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PG DEPARTMENT OF
HUMAN RESOURCE MANAGEMENT

• • HR PATHRIKA • •

- *What's up HR*



October - November
Volume III | Issue I



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TANTHRA'23

MANAGEMENT FEST

The corridors of academia came alive on October 13, 2023, as the Department of Human Resource Management organized an unforgettable Management Fest, leaving an indelible mark on the landscape of student-driven events. The fest featured an array of competitions like Presentation, Stress Interview, HR Auction, Quiz, Debate, and Shark Tank, which not only tested the mettle of participants but also celebrated the diversity of thought within the realm of management.



The **Cinema Synergy Presentation** event kicked off the festivities with teams from diverse colleges delving into the world of movies and series, offering insights into management concepts. Team 7 from Rajalakshmi School of Business stood tall, weaving together a compelling narrative that earned them first place, while Team 3 from Ethiraj College for Women secured the runner-up position for their intriguing take on "Miss India." The event served as a testament to the fusion of entertainment and management acumen.



The **Stress Interview**, a crucible of pressure and scrutiny, unfolded in the conference hall, challenging twenty individuals from esteemed institutions. Under the experienced gaze of interviewers Mr. Ruban and Mr. Praveen Prabhu, participants were navigated with intense and stressful questions. The rigorously selected four candidates advanced to the final round, proving their resilience and poise under pressure.



HR Auction served as a platform for students to showcase their analytical prowess and strategic decision-making. The competition, designed to spotlight the next generation of HR leaders, unfolded in two gripping rounds.

First round 'Choosing the Best,' tasked ten teams with ranking provided resume profiles. Six standout teams then progressed to the intense 'Auction' round, where they bid for the chance to select a candidate profile suited for a given position. The event's climax saw two participants from Madras University securing the top spot.



The **Quiz** competition, with two rounds witnessed twenty-five teams battling wits, with Nimisha & Sreeja K from Ethiraj College for Women emerging as the triumphant champions.

The **Debate**, a thought-provoking affair moderated by Mr. Amrit, saw spirited discussions on topics ranging from religious indoctrination to the universalization of Western liberal values.

The **Shark Tank** showcased the entrepreneurial spirit of six competing teams, each presenting innovative business ideas to a panel of judges and investors. Teams endeavored to persuade the investors, and the most compelling pitch was awarded the prize.

As the day unfolded, it became evident that the Management Fest 2023 wasn't merely a competition but a celebration of intellect, innovation, and collaboration. The event provided a platform for students to showcase their skills, explore the dynamic intersections of entertainment and management.

TANTHRA'23

HR CONFERENCE



TANTHRA, the annual flagship event by the Department of Human Resource Management, is a premier forum for HR professionals, transcending boundaries to foster intellectual exchange and propel discussions on contemporary HR trends.

The year 2023 marked another milestone for this annual spectacle, as the Department of Human Resource Management orchestrated a day of insightful discussions, wisdom-sharing, and visionary insights under the theme,

"IMAGINE" HR TRANSFORMATION DRIVING ORGANIZATIONAL CULTURE.

The curtains rose at 9:00 AM on October 14, 2023, unveiling a stellar lineup of Chief Guests, including **Mr. G S Ramesh**, Founder and Chairman of Layam Group, and Guest of Honor **Dr. Srithika TM** from Mindsprint Pvt. Ltd sharing knowledgeable insights on the need for HR to drive organizational culture while maintaining continuity with established objectives.



The subsequent inauguration of DHRONA 23, guided by Chief Guest **Mr. R. K. Ramachandran**, Associate Director at Deloitte India, provided valuable insights, urging students to focus on capabilities and mentorship programs for a solid professional foundation.



Mr. Honeydeep Singh Sabharwal, Vice President of HR at PandoCorp Pvt. Ltd., took center stage during the plenary address. Engaging the audience in an interactive session, he probed into the future of HR work, business expectations, and the evolving role of HR professionals. The discussion unfolded key elements of HR transformation, emphasizing the shift from transactional to transformational functions.



In a thought-provoking panel discussion, the spotlight shifted to the intriguing theme of "HR Consumerism in the Age of Industry 5.0." **Mr. Bhanu Kumar**, Founder and Director of ARRA Associates, steering the conversation as the moderator. The distinguished panel comprised industry stalwarts: **Mr. Dhinesh Prabhakar**, Head of HR at Kshema Power Pvt. Ltd.; **Ms. Bhanu Rekha**, Associate Director at HCL Technologies Ltd.; Ms. Archana Chintagunta

HRBP; and **Mr. Balaji Damodaran**, Manager of L&D at Apollo Hospitals Ent. Ltd. The discourse delved into the dynamics of Generation A, which exhibits a predilection for work through consumerism, while Generation Z candidates increasingly demand personalized job descriptions and flexible timings. The session unfolded as a nuanced exploration of the evolving HR landscape in the era of Industry 5.0





In the riveting forum of "Talk and Toast," the discussion centered on the theme of "Navigating Cross-Generational Workforce," moderated by **Mr. Rajaram Natarajan**. The panel, featuring luminaries such as **Mr. Suresh Sakthivel**, **Mr. Venkat Ramana B N**, **Ms. Sujatha Thiagarajan**, **Ms. Madhumitha Gomathinayagam**, and **Mr. Vivek Sokkalingam**, provided valuable insights into the evolving landscape of multigenerational workplaces. The panel discussed on the stereotypes associated with different generations, and the necessity for organizations to cultivate environments free from generational divides.

