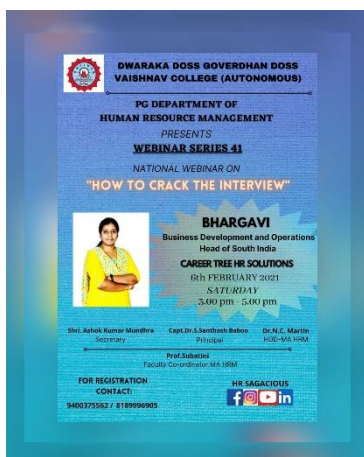
Title: How to crack the Interview

Date: 06-02-2021

Mode: Online

Resource Person: Mrs. Bhargavi

Outcome: The 3P's of interview are Prepare, Practice and Present. The interviewees should be creative when answering. Clear concept explanation is the key aspect to crack any interview. incorporate the company's values in your answers.



Webinar No: 42

Title: Talent Management

Date: 13-02-2021

Mode: Online

Resource Person: Mr. Rufus Ravi Kiren

Outcome: Re-skilling and upskilling help in making strategic responses to the skill demands in market. The role of talent management is to train and retain current employees which paves way for career advancement. Employee development, rewards, recognition are the motivating factors for retaining the best talents in the workforce. The process of talent management is Planning, Attracting, Selecting, Developing, Retaining, and Transitioning.



Webinar No: 43

Title: How to constructively give a feedback

Date: 18-02-2021

Mode: Online

Resource Person: Mr. Jeyakaran

Outcome: Learning starts when we seek feedback rather giving feedback. Being subtle while giving negative feedback is a good quality for individuals. Feedback helps to promote employees and facilitates 360-degree appraisal. A good team leader should communicate clearly and precisely.

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HUMAN RESOURCE MANAGEMENT DEPARTMENT
Presents

WEBINAR SERIES 43
A NATIONAL WEBINAR ON
HOW TO CONSTRUCTIVELY GIVE A FEED BACK

Mr. Jeyakaran
Manager - Human Resource (Operations)
(Chargebee)

18 February 2021 (THURSDAY)
6 PM - 7 PM

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Webinar No: 44

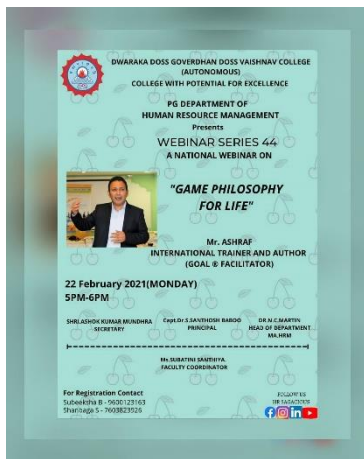
Title: Game philosophy for life

Date: 02-03-2021

Mode: Online

Resource Person: Mr. Ashraf

Outcome: Philosophy derives from the philosophy of Greek word, which means love for knowledge. Games can be useful tool for learning. The goal of the game is to provide an immersive experience that actively involves your potential and to improves your abilities and it can be a useful tool for learning.



Webinar No: 45

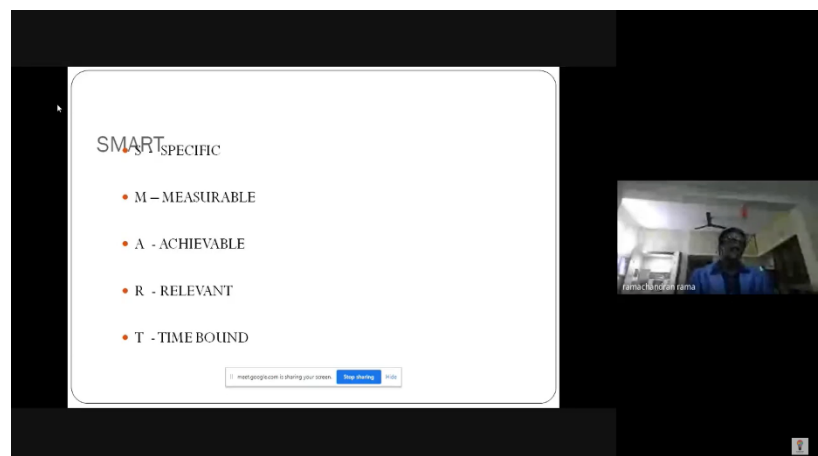
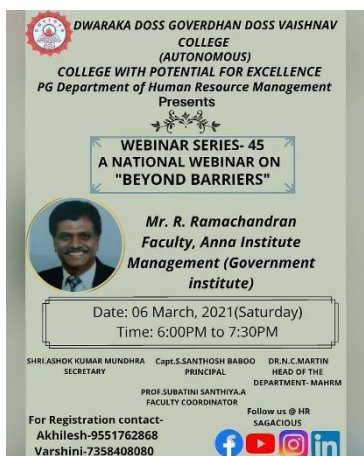
Title: Beyond Barriers

