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VAISHNAV COLLEGE (AUTONOMOUS)

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TO UNIVERSITY OF MADRAS (LINGUISTIC MINORITY INSTITUTION)

PG DEPARTMENT OF  
HUMAN RESOURCE MANAGEMENT

• • HR PATHRIKA • •

- *What's up HR*



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# 3 DAY CERTIFICATION PROGRAM

A 3-day certificate program held in December provided I MA HRM students with an insightful exploration of key human resources (HR) practices. Led by industry experts, the program covered "Recent trends in Performance Management", "Current practices in Compensation and Payroll Management", "The latest Entrepreneurship styles" and "Essential Total Quality Management (TQM) tools."



Mr. Amit P. Nahar shed light on the evolving performance management landscape, emphasizing employee engagement for retention. Students explored goal setting, appraisal processes, PMS challenges, and metrics like KPIs and KRAs. A software demonstration showcased effective PMS management.

Mr. Sounderajan delved into compensation & payroll practices, covering components, objectives, processes, trends, and diverse compensation structures. Legal aspects were discussed, enriching students' understanding. They also learned about payroll components, relevant acts, and practical aspects like working hours and deductions. The final day, led by Mr. Nahar, focused on entrepreneurship and TQM. Students gained

insights into SMEs in India and essential entrepreneurial skills. The discussion on various styles provided valuable perspectives.

Expanding the horizon, the program delved into TQM, exploring key tools, principles, and implementation strategies. An engaging quiz solidified students' understanding of TQM concepts and methodologies.

The program's engaging sessions and practical demonstrations equipped students with valuable knowledge, fostering enthusiasm and active engagement. Ultimately, it empowered students with a heightened awareness of key HR practices, preparing them for the dynamic challenges of the professional landscape.

# NIPM (MYSORE CHAPTER) STUDENT NATIONAL CONFERENCE



The National Institute of Personnel Management (NIPM) held its Students National Conference on December 15th, 2023, at Senate Bhavan, Mysore, aiming to equip future workforce leaders with the knowledge and skills they need to thrive in the rapidly evolving digital landscape. The inaugural session emphasized the holistic approach needed for modern leaders, encompassing personality, domain knowledge, soft skills, and the "5Ds" – Dream, Direction, Desire, Discipline, and Determination.

Keynote speaker Dr. YS Siddegowda highlighted the importance of ethical values, elaborated upon by Swami Shri Veereshananda Saraswathi. Both sessions stressed the crucial role of values and ethics in leadership success.

Technical sessions delved into key themes: digital transformation in HR, 21st-century leadership skills, and the future of work. Students gained insights into cutting-edge HR tools, diverse workforces, and strategies like ESG and DEI. Key takeaways included the need for tech-savviness, cultural and emotional intelligence, adaptability, and strategic thinking.

The valedictory session, led by Mr. HN Srinivas, emphasized the leader's role as an agent for positive change. The event concluded with a prize distribution ceremony, celebrating student achievements as well as



reinforcing the importance of leadership qualities in the HR domain.

# WORKSHOP

## HR AUDIT, TAXATION & INFORMATION SYSTEM

Mr. M.P. Ezhilarasan, a seasoned business leader, guided students through a comprehensive HR workshop, delving into critical aspects like compensation management, payroll management, taxation, and compliance. His vast expertise in labor laws like EPF, ESI, Factories, and Contract Labour Acts ensured students were well-equipped to navigate legal complexities in HR.



The workshop wasn't all theory. Hands-on exercises with various salary structures provided practical insights into calculating CTCs, income tax deductions, and EPF contributions. This active learning approach helped solidify understanding and build confidence in applying these concepts.

Beyond payroll, the session delved into the realm of HR audits. Mr. Ezhilarasan emphasized the importance of audits, explaining different types and the personnel involved. This provided valuable knowledge for ensuring transparency and accountability within HR practices. The workshop culminated with an introduction to Human Resource Information System.

Students gained insights into how this software streamlines HR processes, improves productivity, and serves as a reliable source for informed decision-making. By understanding the potential of HRIS, students were equipped to consider its role in optimizing their future HR endeavors.

Overall, the workshop offered a holistic view of key HR practices, empowering students with essential knowledge and practical skills. The combination of expert guidance, interactive exercises, and technology exposure left students well-prepared to navigate the dynamic world of HR with confidence and competence.

# CERTIFICATION PROGRAM

## HR NLP & EQ PERSONALITY

The Neuro-Linguistic Programming (NLP) Certification program, equipped I MA HRM students with personal excellence tools and HR-specific insights. Led by industry experts, Mr. G. Ramasubramanian and Mr. Mahesh Krishnan, the program offered a dynamic blend of theoretical understanding and practical application.



The program began with engaging activities to explore the functions of the right brain, emphasizing its importance in critical thinking and creative problem-solving. Students participated in team-based competitions infused with NLP principles, gaining practical takeaways in communication, self-awareness, and problem-solving.

Mr. Mahesh Krishnan then delved into the core concepts of NLP, highlighting its applications in self-awareness, emotional understanding, and HR roles. He explored the human brain's information processing, emphasizing the power of reprogramming thought patterns. The four pillars of NLP were presented within the context of human resource management, along with strategies for managing phobias

Day 3 focused on the impact of individual effectiveness on organizational success. Students learned corporate storytelling and presentation skills, exploring different narration



styles and the art of an effective storytelling. Each team presented a story, reinforcing practical application of the learned concepts. The program then shifted towards understanding experiences through the VAK (Visual, Auditory, Kinesthetic) model. Students learned about eliciting negative memories, mind reading, sensory language, profiling, and presuppositions. Engaging activities helped them analyze their preferred learning styles.



