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VAISHNAV COLLEGE (AUTONOMOUS)

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TO UNIVERSITY OF MADRAS (LINGUISTIC MINORITY INSTITUTION)

PG DEPARTMENT OF
HUMAN RESOURCE MANAGEMENT

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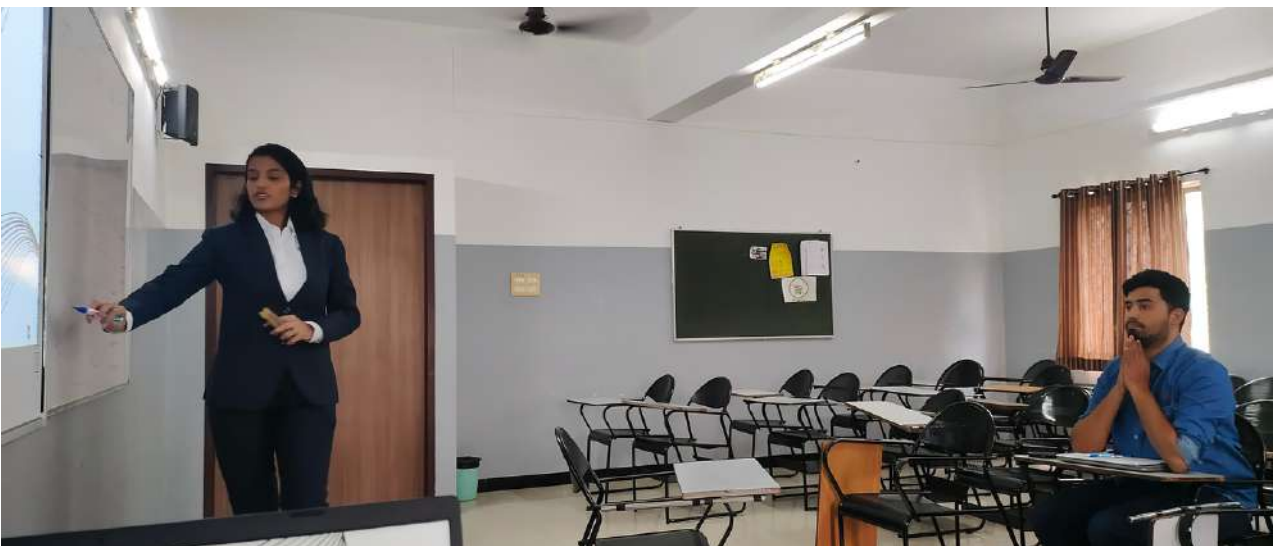
INTERNSHIP VIVA



The event kicked off with an introduction to the key figures leading the HRD Student Forum. It was a day of significant importance as the Internship Viva Voce session took center stage, featuring three distinguished external examiners: Mr. Rajkiran, Employee relations at TVS motor Company, Mr. Velpandian, Head of employee relations at A.P. Moller - Maersk, and Mr. Suresh Sakthivel, Head of HR at Shiksha Finance. The viva voce session rigorously scrutinized students' internship experiences

Each student presented their journey via engaging PowerPoint presentations, followed by a series of insightful questions from the examiners.

Notably, the examiners emphasized the importance of establishing stronger connections between real-world internship encounters and the academic subjects taught within the classroom—a bridge between theory and practice.



INDUSTRIAL VISIT



TITAN WATCHES LTD, HOSUR

During the industrial visit to Titan, a renowned watch manufacturing company, students gained valuable insights into the intricate watch manufacturing process. The company's dedicated staff provided detailed explanations and demonstrations, ensuring a comprehensive understanding of the manufacturing procedures.

Additionally, Mr. Arun Kumar from the HR department shared the fascinating history of the Indian watch industry, with a particular focus on the establishment of Titan's mother plant in Hosur in 1986. Titan's remarkable financial performance and its operation of multiple manufacturing plants across India were highlighted, showcasing the company's impressive revenue figures. The students were also introduced to Titan's vision and mission and the organization's

culture, defined by integrity, responsibility, excellence, and a pioneering spirit, was explained as the driving force behind their success. Employee-centric events like Meritorious Children Awards and Sports Events were also discussed, promoting a positive work culture and recognizing employee contributions.