Date: 06-03-2021

Mode: Online

Resource Person: Mr. R. Ramachandran

Outcome: To tackle obstacles, one must have both hard and soft skills. To conquer the obstacles, choose the best choice from the alternatives. One needs knowledge, attitude, and skill to be successful. 8% of soft skills and 92% of hard skills should be prioritized by management.



Webinar No: 46

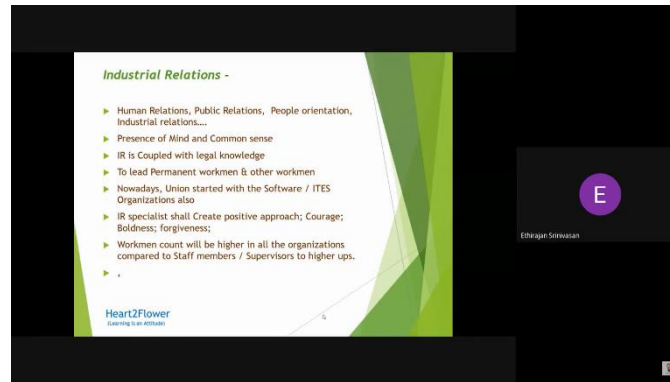
Title: Industrial Relations for organizational growth

Date: 13-03-2021

Mode: Online

Resource Person: Mr. S. Ethirajan

Outcome: Employee should be happy when they enter the organization and should feel a longing to go back to the company. The key areas in IR are discipline, productivity, cooperation and collaboration. Communication is very important factor while dealing with employees and helps us to understand them in a better way. Every employee should be treated fairly without any bias irrespective of their designation.



Webinar No: 47

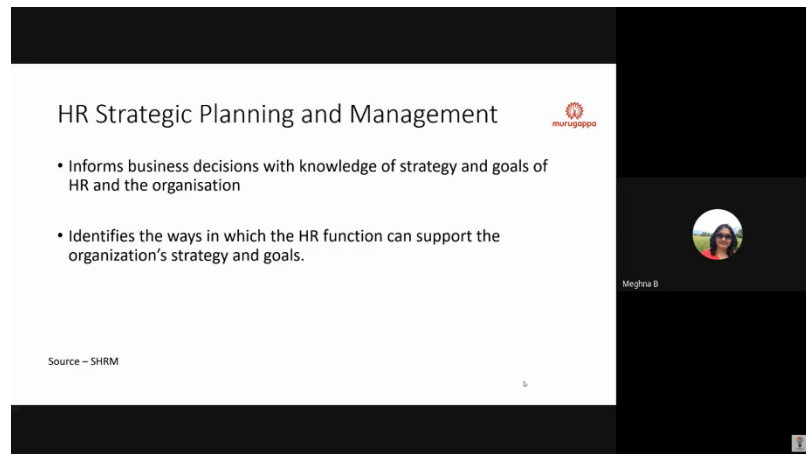
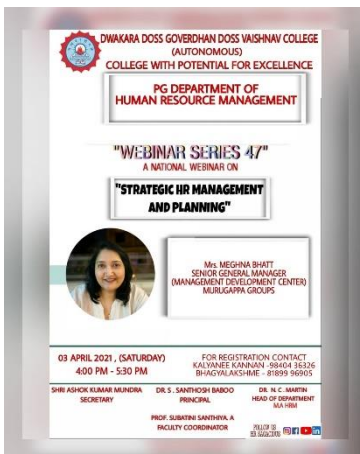
Title: Strategic HR management and practices

