

FINAL PLACEMENTS 2020-22



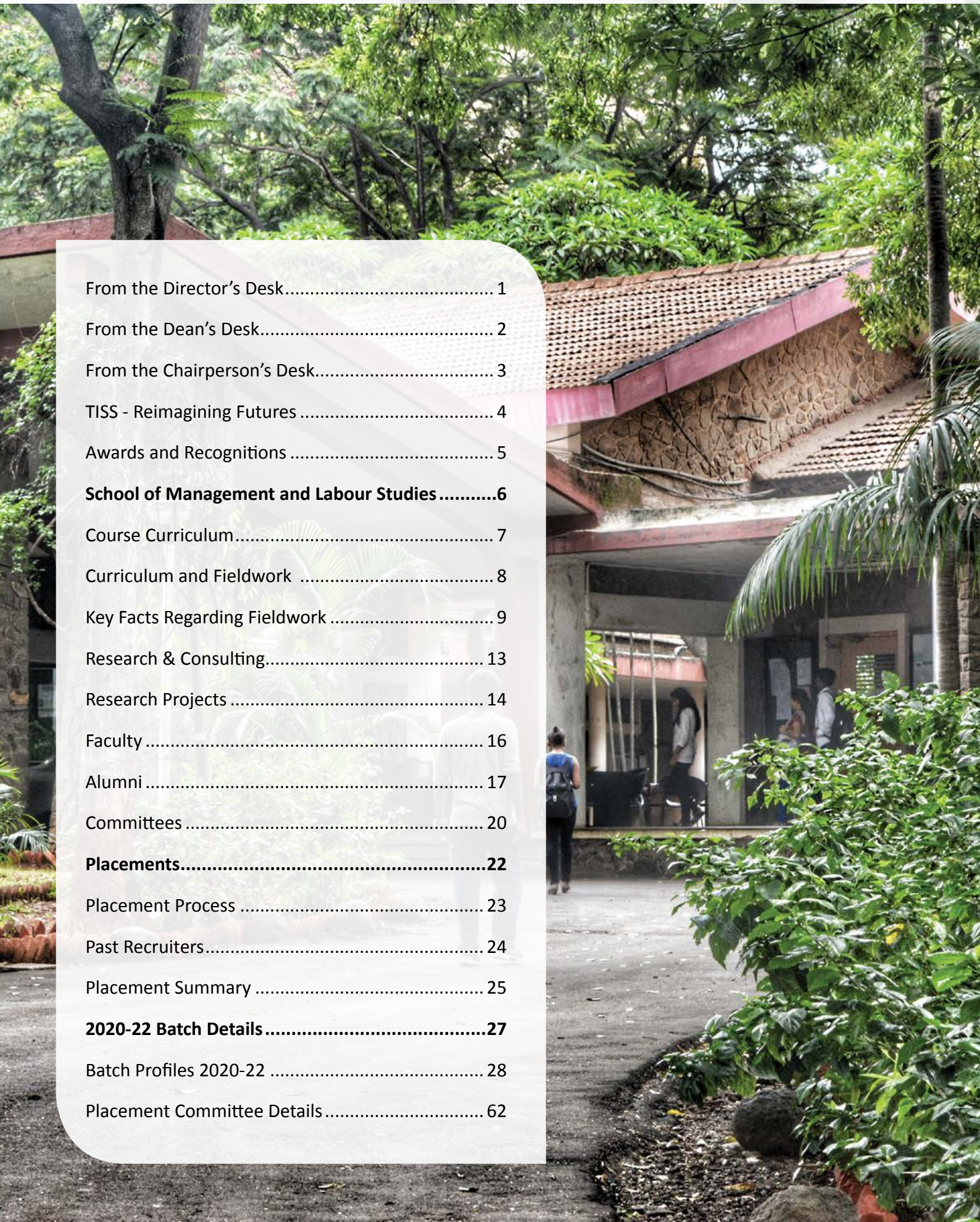
Tata Institute of
Social Sciences



**Centre for
Human Resource Management
and Labour Relations**
Tata Institute of Social Sciences, Mumbai

TABLE OF CONTENTS

From the Director’s Desk.....	1
From the Dean’s Desk.....	2
From the Chairperson’s Desk.....	3
TISS - Reimagining Futures	4
Awards and Recognitions	5
School of Management and Labour Studies	6
Course Curriculum.....	7
Curriculum and Fieldwork	8
Key Facts Regarding Fieldwork	9
Research & Consulting.....	13
Research Projects	14
Faculty	16
Alumni	17
Committees	20
Placements.....	22
Placement Process	23
Past Recruiters.....	24
Placement Summary	25
2020-22 Batch Details.....	27
Batch Profiles 2020-22	28
Placement Committee Details.....	62



It gives me immense pleasure to invite you to the placement process of the Human Resource Management & Labour Relations (HRM & LR) programme of the Tata Institute of Social Sciences. TISS is a leading institute of the country imparting quality education in the realm of social sciences and the development sector. The HRM & LR programme of the institute places equal importance on both theoretical and hands-on learning. Conceptual clarity is enhanced through eliciting students' participation in classroom discussions, assignments, case study analysis and presentations, while practical inputs are provided through the rigorous field work system, subject related practical projects and the summer internships. The uniquely designed Foundation Courses help sensitize students to the social, political, economic and ecological environments of the Indian society. All these, coupled with the focused attention that the students get owing to the small batch size, make learning highly effective for each student.

The concurrent and block fieldwork programme is an integral part of the curriculum and provides an opportunity for students to reflect, apply and integrate acquired skills to work situations in fieldwork organizations. This pedagogical approach serves to bring about the much-required interface between theory and practice.

The students of the current batch of HRM & LR come from diverse educational backgrounds and fields. The batch is an eclectic mix of both experienced professionals and fresh graduates from streams such as engineering, arts, commerce, science and law.

I am confident that our students will add immense value to the industry. They will prove to be conscientious and focused professionals in the domains of human resource management and labour relations.

I welcome you to the campus to interact with our students and contribute to their career by placing them in your esteemed organization.



Shalini Bharat
Director

Greetings from the School of Management and Labour Studies, Tata Institute of Social Sciences (TISS), Mumbai

I feel happy to invite your organisation to associate with us in the final and summer placement of Mater of Arts in HRM & LR Students of 2020-22 and 2021-23 Batches, respectively.

Placement (final and summer) of Master of Arts Graduates of HRM & LR Programme is one of the unique features of TISS which is fully driven by the student with significant support from the Alumni. Over the years, we have witnessed tremendous improvement in profiles of the recruiters and the jobs offered by them which is comparable with the best of the institutions in the Country. This is also one of reasons for the Programme winning several awards and recognition and attracting highly talented students. While the Faculty Members of the School guide the students in seeking high quality placement, the recruiters have also shown immense faith and confidence on us to strengthen the Programme.

The Programme is uniquely placed with continuous internship and exposure to practices, mentoring by the business professional, dynamic curriculum design, cross-discipline collaboration and social sensitivity. The pedagogy, thus adopted, provides the enabling support in learning. Respect to the society and environment with due consideration to gender equality, diversity, inclusivity, justice and sustainability are the foundation of the learning processes. The students also develop research capability in search for new knowledge and practices. This reinforces our claim of global learning standards in human resources management and labour relations

Your association with our placement process is critical to develop new avenues of learning, knowledge creation and practice proficiency. We look forward to many new areas of collaboration for mutually beneficial outcomes.



Satyajit Majumdar
Dean, School of Management
and Labour Studies
and Professor, Centre for Social
Entrepreneurship,
Tata Institute of Social
Sciences, Mumbai

Warm greetings!

It gives me immense pleasure to invite you to the Placement Process of M.A in Human Resource Management and Labour Relations programme (M.A- HRM&LR), TISS for the academic year 2021-22.

This coveted, flagship program grooms students to emerge as professionally competent and socially sensitive management graduates, fully equipped to take on the challenges of the corporate world. The program explores critical areas of contemporary human resources management, in conjunction with a comprehensive knowledge and understanding of key management and business functions.

Gaining from over six decades of teaching and research, the program experiences a blend of theory and practice and prepares students to apply cutting edge knowledge in the areas of HRM and LR.

The most distinguished features of the curriculum framework are fieldwork spreading over four semesters, rural immersion, foundation and choice-based courses which equips students to face ground realities in the socio-political, economic and ecological environment.

The TISS HRM & LR post-graduates are amongst the most sought after in the global industry today. They occupy positions of leadership across a wide spectrum of industries and sectors including, IT/ ITeS, banking and finance, telecom, manufacturing, public sector, pharmaceutical, retail management consultancy etc.

I am confident that the students seeking summer internships and final placements will add immense value in their domain to the industry and demonstrate the Philosophy of true TISSians. I wish them all the best in their endeavours.



Dr. Sarala Rao
Associate Professor and
Chairperson Centre for
Human Resource
Management and Labour
Relations

TISS is committed to substantially enhancing the availability and access to higher education, as well as the inclusiveness and social relevance of the same. Through increasing access to high quality in inter and trans-disciplinary programmes in social, health, habitat, management and physical sciences, these programmes will focus on the development and welfare of the people. Over the years, the Institute has made consistent contributions to civil society, the industry and the development sector through its education, research, field action and extension. Today, TISS has earned recognition as an institution of repute from different ministries of the Government of India, various State Governments, and international agencies such as the United Nations, the nongovernment sector, both national and international and from organizations in the private sector.



VISION

The vision of Tata Institute of Social Sciences (TISS) is to be an institution of excellence in higher education that continually responds to changing social realities through the development and application of knowledge. It aims to create a people centred, ecologically sustainable and just society that promotes and protects dignity, equality, social justice and human rights for all.



MISSION

The Tata Institute of Social Sciences organizes teaching programs to facilitate the development of competent and committed professionals for practice, research and teaching; undertakes research; develops and disseminates knowledge and reaches out to the larger community through extension, at the local, national, regional and international levels



Recognized as “Great Place to Study” for Forbes Marquee Edition

- NAAC Rating of 3.89/4. Second highest ratings among the Universities in India
- Ranked 57th overall in India and 34th among universities in India by NIRF in 2020
- Categorized as ‘Brand A’ institution by ATAL Ranking of Institutions on Innovations Achievements in 2020
- Celebrated 75 years of excellence, the Platinum Jubilee in 2011-12
- Singh Obama Innovation Award
- Awarded the highest ranking - Diamond Ranking (Overall) - in the QS-I Gauge rating Process
- Recently inaugurated the National CSR Hub, responsible for the CSR activities of all PSUs across India
- The Centre for Human Resources management and Labour Relations received Bloomberg TV’s Best HR Curriculum Award (Industry Related) and Dewang Mehta Business School Awards for Best Academic Input in Human Resources
- Awarded DNA Best B-School award for using innovation in teaching methodology
- Our students won several prizes including the NHRDN Uday Pareek Scholarship for the 2nd consecutive year
- Our students won the Mumbai Regional Round of the Tata Crucible Business Quiz
- Awarded National Education Leadership Awards - B Schools- with industry related curriculum in HR by Lokmat

School of Management and Labour Studies



**M.A. IN HUMAN RESOURCES MANAGEMENT
AND LABOUR RELATIONS**

COURSE CURRICULUM
Distribution of Credit Hours

The programme places importance on both theoretical and hands-on learning. Conceptual clarity is enhanced through participation in classroom discussions, assignments, case study analysis, presentations etc. while practical inputs are provided through the rigorous field work system, subject related practical projects and the summer internships. The Foundation courses in Sociology, Development Studies and Economics help sensitize students towards the social, political, economic and ecological environments of the society. All these, coupled with the focused attention that students get owing to the small size of the batch, makes personal learning highly effective.

YEAR	DETAILS	CREDITS
FIRST	Foundation Courses	7
	Core Courses	29
	Field Work	12
	Dissertation (Stage 1)	1
	Choice Based Credit Courses	4
SECOND	Core Courses	14
	Field Work/Internship	12
	Dissertation (Stage 2 & 3)	5
	Choice Based Credit Courses	9
TOTAL		93

SEMESTER WISE LISTING OF COURSES

I

Foundation Course
Philosophy of Research
Quantitative Research 1
Qualitative Research 1
Management of Human Resources
Industrial Relations
Labour Law 1
Organisational Behaviour: Individual in the Organisation
Organisation Theory and Design
Organisation Economics
Field Work
Interaction with HR Heads
Round Table Discussion on Field Work followed by Industrial Visits
Understanding Self and Facilitating Relationship

III

Employee Resourcing
Organisation Development and Change Management
Labour Law 2
Trade Unions
Strategic Management
Labour Welfare and Decent Work
Management Information Systems
Qualitative Research 2
Quantitative Research 2
Advanced Learning and Development
Advanced Compensation and Benefits
Business Strategy and the Environment
Human Resource Management in International Settings
Employer Branding
Taxation
Conflict Management
Power and Leadership in Organisations
Mental Health and Well Being at Work
Assessment Centre
Dissertation Stage 2

II

Financial Management
Labour Economics
Organisation Behaviour: Group in the Organisation
Performance Management
Learning and Development
Compensation and benefits
Marketing and Sales Management
Operations Management
Dissertation Stage 1
Field Work
Elective Foundation Course
Open Elective Course
Development Centre

IV

Corporate Governance & Business Ethics
Business Analytics
Human Resource Management and Industrial Relations in Service Organisations
Comparative Industrial Relations
Micro Econometrics
Talent Management
Labour Administration
Moral Leadership
Gender and Diversity Management
Negotiation Management
Dissertation Stage 3
Field Work
NGO Block Field Work

The Field work programme is an integral part of the HRM & LR curriculum and provides opportunities for students to reflect, apply and integrate acquired skills to work situations in field work organizations. It thereby serves as an interface between theory and practice. The HRM & LR students are placed in four different organizations, representing different industry sectors, during the two-year duration of their programme. The fieldwork programme comprises the following:

01 CONCURRENT PLACEMENT

In the first two semesters, students attend fieldwork in two different organizations, twice a week

03 NGO BLOCK PLACEMENT

At the end of the fourth semester, the students work in an NGO for one month.

02 CORPORATE BLOCK PLACEMENT

In the third and fourth semesters, students undertake a month long block fieldwork placement in two different organizations

04 RURAL IMMERSION

Prior to the commencement of second semester, students are taken for a week long rural visit. The objective is to sensitize budding managers towards the challenges faced by rural India.

The programme is overseen by the Dean of the School of Management and Labour Relations and by the School Board. Currently, the school deals with more than 100 organizations with respect to field work of students. The curriculum and practice is regularly revised and timely inputs are solicited from industry experts.

The students are expected to record their learnings and compare actual business practices with theory. Focus group discussions as well as individualized feedback sessions are conducted on a weekly basis with a faculty mentor. In effect, at the end of two years, the fieldwork programme augmented with the summer internship, results in a diverse work profile and balanced learning.



