

PLACEMENT BROCHURE 2017

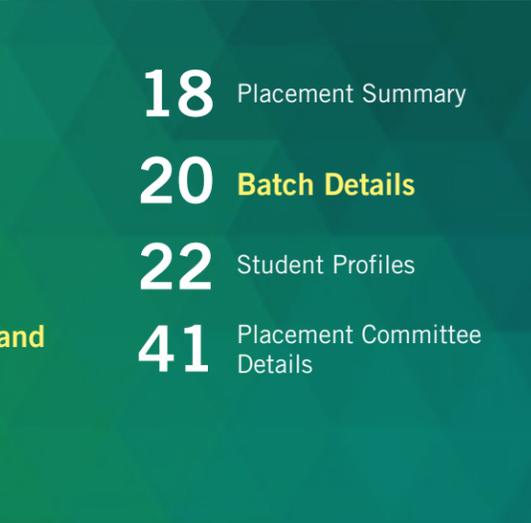
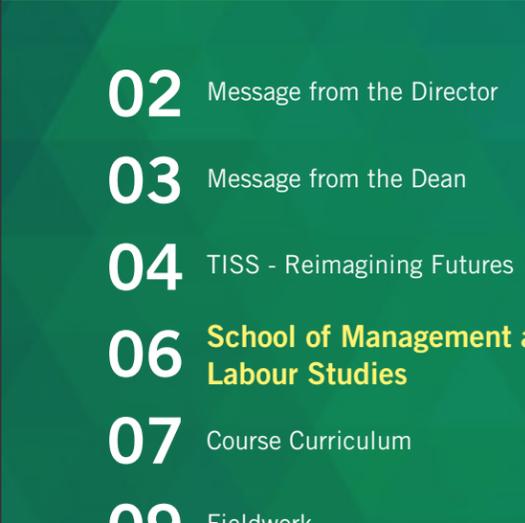
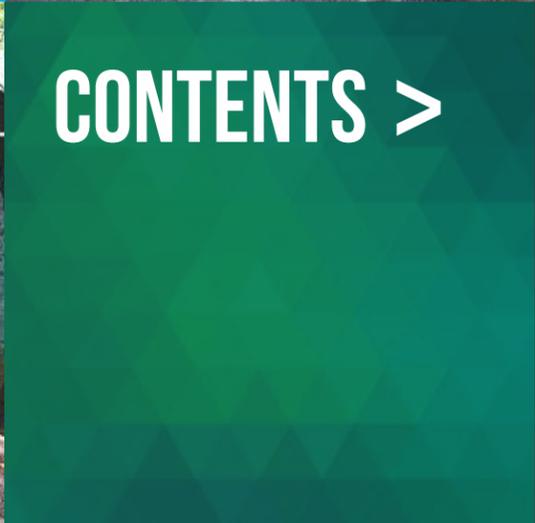
M.A. IN HUMAN RESOURCE MANAGEMENT



treading ahead

**School of Management and Labour Studies
Tata Institute of Social Sciences - Mumbai
Hyderabad Campus**





CONTENTS >

02 Message from the Director

03 Message from the Dean

04 TISS - Reimagining Futures

06 **School of Management and Labour Studies**

07 Course Curriculum

09 Fieldwork

10 Fieldwork Organizations

11 Research & Consulting

14 Alumni

16 **Placements**

17 Placement Process

18 Placement Summary

20 **Batch Details**

22 Student Profiles

41 Placement Committee Details



It gives me immense pleasure to invite you to the Placement process of the M.A in Human Resource Management (M.A-HRM) of the Tata Institute of Social Sciences (Hyderabad Campus).

Tata Institute of Social Sciences was established in 1936 to fulfill the felt need for trained human service professionals in the country. TISS produced the first trained social workers and labor welfare officers who strove to improve the living and working conditions of the people in the early years of industrialization. Over the last eight decades, TISS has emerged as a premier institute of the country for imparting quality education in the realm of social sciences and human resource management.

The robust economic growth of the last few decades has brought with it challenges related to equity and human resource development. There is a greater demand today, than ever before, for good quality HR professionals who can facilitate decent work opportunities across sectors and build inclusive, people centric organizations.

In order to meet these requirements, TISS has decided to expand its flagship MA (HRM) programme and offer the same from its Hyderabad campus with some significant innovations. In addition to subject related practical projects and the summer internships, the programme retains its distinctive field work system to provide embedded learning opportunities to the students.

The current batch of HRM students come from diverse backgrounds. It is an eclectic mix of both experienced professionals and fresh graduates hailing from streams such as engineering, social sciences, commerce and management.