Date: 03-04-2021

Mode: Online

Resource Person: Mrs. Meghna Bhatt

Outcome: Strategic human resource management is a dynamic process that informs about the business decisions of the organization. A strategy is a long-term plan on what to do to achieve a certain goal. Understanding organizations value chain is very important. At each stage an HR should know what kind of values are being added. Business strategy, also known as long term planning is the means by which an organization sets out to achieve its desired objectives.



Webinar No: 48

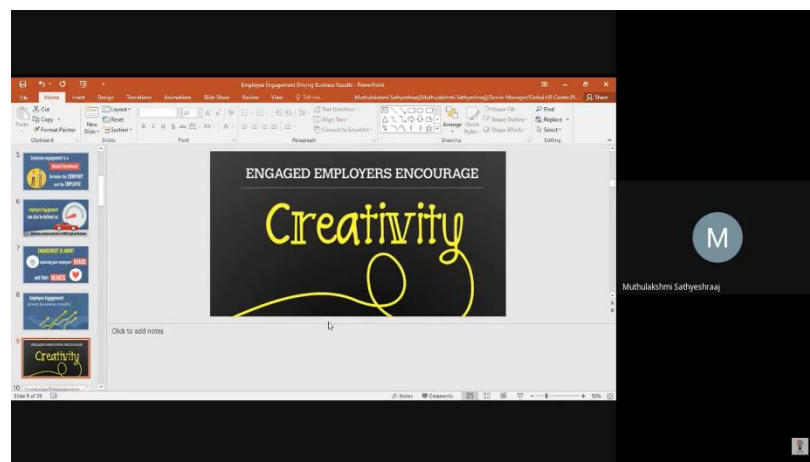
Title: Employee engagement driving business results

Date: 17-04-2021

Mode: Online

Resource Person: Mrs. Muthulakshmi Sathyeshraaj

Outcome: Engagement aims at mutual benefit rather than personal gain. Employee engagement encourages and improves creativity focus innovative ideas personal growth, profitability, and hence drives business results. Employee engagement helps with trustworthy employee referrals and builds goodwill and trust towards the company as an employer. Disengaged employees are a threat to business as they might bring losses of opportunity, money, time and effort.



BEST PRACTICES OF THE DEPARTMENT

1. GUEST LECTURES

Practical approach with theoretical knowledge is the necessity to learn any field. Guest lectures enable the students in enriching the latest updates regarding avenues for higher studies and jobs as well as the need of the industry. To extend learning beyond the classroom teaching, the department invite experts from the industry to conduct guest lectures. The MAHRM department invites the eminent personalities of various fields of the industry to lend valuable information from their first-hand experience which is serve as an ideal platform for the students. The fascinating lectures on various topics boost the confidence of new aspirants as the lectures end with motivating question and answer sessions. For the second-year students following topics were covered during the process. General HR competencies and Functions, Talent Management and OD interventions, Industrial Relation, Role of Women in Manufacturing Sector, Essential Skills needed for HR professionals, Contemporary HR Practices, nHR Practices followed in Singapore, Psychometric and Aptitude Tests, Performance Management System , Salary Administration, Corporate Social Responsibility taken by Mr. Vasantha Kumar, Mr. Sarath Kumar, AB. Anand, Mr. Raghavan, Mr.K. Nagaraja Kumar, Mrs. Monisha, Mr. David, Dr.S. Sasikala, Mr. Naveen, Mr. Edwin Selvaraj, Mr. Rajkumar respectively.



