

Quadrangle

TISS HRM & LR Alumni Newsletter

Volume 7

August 2013

Volume 7, August 2013

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FROM THE DEAN

Dear Alumni,

Greetings from TISS!!



Your HRM & LR Program [Erstwhile PMIR] has entered into its 46th year. Over these years, in spite of tough competition, we continued to excel. All these have been possible for two reasons: One, our uncompromising format of Field based learning and Research based teaching and Two, Unstinted support from you for both Field Work and Teaching. In the last couple of years, apart from preparing our students with globally relevant core subjects of Human Resources Management and Labour Relations, we have also been giving an in-depth understanding of core issues of society, governance, human rights, equity and justice. TISS provides a spectacular platform to groom human service professionals matching to the expectations of both Corporate and Society.

We strongly believe that with continued warmth and support of Alma-Mater we would be able to lead in our domain with pride and credibility.

With Best wishes,
D.K. Srivastava

FROM THE ALUMNI COMMITTEE

Dear Alumni,

In this seventh edition of Quadrangle, we bring you the updates about the summer meets which were held at Delhi and Bangalore. We take this opportunity to thank all the alumni who attended these meets. This volume updates you with the latest happenings at campus and welcomes the new batch of 2013-15 to our family. We are pleased to inform you that we also have a newly elected junior alumni committee joining us in our endeavour of strengthening the bond with our alumni.

As we move forward to fortify this bond, let us continue to invigorate and augment TISS HRM & LR leadership in Human Resource management worldwide with your ideas and support.

Happy Reading!

THE SUMMER MEETS

ALTIDA 2013



ALTIDA, the Delhi Alumni meet was held on the 18th of May at the Unitech Patio Club, Gurgaon. The alumni committee would like to thank Dr. Satish Karla and Ms. Shaveta Arya who supported us in organizing this event. PepsiCo and SBI were the sponsors for this meet. Thirty one alumni belonging to various batches of TISS HRM & LR attended the event.

ALTIBA 2013

ALTIBA, The Bangalore Alumni meet was organized with help from the Bangalore Chapter of TISS alumni on the 1st of June, 2013. The event was held at the Bak Bak Bar, Koramangala, Bangalore. Twenty seven alumni from various batches of TISS HRM & LR attended the event.



INTERACTIONS WITH THE INDUSTRY

GUEST LECTURES - Prateek Kumar, Malvika Assija (2013-15 batch)

The HRM&LR batch of 2013-2015 had the wonderful opportunity to interact with several industry stalwarts as a part of the CHRO address series. Mr. Yogi Shriram (Senior VP, Corporate HR, Larsen and Toubro), Mr. Satish Pradhan (Advisor ,Tata Sons), Mr. Prabir Jha (CHRO,Tata Motors), Mr. Adil Malia (Group President HR at Essar Group), Mr. Rajeev Dubey (President of group HR, Mahindra & Mahindra), Ms. Aparna Sharma (Country Head, HR, Lafarge India), Dr. Santrupt Misra (Director, Global HR & CEO, Carbon Black Business at Aditya Birla Group) were amongst a few names who honoured the batch with their inspiring and enterprising success stories.



The batch had a lot to take away from these guest lectures that opened the horizons of students to the gradual evolution and challenges that are shaping the HR profession today. Straight from the industry and real life experiences from the guest speakers gave way to very enthusiastic and inquisitive interactions between the students and the speakers.

The anecdotes shared by the speakers highlighted the significance of networking and engagements, the importance of emotional connect with employees and the hallmarks of a good leader. The series of guest lectures indeed laid a strong foundation to the formative thought processes of the future HR professionals of the batch.

FIELDWORK ROUND TABLE - Saniya Malim (2013-15 Batch)

A field work round table was organized for students of HRM&LR batch 2013-15 on 18th June 2013 with a purpose to familiarize them and answer all their queries related to field work. The round table was graced by prominent TISS Alumni: Prof Vijayan, Dean-HR, Welingkar School of Management; Mr. Arun Kaimal, HR Manager, GE Aviation; Ms. Kanchana Manyam, Additional General Manager - Group HR, Shapoorji Pallonji & Co.Ltd; Ms. Riddhi Parikh, Human Resources Manager at Johnson & Johnson; Ms. Nitya Pant, Learning & Development Manager at Marico, Prof Vijay Kumar, TISS.

All of them re-lived their field work experiences sharing valuable insights on how to maximize one's learning and get the best out of this opportunity so unique to TISSians, and also on the do's and don'ts of field work. The speakers emphasized on understanding the rationale behind each task and focusing on 'Why' rather than 'What'. The session concluded with Prof Vijayan's enriching advice of using field work as a golden opportunity for understanding the practice and translating it into useful knowledge.

INDUSTRIAL VISIT - Devika Shanbhag & Srinidhi Ramesh (2013-15 Batch)

Crompton Greaves - On the 24th June, 2013, students of HRM&LR batch 2013-15 visited Crompton Greaves(CG) at Kanjurmarg, Mumbai. Mr. Sanjay Jorapur, global HR Head, apprised the students of how CG has evolved as one of the forerunners in the field of design, manufacturing, and marketing of products related to power generation, transmission, and distribution. He also took the students through the history and milestones of the company, followed by an introduction to the HR Operating Model in place. The students were then taken through the organization chart of the company followed by a shop floor visit.