BANKING AND FINANCE

ABN-Amro
Altor
Axis Capital
Bharti AXA Life Insurance
Citibank
Deutsche Bank
Dhanalakshmi Bank
Edelweiss Commodities Services Ltd.
FIS
Future Generali Life Insurance
HDFC Bank
HSBC
ICICI Prudential
IDBI
India First Life Insurance
India Value Fund
Kotak Mahindra
Liberty Videocon General Insurance
Mahindra Rural Housing Finance
N A Shah Associates LLP
National Stock Exchange
Truenorth
Yes Bank

IT/ITES

Accenture
Aegis India
Atomberg
CMS Info Systems
Firstsource
IBM
Larsen & Toubro Infotech

Lenovo
Patni Computers
Polaris Software
SAP Labs
Sterlite
Samsung R&D
Tata Communications
Tata Consultancy Services
Tata International Limited

FMCG

Asian Paints
Colgate Palmolive
Eureka Forbes
Future Groups
General Mills India Ltd.
Godrej
Godrej & Boyce Manufacturing Co. Ltd.
HUL
ITC
J&J
Kimberly-Clark India Pvt. Ltd.
L'Oréal
Marico
Mondelēz India Food Ltd.
Nestlé India Ltd.
Nestlé Skin Care Ltd.
Nivea
Parle
PepsiCo India
Pidilite Industries
Reckitt Benckiser
Tata Global Beverages Ltd.

MANUFACTURING/CONSTRUCTION/ SHIPPING

ABG Shipyard Ltd
 ACC Limited
 AkzoNobel Group
 Alliance Tire Group
 Aramex
 Bharat Petroleum Corporation Ltd.
 Bharat Shell Ltd.
 Bosch
 Castrol India Ltd.
 CEAT Tyres Ltd.
 Century Textiles and Industries Ltd.
 Crompton Greaves
 Crompton Greaves Consumer Electricals Pvt. Ltd.
 Danaher
 DyStar
 Eicher Engineering Components
 Elegant Marine Services
 Essar Oil
 Essel Propack Ltd.
 Forbes and Company Ltd.
 GE Energy
 Godrej & Boyce Mfg.
 Hindustan Petroleum Corporation Ltd.
 Indo Amines
 Indofil
 Ion Exchange
 JSW Group
 KEC International Ltd.
 Larsen & Toubro Ltd.
 Larsen & Toubro Hydrocarbon
 Mukund Steel Ltd.
 Palmolive
 Piramal Glass Ltd.

Privi Organics Ltd.
 Protolabs
 Rashtriya Chemicals and Fertilizers Ltd.
 Raymond
 Reliance
 RPG Cables Pvt. Ltd.
 RPG Raychem
 Saint Gobain
 Schneider Electric
 Shapoorji Pallonji Co. Ltd.
 SI Group
 Siemens Ltd.
 Systematic Group of Companies
 Tata Motors
 Tata Power
 Tata Quality Management Systems
 Tata Steel
 Ultratech Cements
 Unichem
 Unitech Ltd.
 Vans
 Vegetable Vitamin Foods Company Pvt Ltd.
 Videojet Pvt. Ltd..
 VIP Industries Ltd
 Voltas
 Volvo Eicher Commercial Vehicles Ltd.
 VVF India Ltd.
 Writer Corporation

SERVICES

Alvarez
 Bharti Airtel Ltd.
 Colgate Shared Services
 Indian Hotels

FIELDWORK ORGANIZATIONS

Mahindra First Choice
McDonald's
National Commodity and Derivatives Exchange
National Commodity Clearing Ltd.
Pantaloons Retail
Tata Sky
Trent
Vodafone India Ltd

CONSULTING

Accenture Management Consulting
Aon Hewitt
Ernst and Young Pvt. Ltd.
Kalpataru
KPMG
LBW
Right Management
White Spaces Consulting

PHARMA/HEALTHCARE/BIOTECH

Abbot Pharma
ACG World
AstraZeneca
Bayer
Bayer Crop Science
Boehringer Ingelheim
Bristol-Myers Squibb
Centaur Pharmaceuticals Pvt. Ltd.
Cipla
Galderma
Glenmark
GlaxoSmithKline Pharmaceuticals Ltd.
Janssen Pharma

Johnson & Johnson Medical
Lupin
Masina Hospital
Monsanto
MSD Pharmaceuticals
Nestle Skin Health
Roche Products Indian Pvt. Ltd.
RPG Life Sciences
Sandoz Pharma
Sanofi Aventis
Squibb
UCB Pharma
Unichem Laboratories Ltd.
Wyeth

NEWS AND ENTERTAINMENT

INX Media Ltd.
Network 18
Radio Mirchi
Reuters
Viacom18

MISCELLANEOUS

Aditya Birla Group
Aditya Birla Institute of Management & Learning
Cogoport
Corzeal
DHL Logistics Pvt. Ltd.
Dorf Ketal Chemicals (I) Pvt. Ltd.
Maharashtra Rural Livelihood Mission
Metro Cash and Carry
Piramal Glass
Welspun



The faculty and research scholars in the school actively contribute to both theory and practice through cutting edge research in the areas of informal sector, human resources management, social entrepreneurship, labour market and leadership. The school has initiated a number of learning opportunities for students, research scholars and faculty members through weekly research seminars, human resources forum, entrepreneurship cell, national and international conferences, periodic workshops and special lectures by experts.

ADECCO - TISS LABOUR MARKET RESEARCH INITIATIVE

One of the key research initiatives is the Adecco-TISS Labour Market Research Initiative (ATLMRI). This is a research and policy advocacy programme, established in 2006, that aims to analyse and understand growth trajectories in the Indian economy and the character of the labour force. This initiative provides pivotal linkages between the government, industry, education training providers and prospective employees.

RESEARCH PROJECTS

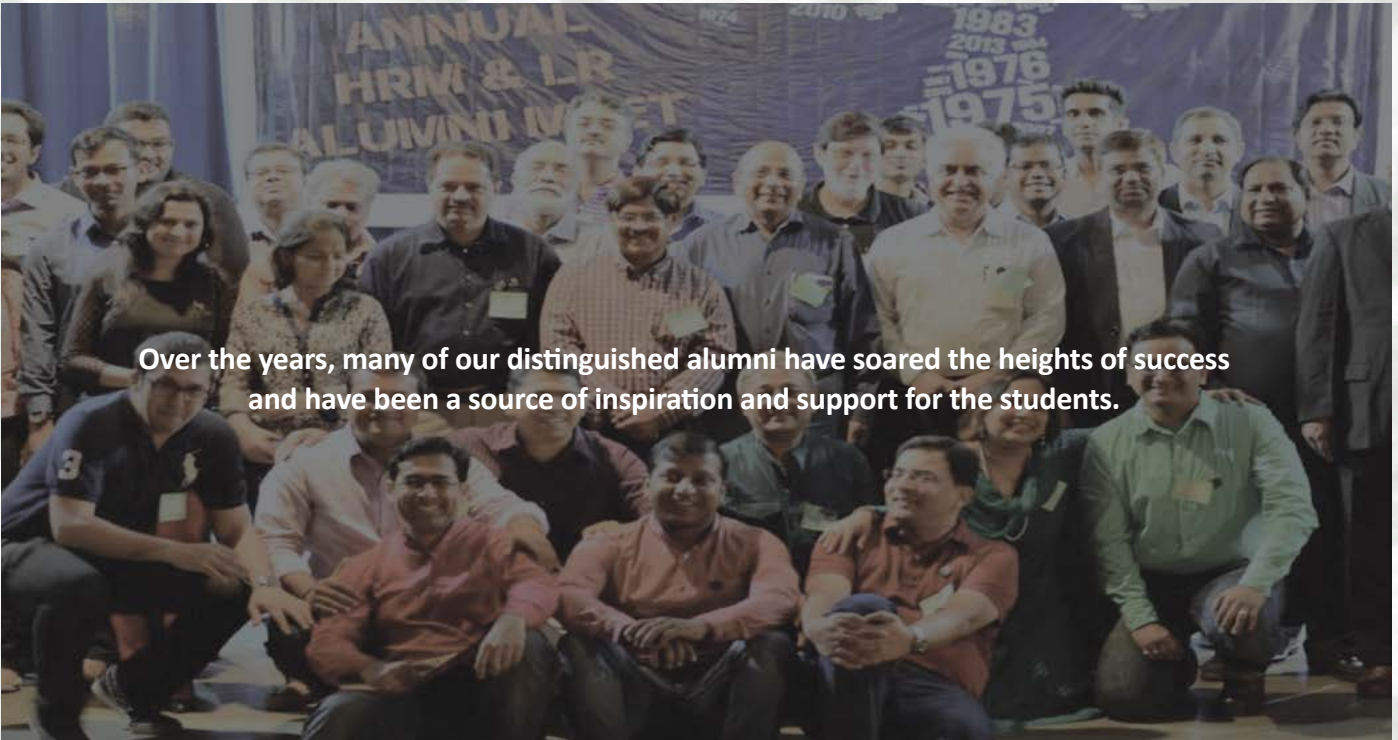
Title of the Project	Sponsor	Date of Sanction	Present Position	In-Charge
Centre for Human Resource Development and Labour Relations				
Innovation in Health Care	North Western University	May, 2014	Completed	Dr. Bino Paul
Employment in Unorganized Sector in Navi Mumbai	CIDCO, Govt. of Maharashtra	Jan, 2014	Completed	Dr. Bino Paul
Home Based Work in India	ITX, Spain	Jun, 2014	Completed	Dr. Bino Paul
A Study of Informal Workers in Navi Mumbai	CIDCO	Jan, 2014	Completed	Dr. Bino Paul
Domestic Work in India	ILO, New Delhi	Oct, 2014	Completed	Dr. Bino Paul
Capacity Building for Skilling India	KPMG	Jun, 2015	Ongoing	Dr. Bino Paul
Socio Economy of Mobile Telephones	Tata Docomo	Jun, 2014	Completed	Dr. Bino Paul
Ethnic Power Relations and Conflict	Swiss Agency for Development and Cooperation, and the Swiss National Science Foundation	Jun, 2014	Ongoing	Dr. Bino Paul
Impact of Soil Health Card in Semi-arid Regions	ICSSR IMPRESS	May, 2019	Ongoing	Dr. Bino Paul and Dr. Unmesh Patnaik
Assessment of Blue Collar Service Worker	Qess Corporation Ltd.	Sep, 2017	Ongoing	Dr. Sasmita Palo and Dr. Bino Paul
Newcomer Moral Development: The Role of Supervisor's Moral Development, Organisational Values, and Transforming Leadership	Aon Hewitt-Think Tank	Jun, 2014	Completed	Dr. Zubin Mulla
Leadership for Disaster Resilience: A Study of Current Practices and Gaps in the Indian Context	George Washington University	Dec, 2017	Completed	Dr. Zubin Mulla
Morale and Job Satisfaction Study for Maharashtra State Co-operative Bank	Maharashtra State Co-operative Bank	Dec, 2012	Completed	Dr. Sarala Rao
Competency based Assessment for Development: Need for Future Disaster Management Professionals	JTCMD	Aug, 2014	Ongoing	Dr. P. Premalatha
Restructuring CAPART MORD	MORD, Govt. of India	Jun, 2014	Completed	Faculty team
Ethnic Power Relations	FTH, Zurich	Jan, 2015	Ongoing	Faculty team
Aspiration of Muslim Youth about Education and Employability: A Case Study of Shivaji Nagar Slum, Mumbai	Apnalaya	Jun, 2016	Writing Report	Dr. Nandita Mondal
Centre for Labour Relations				
Mapping the Cashew Nut Value Chain in Konkan and Goa Sponsor of the Project: ICDD, Germany	ICDD, Germany	Mar, 2016	Near Completion	Dr. Sasmita Palo, Dr. Varsha Ayyar
Centre for Social Entrepreneurship				
Jhabua Microfinance Project	DBS Bank Ltd.	May, 2012	Writing Report	Dr. Samapti Guha, Dr. Nadiya Parekh

RESEARCH PROJECTS

Social Innovation and Women Empowerment: Getting Women Ahead from the 'Bottom of the Pyramid'- Perspectives Within India and the US	Kennesaw State University, USA	Mar, 2014	Ongoing	Prof. Satyajit Majumdar, Dr. Samapti Guha
CSR Benchmarking Study in India	L&T Finance Holdings Ltd.	May, 2014	Completed	Prof. Satyajit Majumdar, Dr. Samapti Guha, Dr. Nadiya Parekh, Dr. Archana Singh Mr. Reji Edakkandi
Need Assessment Study for CSR projects of L&TFH	L&T Finance Holdings Ltd.	May, 2014	Completed	Dr. Sampati Guha, Prof. Satyajit Majumdar, Dr. Archana Singh, Mr. Reji Edakkandi
Impact Assessment of Financial Literacy Programme of ANZ Bank	Samhita Social Ventures	Sep, 2014	Completed	Dr. Samapti Guha
Skill Development in Traditional Sectors of Uttar Pradesh	Uttar Pradesh Skill Development Mission and TISS	Oct, 2014	Completed	Prof. Satyajit Majumdar
Women in Management	ICSSR	Feb, 2015	Completed	Dr. Samapti Guha
Aspirations of Students of M.A. in Social Entrepreneurship in TISS	TISS Mumbai	June, 2016	Ongoing	Dr. Archana Singh
Social Entrepreneurship as a Tool for Women Empowerment	TISS Mumbai	July, 2017	Ongoing	Dr. Archana Singh
Political Economy of Social Entrepreneurship	DBS Bank	Sep, 2016	Ongoing	Dr. Samapti Guha
Role of Rotating Savings & Credit Associations in the Life of Mumbai Slum Dwellers	TISS Mumbai	July, 2017	Ongoing	Dr. Samapti Guha
Global Financial Crisis in 2007-08 & Financial Stability of MF Sector in SA	West Bengal State University	Feb, 2017	Ongoing	Dr. Samapti Guha
National Entrepreneurship Award Scheme (NEAS), 2017	Ministry of Skill Development and Entrepreneurship, Gol	Mar, 2017	Completed	Prof. Satyajit Majumdar, Dr. Archana Singh
Training and Mentoring the SIIP fellows	Biotechnology Industry Research Assistance Council (BIRAC), a Gol Enterprise	Nov, 2017	Ongoing	Prof. Satyajit Majumdar, Dr. Samapti Guha, Dr. Archana Singh Mr. Reji Edakkandi
Financial Stability of Micro Financial Institutions	Self	Feb, 2018	Completed	Dr Samapti Guha
Social Impact Assessment of CSR projects of BORL	Bharat Oman Oil Refineries Ltd.	Jun, 2018	Completed	Prof. Satyajit Majumdar, Dr. Samapti Guha
Role of Entrepreneurship Education: Impact on Career Choices and Career Change	Self	Mar, 2018	Completed	Dr. Archana Singh Mr. Reji Edakkandi
Entrepreneurship: Nation as Context	Self	Jan, 2018	Completed	Dr. Archana Singh, Dr Stuthi Chakraborty
Social Innovation and Immersion Programme BIRAC	Biotechnology Industry Research Assistance Council (BIRAC), a Gol Enterprise	Jan, 2018	Completed	Prof. Satyajit Majumdar, Dr. Samapti Guha