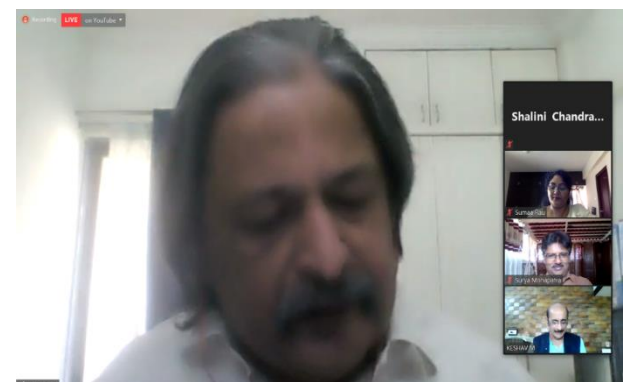
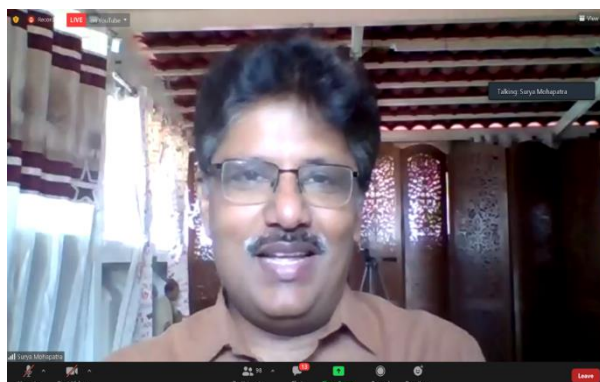
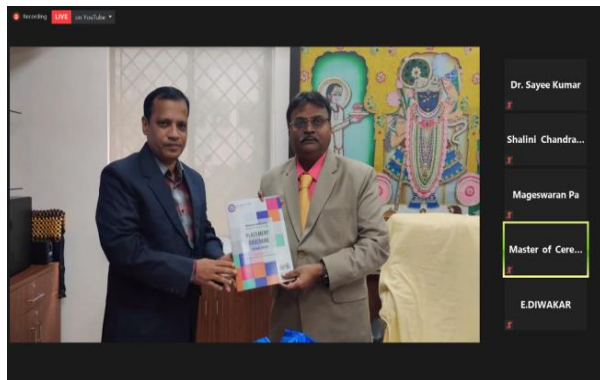
2. INTERNSHIPS

An internship is a professional learning experience that offers meaningful, practical work related to a student's field of study or career interest. An internship gives a student the opportunity for career exploration and development, and to learn new skills. It offers the employer the opportunity to bring new ideas and energy into the workplace, develop talent and potentially build a pipeline for future full-time employees. The department gives four internship opportunities for the students during the course.

During the month of April 2020 to June 2020 as a part of summer internship the students were placed in the parts of north India. The primary goal of this internship is to learn and adjust the circumstance that is it gets you out of your usual range of familiarity. The pupils will be presented to different societies, methods of imparting and perspectives that can be totally unique in relation to the ones they have experienced at home. It likewise assists with growing the organization of similar companions, guides, experts and so on. It also tests the critical thinking abilities and adaptability to beat new difficulties and vulnerabilities. Gives an opportunity to improve negotiation abilities, since a portion of this objective considers to deal with day today obstacles. Most significantly it gives a chance to acquire and create language skills, but due to pandemic students were assigned and given a different opportunity of doing a virtual internship so that the learning continues by abiding safety procedures. During the month of December 2020 to January 2021 the service sector internship takes place. The students were placed in companies offering various services starting from hotels, consultancy, retail and Non-banking financial services. Novice understood how a corporate company works and the role of HR amongst the management & employees. The idea of work was noticed and the students helped the representatives in the association. The pupils were given an on-going real time encounter. This learning was also conducted online due to pandemic and cautious efforts were taken to avoid health care facilities as a part of service sector internship. Second semester in the month of February 2021 to march 2021 was about doing internship in manufacturing sectors. The students were put in various assembling organizations and we had the option to gain proficiency with the HR arrangements and practices which are being abided by the factories. The primary thought behind accommodating students in manufacturing sector internship is that they can get a synchronic experience to the industrial and labor laws, welfare benefits, safety measures, and manpower planning, which are being adhered to in the manufacturing unit. Students also gained additional knowledge through real time inputs from the company on industrial relation and did case studies on it.