Asian Paints - Students of HRM&LR batch 2013-15 visited Asian Paints plant at Bhandup on 25th June, 2013. They were given a presentation by Mr. Agashe, HRD covering the locations, strengths, businesses and human resources of Asian Paints followed by a highly interactive session, with queries related to Trade Unions, Industrial Relations, and Employee Engagement. This was followed by a session on employee welfare and the steps taken by the company towards the welfare of the workers. The visit concluded with a tour of the plant.

SESSION ON SEXUAL HARASSMENT - Sailakshmi Arunachalam (2013-15 Batch)

The batch of 2013-15 of HRM & LR attended a workshop on curtailing sexual assault at public places on July 13, 2013 organized by the Committee Against Sexual Harassment, TISS. Manwinder Singh and Pradeep Singh, alumni of TISS, enlightened the students on their new initiative 'IndiaOYE' (India Open your Eyes) that under the aegis of Mumbai Police strives to reduce incidents of sexual harassment. The main objective of the session was to brainstorm for innovative ideas to spread the word to the common man.

RCF SAP WORKSHOP FOR 2012-14 BATCH

The HRM & LR batch of 2012-14 underwent a two day training program on Human Resource Information Systems on an ERP platform. The training program was conducted by RCF Ltd, Mumbai from 24th to 27th of July in two batches. This is the 4th year for this successful program which has given the student community an exposure to IT platforms in use at corporates.

The Alumni Committee would like to thank Mr. S.S.Doshi, Mr. S.Ghadigaonkar and Mr. Deepak Patil, who were the trainers for this event.



DNA OF NEGOTIATIONS - Dr. Gaurav Mehta (2012-14 Batch)

We had the privilege to listen to Dr. Avinash Deolekar, Sr. VP – People Strategy at Indofil Chemicals, on the various real-life intricacies associated with negotiations, particularly those between management and the union/s. The session was very interactive in nature and was complimented by discussions and debate on a live case study as well as a role-play.

Dr. Deolekar has extensive experience in the area, including the famous closure of the Naroda plant of PepsiCo, and this was evident from the various examples that he cited. It came as a pleasant surprise to see someone from the industry underscore his experiences with the relevant theories of negotiations. Overall, the session was a significant value addition to the existing theoretical framework in the minds of the students, building upon the previous session on the same subject.

WORKSHOP ON BUSINESS COMMUNICATION - Jaya Jyoti (2013 - 15)

On June 25, 2013 students of HRM & LR batch 2013-15 attended a workshop on Business Communication conducted by Ms. Sangeeta Rajan. The session highlighted the various nuances of effective communication through group exercises and demonstrations. It was followed by an elucidation of the concept of 'Active Listening' that essentially leads to intelligent questioning skills. The session concluded with reemphasizing the difference effective communication skills could make in the business world.

2013-15 BATCH - Prof. Abhishek Kumar

The MA in Human Resource Management and Labor Relations program, which has traditionally boasted of such differences among individual students upon which their collective learning thrives, decreasing batch diversity over the last few years was a cause of concern. TISS, in a way then, was becoming like 'any other B-School', which afterall, we are proudly not.

This year's batch was a pleasant outcome of sustained efforts directed towards the achievement of the proud legacy of diversity. While the rest of the A-League Schools have majority of their 'intellectual' diversity coming from engineering background and related work experience, TISS has more than one-third of its batch coming from the arts, commerce and pure sciences, the average work-experience being upto 8 years in similarly diverse fields. While the rest of the institutes struggle to keep the gender ratio to a minimum acceptable level, the HR Batch at TISS has more than 40% females. And of course there is a diverse cultural mix with students coming from all over the country, a good number from rural backgrounds. With such rich diversity, we collectively aspire to build a tradition of people-centric education that has no match in the world of Business Schools. We are not one afterall; Our goals being as diverse – among them, the creation of a better world.



The 2013-15 batch brings in a new diverse flavor



Workshop for RCF Employees

TRAINING WORKSHOPS - Divya Aarathi (2012 - 14 Batch)

As a part of the outreach activities of the Training and Development elective, the students of 2012-14 batch conducted training programs for two organisations.

A training workshop was conducted for about 25 Production Executives of Privy Organics Ltd, Nerul, Mumbai. The training program focused on self-awareness building for the executives.

A 2 day workshop was conducted for plant operators at RCF Ltd, Chembur, Mumbai. The workshop, held on the 7th and 8th of August, focused on communication skills, time management and team building activities.