FACULTY

SMLS		
Dr. Satyajit Majumdar	Professor and Dean	MBA (IGNOU), Ph.D. (Pilani)
Centre for HRM & LR		
Dr. Sarala K. Rao	Professor and Chairperson	M.B.A., M.Phil., Ph.D. (Andhra)
Dr. G.D. Bino Paul	Professor and Associate Dean	M.A. (Calicut), M.Phil., Ph.D. (IIT-B)
Dr. Premalatha Packirisamy	Professor	B.R.Sc. (Bharathidasan University), Ph.D. (TISS, Mumbai), SLET-NET
Dr. D.K. Srivastava	Professor	M.Com., D.Phil. (Allahabad), F.D.P.M. (IIM-A)
Dr. Zubin R. Mulla	Professor	B.E (Pune), PGDBM, Fellow (XLRI, Jamshedpur)
Dr. Gordhan Saini	Assistant Professor (Senior Scale)	M.B.A. (Udaipur), Ph.D. (Banasthali), Fellow IGIDR
Dr. Johnson Minz	Assistant Professor	M.A, M.Phil, Ph.D., (TISS)
Dr. Himanshu Dhaka	Assistant Professor	PGDM (IISE, Lucknow), Fellow (MDI, Gurgaon)
Dr. Balram Bhushan	Assistant Professor	M.Sc. (IIT Bombay), Fellow (XLRI, Jamshedpur)
Centre for Labour Studies		
Dr. Varsha V. Ayyar	Assistant professor and Chairperson	M.A. (Shivaji), Ph.D. (Mumbai)
Dr. S.T. Sawant	TISCO Chair Professor	M.A., Ph.D. (Mumbai)
Dr. Unmesh Kumar	Associate Professor	Ph.D. (IIT Bombay)
Dr. Nandita Mondal	Assistant professor	M.S.W. (Viswa Bharati), Ph.D. (Mumbai)
Centre for Public Policy and Governance		
Dr. B. Venkatesh Kumar	Professor and Chairperson	M.A. (Madurai), Ph.D. (Mumbai)
Centre for Social and Organizational Leadership		
Dr. Zubin R. Mulla	Professor and Chairperson	B.E (Pune), PGDBM, Fellow (XLRI, Jamshedpur)
Dr. Aman Borkar	Assistant Professor	M.B.A. (Pune), M.Phil, Ph.D. (TISS)
Mr. Kunal Jha	Associate Professor	M.B.A. (Pune), M.Phil, Ph.D. (TISS)
Centre for Social Entrepreneurship		
Dr. Archana Singh	Assistant Professor and Chairperson	M.S.W. (Agra), M.Phil., Ph.D. (TISS)
Dr. Satyajit Majumdar	Professor	M.B.A. (IGNOU), M.Phil., Ph.D. (BITS, Pilani)
Dr. Samapti Guha	Professor	M.A., Ph.D. (Jadavpur University), Fellow (LSE)
Dr. Edakkandi MeethalReji	Assistant professor	M.Sc (Kerala Agricultural University), Ph.D. (TISS)
Innovation and Research facilities		
Incubation Centre for Social Entrepreneurs		
Dr. Satyajit Majumdar	Professor and Chairperson	M.B.A. (IGNOU), M.Phil., Ph.D. (BITS, Pilani)
Labour Market Research and Facility		
Dr. G.D. Bino Paul	Chairperson	M.A. (Calicut), M.Phil., Ph.D. (IIT-B)



Over the years, many of our distinguished alumni have soared the heights of success and have been a source of inspiration and support for the students.

Aakriti Chandra

Senior Director - Rewards,
HR Operations & Technology,
Flipkart

Adil Malia

Chief Executive Officer
The Firm

Amit Sinha

Head HR Nepal, Unilever

Arunanshu Mandal

CHRO AIESL

Ashoke K Maitra

Founder & Managing Partner
SRIIOM HR Solutions LLP

Atul Sharma

Chief Human Resources Officer,
EthosEnergy

Bhriugu Joshi

Director - HR, Technology &
Innovation Board Area, SAP

Bhuvaneshwar Naik

Co-Founder & Chief Operating
Officer
Deskfactors Inc.

Biji Wilson

Principal Director,
HR Business Partner, LTI

Chandrashekhar Chavan

Chief Human Resource Officer,
Aditya Birla Fashion and Retail
Ltd, ABG

Debashish Roy

VP HR Africa Eurasia & Middle
East Div Colgate, Palmolive

Deepa Chadha

CHRO
Vistara - TATA SIA Airlines Ltd.

Dileep Joshi

CHRO
EPL Ltd

Dinesh Ramamurthi

CHRO, OYO

Divya Srivastava

CHRO
GE Healthcare

Kalpana Rao

President & CHRO
Alok Industries Ltd

Maria Valles

VP HR (Head HR)
CASTROL INDIA LTD

Milind Jadhav

Co-Founder & CEO
Selectigence HR Solutions Pvt Ltd

Mitalee Dabral

Vice President - Human
Resources
ShareChat

Moheet Nagrath

Founder Principal
Leadership Architecture
Worldwide LLC

Mukul Rastogi

VP HR
ITC Limited

Nasir Khan

Executive Vice President
HDFC Bank

Neelima Rao

VP - HR, Global R&D and North
American HUB Leader
AstraZeneca

Nikhita Shrivastava

Head of Human Resources
Housr

Nitin Nahata

HR Leader
Udaan

Nitya Pant

Group Product Head
Marico Limited

Padmakar Kappagantula

Chairman & Managing Director
Bharat Petroleum Corporation Limited

Parag Paranjpe

CHRO
ABG, Pulp & Fibre Business (GRASIM)

Pradeep Mukerjee

Founder Director
Confluence Coaching & Consulting

Prasenjit Bhattacharya

CEO
Great Place to Work Institute, India

Prashant Deshpande

Head, HR Strategy, Planning and Policy Reliance, Consumer Businesses

Rangapriya (Priya) Kannan

Associate Dean Professor, Innovation & Entrepreneurship, University of San Diego

Ranjay Radhakrishnan

CHRO
Reckitt

Raveesh Jaiswal

Founder & Director
Bombay Theatre Company

Ravindra Kumar G.P.

CHRO
TATA Motors

Rohini Seth

HR Director,
International Supply Center
DIAGEO(UK)

Rohit Vishal Gupta

CHRO
Wipro GE Healthcare - South Asia

Roshni Das

Head, Rewards & Talent Management
Marico Limited

S Venkatesh

President, Group HR & Management Board RPG
Salil Chinchore Head- HR
Godrej Agrovet Limited

Sandeep Girotra

CHRO - Emerging Markets
Xylem Incorporation

Santrupt Mishra

CEO, Birla Carbon; Group H.R.,
ABG

Sebati Iyengar

People and Organization Director,
Mars

Shahrukh Marfatia

Director Asia Pacific; Chair HR&O Committee
White Crow Research & Colvill banks, Currimjee Group

Shalini Aind

Head of HR - India
RocSearch

Shilpi Chugh

Head of HR - India
Dyson

Shirish Shukla

Founder Director
Measured Moves Pvt Ltd

Sindhuja Shankar

Head- Human Resources
The World Bank

Sreeram Venkiteswaran

Talent Head, South Asia
Nestle

Srikanth Karra

CHRO
Mphasis

Sriram Mangudi

CHRO
Neuland Laboratories

Subrata Kumar Saha

Regional Deputy Chief Manager
HR
Bennett Coleman and Co. Ltd

Suchismita Burman

CHRO
ITC Infotech

Sudipto Mandal

Vice President and CHRO -
HR & Admin
Star Cement Ltd

Sumitabh Bhatnagar

Head- Corporate HR
VFS Global

Sundari Balan

Adjunct Faculty
Washington University in St. Louis

Suvamoy Roy Choudhury

Director HR
Vodafone Idea Limited

Swadesh Behera

Chief People Officer
Titan Company Limited

Tanaz Mulla

Head - Corporate HR
Trent Limited

Teena Malhotra

Senior VP, Head of HR
Northern Trust

Vijayan Pankajakshan

Dean- HR Academics, CHRO &
Head WE School, Mumbai

Vikram Kapur

Director & CHRO, India and
Global Head Talent, Learning &
Culture
OnePlus

Vikramaditya Bajpai

VP & Head of International HR,
Transformation Office
Alcon

Yogi Sriram

Advisor to CEO & MD, Group
Human Resources
L&T

Yojana Gawade

People and Organization
Director
Mars



HRM & LR FORUM

TISS HRM & LR Forum was launched in the academic year of 2015, as a knowledge hub and to facilitate exchange of ideas amongst TISS students. The scope of the Forum also includes corporate interactions, discussion forums, exclusive session with eminent personalities, Manthan and various Co-Curricular activities. HRM&LR Forum will also be responsible for enhancing and celebrating student skills in a variety of fields like arts, academics, music etc. HRM & LR forum is taking new shape by venturing into domains, which made TISS PMIR famous. The forum also promotes competitive spirit and knowledge sharing by organizing debates, quizzes and the Annual management and cultural fest, 'Manthan'. The first edition of TISS HR Start-Up Summit was conducted with an aim to cultivate an ecosystem for entrepreneurship in the college. Other activities included a cultural evening 'Jashn' for celebrating talent in HRM & LR and a social initiative 'Umang' conducted as part of Manthan 2019. Our scope also includes running social media campaigns like 'Humans of HRs' and 'Field Work Diaries' which features the rich experiences of Industry stalwarts and HR students respectively.

IR Conclave 2021

The IR Conclave is an annual convention organized by TISS Mumbai and attended by members from the HR & IR fraternity encompassing Industry leaders, academicians & students from prestigious institutes. The conclave had its successful inception in the year 2019 with a ground-breaking theme, renowned speakers and eminent industrial experts.

IR Conclave 2021 holds a very important attribute as it was conducted in the virtual mode for the first time and became one of the biggest online events, that garnered participation from industry, student fraternity and academia, recording over 2000 registrations. Our guest speakers included international economists like Guy Standing, industry stalwarts like Vivek Patwardhan, Sharad Gangal, academicians like Shyam Sundar and representatives from Union and legal fraternity. Paper presentation was conducted as a part of the event and had 94 registrations from various B-Schools like IIM-K, XLRI, etc.

Manthan 2020

Manthan is the Annual Management and Cultural extravaganza of Human Resources Management and Labour Relations at TISS Mumbai. Manthan, as the name suggests, represents churning. Since its inception in 1997, Manthan has lived up to its name – challenging B-School students all over India to churn their minds, challenge their beliefs and revisit their assumptions to face the ambiguities of the business world, and especially the HR domain. It includes case study competitions, management conclave, flea market and pro nights. Over the years, Manthan has evolved in both scale and form.

The 24th Edition of Manthan was held from 7th -9th February, 2020. The theme for Manthan 2020 was Pitstop to the Future. The 24th edition of Manthan was truly remarkable and witnessed unprecedented success in all the events with eminent personalities gracing the campus on all the three days.

ALUMNI COMMITTEE

The TISS HRM & LR Alumni Committee works towards nurturing the rich legacy and relationship between the various batches of alumni who have passed from the TISS HRM & LR / PMIR course across the decades. Their bond with the present batches and TISS faculty is promoted through the year-round activities like Samvaad - Alumni Guest Lecture / Video Series, Mentoring Programmes, Alumni City Meets across prominent cities of India and Dharohar - the Annual Alumni Homecoming event held at the TISS, Mumbai campus. Constant updates of Alumni achievements and recognitions are shared on the various official TISS, HRM & LR Alumni Committee social media handles. The committee also maintains informal Communication Groups to facilitate swift exchanges between the alumni. The Committee maintains the Alumni Portal and Alumni Database to keep track of the progress of various alumni across the world and also helps facilitate interaction between the alumni. The TISS HRM & LR Alumni Committee thus continuously strives to maintain and build the indelible relations between the Alumni Fraternity of HRM & LR / PMIR course through the constant nurturing of this bond shared with the current students and faculty of TISS.

Summer Internship Mentoring Programme

A cohort of 76 alumni signed up as mentors for the 'Summer Internship Mentoring Programme' to impart knowledge and extend the best possible support to aid their mentees, the batch of 2022, achieve the intended goals for their internship. The initiative led to an overwhelming nurturing experience with immense learning.

ASPIRANTS RELATIONS COMMITTEE

Aspirants Relations Committee (ARC) is the official public relations and branding committee of HRM & LR, TISS Mumbai. Instituted in 2012, it manages the entire gamut of admissions related activities from aspirant mentoring to onboarding and induction of the incoming batch. ARC is responsible for curating and positioning the brand image of TISS Mumbai HRM & LR on

all official social media platforms (Facebook, Twitter, Instagram, LinkedIn, YouTube and PagaGuy) by creating original content and covering all the activities undertaken by the students and committees of HRM & LR in order to create more awareness and showcase what our course has to offer. The committee maintains relations with aspirants by providing mentoring and handling queries for the end-to-end admissions process for our course (TISSNET, TISSMAT, PIT and PI) through initiatives like Quiztopia (a 100-day daily GK quiz), webinars and regular articles on social media, ranging from preparation strategies to life at TISS. ARC also conducts Aspirants City Meets - an offline engagement campaign to facilitate in-person interaction with aspirants throughout the country. Additionally, in coordination with the Secretariat and the Faculty of the School of Management and the HRM & LR batches, ARC drives the 10-day PIT-PT process to ensure a pleasant candidate experience.

EDITORIAL COMMITTEE

The Editorial Committee of TISS HRM & LR has two broad objectives; the first of which is to work towards the promotion of literature and create a platform to initiate discourses on crucial contemporary issues, and the second objective is to create a repository of HR knowledge by soliciting articles from industry veterans and academicians, and publishing these in the form of an annual journal called Kaustubham. Following is the list of activities undertaken by the committee over the course of the year in pursuit of its objectives.

- **Paridrishya:** Crucial Discourse – It is an event where personalities from the field of literature or performing arts are invited to have a panel discussion and enrich the discourse on a chosen topic.
- **Abhyudaya:** The Ed-Talk – It is the launch event for the annual journal Kaustubham; it also serves as a platform to invite personalities from the fields of literature, art and industry to deliver a talk to the student community at TISS.
- **Yearbook:** The committee also brings out the yearbook for the graduating batch.