3. 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 department of M.A. HRM. 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. This year TANTHRA happened online on the 23rd of January, 2021. The theme followed was Digital Vicinity-Back to the future. 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.



4. NATIONAL INSTITUTE OF PERSONAL MANAGEMENT (NIPM)

“The Fourth & Fifth Industrial Revolution is blurring the lines between people and technology. The impact of these changes on the way people work is very significant.”

This is an initial response to the changing role of organizations in the context of this challenge. It explores why the Fourth & Fifth Industrial Revolution creates the impetus for transformation in people strategies and HR practices, outlines what business leaders including Chief People Officers, Chief Human Resource Officers, CEOs, and other

C-suite leaders can do to respond and describes how organizations are already responding to the need for change, with examples of emerging roles, technologies and critical skills for the future of HR. Future HR is in the hands of students who are graduating now and this is an apt Theme for this year's edition of Student National Conference STUNA 2020, equipping them with the latest changes.

5. LEADERSHIP DEVELOPMENT PROGRAM (LDP)

The leadership development training program is a four-day intensive leadership exercise to bring the students out of their comfort zones, extending the limits, face the fears and bring out their leadership skills. LDP usually happens in the second year of the programme.

- This year, LDP happened at Pegasus Institute for Excellence, Pondicherry from 2nd February 2021 to 5th February 2021 where the students were exposed to various team building activities which enabled them to be better team players and nurture their leadership skills.
- The students coming from diverse geographical backgrounds helped each other in embracing different cultures through these activities as a part of the training program.
- The students were put in situations which challenged their inhibitions and thus helped them come out of their comfort zones.
- It also helped the students develop their strategic decision-making and problem-solving skills thus enabling them to take wise action in complex, rapidly changing conditions.
- The students learnt to manage stress, build resilience and leverage multiple life roles. The program enabled them to analyse their strengths and weaknesses and build themselves as better leaders for the future.



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6. HR ANALYTICS

Advance your career by expanding your skill set with in-demand HR skills. The People Analytics Certificate Program enables you to develop the skills, knowledge, and hands-on experience needed to start heading People Analytics related projects.

➤ Data-driven business Impact

- Learn from dozens of real-life examples.

➤ Analytics implementation

- Develop a detailed plan for implementing data-driven HR practices.

➤ Basic Statistics

- Master core statistical concepts and analyses needed to analyze.

➤ Self-service dashboards

- Import, clean, and analyze data to easily build self-service dashboards using Microsoft Excel and PowerBI.

➤ HR Metrics

- Design and implement HR metrics that help you determine the efficiency.



7. CERTIFICATION – NLP

One of the life-changing programs of the department, is the NLP certification. A certificate course on NLP is conducted every year to equip students with all the tools necessary to ignite the spark, fuel their passion and overall to develop them as good human beings. NLP Certification is a five-day program focussing on utilizing both of our brains, to function with more efficiency. NLP also focuses on techniques to cope up with pain, conflict, emotional resistance etc NLP brings clarity in vision of individuals if practiced regularly and is such a value addition to students on a personal level.



8. EDUCATION THROUGH ICT IN THE NEW NORMAL

Online classes, learning, evaluation have become essential for battling current scenario of the pandemic in providing quality education to the students. Students are now assessed and taught online not compromising on anything. Google Classroom tracks the activities, assignments of students. Interactive, student-friendly tools like Quizlet, Kahoot, Gimkit, Padlets are used to keep the students engaged and engrossed. Assignments, case lets, guest lectures are part of the ICT where students are kept abreast of trending topics in HR and real-time problems and plausible solutions. Final semester exams, viva voce exams were conducted successfully online.

PLACEMENTS LIST- BATCH 2019 - 2021

S.NO	NAME	EMPLOYED ORGANIZATION

ARTICLES

1. IGNORED CHALLENGES. EXISTING SOLUTIONS!

The pandemic has impacted the lives of many people from different backgrounds around the world, at least without any discrimination here. Nobody is an exception. Our lives are challenged in some way or the other because of the lockdown imposed to curb the spread of corona virus. Similarly, there is something else too, spreading rapidly sometimes catalysed due to the lockdown. And, it is really hard to diagnose it unless the person itself willingly opens up or giving that extra care and concern would help us diagnose this.

