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# **ACTIVITIES OF THE MBA(HRM) DEPARTMENT**

**IISWBM**

2022

# **LEARNING & DEVELOPMENT**

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## MANAV



Manav is the annual magazine of the department of MBA (HRM), IISWBM published every year by HR nXt, the HR Club of the department. HR nXt and Manav's journey started in its inception only. The magazine is a culmination of knowledge shared by the department's esteemed alumni as well as students from the current batches in the forms of articles, interviews, case studies, research papers, artwork and doodles. It serves as an interactive forum between the current students of the department of MBA (HRM) and their alumni which aids in broadening their horizons by getting to know the experiences and opinions of their seniors regarding some of the most important issues and topics in the field of Human Resource Management

The theme of Manav'22 is "Embracing Change in The Field of HRM" where the ever-changing and evolving field of HRM has been discussed in detail and how has the world accepted and adapted to those changes. Themes such as how business is conducted has forever changed post the COVID-19 pandemic, the phenomenon known as "The Great Resignation", the use of Artificial Intelligence in HRM, how has the field of HRM changed in various ways in different sectors and what can be expected in the "new normal" or the future and much more have been discussed at length through articles, case studies, artwork, research papers and interviews by our students, esteemed alumni and faculty.

Click the link to know more!

[MANAV '22 link](#)

### **CONSCIENTIA:**

Apart from “MANAV”, the monthly newsletter of MBA (HRM) has been releasing online every month. Some of the issues are given below:

#### **CONSCIENTIA, APRIL 2022**

The April '22 issue of Conscientia, the monthly newsletter of MBA(HRM) department of IISWBM, is published with the collective efforts of students of MBA(HRM) department along with contributions of students from MBA(DAY), MBA(PS) and MSW departments.

In this issue the topics which impact organizations in terms of productivity, employee satisfaction and retention , work environment and so on have been explored. For example, an article like “ Conflict in Organization”- it's types, causes and possible ways of resolution has been included.

Click the link to know more!

[Conscientia, April 2022](#)

#### **CONSCIENTIA, MARCH 2022**

In this issue, the various facets of phenomenon which is extremely important to the present and future of Human Resource Management and the world of business like “Digitalization in HR Practices” etc. have been explored.

Click the link to know more!

[Conscientia, March 2022](#)

## **Association of Wenpower Group (Singapore & India) for the learning and development of the MBA (HRM) students**

The MBA (HRM) Department has been associated with “GrowAtPace Community Learning Circle” for the learning and development of the students. An illustrious alumni – Mr. Abhinandan Mookherjee of the MHRM programme of 2007-2009 batch, who is the Co-founder of Wenpower & Badgefree based at Singapore is facilitating this venture.

### **About GrowAtPace Community Learning Circle:**

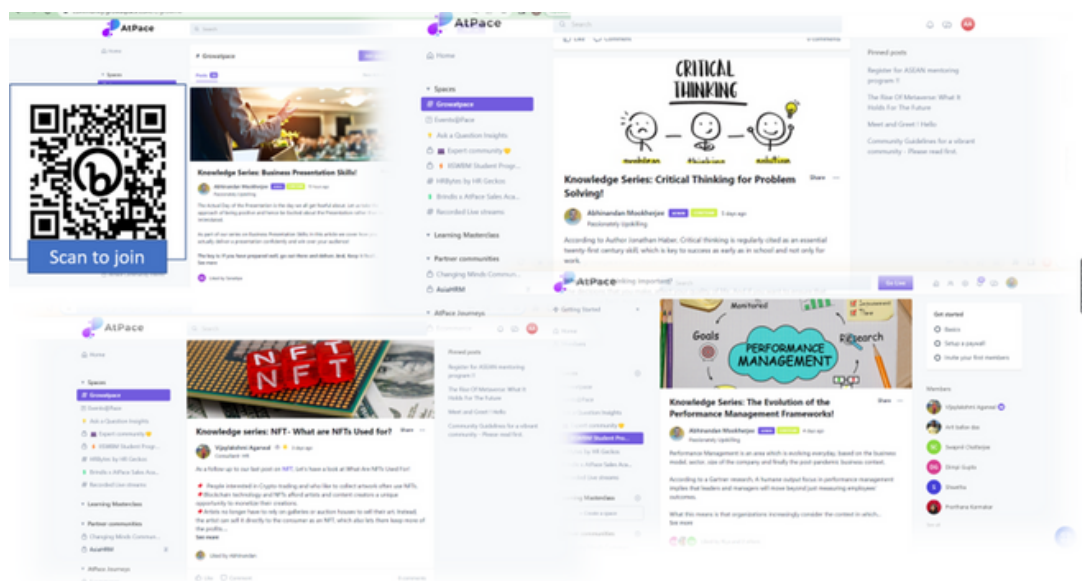
The GrowAtPace Community Learning Circle aims to enable and empower campus graduates through engagement-focussed activity-based learning. The key here is to compliment college education with essential skills required by the industry by welcoming industry professionals to share their knowledge. Learning is designed through practice labs, activities, and games. The top outcomes that we strive to achieve are:

- Campus graduates with higher employability quotient,
- Bridge the gap between campus & corporate by bringing Students, Industry Professionals and Academia onto the same platform.