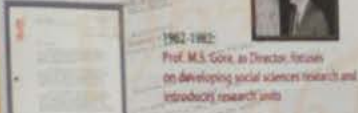
THE DREAM TURNS SILVER AND GROWS...

1954: TISS shifting to the Deonar Campus.
A large space on the outskirts of the city,
its architecture an unusual blend of traditional and the modern
designed by the noted architect Dr. B. B. Patel.



1961: Prime Minister Jawahar Lal Nehru
presides over the Silver Jubilee celebrations

1964: TISS becomes a Deemed University.
The Diploma in Social Service Administration
(Dip. SSA) becomes an M.A. in Social Work



1962-1982:
Prof. M.S. Gowri, as Director, focuses
on developing social sciences research and
introduces research units



1969: The first research unit for Child and Youth Research, begins
work with support from the UNICEF. Subsequently, several other
research units are set up in relevant areas, between 1970 and 1984.



PLACEMENTS



The placement process consists of the following stages



1

Pre-Placement talk

The companies are invited for a Pre-Placement Talk for the batch. This aids the students in making an informed choice regarding the organization.

Student resumes and short listing

The companies are provided with the option of circulating their customized application forms amongst candidates, or accepting resumes from interested candidates.



2



3

Slotting Process

The batch ranks the companies based on their order of preference. The companies are then informed about their respective slot for placements.

Recruitment process

The companies intimate the Placement office about the following details in advance:



4

Process of selection (Preliminary Test, GD, Interview, Case etc.)

Number of rounds of the GD and group size

Number of rounds of Interview

Approximate duration of the GDs and interviews

Note: The Placement Committee, in consultation with the student body and the faculty, arrives at the norms of the placement process. The committee reserves the right to modify any such norms that are in the overall interest of the candidates participating in the process. In the event of any conflict in the interpretation and implementation of the norms, the decision of the Placement Committee shall be binding on the students and the companies.

PAST RECRUITERS



Aarti Industries

Abbott
 ABG Shipyard
 ACC Cements
 Accenture
 Accenture Strategy
 Adani Group
 Aditya Birla Group
 Adobe
 Airtel
 Amazon
 Aon
 Asian Paints
 Astra Zeneca
Bajaj Auto
 Barclays
 Becton Dickinson
 Bennett Coleman & Co.
 Bharti Axa
 Bharti Group
 Boston Scientific
 BPCL
Cadbury
 Cairn Energy
 Capgemini
 Circular Angle
 Citibank
 Cloudtail
 Coca Cola
 Colgate Palmolive
 Crompton Greaves
 Cummins
DBS
 DDI

Dell EMC
 Deloitte Consulting
 Deloitte India
 Deutsche Bank
 Dr. Reddy's Laboratories
 DVC
Edelweiss Financial Services
 Ernst and Young
 Essar Group
Fidelity
 Firstsource
 Flipkart
 Fractal Analytics
GAIL
 GE
 Godrej and Boyce
 Godrej Industries
Hay Group
 HCL
 HDFC Bank
 Hero MotoCorp
 Hewitt
 Hinduja Group
 Hindustan Coca Cola Beverages
 Hindustan Unilever Ltd.
 HPCL
 HSBC Bank
IBM Consulting
 IBS Software Services
 ICICI Bank
 Indian Oil Corporation
 Infosys
 Infosys Technologies
 Intel

ITC
Jet Airways
 Jindal Steel & Power
 John Deere
 Johnson & Johnson
KPMG
 Kraft Heinz
L&T Infotech
 Larsen and Toubro
 Lodha Group
 L'Oréal
Mahindra and Mahindra
 Makemytrip.com
 Marico
 Maruti
 Maruti Suzuki
 Medtronic
 Mercer
 Microsoft
 Motorola
 Mondelez
 Murugappa Group
Nestlé
 Nivea
 Nokia
 Nomura
 Novartis
Omega Fishmeal
 ONGC
 Oyo Rooms
Pernod Ricard
 PricewaterhouseCoopers
 Procter and Gamble
Quintiles Rabo Bank

Reckitt Benckiser
 Reliance
 Reliance Power
 RPG Group
Saint Gobain
 Samsung
 Samsung R&D
 SAP
 Shell
 SHRM
 Siemens
 Snapdeal
 Standard Chartered
 Sterlite
 Sterlite Power
 Sudarshan Chemicals
 Swiggy
Taj Group
 TAS
 Tata Motors
 Tata Sons
 Tata Steel
 TCS
 Texas Instruments
 Trident
Udaan
 UST Global
Vodafone Idea
Walmart
 WIPRO
 WNS Global
Yes Bank
 Yodlee Envestnet

SUMMER PLACEMENTS 2021

- TISS Mumbai conducted its Summer Placement Process for the HRM & LR batch of 2021-23, on 3rd October 2021. The Placement process was extremely successful with 100% of the batch placed.
- The process witnessed the participation of regular recruiters like Aditya Birla Group, Citi, HUL, ITC, Mahindra and Mahindra, Marico, Nestle, P&G, RPG, TAS etc.
- Accenture Strategy, Disney-Star, GE Healthcare, Google, and UHG were all first-time recruiters.
- Amazon was the biggest recruiter making four offers, followed by ABG, Citi, Disney Star, DRL, Flipkart, Piramal Group, Reliance and Samsung R&D. Companies like Deloitte India, Intel, and Samsung R&D were back on campus after a hiatus.
- Maximum number of candidates will be interning in Conglomerates, followed by FMCG, Consulting, and Pharma.
- Top 15% of the batch received a stipend of INR 313,000 for 2 months, while 90% of the batch received a stipend of INR 200,000 or more for 2 months.

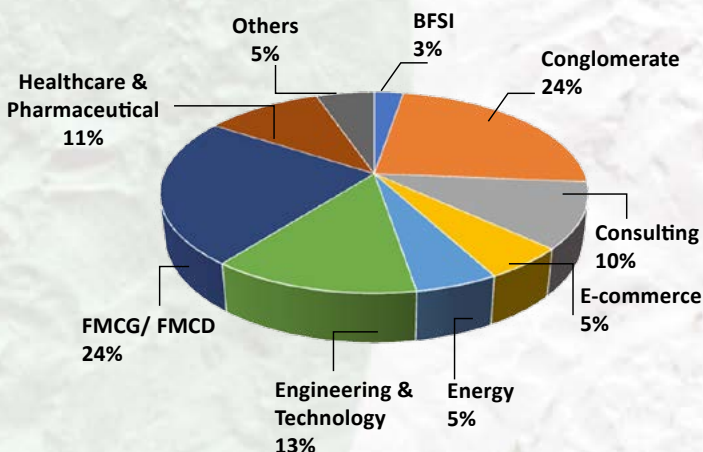
SNAPSHOT – SUMMER PLACEMENTS PROCESS 2021

Number of Students Participating	72
Number of Women Participating	25
Number of offers in HR Domain	72
Number of companies making offers	38
Number of first-time recruiters camel casing	5
Average Stipend	INR 234,861 (for 2 months)
Median Stipend	INR 240,000 (for 2 months)
Highest Stipend	INR 330,000 (for 2 months)

LIST OF RECRUITERS

SECTOR	ORGANIZATION
BFSI	Citi
CONGLOMERATE	Adani Group, Aditya Birla Group, ITC, JSW, Mahindra & Mahindra, Piramal Group, Reliance, RPG, TAS
CONSULTING	Accenture, Accenture Strategy, Deloitte India, Deloitte USI
E-COMMERCE	Amazon, Flipkart
ENERGY	HPCL, Power Grid
ENGINEERING & TECHNOLOGY	ACT Fibernet, Google, Intel, Samsung India, Samsung R&D
FMCG	Colgate Palmolive, General Mills, HUL, Marico, MARS, Nestlé, Nivea, P&G, Reckitt
HEALTHCARE & PHARMACEUTICAL	Cipla, Dr. Reddy's Laboratories, GE Healthcare, UnitedHealth Group
OTHERS	Disney Star, Tata Steel

SECTOR WISE SPLIT-UP OF COMPANIES



FINAL PLACEMENTS 2021

- TISS Mumbai conducted its Final Placement Process for the HRM & LR batch of 2019-21. The placement process witnessed participation of 36 companies for a pool of 66 students.
- The placement process was successfully completed with the highest package touching 29,32,000 Lakhs per annum.
- The average of the top 10% of the offers stood at 27,43,000 Lakhs per annum, while the average of the top 25% of the offers stood at 25,16,000 Lakhs per annum.
- The total number of Pre-Placement offers (PPOs) were 22.
- The process witnessed the participation of regular recruiters like Accenture, Aditya Birla Group, Asian Paints, Bajaj Auto, Citi, Dell Technologies, Deloitte India, Dr. Reddy's Laboratories, Flipkart, ITC, Marico, Nestle, RPG, TAS, TCS, Wipro etc.
- Alembic Pharma, Byju's, Bridgestone, Darwinbox, Freshworks, GE Shipping, Pepperfry, SKF, Tata CliQ, Tata Electronics, Unifrax and Vedanta were all first-time recruiters.
- Companies like Infosys Consulting, JSW, Texas Instruments were back on campus after a hiatus.

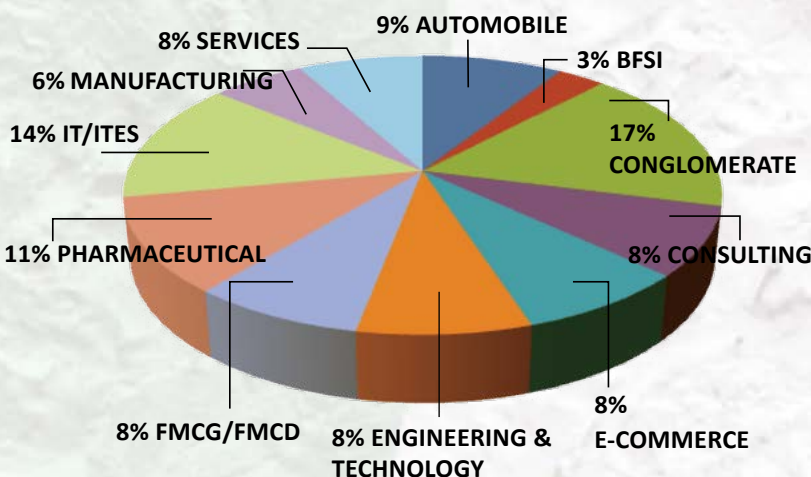
SNAPSHOT – FINAL PLACEMENTS PROCESS 2021

Number of students participating	66
Number of companies making offers	36
Number of PPOs	22
Number of first-time recruiters	12
Average CTC	INR 19,62,000
Median CTC	INR 18,89,000
Highest CTC	INR 29,32,000

LIST OF RECRUITERS

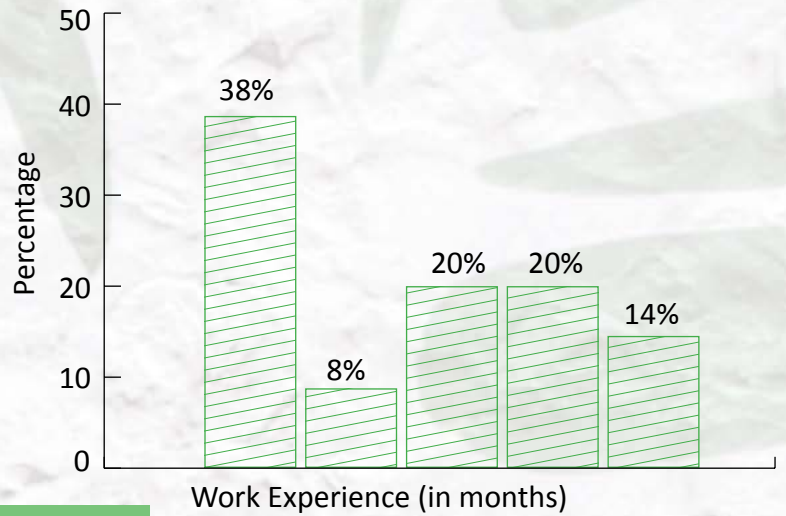
SECTOR	ORGANISATION
AUTOMOBILE	Bajaj Auto, Bridgestone, Hero MotoCorp
BFSI	Citi
CONGLOMERATE	Aditya Birla Group, ITC, JSW, RPG, TAS, Vedanta
CONSULTING	Accenture, Deloitte India, Infosys Consulting
E-COMMERCE	Flipkart, Pepperfry, Tata CliQ
ENGINEERING & TECHNOLOGY	Dell Technologies, Tata Electronics, Texas Instruments
FMCG/FMCD	Asian Paints, Marico, Nestlé
PHARMACEUTICAL	Alembic Pharma, Cipla, Dr. Reddy's Laboratories, Sun Pharma
IT/ITES	Darwinbox, Freshworks, LTI, TCS, Wipro
MANUFACTURING	SKF, Unifrax
SERVICES	BYJU'S, GE Shipping, OYO

SECTOR WISE SPLIT-UP OF COMPANIES



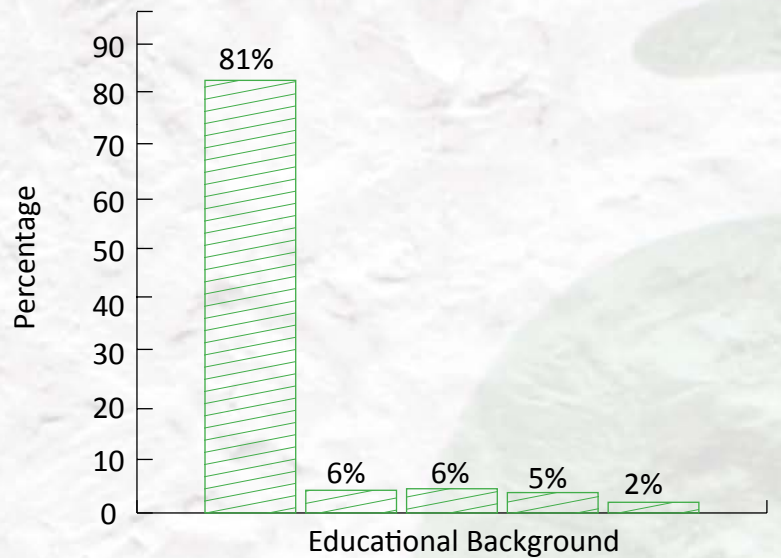
WORK EXPERIENCE IN MONTHS

Work Experience (in months)	Percentage
0	38%
1-12	8%
13-24	20%
25-36	20%
36+	14%



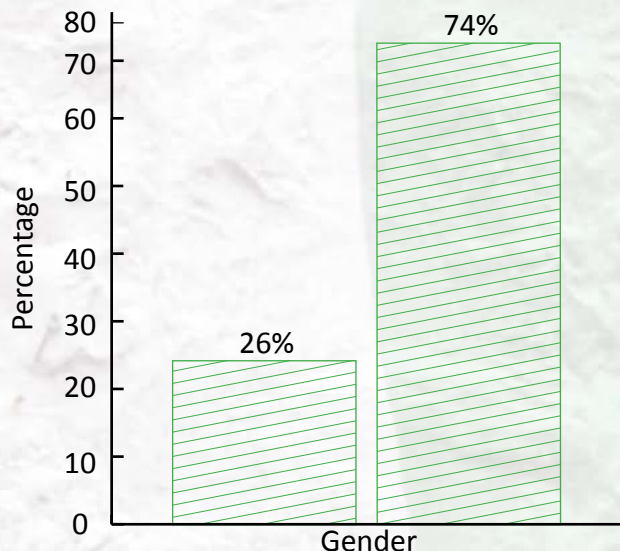
EDUCATIONAL BACKGROUND

Educational Background	Percentage
Engineering	81%
Humanities	6%
Science	6%
Commerce / Management	5%
Misc. (Pharmacy, Law, etc.)	2%