Consequences of Lockdown

The pandemic has impacted the lives of many people from different backgrounds around the world, at least without any discrimination here. Nobody is an exception. Our lives are challenged in some way or the other because of the lockdown imposed to curb the spread of corona virus. Similarly, there is something else too, spreading rapidly sometimes catalysed due to the lockdown. And, it is really hard to diagnose it unless the person itself willingly opens up or giving that extra care and concern would help us diagnose this. We have started to spend a lot of time at our home - Work from Home, Online Classes, we even consult doctors through online platforms, shopping and what not. As we spend a lot of time indoors, most of us are slowly pushed towards a square in our lives where we feel insecure and frightened. The fear of being infected and anxiety about an uncertain present and future has impacted mental health severely. Anxiety is often associated with the panic caused due to fear factor - the "What if?" question.

It is also due to the pandemic that suicides have gone up in the recent times, to be precise after imposing lockdown. Generally, suicide rates go up during economic crisis or an outbreak of a disease, and this time it is both! Furthermore, I believe that crimes are associated with mental health. On this hand suicide rates go up and on the other crimes - we see, hear or read about them in news all day, every day.

The Berlin Wall

We don't see people talking about mental health disorders, especially in our country. People build walls and try to keep it "Shush!" We build walls to fortify ourselves from the stigma and discrimination that one has to face, when we start sharing about mental health, and family members are no exception in this case. Am associating this with the Berlin Walls - those were built to efficiently manage the affairs of USSR, ultimately these walls proved to be inefficient and had to be brought down immediately. We must destroy the wall that stigmatizes mental health and associated problems. Talk, we will listen... if we don't... SHOUT!

Rising Stress

This pandemic has impacted us on the entire aspect of human well-being. Workplaces shifting towards work from home, educational institutions conducting classes online, restaurant bookings now turning into food delivery orders and in many ways. We have limited connection with the outside world, limited interactions with people, usage of masks, social distancing. These situations force us to spend a lot of time indoors. And, when we're indoors our stress levels tend to rise. And, especially to people with greater risk of infection. We can tell ourselves that it's not going to bother us anymore, but it does influence the way we think and behave. It could lead to the risk of suicide as we have the fear of infection, social isolation and economic concerns.

Making it a priority

When our health-care experts, professionals and sanitary workers continue to fight corona virus. It is the duty and responsibility of each individual to make mental health a priority. Sudden changes in behaviour, anxiety, disturbed sleep pattern, substance use, challenges in communication should be addressed immediately on noticing. We don't need health-care experts or psychiatrists to do this. Any individual can approach them to assist them. We can then refer them to mental health professionals, or take the help of National Institute of Mental Health and Neuro-Sciences (NIMHANS) toll-free number 08046110007. Talking to friends, family and population about mental health issues is as normal as a talk over "Annen! Rendu tea" Human Resource professionals in your organization will assure confidentiality, and give all the required support and care to employees requiring assistance from the organization. Seeking support, giving required intervention and regular support is the best cure.

"Prevention is better than cure"

Personal care if made a priority, will definitely help us to combat anxiety and stress - Regular exercises, don't wanna do it like Arnold, just the simple workouts, walk or jog that tires you. Listening to your favourite music, dancing and celebrating events like before with family and friends, but this time it's mostly virtual! Keeping ourselves engaged - doing tasks we have never done before, or something at which we are not good at will increase our confidence level to a greater extent - practicing to do tasks with non-dominant hand, cooking, gardening, reading books, trying humour, doodling, anything and everything. Only focus is not to be idle, as we all know "An idle brain.... "

*- an article by **NITHISH KUMAR S (II MA HRM)***



2. IF NOT NOW, WHEN?

How often do we judge others?