The program is designed & offered by Wenpower group (Singapore & India) and AtPace Academy, a fully virtual digital academy, headquartered in Singapore. The GrowAtPace community program is endorsed by Asia-wide HR Communities like Asiahrm and HRFC who also bring with them a consortium of L&D, Capability building & Branding companies across Asia.

Program owner & Delivery – Wenpower group (Singapore & India)

- Community Platform – AtPace Academy
- Human Resource Community partners – Asiahrm and HRFC
- Extended partners – Asia Institute of Mentoring, Associate Partners (L&D design specialists), Brydan Group(Experts in Behavioural Profiling), SSTC(Professional Training experts), Stories of Asia & Story buddy(Organizational & Personal branding specialists)



Link to join the: <https://community.growatpace.com/c/growme>

## SEMINAR DETAILS FOR YEAR 2021- 2022 (September 2021 – April 2022)

### Seminar 1:

**Topic:** Neuro-linguistic programming

**Speaker:** UMA DEY

**Speaker Profile:** TSC Lead at Cognizant, Research Fellow at Indian Institute of Management Rohtak

**Date:** 25.09.2021

**Time:** 3 PM to 5 PM

**Mode:** Online

**Participants:** Batch of '2022 and '2023

**Seminar Brief:** Uma ma'am spoke about the nuances of NLP and how it affects every individual's everyday life as well as professional career in the organization. She also shared her life's journey and how understanding and studying NLP has enabled her to dive deep into the psychological aspect of people management and human resources.

## SEMINAR

### Seminar 2:

**Topic:** Boosting Confidence through Body Language

**Speaker:** RITAM DUTTA

**Speaker Profile:** Assistant professor at UPES, Guest Faculty at University of Calcutta

**Date:** 09.10.2021

**Time:** 4 PM to 6 PM

**Mode:** Online

**Participants:** Batch of '2022 and '2023

**Seminar Brief:** Sir spoke about the importance of confidence in our day to day lives, the similarities and difference between confidence and fear, and in order to feel powerful, one must Raise the B.A.R

where B = Make Yourself BIG, A = Express your AGGRESSION, R = Find your RITUAL. There were also certain suggestions made for boosting confidence and applying the right body language in order to tackle any unfavorable situation.

**Seminar 3:**

**Topic:** Talent Management

**Speaker:** MOHIT KUMAR

**Speaker Profile:** Joint President-HR (HO, Centres of Excellence – learning and talent) at Hindalco Industries

**Date:** 11.11.2021

**Time:** 5 PM to 7 PM

**Mode:** Online

**Participants:** Batch of '2022 and '2023

**Seminar Brief:** In this seminar, the topics like talent management, resource mapping and several developmental programs to be implemented for small budget companies were discussed. Strategies like 70-20-10 models, retention of talent within an organization as well as talent tracking and identifying potential talent were highlighted. Lastly, there were conversations on the impact of covid on Hindalco as an organization, where permanent shift has taken place, employees are not required to be there in the organization physically, and hybrid model has taken place. In this scenario how success is measured in HR (like implementation of HR scorecard, base planning, target metric etc.) were discussed as well.

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## Seminar 4:

**Topic:** Preparing for a Professional Career in HRM

**Speaker:** GOURAV NAG

**Speaker Profile:** Human Resources Business Partner at TATA Advanced Systems Ltd. (Present), Senior HR Manager at Reliance Industries Ltd. (Previous)

**Date:** 13.11.2021

**Time:** 3 PM to 4 PM

**Mode:** Online

**Participants:** Batch of '2022 and '2023

**Seminar Brief:** The three stages of career development were discussed, which are – Student/ Pre-career, Entry-level, Mid-career stages. For the first stage the topics that were briefly touched upon were: Understanding the concepts of HRM, Presentable communication skills (English), Fair knowledge of MS Office & Other Computer skills, Diligent & Conscientious. During the second stage the functions in the HR field which are to be focussed upon were discussed. They are: Onboarding, Induction & Ice breaking, Weekly Huddles (Team Task), Talent Acquisition, Learning & Development, HR Operations & Analytics & Employee Relations/ Industrial Relations. In the third stage the success factors which play a key role were highlighted, these are: Taking up additional responsibility/ Projects, Coaching, Guiding & Nurturing Team, Problem Solving, Building Brand Image (Blogs, Seminars, Industry Meets), Managing Teams, Networking, Mentoring. The nuances of all these functions and their importance were discussed as well.