I am confident that our students will add immense value to the industry, as they are conscientious and good professionals in the domain of human resource management. I invite you to interact with the students and explore the possibility of engaging them to work with you.

Prof. S. Parasuraman
Director
Tata Institute of Social Sciences

MESSAGE FROM THE DIRECTOR

“ It gives me immense pleasure to invite you to the Placement process of the M.A in Human Resource Management (M.A-HRM) of the Tata Institute of Social Sciences (Hyderabad Campus). ”



On behalf of School of Management and Labor Studies, Tata Institute of Social Sciences, Mumbai, I thank you for the ensuing trust you repose in our institution.

We are pleased to share you the profile of MA Human Resource Management batch 2016-2018.

This is a pool of versatile people who combine perseverance, trust, and innovation in their progress towards achievements. While they have been pursuing the state of art training in Human Resource Management, they are being engaged in diverse contexts of experiential learning through fieldwork and internship. They embody the essence of a public funded higher educational institution that is stellar in scholarly pursuits and exceptionally diverse in socio-cultural characteristics as well.

Needless to mention that every person in this graduating batch looks forward to meaningful engagements in transformative-progressive organizations like yours. The batch has been groomed in collective contexts wherein work goes along with equity and innovation. In the emerging global milieu of integrated global multi-cultural organizational systems, we assure that our graduating students remain sensitive to the diverse vistas of flexibility, sustainable learning, and participative solution making.

We endorse that our graduates are being inculcated to synthesize changes in technology, business, and organizational systems with human resource management. They are amply talented and dexterous to work with diverse organizational systems and contexts.

We welcome you to the placement 2017-2018.

Prof. Bino Paul
Professor and Dean
School of Management and Labor Studies
Tata Institute of Social Sciences, Mumbai

MESSAGE FROM THE DEAN

“ On behalf of School of Management and Labor Studies, Tata Institute of Social Sciences, Mumbai, I thank you for the ensuing trust you repose in our institution. ”

TISS

REIMAGINING FUTURES

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 non-government 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 centered, 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 programmes 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.



SCHOOL OF
MANAGEMENT
AND LABOUR
STUDIES

COURSE CURRICULUM

M.A Human Resource Management

First Year

Courses
Credit Hours

39

Field Work
Credit Hours

12

Dissertation (Stage 1)
Credit Hours

01

Second Year

Courses
Credits

24

Field Work
Credit Hours

12

Dissertation (Stage 2 & 3)
Credit Hours

04

Total
Credit Hours

92

Semester Wise Listing of Courses

<p>I</p> <ul style="list-style-type: none"> ▪ HRM - Theory and Design ▪ Industrial Relations and Trade Unions ▪ Labor law ▪ Organizational Behavior - 1 ▪ Understanding Society ▪ Understanding Politics ▪ Understanding Economy ▪ Organizational Economics ▪ Business Communication ▪ Philosophy and Methods of Social Science Research 	<p>II</p> <ul style="list-style-type: none"> ▪ Financial Management ▪ Organizational Behavior - II ▪ Performance Management ▪ Recruitment and Selection ▪ Training and Development ▪ Compensation ▪ Operations Management ▪ Marketing and Sales ▪ Human Resource Management Information System
<p>III</p> <ul style="list-style-type: none"> ▪ Organizational Development and Change Management ▪ Labor Welfare and Decent work ▪ Taxation ▪ Personnel Economics ▪ Conflict and Negotiation ▪ Human Resource Management in International Setting ▪ Comparative Industrial Relations ▪ Employer Branding ▪ Organizational Leadership ▪ Advanced Learning and Development ▪ Labor Administration 	<p>IV</p> <ul style="list-style-type: none"> ▪ Corporate Governance and Ethics ▪ Strategic Human Resource Management ▪ HR Analytics ▪ Legal Issues in HRM ▪ Gender and Diversity Management ▪ Knowledge Management ▪ Talent Management ▪ Designing Organizations for Innovations ▪ Micro Econometrics ▪ Social media in HR ▪ Project Management ▪ Corporate Social Responsibility ▪ HR in Service Industry