The students were then divided into two groups to visit various departments within the plant. The visit provided valuable insights into various aspects of design, development, tooling, precision turning, molding, surface finishing, plating/coating, automation/machine building, heat treatment, electronics, and assembly. The students also learned about Titan's quality management, including in-house standards rooms, reliability test labs, and ISO certifications, highlighting the company's commitment to delivering high-quality products



ASHOK LEYLAND (HINDUJA FOUNDRIES), HOSUR

The Industrial visit to Ashok Leyland proved enlightening for students, offering insights into the company's core values and employee welfare initiatives. A standout feature of the trip was the revelation of the extensive support provided to workers, spanning canteen provisions, healthcare coverage, transportation services, educational aid for employees' children via the Ashok Leyland school, and scholarship programs.

The interactive session with the HR representative shed light on the company's commitment to corporate social responsibility

(CSR) and community betterment. Students left with a deep appreciation for Ashok Leyland's dedication to social responsibility and had the opportunity to witness the assembly lines for various vehicle types during the visit.

Understanding the company's diverse workforce composition, including permanent employees, non-permanent employees, and contract labor. This understanding shed light on the complexities of workforce management. The importance of unionization within the organization and various work schedules and shifts were also explained, giving the students a deeper understanding of the dynamic workforce at Ashok Leyland.



CORPORATE SOCIAL RESPONSIBILITY



With over two decades of extensive experience, Mr. Jayagopal Chathur, the CSR Head at Coromandel International, has made significant contributions across a wide spectrum of industries. His expertise spans E-commerce, IoT & AI, FMCD, automotive, digital marketing services, data science, circular economy, IT services and products, retail, facilities management, infrastructure, agriculture, and so on. His expertise enables him to build, operate, and transfer businesses from scratch.

During his address, Mr. Chathur highlighted the company's commitment to CSR. The scope of their CSR initiatives is broad, encompassing various projects such as nutrition kits distribution, support for sickle cell anemia patients, educational enrichment programs, and the construction of school laboratories, among others. Mr. Chathur stressed the importance of sustainability in CSR efforts, comparing it to a lamp that requires not only the lamp



itself but also oil and a wick to be genuinely beneficial. He also underlined the universal responsibility of social consciousness, irrespective of one's association with a corporation. Additionally, Mr. Chathur provided students with an overview of Coromandel's CSR endeavors.

RESEARCH WORKSHOP

Dr. Alan Godfrey, Head of Social Work at St. Joseph's University in Bangalore, boasts five years of experience in Social Work Education and Field Work Coordination. His expertise spans Tribal Research, Public Health, Social Work Field Education, gender and caste discrimination, and Community Development.

He started by exploration of the fundamental concepts of research, elucidating key elements such as subjects, issues, participants, locations, and methodologies. He thoughtfully guided the audience on the art of conducting literature reviews, equipping them with a structured format for future reference. The intricate landscape of research methodologies and their various types were unveiled, providing attendees with valuable insights. The presentation concluded with an exploration of hypothesis formulation and testing, rounding off the comprehensive overview of research essentials.



LEADERSHIP DEVELOPMENT PROGRAM



Pegasus Institute, founded in 1997, operates in collaboration with various corporations and educational institutions across India. The institute specializes in tailoring training modules to enhance awareness, tap into untapped potential, and build capabilities for both individuals and organizations.

Mr. Manikandan, the designated speaker, along with Pegasus staff members, conducted an introductory session that shed light on Pegasus Institute's training programs and partnerships. The focus of this session was on assisting DG Vaishnav College students in their transition from campus life to the corporate world. Additionally, students were acquainted with Pegasus Institute's operational norms and provided with insights into the upcoming schedule of activities. The students were engaged in a variety of team-building activities spread across three days.

The first day focused on fostering skills such as effective communication, trust-building, coordination, creative problem-solving, time management, and creative thinking. Transitioning to the second day, the importance of critical thinking, strategic planning, teamwork, leadership, effective communication, and active listening were laid out. Culminating on the third and final day, students tackled challenges that called for the demonstration of creativity, unwavering trust, meticulous planning, impeccable time management, and the seamless execution of teamwork.

