

Induction Day 4

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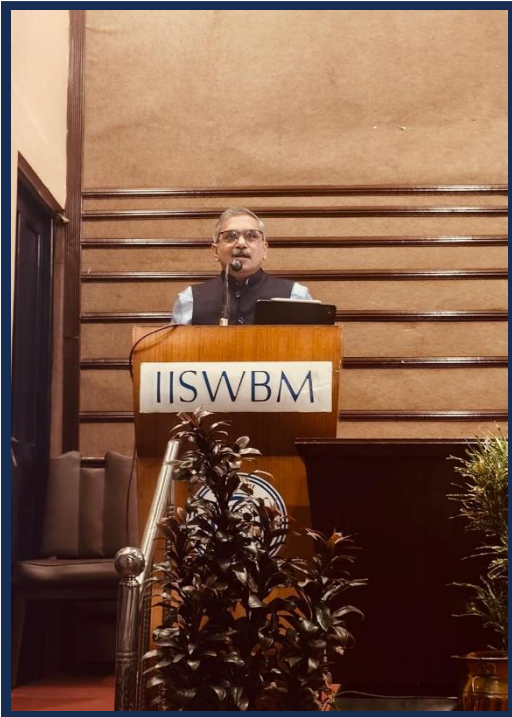
Ishara Ghosh

Summary:

The final day of the MBA-HRM induction program brought the orientation series to an impactful close, offering students a well-rounded blend of industrial wisdom, leadership philosophy and active peer engagement. The sessions commenced with a deep dive into practical human resource management, exploring how modern industrial conglomerates align workforce strategies, policy execution and organizational culture with broader business goals. Adding a unique dimension to the day, a distinguished retired military officer and war veteran shared profound insights on crisis management, strategic resilience and the core ethics of leading teams under extreme pressure. Transitioning from executive learning to active participation, students engaged in a session where they were required to give



presentations and share their own perspectives. Rounding out the program, a seasoned HR manager shared grounded insights on navigating corporate reality versus academic theory. The day wrapped up with an engaging, interactive Q&A session where students asked practical questions about shift management and operational dynamics. Overall, Day 4 served as an enriching closure, equipping the new batch with a clear, motivated foundation for their academic and professional journey ahead.



Lecture 1: Capt. (IN) P. Sunilkumar Panangadan (Retd.) (12-2pm)

Capt. (IN) P. Sunilkumar Panangadan (Retd.), Director (Corporate Planning & Personnel) at Garden Reach Shipbuilders & Engineers Limited (GRSE), was the Chief Guest at our induction programme.

With nearly 22 years of distinguished service in the Indian Navy and extensive corporate experience, his journey reflects discipline, leadership and continuous learning. After joining GRSE in 2016, he contributed to various important functions including Supply Chain Management, Corporate Planning and Business Development. His diverse professional experience made the session highly relevant and enriching for management students.

He spoke about the importance of understanding an organisation from a broader perspective rather than limiting oneself to a single function. One of the key insights from the session was that **every organisation has its own management practices, structure and way of functioning**. He emphasised that effective management requires the ability to understand and work with people at different levels of an organisation. This insight was particularly significant for us as MBA-HRM students, as human resource management is fundamentally about managing and understanding people. He highlighted that HR professionals need to interact with employees across different levels and understand the functioning of various organisational verticals.

Therefore, an HR professional cannot work in isolation or limit their knowledge only to HR-related activities. They need to have an understanding of different functions, their challenges and how they contribute to the overall organisational objectives. He also emphasised the importance of communication, adaptability and the ability to build effective relationships with people. His own transition from the Indian Navy to different corporate functions demonstrated the importance of continuously learning and adapting to new environments. He encouraged us to develop a broader managerial perspective and remain open to learning beyond our specialised areas.

The session helped us understand that leadership is not merely about authority or designation, but about responsibility, people management and decision-making. His experiences also highlighted the importance of discipline, perseverance and stepping outside one's comfort zone.

For future HR professionals, the lecture provided valuable insight into how people management is connected with the functioning and success of the entire organisation. Overall, the session was highly informative, practical and inspiring, giving us valuable lessons that can be applied to both our academic and professional journeys. The lecture left us with the important realisation that **an effective HR professional must understand people, understand the business and be capable of connecting the two**.

Lecture 2: Ms. Sritapa Bera (2:30 - 4:30pm)

Ms. Sritapa Bera, a seasoned Human Resources leader with nearly two decades of corporate experience driving talent and organizational strategy.

She began her professional journey at Tata Chemicals, where she spent over five years rising from a Management Trainee to Deputy HR Manager. For the past **13 years, she has been a core pillar of the HR function at Jaya Shree Textiles**, a unit of Grasim Industries under the Aditya Birla Group, where she currently serves as Senior Manager of HR.

An **alumnus of IISWBM's Human Resource Management program**, she brought extensive hands-on expertise in managing large-scale industrial talent and strategic operations.



The session provided a broad understanding of the **role of people in business and the importance of human-centred decision-making in HR**. The speaker discussed the purpose of business, the changing nature of jobs in the AI era, sustainability for HR professionals, leadership, team building and the challenges faced by HR managers. The session also highlighted the **Human Advantage**, which lies in capabilities such as judgement, empathy and creativity, which remain essential even as technology and AI become increasingly integrated into the workplace.

A significant focus was placed on modern recruitment and AI-enabled HR practices, including the use of recruitment platforms, screening tools and AI-based systems while also considering bias, privacy and ethical concerns. Through a hiring scenario, students were encouraged to think like hiring managers and understand the complete recruitment process—from preparing a job description and selecting the right platform to screening and interviewing candidates. The session also introduced scenario analysis and problem-solving, encouraging structured thinking before arriving at recommendations.

Overall, the session connected business, HR, technology, leadership and human capabilities, emphasising that future HR professionals need to combine technology with empathy, creativity, sound judgement and effective communication.