GENDER RATIO

Gender	Percentage
Female	26%
Male	74%





Student Profiles

2020-22





ABHIRUCHI KAUL

**Bachelor of Engineering
(Chemical)**

Dr. S.S.B. University Institute
of Chemical Engineering and
Technology, Panjab University
(Chandigarh)

Summer Intern – Dell Technologies

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Proposed short & long-term recommendations for attracting, sourcing, interviewing & hiring diversity talent
- Drafted a wellness committee constitution and recruitment plan and developed strategies for wellness communication

Apprentice Leader – Mu Sigma Business Solutions Pvt. Ltd. (45 months)

- Analysed 'factors of regrettable churn' within the organization as a part of HR team by interviewing 100+ colleagues
- Led a team to analyse customer retention using descriptive and inferential analytics (tools used: R, SQL, SAS, MS Excel, Tableau)
- Facilitated training for 300+ colleagues for business intelligence tools (DSS, Tableau & Alation) & created dashboards reducing resource cost by 16%
- Member, Alumni Committee, HRM & LR, TISS, Mumbai, 2020-22



ADARSH YADAV

**Bachelor of Technology (Hons.)
(Information Technology)**

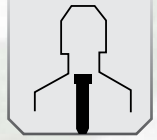
Kamla Nehru Institute of Technology
(KNIT), Dr. A.P.J. Abdul Kalam Technical
University (AKTU) (Lucknow)

Summer Intern – NXP Semiconductors Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Designed critical player identification and retention program through extensive data analysis related to attrition, promotion and compensation
- Designed LGBTQ+ and PWD inclusion program from scratch by conducting extensive market and legal research

System Engineer – Tata Consultancy Services Ltd. (23 months)

- Developed insurance rules and managed monthly business releases by working in close consultation with clients
- Recipient, '5 Star Rating', Tata Consultancy Services Ltd., Hyderabad, 2019
- Core Member, 'Tvaran', Sports Fest, KNIT, Sultanpur, 2018
- Organising Member, 'Anubhuti', Cultural Fest, KNIT, Sultanpur, 2017



ADHIYAMAN K

**Bachelor of Engineering
(Electrical & Electronics)**

Kongu Engineering College, Anna
University (Chennai)

Summer Intern – Headsup Corporation Ltd.

- Benchmarked the best post-COVID rewards & benefits policies practiced by various organizations
- Analysed the data and presented whitepaper on the changing landscape of rewards & benefits

Data Analyst – World Bank Group (3 months)

- Provided data searching, sorting and representation solutions to the project implementation task teams

Product Engineer – Tata Elxsi Ltd. (15 months)

- Identified and addressed the gap areas during the product development process
- Created unit test cases, fixed defects and worked in cross functional teams to ensure the quality of the product
- Recipient, 'Bravo Award', Tata Elxsi Ltd., Bangalore, 2013
- Coordinator, Industrial visits, Kongu Engineering College, Perundurai, 2009-11



AKANKSHA VERMA

**Bachelor of Technology
(Computer Science)**

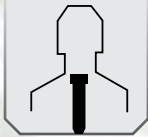
Pranveer Singh Institute of
Technology (PSIT), Dr A.P.J. Abdul
Kalam Technical University (AKTU)
(Lucknow)

Summer Intern – Zensar Technologies Ltd.

- Enhanced the effectiveness of the organizational pipeline by creating a generic leadership development journey 'Zenith'
- Identified competencies and developed an end-to-end 12 months leadership development journey for the successors to the role of Associate Vice President

Assistant Systems Engineer – Tata Consultancy Services Ltd. (13 months)

- Conducted technical research and made software design documents for the project
- Assisted software application team in developing a vehicle diagnostic tool
- Class Representative, HRM & LR, TISS, Mumbai, 2020-21
- 1st Position, 'Accenture B-School Challenge', Case Study Competition, TISS, Mumbai, 2021
- National Winner, 'The Nutcracker', HUL, Case Study Competition, TISS, Mumbai, 2020



AKASH GUPTA

**Bachelor of Technology
(Electrical)**

Kamla Nehru Institute of
Technology, Dr. A.P.J. Abdul Kalam
Technical University (AKTU)
(Lucknow)

Summer Intern – Tata Steel Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship.
- Analysed the long-term impact of Charter of Demand of Contract Employees.

Project Engineer – Wipro Ltd. (15 months)

- Developed automation solutions using Shell, Perl and Java Scripts to increase the operational efficiency and provided the efficient and accommodating UNIX function to external clients.
- Recipient, 'On the Spot Award', Wipro Ltd., 2018
- 1st Position, Campus Round, 'Asian Paints Cognoscenti', Hues of Clues, Treasure Hunt Competition, TISS, Mumbai, 2021
- 1st Position, Campus Round, 'Reliance TUP 6.0', Evolve Case Study Challenge, TISS, Mumbai, 2021
- National Round, 'ACTapult', ACT Fibernet Case Study, TISS, Mumbai, 2021



AMIRTHA R

**Bachelor of Engineering
(Electronics & Communication)**

K Ramakrishnan College of
Technology (KRCT), Anna University
(Chennai)

Summer Intern – Flipkart Pvt. Ltd.

- Identified the most impactful Diversity & Inclusion (D & I) themes in technology industry and assessed the current D & I data and metrics of 'OneTech', Flipkart's technology division
- Suggested recommendations and roadmap for the D & I initiative 'GirlsWannaCode' (GWC) 4.0

Application Developer – BNY Mellon Technology Pvt. Ltd. (31 months)

- Worked as a Software Developer for the application 'American Depository Receipts'
- Performed feature enhancements and bug-fixing for 'Reports & Database Migration' project
- Member, HRM & LR Forum, HRM & LR, TISS, Mumbai, 2020-22
- Member, Department Association, Electronics & Communication Engineering, KRCT, Trichy, 2011-15
- Recipient, 'Merit Certificate' for Academic Proficiency, Semester 1 University exams, KRCT, Trichy, 2012



ARUNEESH SHUKLA

**Bachelor of Engineering
(Information Technology)**

Birla Institute of Technology (BIT),
Mesra (Ranchi)

Summer Intern – P&G

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Proposed a change management strategy for adoption of Workday HCM tool in P&G India Ltd.
- Executed a pilot run covering all managers and prepared a 30-60-90 plan for measuring the effectiveness of the proposed strategy

Associate Application Developer – Oracle Financial Services Software Ltd. (8 months)

- Worked in the flagship financial services software product of Oracle – 'Flexcube', for the recently released V14 version of the software
- Wrote automation code which ensured quality of service, pushed update patches after resolving issues and monitored server performance
- 1st Position, Campus Round, 'Mahindra Rise Challenge', Case Study Competition, Mahindra & Mahindra Ltd., TISS, Mumbai, 2020
- Co-ordinator, Student Alumni Relation Cell (SARC), BIT Mesra, Ranchi, 2015-17



AVILASH BHOWMICK

**Bachelor of Technology
(Computer Science)**

Future Institute of Engineering and
Management (FIEM), West Bengal University
of Technology (Kolkata)

Summer Intern – Cipla Ltd.

- Carried out Strategic Workforce Planning for Emerging Markets in Asia Pacific (APAC) and Middle East & North Africa (MENA) region
- Suggested changes in the overall HR Strategy for Cipla Morocco

Associate – Cognizant Technology Solutions Corp. (27 months)

- Led Information Technology Infrastructure Library (ITIL) Level 1 task force consisting of cross-functional team members
- Organized and co-led root cause analysis drives to reduce Incident Management tickets by 15%
- Mentored business end-users and vendors to help them get familiarized with web application solutions
- Member, Curriculum Design Team, Bhumi.org, Kolkata, 2018-19
- 2nd Position, Humorous Speech Contest, District 41, Area K1, Toastmasters International, Kolkata, 2019



AVINASH ANAND

**Bachelor of Technology
(Electronics & Communication)**

Jaypee Institute of Information
Technology (Noida)

Summer Intern – Glenmark Pharmaceuticals Ltd.

- Re-structured and updated 60+ policy documents based on strategic and legal requirements of current times
- Designed and recommended policy communication plan so as to increase policy awareness

Programmer Analyst – Cognizant Technology Solutions India Pvt. Ltd. (25 months)

- Created and reviewed test scripts, scenarios, test analysis and reports
- Carried out a project take over and designed firsthand knowledge book for the project
- Finalist, National Round, 'Asian Paints-The Conundrum 2021', TISS, Mumbai, 2021
- Batch Topper, Training Program, Cognizant, Bangalore, 2015
- Student Coordinator, training and placement cell, IIIT, Noida, 2013-14



CHAITANYA NAGLE

Master of Commerce

Sydenham College of Commerce
and Economics, University of
Mumbai (Mumbai)

Summer Intern – Samsung R&D Institute India, Bangalore Pvt. Ltd.

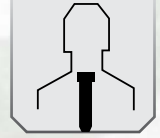
- Identified touchpoints for communicating the employee value proposition by interacting with relevant stakeholders and conducting secondary research
- Designed the EVP communication program and its implementation strategy for potential candidates, new joiners and existing employees

Senior Executive – ARG Outlier Media Pvt. Ltd. (05 months)

- Sourced, screened and interviewed prospects for various editorial positions
- Handled offer and compensation discussions

Trainee – Yes Bank Ltd. (19 months)

- Screened prospects and coordinated interviews for retail banking businesses
- Managed onboarding activities for new joiners and handled employee grievances
- Finalist, National Round, 'The Conundrum 2021', Asian Paints, Case Study Competition, TISS, Mumbai, 2021



DIVYA K A

**Bachelor of Technology
(Electronics & Communication)**

Model Engineering College (MEC),
Cochin University of Science &
Technology (Kochi)

Summer Intern – Citibank N.A (India)

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Built a New Hire Day 1 Toolkit for seamless onboarding and evaluated current onboarding best practices via external benchmarking

Analyst – Deloitte Consulting Pvt. Ltd. (34 months)

- Developed functional expertise in Deloitte's Business Process Modelling (BPM) tool built upon a third-party platform for various business process models
- Programmed scripting utilities for the tool as per requirement
- Gender Advocate, Women & Gender Development Cell, TISS, Mumbai, 2021
- Centre Lead, 'Wings to Fly', CSR activity, Deloitte, Hyderabad, 2018
- Organizer, 'Technical Workshop Marathon', IEEE student branch, MEC, Kochi, 2014



DIVYANSHU TRIPATHI

**Bachelor of Technology (Hons.)
(Civil)**

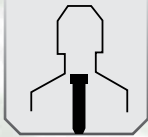
JSS Academy of Technical Education,
Noida (JSSATEN) (Noida)

Summer Intern – Citibank N.A. (India)

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Conducted research and benchmarking in progressive organizations, globally, to identify gap areas in talent management at Citi and proposed a roadmap for transformation

Marketing Associate – 10 Times Online Pvt. Ltd. (11 months)

- Managed content marketing and public relations, strategized and executed email-marketing campaigns across different regions for inbound lead generation, as a part of pre-sales process
- Member, Aspirants Relations Committee, HRM & LR, TISS Mumbai, 2020-22
- 3rd Position, National Round, 'Myntra Stylbiz', Case Study Competition, TISS, Mumbai, 2021
- Semi-Finalist, National Round, 'Flipkart Wired 5.0', Case Study Competition, TISS, Mumbai, 2021
- Campus Finalist, Accenture B-School Challenge, TISS, Mumbai, 2021



GAYATRI THAKRE

**Bachelor of Engineering
(Electrical)**

Fr. Conceicao Rodrigues Institute of
Technology (FCRIT), University of
Mumbai (Mumbai)

Summer Intern – Aditya Birla Fashion and Retail Ltd.