There is no point denying. We all do it, we just do not want to admit it—to ourselves or to someone else. Only when we find ourselves victimized, only when we have been judged, do we realize how promptly we make our opinions of others in this society. Judgments can sometimes keep us safe by helping us avoid unnecessary situations, but more often than not, it works the other way, so much so it has attached the word to a permanently tainted negative connotation.

“Do not judge others. Be your own judge and you will be truly happy. If you will try to judge others, you are likely to burn your fingers” - Mahatma Gandhi

We judge people who differ from us, whom we barely know. We decide about a person’s character and attitude towards us merely through the first impression we have of them. We are living in a world that is highly prejudiced. We judge people based on their appearance, the way they dress, the way they talk, and we judge people based on their mistakes and flaws.

There are theories that describe and study these ceaseless judgments we make of people around us. For instance, the ‘Halo Effect’ is a phenomenon that leads people to be biased in their judgments by transferring their feelings about one attribute of something to other, unrelated, attributes. This works in both positive and negative directions. For example, you see a person who fancies jazz music and you ultimately end up believing that he is influenced and moved by all those attributes that are common among those who love jazz music. Now, this judgement you have formed about the other person could be right, or it could be terribly misguided. This is a conundrum that exists in our daily lives, and we face it every day.

There is one more such theory called the ‘Horn Effect’ which is described as a type of cognitive bias that happens when you make a snap judgment about someone based on one negative trait. In simple terms, one negative aspect of someone’s personality makes us believe that the person is bad for us. These situations can commonly occur in:

- School
- Work place

And can influence how we respond to people, and can determine the people we like or dislike, the people we hang out with. We as humans are prone to be biased in our decisions and perceptions. In fact, we all experience the Halo

Effect on a day-to-day basis. We judge another person either consciously or unconsciously based on a single attribute of their personality.

How do we stop being prejudiced?

Being conscious of this phenomenon can help us break this vicious chain of subjective thinking we have formed in our minds.

"Do not judge a book by its cover" is a well-known aphorism in today's world. However, we rarely walk by what we speak. Only when we actually talk with a person, will we be able to understand their emotions, intentions and their actual personality. Until then, it would do us and this world better to pause before jumping into conclusions about what a person is. This will not help us grow, nor will it help the other person. When we do this to people around us, it comes back to us, if not immediately, but in other ways. The judgments we make of another, talks more about us as a person, than it does of the one we are judging. So, it's wise to take a pause and think!

What have we actually done in the past 10 months sitting at home? Some of us have judged our neighbours. We have judged them if they have been travelling; we have judged them if they have been locked up the entire time, while some of us have just given out opinions about the governmental decisions. But how many of us have turned inward and thought about our own selves? It's not too late now. It's time we realized that it's the initial step that we take that matters. Let's take that step to live in a world that judges less and lives more and smiles better. And we have nothing to lose, do we?

- an article by **HARINI SRIDHAR** (II MA HRM)



3. IMPACT OF QUALITY OF WORK LIFE ON TURNOVER INTENTION AMONG CONTRACT LABOURS

LABOURS

In manufacturing industries there are many representation modes for the permanent worker such as Trade Union, Works Committee, Joint management council or production related interaction group Quality Circles. There is least such provision for the contract labours. which accumulates grievances of the contract labours, without addressing such unrepresented groups, saturation spoils the momentum of the workforce. This empirical research study findings focus on the impact of Quality of Work Life on Turnover Intention among Contract Labours working in Manufacturing Industries located in Special Economic Zones of Kanchipuram District, Tamil Nadu.

- a research by **PUSHPANATHAN**

(Research Scholar, Asst. Professor of MA HRM)



AWARDS & ACHIEVEMENTS

Prof.Thilaga has been awarded the "Precious Professor" for the service she had rendered in the field of education since 1999. This award was given by Lion's Club International (Medavakkam Branch) along with 4 other eminent personalities from their fields like Medicine, NSS, Legal and Social Work on 19.03.2021. This award recognizes Professor Thilaga's two decades of excellence and passion in teaching in HR and her consistent interactions with the industry people which had transformed her as a catalyst to bridge the gap between academia and industry.



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BATCH OF 2019-2021