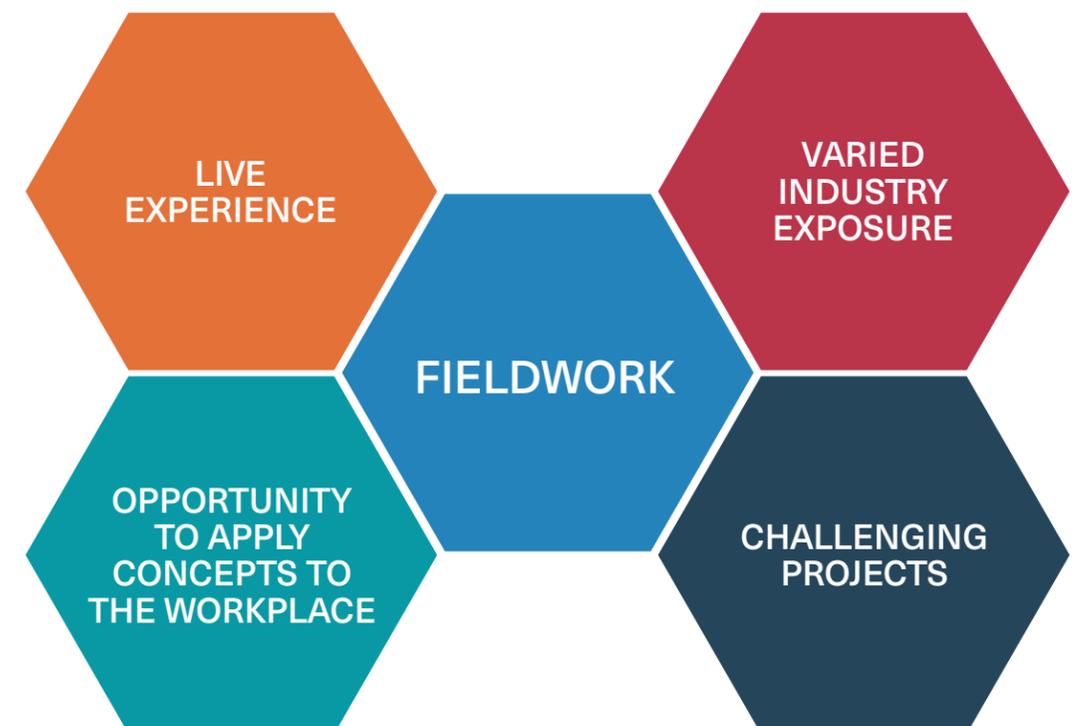
The programme places importance on both theoretical and hands-on learning. Conceptual clarity is enhanced through participation in classroom discussions, assignments, case study, analysis, presentations etc. while practical inputs are provided through the rigorous field work system, subject related practical projects and the summer internships. The Foundation courses in Sociology, Development Studies and Economics help sensitize students to 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.

Fieldwork

The Fieldwork programme is an integral part of the HRM 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 students are placed in four different organizations, representing different industry sectors, during the two year duration of their programme. The fieldwork programme comprises the corporate block placement where the students undertake a month long block fieldwork placement in different organizations.

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.



Fieldwork Organizations

MANUFACTURING			
IT / ITES			
FMCG			
STARTUP			
BFSI			
PHARMA			
CONGLOMERATE			
MISCELLANEOUS			

Research and Consulting

Research Projects and Other Projects

Title	Sponsor	Date of Sanction	Present Position	Faculty
CENTRE FOR HUMAN RESOURCES MANAGEMENT AND LABOUR RELATIONS				
Newcomer Moral Development: The Role of Supervisor's Moral Development, Organisational Values, & Transforming Leadership	Aon Hewitt-ThinkTank	Jun. 2014	Ongoing	Dr. Zubin Mulla
Upgrading Departmental Training Centre at Kolkata to Marine Navigation Training Institute	Director General of Lighthouses and Lightships	May 2016	Completed	Prof. Bino Paul and Dr. Gordhan Kumar Saini
CENTRE FOR LABOUR STUDIES				
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 SOCIAL AND ORGANISATIONAL LEADERSHIP				
Project Vimaya: Second Phase	Hindustan Petroleum Corporation Limited	Oct. 2016	Ongoing	Dr. P.Vijayakumar
CENTRE FOR SOCIAL ENTREPRENEURSHIP				
Online Programme in Social Entrepreneurship	British Council India	Jan. 2016	Writing Report	Prof. Satyajit Majumdar and Prof. Samapti Guha
National Entrepreneurship Award	Ministry of Skill Development and Entrepreneurship, GoI	May 2016	Ongoing	Prof. Satyajit Majumdar
Political Economy of Social Enterprises	DBS Bank India	Jul. 2016	Ongoing	Prof. Samapti Guha

Publications

Centre for Human Resources Management and Labour Relations

Dr. Zubin R. Mulla

Emotional Labour of Policing: Does Authenticity Play a Role?, *International Journal of Police Science and Management*, 18 (1), 47-60, DOI: 10.1177/1461355716638113, 1-14, 2016. (co-author)

Prof. Bino Paul

Are Trade Unions Relevant in the Indian Banking Sector?, *Economic and Political Weekly*, 51 (16), 69-79, 2016. (co-author) [ISSN: 2349-8846]