- Awarded a Pre-Placement Interview (PPI) offer in recognition of excellent performance in summer internship
- Developed and implemented a digital onboarding certification program 'Spark'- framework, content and assessment for front-end sales force

Business Analyst – Tata Consultancy Services Ltd. (41 months)

- Spearheaded the end-to-end project delivery for a key client of iON Energy
- Analyzed and monitored the energy consumption patterns for identifying Energy Savings Opportunities
- Conceptualized real-time energy monitoring dashboard and KPIs based on the industry trends and standards
- Co-ordinator, Social Work Department, Madhyam Lokseva Pratisthan, Nagpur, 2018-19
- Assistant Cultural Secretary, Student Council, FCRIT, Mumbai, 2013-14



GOVIND MENON

**Bachelor of Technology
(Mechanical Engineering)**

Government Engineering College,
Thrissur, University of Calicut
(Calicut)

Summer Intern – Asian Paints Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Defined HR priorities for Asian Paint's interior designing division – Beautiful Home Services

Executive – Bharat Petroleum Corporation Ltd. (36 months)

- Planned all production operations for BPCL's South Indian lubricant plant along with filling, bulk and blending operations; oversaw highest production figures in OEM grades
- Marketed lubricants across channels in two districts of Tamil Nadu, registering highest district sales growth in Southern Region
- Class Representative HRM & LR, TISS, Mumbai, 2020-22
- National Finalist, All India Management Association (AIMA) Quiz Meet, 2019
- 3rd Position, All India ICSE/ISC Quiz Meet, 2012



HARSH DODIA

**Bachelor of Technology
(Chemical)**

Institute of Technology, Nirma
University (Ahmedabad)

Summer Intern – JSW Steel

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Implemented job rotation policy for first quarter across JSW Steel employees and developed a career progression plan for the sales team employees

Shift Engineer – Gujarat Narmada Valley Fertilizers and Chemicals Ltd. (37 months)

- Led the team as production in charge at 50000 MTPA Toluene Di Isocyanate manufacturing plant, Dahej
- Led the departmental team for implementing ISO (International organization for standardization) standards from grass root level
- Worked as ISO Internal Auditor
- Member, HRM&LR Forum, TISS, Mumbai, 2020-21
- 1st Position, Campus Round, 'PWC Challenge 3.0', Case Study Competition, TISS, Mumbai, 2021



HARSH NAYAK

**MSc. (Integrated)
(Physics)**

Centre For Excellence in Basic Sciences
(CEBS), University of Mumbai (Mumbai)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

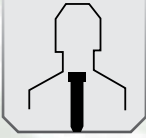
- Designed an engagement strategy for the Amazon India student hires, across different job types and hiring tracks in their pre-boarding phase

Assistant Commandant– Indo Tibetan Border Police (ITBP) (6 months)

- Trained on different aspects related to warfare, service personnel management, weapons training, and service etiquettes
- Selected for expedition to India's 2nd highest peak, Nanda Devi, 2015

Junior Research Fellow – CEBS Mumbai (12 months)

- Carried out observational studies of objects like black holes and neutron stars as a part of ASTROSAT, India's first dedicated astronomy mission
- Studied accretion disks, accretion onto black holes and neutron stars
- Delegate, 'Raisina Dialogue', flagship conference on Geopolitics, Ministry of External Affairs, New Delhi, 2016-21
- 1st position, Chess, 'Ragnarok', Annual Sports Meet, CEBS, Mumbai, 2010



HARSHABARDHAN

**Bachelor of Technology
(Electrical)**

Punjab Engineering College (PEC)
(Chandigarh)

Summer Intern – Flipkart Pvt. Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance during summer internship
- Designed and implemented 2-day F&F (Full & Final) settlement process end to end

Senior Business Analyst – Decision Point Pvt. Ltd. (18 months)

- Increased productivity of sales employees of a manufacturing major from 48% to 63% in 2 months by deploying a Machine Learning based gamification model
- Facilitated COVID-19 recovery initiatives for an FMCG major that simulated 12% revenue growth and 2% share value growth

Analyst – BMTG Advisors India Pvt. Ltd. (09 months)

- Helped an automotive major to map potential Acquisition (M&A) and expert hiring
- Finalist, National Round, 'Flipkart Wired 5.0', Case Study Competition, TISS, Mumbai, 2021
- Finalist, National Round, 'Philips Think Up Challenge', Case Study Competition, TISS, Mumbai, 2020



INDERDEV MISHRA

**Bachelor of Technology
(Mathematics & Computing)**

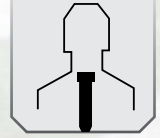
Delhi Technological University (DTU)
(New Delhi)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Assessed the Change Management to understand gaps in transition to a central team and designed a national mitigation plan to improve this transition

Management Consultant – PwC India (26 months)

- Conceptualized presentation on the review of textile sector exports (FY 17) presented by Standing Committee in Parliament
- Spearheaded PMO presentation on Ministry of Textile's 5-year Action Plan
- Started competency building initiatives on mobile application development using iOS platform
- Member, Alumni Committee, HRM & LR, TISS, Mumbai, 2020-21
- National Finalist, 'The Nutcracker', HUL, Case Study Competition, TISS, Mumbai, 2020



JAYESH KUMAR KUMBHARE

**Bachelor of Technology
(Metallurgical & Materials)**

National Institute of Technology –
Durgapur (NIT-D)

Summer Intern – Aditya Birla Group – Birla Carbon Ltd.

- Created a Technical Training Academy framework for plant personnel
- Designed an approach note to build organizational capability in Design Thinking

Digital Analyst – Eclerx Services Ltd. (4 months)

- Managed end-to-end Production Schedule for client's online marketing campaigns
- Managed content for client's online marketing campaigns
- Executive Fest Co-ordinator, 'Aarohan', Annual Techno-Management Fest, NIT, Durgapur, 2017-18
- Co-ordinator, 'Touch and Augmented Reality Workshop', NIT, Durgapur, 2016
- 1st Position, 'Intra College Business Standard Quiz', NIT, Durgapur, 2015



KANAV GUPTA

**Bachelor of Engineering
(Electronics & Communication)**

University Institute of Engineering
Technology (UIET), Panjab University
(Chandigarh)

Summer Intern – ITC Ltd.

- Identified manpower rationalization and automation opportunities in areas of direct deployment using time motion studies at ITC Food Factories
- Implemented productivity and cost efficiency improvements and created sustainable process change mechanism for identifying rationalization/automation opportunities in the future

Associate Solution Advisor – Deloitte US India Advisory (18 months)

- Led Oracle Governance Risk Compliance (GRC) changes, compliance, and audit for the client along with security role design in various geographies
- Recipient, 'Client Appreciation Award' for adding value to the process of business risk analysis for the Fortune 500 biopharma client
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22
- 1st Position, Campus Round, 'Signals of Change', Accenture Strategy B-School Challenge Season 5, TISS, Mumbai, 2021
- Team Leader, Alumni Office, UIET, Panjab University, 2014-16



MOHIT SINHA

**Bachelor of Engineering
(Industrial & Production)**

Shri G.S. Institute of Technology
& Science (SGSITS), Rajiv Gandhi
Proudyogiki Vishwavidyalaya
(Indore)

Summer Intern – Tata Administrative Services (TAS)

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Conceptualized and launched Tata Teachers for Tata Learners, a co-learning initiative aimed to leverage the diverse knowledge capital of the Tata group at Tata Sons

Assistant Manager – PSA AVTEC Powertrain Pvt. Ltd. (26 months)

- Administered Advanced Product Quality Planning (APQP) process for new product launches in a green field project
- Conducted onboarding and system audits on suppliers' Quality Management System to ensure conformance to International Automotive Task Force (IATF) 16949 norms
- Member, Alumni Committee, HRM & LR, TISS, Mumbai, 2020-22
- Semi Finalist, National Round, 'Flipkart Wired 5.0', Case Study Competition, TISS, Mumbai, 2021
- 1st Position, Cost Event, SAE SUPRA India, Chennai, 2015



NIRANJANA H. MENON

**Bachelor of Technology
(Electronics & Communication)**

Government Engineering College
(GEC) Thrissur, University of Calicut
(Calicut)

Summer Intern – Tata Administrative Services (TAS)

- Developed initial framework and draft timeline for Self Managed Teams (SMT) implementation in Tata Electronics Private Limited
- Developed a weekly HR dashboard to effectively communicate the HR updates

Senior Engineer – Tata Elxsi Ltd. (35 months)

- Worked in the testing and validation of car audio amplifier systems using Hardware In the Loop Simulation (HILS) setup
- Recipient, 'Customer Appreciation Award', Tata Elxsi Ltd., Trivandrum, 2018
- 1st Position, Campus Round, 'PwC Challenge 3.0', Case Study Competition, TISS, Mumbai, 2021
- 2nd Position, Campus Round, 'Accenture B-School Challenge - Season 5', TISS, Mumbai, 2021
- 1st Position, B.Tech. (Electronics and Communication Engineering), GEC, Thrissur, 2012-16



P NAVEEN KUMAR

**Bachelor of Technology
(Electrical & Electronics)**

National Institute of Technology
Karnataka, Surathkal (NIT-K)

Summer Intern – GlaxoSmithKline Pharmaceuticals Ltd.

- Identified Gender Pay Gap Indicators and proposed Initiatives along with respective KPIs to reduce pay gap
- Benchmarked and Proposed Benefits for Permanent International Relocation Hires

Associate – Teach For India (5 months)

- Built successful relations with school stakeholders and partner organizations to ensure conducive school environment for learning and effective implementation of program
- Problem solved – Fellow concerns and needs during Fellowship

Senior Associate – Avanti Learning Centres Pvt. Ltd. (28 months)

- Headed program operations at Coorg, Karnataka and coordinated with Sales team to reach breakeven revenue within 10 months of operations with limited resources
- Finalist, National Round, Philips ThinkUp Challenge, Case Study Competition, TISS, Mumbai, 2020
- Member, City Child Rights & Safety Protection Committee, TFI Bangalore, 2019



PIYUSH GUPTA

**Bachelor of Engineering
(Electrical)**

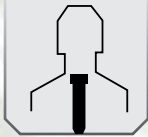
Thapar University (Patiala)

Summer Intern- Cipla Ltd.

- Worked on improving learner's engagement in the learning programs through personalization of learning resources
- Provided recommendations to leverage learning technologies to enhance learning outcomes

Legislative Assistant- Office of MP Derek O'Brien (11 months)

- Assisted Member of Parliament in day-to-day Parliamentary interventions namely 'Short Duration Discussions', 'Question Hour', 'Special Mentions'
- Analysed the impact of new laws, amendments, and Government policies and briefed them to the Member of Parliament
- Member, Editorial Committee, HRM & LR, TISS, Mumbai, 2020-22
- Finalist, National Round, 'Flipkart Wired 5.0', Case study Competition, TISS, Mumbai, 2021
- Campus Finalist, 'Signals of Change', Accenture Strategy B2School Challenge Season 5, TISS, Mumbai, 2021



PRADEEP CHOUDHARY

**Bachelor of Engineering
(Electronics & Communication)**

Sinhagad College of Engineering
(SCOE), Savitribai Phule University
(Pune)

Summer Intern – Mahindra Logistics Ltd.

- Awarded a Pre-Placement offer (PPO) in recognition of excellent performance during summer internship
- Streamlined onboarding process and enhanced experience across organization by conducting gap analysis and implementing it through digitization
- Curated a document on 'Work from Home Policy Recommendations' for the organization based on the best practices in the industry

Operations Associate – New Datta Transport (15 months)

- Streamlined daily operations that included various activities, primarily monitoring the movement of trucks, complying with regulations, and maintaining cost sheets
- Helped in building a network of supporting entities along the transport routes for secured and timely delivery of material
- Academic Manager, Quest IAS Academy, Pune, 2018-20
- 1st Position, Fashion show, 'Vendant Karandak', Cultural Fest, SCOE, Pune, 2012



PRIYANKA GUPTA

**Bachelor of Technology
(Electronics & Communication)**

JSS Academy of Technical Education
(JSSATE), Uttar Pradesh Technical
University (Noida)

Summer Intern – Cipla Ltd.

- Identified key competencies and derived functional competency framework for Cipla's Supply Chain Management team
- Suggested way ahead for the further phases of competency development and identified training interventions for priority areas emerged during interactions

Engineer – NTL Electronics India Ltd. (21 months)

- Designed power converter (AC-DC) for LED lighting bulbs (5-40W), Streetlights (15-80W) and looked after the complete product development cycle
- Developed a low-cost, highly efficient and production friendly 80W streetlight for Government's Domestic Efficient Lighting Program (DELP)
- Finalist, National Round, 'Philips ThinkUp Challenge', Case study competition, TISS, Mumbai, 2020
- Treasurer, 'Quizzoc', Quiz Club, JSSATE, Noida, 2012-14
- Recipient, 'Certificate of Merit' for excellent performance and securing Rank 2 in B.Tech., JSSATE, Noida, 2010-11



PULKIT CHANDRA

**Bachelor of Engineering
(Electrical & Electronics)**

PES Institute of Technology
(PESIT), Visvesvaraya Technological
University (Bangalore)

Summer Intern – Accenture India Pvt. Ltd.

- Designed a tool for the Human Resource People Advisors (HRPAs) to collect insights during employee connect activities and track queries
- Automated the tool to identify the high-risk employees and generate insights in form of a report on engagement and productivity

Analyst – Deloitte Touche Tohmatsu India LLP (23 months)

- Facilitated business procurement from clients in the hospitality and insurance sectors
- Implemented end-to-end solutions for SunSystems ERP system including post-implementation support and MIS reporting
- Collaborated with the technical team for custom software integration based on business requirement
- National Top 6 Teams, 'EmPoWered', NHRD People with Disabilities Community Connect and Digital Accessibility, TISS, Mumbai, 2021
- Under Secretary General – Delegate Affairs, PES Model United Nations Society, PESIT, Bangalore, 2014-16



RISHIKESH AGNIHOTRI

**Bachelor of Technology
(Mechanical)**

Jaypee University of Engineering
and Technology (Guna)

Summer Intern – Honeywell Automation India Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Performed demographic analysis and mapping of current GET population based on various parameters and made recommendations for future census planning

Deputy Manager – HLL Infratech Services Ltd. (57 months)

- Performed design, planning and execution of mechanical utilities for Central government hospital projects
- Performed daily supervision of site activities in-line with standard quality assurance and quality control requirements
- Certified testing of equipment at manufacturer's premises and gave dispatch clearances
- Finalist, National Round, 'Marico Elevator Pitch', TISS, Mumbai, 2021
- Semi Finalist, 'CII Genesis 2020', TISS, Mumbai, 2020



ROOPAK PANWAR

**Bachelor of Technology
(Civil)**

Ch. Braham Prakash Government
Engineering College (New Delhi)

Summer Intern – Sun Pharma Industries Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Created as well as mapped competency of technicians for a manufacturing unit
- Created career path for the technicians, as part of pipeline for skilled employees for the organization

Assistant Section Engineer – Delhi Metro Rail Corporation Ltd. (60 months)

- Successfully led inter-departmental team for revamping systems, maintaining optimal punctuality rate of trains of Blue Line
- Devised a low-cost and efficient method for material management, allocation and transportation to the site
- Finalist, National Round, 'Industrial Relations Conclave '21', TISS, Mumbai, 2021



RUPALI PANGTEY

**Master of Arts
(English Literature)**

Hans Raj College (HRC), University of
Delhi (Delhi)

Summer Intern – Dr Reddy's Laboratories Ltd.

- Identified and analyzed key gaps in Areas Sales Manager leadership program and suggested recommendations
- Identified and analyzed key gaps in Sales Manager leadership program and suggested recommendations

News Trainee – Network18 Media and Investments Ltd. (16 months)

- Curated, reported, and edited news content for multimedia platforms within tight deadlines
- Executed social media strategy to strengthen online presence of website
- Member, Editorial Committee, HRM & LR, TISS, Mumbai, 2020-22
- Among Top 6 National Teams, 'EmPoWered', National HRD Network (NHRD), 2021
- Secretary, English Literary Society, HRC, University of Delhi, Delhi 2012-13



SAKSHI KUMAR

Bachelor of Commerce (Hons.)