Official Sponsors of the Alumni Summer Meets



UTTARAKHAND RELIEF ACTIVITIES - Rahul S K N (2012-14 Batch)

In June 2013, a multi-day cloudburst centred on the state of Uttarakhand caused devastating floods and landslides in what was one of the country's worst natural disasters. As of 16 July 2013, according to figures provided by the Uttarakhand government, more than 5,700 people were "presumed dead". With this backdrop TISS community stood up as it always has and is executing relief activities at the site of impact. HRM & LR batches of 2014 & 2015 made a monetary contribution of Rs.25,000/- to the directors fund on this cause. A gesture which was intended on enabling help and relief than quantifying namesake remittance, it was appreciated favourably by the Director S Parasuraman himself and supported by Dean D K Srivastava as well.

Pankaj Raut, from the HRM & LR batch of 2012 -14, was a part of the TISS team which visited the disaster hit areas of Uttarkhand for an extensive field survey of the damage to the people and property.

PLACEMENT REPORT - Placement Committee



Manufacturing : 15%, FMCG : 13%, BFSI : 9%,
Consulting : 11%, Pharma : 5%, Conglomerate:
20%, Others: 7%, IT/ITES: 20%

The final placements for the 2011-13 batch were held in January 2013 and lasted for three days. A total of 34 companies from various sectors participated in the process. Students of 2011-13 batch received offers from companies belonging to sectors such as FMCG, Conglomerate, IT/ITES, Pharmaceuticals etc.

The average offer accepted for the batch of 56 was ₹ 14.17 lakhs per annum. The highest offer made was ₹ 21.7 lakhs per annum and the lowest was ₹ 8 lakhs per annum. The international offer made was ₹60 lakhs per annum.

STUDENT ACHIEVEMENTS

- Anand Gopal and Pushpa Gopalakrishnan, both from the batch of 2012 – 14, have been chosen to represent TISS at the next round of Eureka Forbes Summer Trainee Awards 2013.
- Pravin Bang (2012 -14) won the best Intern Award at Abbott India across functions. He has also been awarded a "Certificate of Excellence" for contribution towards Summer Internship Project.
- Namgyal Wangchuck (2012-14) was recognized for one of the best points of view among all the 20 Talent interns of Deloitte US India Ltd.
- Sibi Varman, Deepa Chaudhari and Manoj Kumar Selvaraj have been selected to represent TISS at the Western regional qualifiers of the 'Maverick' competition being conducted by Deloitte US India.
- Divya Aarathi was awarded the Best Intern for her summer internship performance at GE.
- Siddharth Shah's (2012-14) article was selected as the Best 'Eye 2 Eye' entry for the August 2013 Edition of Markathon, the IIM Shillong magazine.
- Sachin Deshpande (2012-14) has been selected for the exchange program with WWU, Munster, Germany.
- The team "Panchsheel" comprising of Esha Rohila, Kushal Bhat, Navya Ahuja, Neha Bakshi and Meenal Gakhar emerged victorious in the campus round of Benchmark's Trail Blaze competition.
- Prithwiraj Ray : Cleared TERADATA specialist certification in 2013, certified by TERADATA Corporation ,USA.

GLOBAL INNOVATION FORUM

Tata Institute of Social Sciences (TISS) presents The Global Innovation Forum with the theme “Innovation in Practice” on 6th -7th September 2013 .

The forum aims to bring together CEOs, leading researchers, business practitioners, entrepreneurs, social innovators, students as well as consultants to spark, develop, and spread new concepts and practices to create a better and meaningful future.

List of confirmed speakers include among others:

1. Mr R. Gopalakrishnan, Executive Director, Tata Sons, Member National Innovation Council;
2. Mr N. Prasad, Director and Head, People Technology and Operations APAC, Google, Singapore;
3. Ms Mallika Shankaranarayan, Human Experience Strategy Director, P&G Asia and Starcom Mediavest Group, India
4. Dr Raja Krishnamurthy, Executive Director, R&D, India and Sri Lanka, 3M

For more details, please contact Prof. Vijay Kumar
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WELCOME TO THE NEWLY ELECTED Jr. ALUMNI COMMITTEE



L to R : Saniya Malim, Atma Godara, Malvika Assija, Varun Katiyar

We look forward to the new junior committee building a stronger and more connected alumni community of the HRM & LR department. Wishing you all the best in your new role!

We request you to contribute articles on HR, memories of TISS or photographs to Quadrangle. You can send in articles, comments and feedback to the following address:

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Potpourri



Meghmudra 2013



Senior-Junior Annual Trek

Jumbled Tiss

- 1) Most talked about topic of every batch.....YIRDEVTS
- 2) No curriculum on PM&IR/HRM&LR is complete without(2 words).....WORLALSBA
- 3) Bollywood destination nearest to our college.....OKUTDRSI
- 4) You always rush to _____, when you are very hungry.....BHASUMIAXL
- 5) All the group assignment discussions and committee related discussion happen at.....CNATMEEDN
- 6) Only party in the college where you go as a teetotaler.....EMMHGDUAR
- 7) This is the only night in the campus, you eagerly wait for(2 Words).....NHTTTHOGLES

Solution Below....

Catbert



SOLUTION TO JUMBLED TISS

- 1) DIVERSITY 2) LABOR LAWS 3) R K STUDIO 4) SHUBALAXMI 5) DM CANTEEN 6) MEGHMUDRA 7) HOSTEL NIGHTS