The resounding consensus among the panelists emphasized the inherent value each generation brings, underscoring the importance of fostering mutual understanding and continuous learning across the generational spectrum. "Talk and Toast" not only unveiled the intricacies of managing a diverse workforce but also provided a roadmap for organizations to harness the unique strengths of each generation, fostering a workplace where diversity becomes a cornerstone for innovation and collaboration.

The event reached its zenith with a valedictory ceremony featuring distinguished Chief Guest **Mr. Moses K**, Managing Director of Allison Transmission Pvt. Ltd., and Special

Guest **Mr. Vasudeva Rao**, General Manager at Rane Brake Lining Ltd, underscoring the pivotal role of HR in fostering inclusivity, emphasizing the need for active involvement, consultation, enablement, and coaching of employees to create a culture of inclusion.



TANTHRA 2023 not only facilitated innovative learning but also challenged participants to apply management concepts in creative ways. Enriched with insights into HR transformation, leadership, and the evolving role of HR in Industry 5.0, the event inspired critical thinking about the future of HR and dynamic changes in organizational culture.

2 DAY ADVANCED EXCEL WORKSHOP

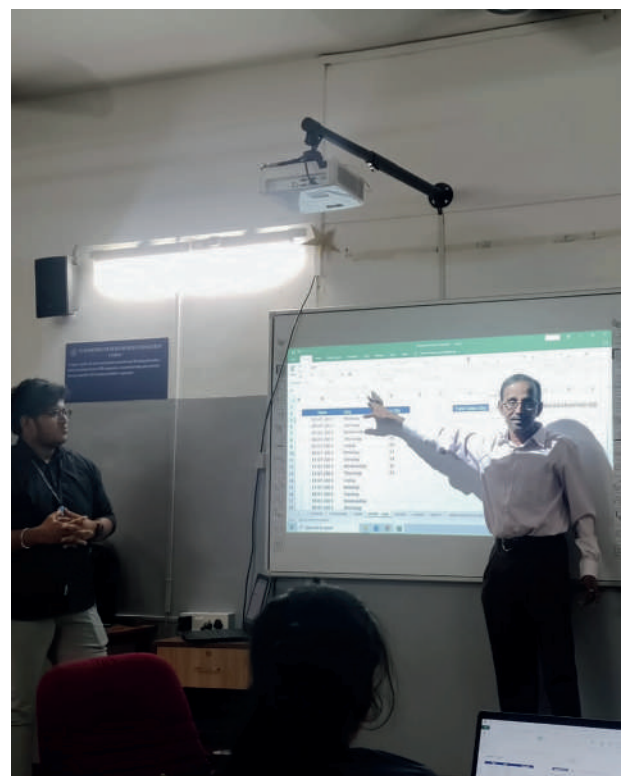


The 2-Day Advanced Excel Workshop, conducted on October 18th and 19th, 2023, offered valuable insights to II MA HRM students at our institution. Led by expert **Mr. Manikandan**, the workshop focused on unraveling advanced Excel functions, data analysis, and visualization. Starting with a comprehensive walkthrough of the Excel interface, participants were guided through menus, tools, and shortcuts, empowering them to navigate data complexities confidently.

The workshop emphasized mastering Excel formulas such as VLOOKUP and XLOOKUP, with hands-on application using real-world datasets. This practical approach instilled confidence in utilizing advanced Excel features in professional settings. Beyond formulas, the workshop covered advanced data analysis techniques, including IF statements, SUMIF, OFFSET + SUM, COUNTA, COUNTIF, MATCH, REPT, TYPE, CONCATENATE and various date-related functions.

Pivot tables and charts were highlighted as powerful tools for summarizing and visualizing data, offering participants the skills to transform raw data into meaningful insights for

informed decision-making. Overall, The workshop left a lasting impact, enhancing Excel proficiency, data analysis skills, and decision-making abilities. The 2-Day Advanced Excel Workshop serves as a stepping stone for students, equipping them with strategic advantages in the data-driven professional landscape.



MOCK INTERVIEW



The PG Department of Human Resource Management recently organized a Mock Interview session to prepare students for upcoming placement drives. This simulation played a pivotal role in identifying areas for improvement and boosting self-confidence among the students. The interview provided a platform for students to refine their communication skills, enhance body language, and deepen their subject knowledge.

The panel, consisting of **Mr. Akash JP**, **Mr. Prassana K**, **Mr. Zunaith K**, and **Ms. Subhasree S**, offered valuable feedback to the students. This feedback proved instrumental in helping students recognize their strengths and weaknesses. It also guided them in understanding the specific areas requiring improvement to enhance their chances of success in the impending placement drives. The outcome of the mock interview was a significant improvement in communication abilities, body language, and subject knowledge among the participating students.

MOCK GROUP DISCUSSION



The PG Department of Human Resource Management recently organized a Mock Group Discussion (GD) to prepare students for upcoming placement drives. This simulation proved instrumental in identifying areas for improvement and boosting self-confidence among the students. The session focused on refining communication skills, enhancing body language, and deepening subject knowledge. Moderated by **Ms. Vaishnavi JM and Ms. Soundarya Shivashankaran**, providing students

with constructive feedback, helping them recognize their strengths and weaknesses. This valuable insight will guide students in honing their skills and addressing specific areas for improvement, thereby increasing their chances of success in future placement opportunities. The outcome of the program was a significant enhancement in communication abilities, body language, and subject knowledge among the participating students.



• • • 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 building thriving and connected professional communities.

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