Shri Ram College of Commerce (SRCC), University of Delhi (Delhi)

Summer Intern – Marico Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Created a Total Rewards Framework and charted out a detailed implementation and communication strategy

Digital Marketing Associate – ANS Digital Pvt Ltd. (15 months)

- Created and optimized Google Ads campaigns by analysing data and identifying insights and trends
- Implemented chatbots for Facebook Messenger marketing
- Developed SMS, Email and Snapchat marketing strategies and campaigns
- Member, Aspirants Relations Committee, HRM & LR, TISS, Mumbai, 2020-22
- Sponsorship Head, Quiz Society, SRCC, Delhi, 2016-17



SAURABH RANJAN

Bachelor of Technology (Mechanical)

Indian Institute of Technology – Kharagpur (IIT-KGP)

Summer Intern – Cipla Ltd.

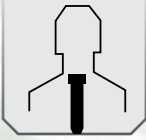
- Recommended a cohesive approach for strengthening the capability building landscape under 'Technical Training Academy' across seven manufacturing sites
- Designed a career path framework (functional/managerial) for select frontline roles in manufacturing and quality

Content Creation Associate – Think and Learn Pvt. Ltd. (7 months)

- Headed 'Anthropology Content Team' responsible for redesigning major portions of the syllabus

Senior Design Engineer – Tata Technologies Ltd. (61 months)

- Led delivery teams providing design and manufacturing solutions to aerospace OEMs such as Airbus and Boeing, Pune
- Streamlined onsite-offshore engagement at Magellan Aerospace, Bournemouth, England
- Member, Editorial Committee, HRM & LR, TISS, Mumbai, 2020-22
- 1st Position, National Round, 'The Conundrum', Asian Paints, Case Study Competition, TISS, Mumbai, 2021



SHREYA SIDANA

**Bachelor of Arts (Hons.)
(English)**

Kirori Mal College (KMC), University
of Delhi (Delhi)

Summer Intern – Reckitt

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance in summer internship
- Designed and executed 'Reckitt Career Compass', a new property for 1st year B-School engagement and hiring; devised W5H of Employer brand social media strategy

Executive Academics – CL Educate Ltd. (13 months)

- Coached and mentored competitive exams' aspirants to build verbal ability and critical reasoning competency
- Rated as the best verbal ability faculty in CL pan-India, 5th highest overall, 2019
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22
- Live Project Intern, 'Best Practices on Inclusion', Reliance Retail Ltd., 2021
- Member, 'SAHAS', The Women Empowerment Cell, National Service Scheme, KMC, Delhi 2016-17



SHRISHTI CHOWDHURY

**Bachelor of Technology
(Electrical & Electronics)**

Krishna Institute of Engineering
& Technology (KIET), Dr. A.P.J.
Abdul Kalam Technical University
(Lucknow)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

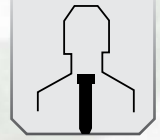
- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance during summer internship
- Analyzed the impacts of Industrial Relations Code - 2020 on Amazon India Operations (INOPs) and created playbooks for its implementation

Software Engineer – Tech Mahindra Ltd. (24 months)

- Collaborated with developers and product owners to analyze business requirement and developed testing scenarios
- Co-ordinated daily scrum calls with client, identified bottlenecks and delegated tasks within the team

Graduate Engineer Trainee – Pernod Ricard India Pvt. Ltd. (12 months)

- Facilitated end-to-end project execution, including vendor selection and technical negotiations for equipment installations
- Handled production planning, devised 'Kaizen' in various areas for improving efficiency
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22



SHUBHAM GAUTAM

**Bachelor of Technology
(Electrical & Electronics)**

ABES Engineering College (ABESEC),
Dr. A.P.J. Abdul Kalam Technical
University (AKTU) (Lucknow)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

- Designed a year-round engagement calendar, consisting of a series of engagement events, by conducting research, competitor benchmarking, and ROI analysis of events
- Devised a job sensitization program for non-SDE technical roles at Amazon

Transportation Specialist – Amazon Development Centre (India) Pvt. Ltd. (12 months)

- Assisted delivery associates with last mile delivery concerns and resolved potential issues that impacted customer experience and delivery performance
- Ensured standard operating procedures (SOP) on floor, audited contacts and managed shrinkage
- Member, Aspirants Relations Committee, HRM & LR, TISS, Mumbai, 2020-22
- 1st Position, National Round, 'The Conundrum', Asian Paints, Case Study Competition, TISS, Mumbai, 2021
- National Winner, 'The Nutcracker', HUL, Case Study Competition, TISS, Mumbai, 2020



SHUBHAM SINGHANIA

**Bachelor of Technology
(Electrical & Electronics)**

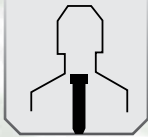
Krishna Institute of Engineering &
Technology (KIET), Dr. A.P.J. Abdul
Kalam Technical University (AKTU)

Summer Intern – Dr Reddy's Laboratories Ltd.

- Conceptualized organisation wide initiatives for capability building and creating a culture of learning in the organisation
- Designed digital interventions using elements of mixed-reality and gamification to enhance learner's experience and the effectiveness of the delivery of learning content

Systems Engineer – Tata Consultancy Services Ltd. (TCS) (41 Months)

- Led the offshore integration development team of 5 members working for a large US manufacturing client
- Carried out end-to-end integration and migration of on-premise and cloud applications using SAP middleware technologies
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22
- Founder, 'Quzzinga-The Quiz Club', KIET, Ghaziabad, 2015-16
- 1st Position, 'Maestro- Best Manager', Entrepreneurship summit, KIET, Ghaziabad, 2015



SNEHAL PAGAR

**Bachelor of Engineering
(Electronics & Telecommunication)**

Vidyavardhini's College of
Engineering & Technology (VCET),
University of Mumbai (Mumbai)

Summer Intern – Addverb Technologies Pvt. Ltd.

- Devised short term incentives for top leaderships & team incentives and accomplished Talent acquisition for Sales & Android developer positions at Addverb
- Developed the technical domain Organization structure & prepared job descriptions with detailed job analysis for varied job roles

Assistant Manager – State Bank of Hyderabad (SBH) (21 months)

- Implemented Active Directory System (Internet Protocol-IP migration) project in Mumbai Region for the merger of SBH with SBI
- Managed branch & led business development team in the fields of Retail Banking, Forex, MSME, Advances, Rural Banking

Executive Assistant – State Bank of India (SBI) (12 months)

- Designed policies & managed branch operations in Asset quality, Capital adequacy, Advances management in the Home Loan department, Corporate Centre Mumbai
- ML/AI EdTech Intern, 'Pratham NGO', Machine Learning & Artificial Intelligence, Mumbai, 2021
- Counsellor, 'Asmita Women's Union NGO', Women Empowerment, Mumbai, 2014-19



TRIVENDRA SINGH

**Bachelor of Technology
(Industrial)**

Vishwakarma Institute of
Technology (VIT), Savitribai Phule
Pune University (Pune)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

- Worked on establishing Amazon as the Employer of Choice at top Tech Campuses in India
- Developed framework to identify science conferences by which Amazon and Student Programs should sponsor and recruit scientists

Business Development Executive– RD Info Global Solutions (OPC) Pvt. Ltd. (30 months)

- Executed end to end sales lifecycle and targeted potential clients
- Assessed client requirements and offered solutions and support
- Member, HRM & LR Forum, TISS, Mumbai, 2020-22
- 2nd Position, National Round, 'Myntra Stylbiz', Case Study Competition, TISS, Mumbai, 2021
- Semi-Finalist, 'Flipkart Wired 5.0', Case Study Competition, TISS, Mumbai, 2021



TULIKA MUJUMDAR

**Bachelor of Engineering
(Computer Science)**

Maulana Azad National Institute of
Technology (MANIT) (Bhopal)

Summer Intern – Flipkart Pvt. Ltd.

- Worked with the Talent Branding team to revamp the employee referral program
- Created talent personas and identified segment specific platforms for branding for software developers, data scientists, supply chain design and women employees

Associate Application Developer – Oracle Financial Services Software (13 months)

- Developed features for banking and insurance for ORMB (Oracle Revenue Management and Billing) product
- Analysed functional specification, architected efficient technical designs, and tested complex modules
- Member, Aspirants Relations Committee, HRM & LR, TISS, Mumbai, 2020-22
- 2nd Position, National Round, 'Myntra Stylbiz', Case Study Competition, TISS, Mumbai, 2021
- Semi-Finalist, National Round, 'Flipkart Wired 5.0', Case Study Competition, TISS, Mumbai, 2021



**UMENDRA KUMAR
SHARMA**

**Bachelor of Engineering
(Electronics & Communication)**

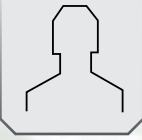
University Institute of Technology
(UIET), Panjab University
(Chandigarh)

Summer Intern – Amazon Development Centre (India) Pvt. Ltd.

- Executed empirical research project on Effectiveness of Orphan teams across Amazon worldwide
- Designed the Orphan team tenets and framed SOPs for Executive Leadership to inspect the existing Orphan teams and to follow while setting up new teams

Associate Consultant – Infosys Ltd. (73 months)

- Executed the digital landscape transformation for multiple US, UK, and APAC clients in the IT QA space by implementing test automation
- Awarded, 'Insta Award', Infosys Ltd. twice for being among the top 1% of employees, 2016-17, 2018-19
- Selected among the top 4% of employees globally for the Infosys flagship career development 'ACON Bridge Program', Hyderabad, 2018
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-2022
- 1st Position, Campus Round, 'PwC Challenge 3.0', Case Study Competition, TISS, Mumbai, 2021



AARTI CHAUDHARY

**Bachelor of Technology
(Electronics & Communication)**

Deenbandhu Chhotu Ram University
of Science and Technology (DCRUST)
(Murthal)

Summer Intern – MARS India

- Formulated inclusion and diversity strategy for MARS Pet Nutrition, India and prepared roadmap for 2021-23
- Established assessment and development centre in MARS Pet Nutrition, India
- Member, HRM & LR Forum, TISS, Mumbai, 2020-22
- Role Model, Beti Bachao Beti Padhao, Haryana State Government Programme, 2021
- All India Rank 54, UPSC CAPF (DSP Equivalent Post), 2019
- 1st Position, Inter-University Chess tournament, International Institute of Technology and Management (IITM), Murthal, 2015



AAYUSH SONI

**Bachelor of Technology
(Mechanical)**

Madan Mohan Malaviya University
of Technology (MMMUT)
(Gorakhpur)

Summer Intern – Dr. Reddy's Laboratories Ltd.

- Recommended an action plan to strengthen D&I at ground level (Sales & Manufacturing)
- Proposed an action plan to improve the well-being of the employees
- 1st Position, Campus Round, 'Signals of Change', Accenture Strategy B-School Challenge Season 5, TISS, Mumbai, 2021
- 1st Position, Campus Round, 'Asian Paints Cognoscenti', Hues of Clues, Treasure Hunt Competition, TISS, Mumbai, 2020
- Finalist, National Round, 'Shell Energy Day 3.0', Energy Innovation Challenge, TISS, Mumbai, 2020
- Team Leader, Society of Automotive Engineering (SAE) Baja – India, MMMUT, Gorakhpur, 2015



ABHISHEK KUMAR

**Bachelor of Technology (Hons.)
(Civil)**

National Institute of Technology –
Jamshedpur (NIT-JSR)

Summer Intern – More Retail Pvt. Ltd.

- Worked on the employee engagement survey and suggested actionable areas
- Worked on the new hires training program and formulated plans for the launch of the LinkedIn learning interventions
- Benchmarked campus to corporate transition for the new hires according to the industry standards.
- Intern, Jamshedpur Utilities & Services Company Limited, Jamshedpur, 2012
- 1st Position, 'Arch Making Competition', 'Ojass', Technical Fest, NIT-JSR, Jamshedpur, 2011
- 3rd Position, 'Model Making Competition', 'Ojass', Technical Fest, NIT-JSR, Jamshedpur, 2011



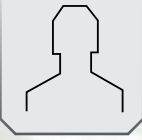
ADITYA KAKAD

**Bachelor of Technology
(Electrical)**

Veermata Jijabai Technological
Institute (VJTI) (Mumbai)

Summer Intern – Aditya Birla Group – Hindalco Ltd.

- Benchmarked the HR capability development interventions undertaken within ABG's businesses and external plant-based organisations
- Designed a Functional Capability development program for the young HR professionals during their first three years in the organisation
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22
- Finalist, 'Shell Energy Day 3.0', Energy Innovation Challenge, TISS, Mumbai, 2020
- Secretary, 'Trinetri Foundation', a registered society working for the mental wellbeing of villagers in Sinnar tehsil, Nashik, 2018-20
- Joint General Secretary, Entrepreneurship Cell, VJTI, Mumbai, 2016-17



AISHWARY NAGAR

**Bachelor of Technology
(Agriculture)**

College of Technology and
Engineering (CTAE), Maharana
Pratap University of Agriculture and
Technology (Udaipur)

Summer Intern – Glenmark Pharmaceuticals Ltd.

- Designed Early Warning System (EWS) for attrition prediction of 10000+ employees across 6 plants
- Created a Dashboard for centralized monitoring of EWS as well as a Negotiation tool to take customized retention measure
- Analyzed contemporary attrition prediction system and categorized 80+ prediction parameters
- President, National Student Development Forum, CTAE, Udaipur, 2016-18
- Head Boy, Jawahar Navodaya Vidyalaya, Bhilwara, 2010-11
- Captain, Handball Team, Jawahar Navodaya Vidyalaya, Bhilwara, 2007-10



AMAN KUMAR SINGH

**Bachelor of Technology
(Computer Science)**

Jaypee Institute of Information
Technology (JIIT) (Noida)

Summer Intern – Welspun India Ltd, Vapi

- Developed the process for propagation of Employee Suggestion Scheme to the blue-collared workforce
- Re-designed the process for efficient onboarding of the graduate engineer trainees
- Recommended course of action for increasing the employee engagement scores
- National Finalist, 'Shell Energy Day 3.0', Energy Innovation Challenge, TISS, Mumbai 2020
- 1st Position, Automation Robotics, Cyber Srishti, JIIT, Noida, 2017
- Recipient, Gold Medal, City Montessori School, Lucknow, 2015



**ANJANA
RAMAKRISHNAN**

**Master of Arts
(History)**

Miranda House,
University of Delhi (Delhi)

Summer Intern – Mahindra & Mahindra Ltd.

- Redesigned technical assessment for critical role transitions in Product Development
- Recommended changes to integrate assessment outcomes with employee's development journey using a Development Centre approach
- Member, Junior Editorial Committee, HRM & LR, TISS, Mumbai, 2020-21
- 1st Position, Campus Round, 'PwC Challenge 3.0', Case Study Competition, TISS, Mumbai, 2021
- 1st Position, Campus Round, 'Mahindra Rise Challenge', Case Study Competition, TISS, Mumbai, 2020
- Recipient, 'Scholarship for Securing Highest Marks in B.A. History', SXC, Mumbai, 2018



ARPIT KUMAR

**Bachelor of Technology
(Mechanical)**

Punjab Engineering College (PEC),
PEC University of Technology
(Chandigarh)

Summer Intern – Cludtail India Pvt. Ltd.