## Seminar 5:

**Topic:** Diversity Awareness for Budding Managers

**Speaker:** URMILA CHAKRABORTY

**Speaker Profile:** Professor at State University of Milan, linguistic mediation and intercultural studies

**Date:** 14.08.2022

**Time:** 4 PM to 6 PM

**Mode:** Online

**Participants:** Batch of '2023

**Seminar Brief:** Topics discussed during this session were as follows: what is culture? – national culture/ sub culture/ gender culture (including gender diversity /generational diversity), culture shock – when you move from known to unknown, comfort vs discomfort from Cultural Perspective, adjusting/ adapting to different cultural norms- being flexible, what are an individual's core values and how much should one adapt to other cultures. Lastly, it was concluded that each culture tends to see its practices as perfect but that's actually not the case, and in order to adapt to different cultures, one must research thoroughly about their norms and traditions.

## **ACHIEVEMENT OF THE DEPARTMENT**

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## 100 % Placement: 2020-2022

The MBA HRM Department was extremely honoured to host the celebration for 100 percent placements. On 27th May, 2022 they as a batch celebrated the reward of a risk that they took in 2020 when all of a sudden all were hit by the deadly pandemic.

The placement drive for the 2021-22 cohort of IISWBM's MBA HRM program was a great success, with 100 percent placements in leading industries and organizations.

The event involved a formal speech by the Student Placement committee member, Sparshamoni Bhattacharjee followed by a formal speech addressing the batch by Director Sir, Dr Dipankar Dasgupta, Prof. & Head, MBA-HRM, Dr. Madhumita Mohanty, Placement Officer, Vishal Francis and Prof. Sumati Ray. Two retired earlier Head of the department Prof. P. K Misra and Dr. Kumkum Mukherjee grace the occasion too. After the formal introduction to the batch, the event was concluded by an informal event of snacks with the batch, faculty members, staff members and officers.



Some of the glimpses.....

Congratulations to the Batch of MBA-HRM 2022 on their great success and accomplishments, more significantly for leaving a legacy of memories that will live on in the history of IISWBM.

“UMEED”, the Annual Social Entrepreneurship Summit is an initiative by E-Cell of IISWBM which focuses on giving back to society. The two-day Summit consists of Social Welfare activities, of reaching out to the community, followed by the second day of celebrating Social Entrepreneurship through various events.

UMEED is conducted to encourage and enhance the entrepreneurial spirit among the youths, with the collective aim of contributing towards societal growth. It is an amalgamation of 3 events – Raising Smiles, Kha-e-Jao, and Entrepreneurship for a Social Cause. IISWBM holds a strong grip on entrepreneurship skills among the students and to enhance the skills of cooking, baking and business acumen, every year E-Cell conducts this event. Kha-E-Jao, an intra college Food Festival and competition, where students at the institute showcase their culinary skills, were judged. The events were held by Dr. Surajit Chakraborty (a food enthusiast), who also judged the competition. The event took place on 23rd April 2022 in the institute itself and all the department participated in the competition. MBA (HRM) Batch of 2020-22 (ARJUN BHATTACHARYYA, AYUSH AGARWAL, RAMMANI ROY & SPARSHAMONI BHATTACHARJEE) won the championship





## **EVENTS OF THE DEPARTMENT**

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## CONFAB'22

Confab '22 was a one-day event arranged and organized by both the Alumni and Events Committee of the MBA (HRM), on 30th April, 2022 at the Freemason's Hall, Park Street. It was an event where our alumni took a trip down the memory lane and got to relive old moments through their peers and teachers and also got to interact with the current batch of aspirants and have a bright exchange of ideas.



Venue: Freemason's Hall



Mementos for the Class of '22



Memories together



Inauguration of Manav '22

The event commenced with a speech by Professor Dr. Madhumita Mohanty, H.O.D., MBA(HRM) followed by the official inauguration of Manav April '22 issue, the departmental magazine of MBA (HRM), by Professor S.K. Mallick, Professor Buddhadi Mukherjee and a few of our illustrious alumni.

There were performances both by students from the current batches and the alumni and the students of the outgoing batch of 2020-22 were given small mementos by the junior batch of 2021-23.



Performances

The perfect blend of nostalgia, enthusiasm, fun and building sweet new memories is what made Confab '22 so memorable.



Memories frozen in time

## REJUVENATE '22

Rejuvenate 22 was held on 18th April 2022 at the Assembly Hall, Floor 1 of IISWBM campus. The programme was organized to celebrate the fresher's welcome program of MBA HRM Batch of 2021-23 as well the farewell of the outgoing batch of 2020-22.

The program was inaugurated by the HoD of MBA HRM, Dr Madhumita Mohanty followed by speeches delivered by Professor Buddhadip Mukherjee and Sumati Ray.



Mr. and Miss Freshers  
MBA HRM Batch 2021-23

After the facilitation by the professors, the introduction of the junior batch of MBA HRM 2021-23 took place with a few performances and fun games such as "Guess the song", and "Identify the gibberish". This was followed by a lunch break after which the farewell program for the senior batch of 2020-22 began. Various Cultural performances including music and dance were delivered by juniors. The winners of Mr and Mrs Freshers were declared after which cake cutting took place marking the successful end of Rejuvenate 2022



MBA HRM Batch