The final day explored human emotions and thought processes through eye movement and Eye Movement Desensitization Therapy (EMDT) for reshaping negative emotions. Students learned to transform limiting beliefs through visualization, positive affirmations, and physical embodiment. The Golden Circle experiment reinforced the focus on belief-changing work, fostering confidence. Valuable insights into Emotional Quotient (EQ) competencies equipped participants with practical strategies for EQ improvement.

Throughout the program, students actively participated in a variety of engaging activities,

games, and exercises, transforming theoretical concepts into tangible experiences. Brain gym exercises, pictorial charts, storytelling, and team-based games created a vibrant learning environment that fostered not only intellectual understanding but also personal growth and self-discovery.

The NLP Certification Program proved to be a resounding success, equipping I MA HRM students with a comprehensive understanding of NLP, practical HR skills, and a transformative learning experience that will undoubtedly empower them in their future careers.



# WORKSHOP

## HR ANALYTICS

Mr. Bhanu Kumar's workshop offered a glimpse into the evolving landscape of Human Resources, emphasizing the critical role of technology in navigating this dynamic environment. He introduced the "TAME" framework (Talent acquisition, management, enablement, and enhancement) as a foundation for HR functions, highlighting the crucial need for continuous learning to stay abreast of industry trends.



The workshop delved into Industry 4.0, exploring technologies like the Industrial Internet of Things and cyber-physical systems, and their impact on HR processes. From streamlined payroll and benefits administration to innovative recruitment and learning and development tools, technology is reshaping HR practices.

Mr. Kumar emphasized the shift from knowledge-based employees to those with a strong ability to learn and adapt. He explored key HR trends like remote work, diversity, equity, and inclusion (DEI), employee well-being, data-driven decision-making, and a focus on employee experience.

The session placed data at the heart of modern HR, showcasing its power to document activities, optimize decisions, and facilitate communication. Mr. Kumar specifically discussed video interviews, their

evolution beyond basic video calls, and how AI-powered technology can analyze candidates' non-verbal cues for deeper insights. He also presented seamless workflows where online proctored tests and video interviews follow immediately upon identifying a suitable resume, thanks to automated scheduling.

Looking ahead, Mr. Kumar explored emerging technologies like robotic process automation, artificial intelligence, and virtual reality, emphasizing their potential to save time, improve decision-making, and source skilled candidates.

the workshop offered valuable takeaways for HR professionals, equipping them with insights into the latest trends and technologies, and demonstrating how they can be harnessed to drive informed decisions and optimize HR processes for the digital age.



## STUDENT ACHIEVEMENTS



**Monisha and Ashrutha**, II MAHRM, secured 2nd prizes, while **Abirami and Rohit**, II MAHRM, secured 1st prizes in the HR Quiz competition at the STUNA2023 National Conference organized by the NIPM (Mysore Chapter) on November 13, 2023. Notably, **Yamini**, II MAHRM, participated in the Poster Presentation event, earning a mention.

## WELCOMING NEW FACULTY



### DR. SUCHARITHA K

ASSISTANT PROFESSOR

Dr. Sucharitha K is a veteran academican and researcher currently serving at Dwaraka Doss Goverdhan Doss Vaishnav College. With over 11 years of experience in education, she previously worked at Dr. MGR – Janaki College of Arts and Science for Women. She holds a Ph.D. in Management along with dual postgraduate degrees in Public Administration and HR Management. Prior to academia, she spent 12 years in HR and administration across diverse industries.

Dr. Sucharitha is known for her expertise in subjects ranging from Organizational Behavior to Corporate Governance, and she actively engages in research, seminars, and faculty development programs. As a resource person, she is dedicated to empowering both students and faculty through knowledge enhancement and skill development initiatives.

# • HR TRENDS •

## THE COFFEE-BADGING TREND IN TODAY'S WORKPLACE

The workplace is evolving, and a new trend is gaining popularity: coffee-badging. In today's modern work environment, this unique concept is changing how professionals connect, collaborate, and build relationships.

The essence of the coffee-badging trend lies in replicating informal conversations that typically happen around the office coffee machine. With remote and hybrid work becoming more common, virtual coffee breaks have emerged as a way to recreate these casual interactions in the digital space. These virtual coffee sessions are seen as opportunities to foster camaraderie, team spirit, and a sense of belonging among remote or hybrid teams.

For HR professionals, understanding and embracing the coffee-badging trend is crucial. The trend emphasizes the importance of incorporating virtual coffee interactions into remote work culture to keep employees engaged, connected, and part of a cohesive team despite physical distances. While the coffee-badging trend brings many benefits, there are also challenges to consider. Issues like inclusivity and the potential exclusion of certain individuals or teams need attention. HR leaders are encouraged to adopt inclusive approaches that cater to diverse preferences and working styles, ensuring everyone feels involved and valued.

As we continue to navigate these new work dynamics, embracing the coffee-badging trend could be the key to bulging thriving and connected professional communities.

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