- Created Sales capability development framework, learning maps and evaluated vendors to conduct sessions for the identified PO competencies
- Identified gaps in current training practices for all teams and reduced ramp up period from 30 to 21 days
- Recommended additional functional modules and successfully piloted changes; created a RACSI matrix to sustain implementation and evaluate the effectiveness
- Member, Placement Committee, HRM & LR, TISS, Mumbai, 2020-22
- Volunteer, Society for Rehabilitation of Mentally Challenged, SOREM, Non-profit organization, Chandigarh, 2017-19
- Member, 'MarComm', Marketing and Communication team, PEC Fest, Chandigarh, 2015



RAJA BARENYA KRUSHNA SAHOO

Master of Science
(Chemistry)

Indian Institute of Technology (IIT-K)
(Kanpur)

Summer Intern – Hindustan Petroleum Corporation Ltd.

- Submitted Final Standard Operation Procedure (SOP) to Chairperson for HR Operations
- Drafted the SOP in accordance with Analytical model of HR Processes and developed a systematic procedure for process flow
- Formulated solution for some of the key challenges in the process and suggested key inputs to the Mentor Committee
- Member, Smile Foundation, Bhubaneswar, 2019
- Recipient, 'INSPIRE', Scholarship for meritorious students, DST, Govt. Of India, 2015
- Cultural Secretary, Utkal Parisad, Odia Society, IIT-K, 2015



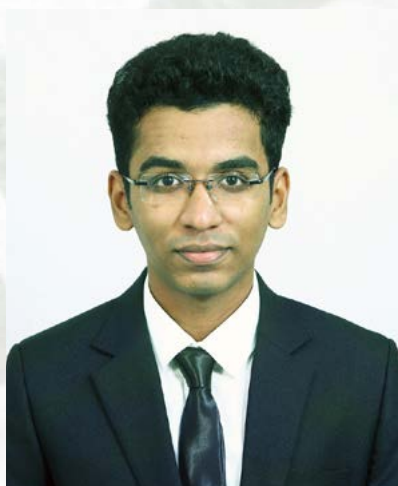
GAYATHRI ANILKUMAR

Bachelor of Science
(Psychology)

Christ College (Autonomous),
University of Calicut (Thrissur)

Summer Intern – Atria Convergence Technologies Ltd. (ACT)

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance during summer internship
- Built a competency model and its assessment framework for the front-line supervisors across functions in the organization
- Created a talent segmentation model for the supervisors in line with ACT's talent review planning and charted a capability development roadmap
- Member, Peer Support Group, TISS, Mumbai, 2021-22
- Recipient, 'Certificate of Merit', CBSE, for outstanding academic performance and for being among the top 0.1% in English Core, Thrissur, 2016
- School Captain, Holy Grace Academy, Thrissur, 2014-15

**KAVICHAKRAVARTHY****V**

**Bachelor of Engineering
(Electrical & Electronics)**

Sri Sivasubramaniya Nadar College
of Engineering (SSNCE), Anna
University (Chennai)

Summer Intern – Sun Pharmaceutical Industries Ltd.

- Engaged in change management – adoption of technology (SAP SuccessFactors)
- Created change management plan, communication materials, adoption plan
- Member, HRM & LR Forum, TISS, Mumbai, 2020-22
- Volunteer, 'Bhumi', NGO, teaching underprivileged children, Chennai, 2019-20
- Member, Cultural Event's Core Team, SSNCE, Chennai, 2016-17
- Awarded, 'Internal Project Funding' for the project on Solar Street Lighting, SSNCE, Chennai, 2017

**MAHENDRA RAJU**

**Bachelor of Science (Hons.)
(Economics & Finance)**

Ashoka University (Sonipat)

Summer Intern – Hindustan Unilever Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance during summer internship
- Performed a cost-benefit analysis for a new employment model
- Devised the communication strategy for the launch of a new employment model
- Member, Editorial Committee, TISS, Mumbai, 2020-22
- Recipient, 'Magna Cum Laude', B.Sc (Hons.), Ashoka University, 2020
- Student Ambassador, Ashoka University, Sonipat, 2018-19



MANIKANT UJJAWAL

**Bachelor of Technology
(Electrical)**

National Institute of Technology –
Patna (NIT--P)

Summer Intern – Hindustan Petroleum Corporation Ltd.

- Designed Virtual Action Learning Program to develop leadership skills, reduce operating cost and create high performing teams
- Studied Impact of COVID on HPCL's Capability building and made recommendations to improve strategies
- Designed Continuous performance management system to bring in more transparency in assessing and enhancing in employees' performance
- Trainee, 400/220 KV S/S, Power Grid Corporation of India Ltd, Patna, 2017
- Recipient, 'Certificate of Completion', Professional Development Course (Intermediate level), British Council, 2017
- Recipient, 'Certificate of Outstanding Performance in Class X', Pratibha Samman Samaroh, Prabhat, Prabhat Khabar, 2011



MD QASIM SIDDIQUI

**Bachelor of Technology
(Computer Science)**

DIT University (Dehradun)

Summer Intern – Welspun Group

- Designed and implemented onboarding program for management trainees
- Designed campus ambassador program for interns as a part of the campus branding initiatives
- Created and executed a roadmap for launch of a digital learning platform for Welspun employees
- Finalist, 'Shell Energy Day 3.0', Energy Innovation Challenge, TISS, Mumbai, 2020
- Organizational Head, 'Koshish Family', Non-profit organization, Dehradun, 2019-21
- Team Head, Stall Management, 'Youthopia', Annual Techno-Cultural Fest, DIT University, Dehradun, 2018



NAWAL MRIDULYA

**Bachelor of Technology
(Mechanical)**

Indian Institute of Technology –
Guwahati (IIT– G)

Summer Intern – Larsen and Toubro Infotech Ltd.

- Benchmarked bonus incentives given at other IT companies to make a revamped incentive system for the next appraisal cycle.
- Revised incentive calculations by managers for different sets of employees before doling out the incentive letters for 2021.
- Created and published a 'Benefits Handbook' for employees in the USA and India.
- Finalist, National Round, Best Summer Project Contest (HR), Avartan Business-fest, NITIE, Mumbai, 2021
- Live Project Intern, 'Compliance Handbook Ready Reckoner for Supervisors and HR BPs', Employee Relations, TATA Electronics, 2021
- National Finalist, 'The Nutcracker', HUL Case Study Competition, TISS, Mumbai, 2020



PARUL AMLA

**Bachelor of Engineering
(Electronics & Communication)**

Government College of Engineering
& Technology (GCET), University of
Jammu (Jammu)

Summer Intern – Samsung R&D Institute India, Bangalore Pvt. Ltd.

- Performed a review of employee mental wellbeing initiatives and Employee Assistance Program (EAP)
- Suggested a 4 month program to target employee mental wellbeing
- Suggested other recommendations to increase utilization rate of EAP and improve employee mental wellbeing
- Member, Editorial Committee, TISS, Mumbai, 2020-22
- Recipient, Scholarship for Higher Education (SHE), INSPIRE Scheme, Government of India, 2012
- Recipient, 'Certificate of Merit', CBSE, 2010



PRAFULLA SARAVADE

**Bachelor of Engineering
(Computer)**

Sinhgad College of Engineering
(SCOE), Savitribai Phule Pune
University (Pune)

Summer Intern – Myntra Jabong India Pvt. Ltd.

- Built a six-months action plan to support new hire's integration into Myntra's culture and ways of working, especially in the face of remote working
- Conducted thematic analysis of primary data collected majorly through structured interviews of critical internal stakeholders
- Recommended changes in the existing remote onboarding process
- Volunteer, The Wall and Us Foundation, NGO, 2018-Present
- Volunteer, 'Techtonic', Annual Department Fest, Sinhgad College of Engineering, Pune, 2015-16
- Coordinator, 'Robotics 2K16', Robotics competition, Sinhgad College of Engineering, Pune, 2016



RAHUL SHUKLA

Bachelor of Pharmacy (Hons.)

Institute of Pharmacy, Nirma
University (IPNU) (Ahmedabad)

Summer Intern - GlaxoSmithKline Pharmaceuticals Ltd.

- Awarded with a Pre-Placement interview (PPI) in recognition of excellent performance during summer internship
- Identified the key improvement areas in the sales structure in pursuit of improving salesforce efficiency and organizational productivity
- Suggested a new structure for the sales division, new set of responsibilities and span for sales managers
- Recipient, Pre-Placement Offer (PPO), 'Flipkart Wired 5.0', Case study competition, TISS, Mumbai, 2021
- Captain, Kabaddi team, Nirma University, Ahmedabad, 2015-19
- Event Coordinator, 'Pinnacle', Euphoria, Nirma University, Ahmedabad, 2019



REETIK ABHISHEK

**Bachelor of Technology
(Mining)**

Indian Institute of Technology –
Banaras Hindu University (IIT–BHU)
(Varanasi)

Summer Intern – Nestlé India Ltd.

- Created an end-to-end change management plan regarding the launch of a new tool for the complete automation of travel & its related expenses
- Identified opportunities regarding process and policy simplification and suggested recommendations
- Member, Alumni Committee, HRM & LR, TISS, Mumbai, 2020-22
- 2nd Position, Campus Round, 'Signals of Change', Accenture B-School Challenge Season 5, TISS, Mumbai, 2021
- National Finalist, 'The Nutcracker', HUL, Case Study Competition, TISS, Mumbai, 2020
- Recipient, 'Star Performer', Employee of the Month (June), Ozoprop Technologies Pvt. Ltd., Bengaluru, 2018



SAHIL PANDITA

**Bachelor of Technology
(Mechanical)**

College of Technology (COT), G. B.
Pant University of Agriculture &
Technology (Pantnagar)

Summer Intern – Wipro Ltd.

- Benchmarked talent management practices for high potential employees
- Recommended various developing and career pathing opportunities for top talent across band levels
- Automated the mentor and buddy toolkit which enhanced the efficiency of existing model for mentoring framework
- Member, HRM & LR Forum, TISS, Mumbai, 2020-22
- Finalist, National Round, 'Shell Energy Day 3.0', Energy Innovation Challenge, TISS, Mumbai, 2020
- Project Coordinator, 'Information Education and Communication', Bharat Mission, 2019



SANJEEV KUMAR GUPTA

**Bachelor of Technology
(Electrical & Electronics)**

Shri Ramswaroop College of
Engineering and Management
(SRMCEM), Dr A.P.J. Abdul Kalam
Technical University (Lucknow)

Summer Intern – Wipro Ltd.

- Developed an execution ready Rewards and Recognition program by thorough analysis of the existing R&R program, identifying employee expectations and key rewarding behaviours.
- Designed an Employee Communication Framework containing comprehensive list of communication campaigns, timelines, committees, list of senders and recipients etc.
- Recipient, 'Certificate of Proficiency', Apprenticeship Training (Electrical and Electronics Engineering), Tata Steel Ltd, Jamshedpur, 2020
- Coordinator, Literati Cell, SRMCEM Lucknow, 2015-19
- 4th Position, 'NTPC Electron Quiz – North Zone', Lucknow, 2018
- Participant, 'Regional Level Youth Parliament', Kendriya Vidyalaya, Manauri, 2015



SHASHI KANT

**Bachelor of Technology
(Production & Industrial)**

National Institute of Technology –
Jamshedpur (NIT-JSR)

Summer Intern – JSW Steel Ltd.

- Evaluated the effectiveness of the leadership development program
- Identified the pain points that contributed to the regrettable attrition of high potential candidates through qualitative and quantitative surveys.
- Suggested recommendations to improve retention.
- Recipient, Top Performer, 'Entry Design to Autonomous Vehicle', Idea & Innovation Challenge, Honda, Bokaro, 2018
- Recipient, 1st Position, 'Sci-Fi', Short Story Writing Competition, Ojass'15, NIT-JSR, Jamshedpur, 2015
- 2nd Position, 'MICA V', Radio Controlled Micro Ariel Vehicle Event, Ojass'15, NIT-JSR, Jamshedpur, 2015



SRAJAN JAIN

**Bachelor of Technology
(Civil)**

Maulana Azad National Institute of
Technology (MANIT) (Bhopal)

Summer Intern - Aditya Birla Group — Aditya Birla Fashion Retail Ltd.

- Assisted the staffing of management trainees & interns and created a Standard Operating Procedure (SOP) for the process
- Identified the best 'Employee Well-being' practices in the industry and devised metrics to measure them
- Member, Alumni Committee, TISS, Mumbai, 2020-22
- National Semi-Finalist, 'Flipkart Wired 5.0', Case study competition, TISS, Mumbai, 2021
- Executive Member, Indian Society for Technical Education, MANIT, Bhopal, 2014-17
- Vice President, Civil Engineering Students Association, MANIT, Bhopal, 2015-16



TREVOR WANMI SAWIAN PAKYNTAIN

**Bachelor of Arts (Hons.)
(Japanese language)**

Jawaharlal Nehru University (JNU)
(Delhi)

Summer Intern – Wipro Ltd.

- Awarded with a Pre-Placement Interview (PPO) in recognition of excellent performance during summer internship
- Designed a training policy for Wipro's Southern European region and defined the objective and scope of the policy.
- Designed a training catalogue and framework for employees belonging to all bands and roles.
- International Exchange Student, Osaka University, Japan, 2017-18
- Coordinator, Drama Team, 'Kizuna', Japanese Cultural Festival, JNU, Delhi, 2018
- Recipient, 'MEXT Scholarship Award', Japanese Government, Delhi, 2017



VIBHAV KUNJ

**Bachelor of Engineering
(Computer Science)**

CMR Institute of Technology
(CMRIT), Visvesvaraya Technological
University (VTU) (Belagavi)

Summer Intern – Accenture India Pvt. Ltd.

- Awarded a Pre-Placement Offer (PPO) in recognition of excellent performance during summer internship
- Developed transition roadmap for next generation of Employee Relations model
- Recommended improvements in grievance redressal mechanism to increase transparency
- Member, Aspirants Relations Committee, HRM & LR, TISS Mumbai, 2020-22
- 1st Position, National Round, 'The Conundrum 2021', Asian Paints, Case Study Competition, TISS, Mumbai, 2021
- National Winner, 'The Nutcracker', HUL, Case Study Competition, TISS, Mumbai, 2020

PLACEMENT COMMITTEE DETAILS

Faculty Coordinator



Dr. Sarala K Rao

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Placement Committee



Achintya Mohan
+91 88268 82456



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