The Leadership Development Program curated by Pegasus Institute left students not only enriched with invaluable insights but also armed with a formidable arsenal of skills essential for effective leadership and collaborative excellence.



STUDENT INDUCTION PROGRAM

HR Genesis is a comprehensive 5-day program designed to welcome and support new students as they embark on their college journey. This program aims to facilitate a smooth transition into college life by helping students become familiar with the college environment, departmental procedures, and future opportunities.

On the first day, Ms. Vaishnavi JM kickstarted the proceedings by introducing the core concepts of HR. Following that, Ms. Sringa delved into the intricacies of personal grooming in professional environments, setting the tone for the event.

Day two continued with a focus on fostering sensitivity and awareness. Ms. Soundarya Shivashankaran conducted an enlightening session on gender-related issues, while Madhumitha Gomathinayagam shed light on the paramount importance of diversity, equity, and inclusion (DEI), offering valuable insights into these critical facets of contemporary workplaces.

Day 3 unlocked the art of public speaking with Mr. Parasuraman K, while Ms. Bavani Shivam shared real-world insights from the corporate world, providing students with an idea about the campus to corporate transition they would be facing.



During Day 4, the HRD Forum members facilitated the transition from undergraduate to postgraduate life. In the afternoon session, Mr. Shanmugapriyan took the stage to impart valuable lessons on professional email etiquette. Moving on to Day 5, under the guidance of Mr. Sriram Venkataraman, students delved into essential life skills. In the afternoon, the event reached its pinnacle as alumni, Mr. Aravind Jayesh and Ms. Sarulatha KD, shared their profound insights, offering a roadmap for maximizing the two-year journey.

With the HR Genesis, new students are introduced to the college's culture and practices, enabling them to navigate their academic and social experiences more effectively. This program played a crucial role in ensuring that students feel prepared for the challenges and opportunities that lie ahead in their college careers.



HRD FORUM INAUGURATION



August 16, 2023, witnessed the vibrant inauguration of the HRD Student Forum, an event graced by the presence of Mr. B Saravanan, the DGM Admin and Security at L&T Shipbuilding, who held the esteemed position of chief guest. The atmosphere was electric, resonating with enthusiasm and the promise of what lay ahead.

This event marked a significant moment as the HRD Forum's Office Bearers were bestowed with their official badges, symbolizing their initiation into this dynamic platform. Mr. Saravanan's presence added weight to this occasion, elevating its importance.

The inauguration not only acknowledged the roles of its current members but also sowed the seeds of leadership and continuous self-improvement, two indispensable qualities in the realm of HR. It marked the beginning of a journey filled with promise, growth, and empowerment for the future HR leaders.



• WELCOMING NEW FACULTIES •

We are indeed delighted to welcome the newest additions, Mrs Veena Lakshmanan, Ms Anoosha and Mrs Hemamalini to our MA HRM Family!



Mrs Veena Lakshmanan



Ms Anoosha



Mrs Hemamalini

• • • HR TRENDS • • •

HR TRANSFORMATION

HR Transformation driving organizational culture transcends mere technological shifts. It's a profound metamorphosis, not confined to HR as a standalone function but a holistic overhaul that permeates the entire organization.

HR Transformation extends beyond the implementation of HR Chatbots, Employee People Analytics, or AI-Powered Applicant Tracking Systems. These are manifestations of a broader digital realm shaping HR. At its core, HR Transformation is the art of seamlessly integrating service delivery, talent, and technology into HR strategy to unlock greater business value.

This silent revolution doesn't always necessitate a massive restructuring; it's a gradual evolution. It's about evolving to align people, processes, technology, and strategies with organizational goals. In today's world, marked by cost pressures, hybrid work models, and evolving employee expectations, HR Transformation is a critical driver for success.

In essence, HR Transformation is the force propelling organizations toward cultures of adaptability, inclusivity, and sustained growth. It's about fostering an environment where technology and human values coalesce to meet the ever-evolving needs of the modern workforce and drive organizational excellence.

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