- Efficacy of Social-Network and Firm's Recruitment Behaviour, *Indian Labour Journal*, 57 (1), 3-18, 2016. (co-author) [ISSN: 0019-5723]
- Emotional Embeddedness: A Process of Becoming a Small Business Owner, *International Journal of Management Concepts and Philosophy*, 9 (2), 120-143, 2016. (co-author) [ISSN: 1478-1484]
- Nature of Buyer-Supplier Relationship: Small Businesses in a Small City, *Journal of Small Business Management*, doi:10.1111/jsbm.12249, 2016. (co-author)

- Socio-economy of Mobile Phone Ownership in India. In N.S. Siddharthan and K. Naryanan (Eds.), *Technology: Corporate and Social Dimensions*, Singapore: Springer, 2016. (co-author) [ISBN: 978-981-10-1683-7]

Dr. P. Premalatha

- Organizational Civility: Assessing IR Competencies of HR Professionals, *Indian Journal of Industrial Relations*, 52 (1), 101-116, 2016. (co-author)
- Return on Retention (RoR): A Grounded Theory Study of Knowledge Workers in Indian IT Services industry. *Management and Labour Studies*, At (4), 1-27, 2016.
- Burnout During Early Career: Lived Experiences of the Knowledge Workers in India, *Journal of Enterprise Information Management*, 30 (1), 96-121, 2017. (co-author)

Dr. Gordhan Kumar Saini

- Latitude of Quantity Acceptance: Conceptualization and Empirical Validation. In L. Petruzzellis and R.S. Winer (Eds.), *Rediscovering the Essentiality of Marketing: Proceedings of the 2015 Academy of Marketing Science (AMS) World Marketing Congress*, Italy: Springer International Publishing, 2016. (co-author) [ISBN: 978-3-319-29876-4]
- Corporate Social Responsibility and Social Entrepreneurship: An Indian Context, *Journal of Entrepreneurship and Innovation in Emerging Economies*, 3 (1), 71 -76, 2017. (co-author) [ISSN: 2393-9575]

Centre for Labour Studies

Dr. Nandita Mondal

- Collective Resistance and Koli Women Labour in Mumbai: A Saga Unfolded, *The Urban World*, 9 (2), 7-24, 2016.

Centre for Social and Organisational Leadership

Dr. P.Vijayakumar

- Is Cocreation the Future? *NHRD Network Journal*, 10(1), 44-47, 2017. (co-author) [ISSN: 0974-1739]

Centre for Social Entrepreneurship

Prof. Samapti Guha

- Efficiency and Mission Drift: Debate Revisited in Indian Context. In C. Neogi, A.K. Bhandari and S. Ghosh (Eds.), *Women's Entrepreneurship and Microfinance*, Germany: Springer, 2017. (co-author). [ISBN: 978-981 -10-4268-3]

Prof. Satyajit Majumdar

- Corporate Social Responsibility and Social Entrepreneurship: An Indian Context, *Journal of Entrepreneurship and Innovation in Emerging Economies*, 3 (1), 71 -76, 2017. (co-author) [ISSN: 2393-9575]

Dr. Archana Singh

- The Process of Social Value Creation: A Multiple-Case Study on Social Entrepreneurship in India, India: Springer, 2016. [ISBN: 978-81- 322-2825-7]
- Corporate Social Responsibility and Social Entrepreneurship: An Indian Context, *Journal of Entrepreneurship and Innovation in Emerging Economies*, 3 (1), 71 -76, 2017. (co-author) [ISSN: 2393-9575]

Seminars, Conferences, Workshops and Training Programmes Organised

Faculty	Programme Title	Place	Sponsor	Dates
CENTRE FOR HUMAN RESOURCES MANAGEMENT AND LABOUR RELATIONS				
Prof. Bino Paul	National Workshop on Data Analytics	Kannur, Kerala	Kerala Economic Association	Sep. 4-Oct. 2, 2016
CENTRE FOR LABOUR STUDIES				
Dr. Nandita Mondal	State Level Consultation Programme on Protecting the Livelihood Right of Workers	TISS Mumbai	SALAH	Sep. 21, 2016
Dr. Nandita Mondal	International Workshop: Between the State and the Site of Production: The Making of Informal Labour Relations	TISS Mumbai	ICAS:MP and TISS	Sep. 26-27, 2016
CENTRE FOR SOCIAL AND ORGANISATIONAL LEADERSHIP				
Dr. P.Vijayakumar	Whole System Transformation	TISS Mumbai	Open programme	Jun. 17-19, 2016
Dr. P.Vijayakumar	Leadership Development for Madhya Pradesh State Administrative Officers	Mumbai	Madhya Pradesh Government	Sep. 12-16, 2016
Dr. P.Vijayakumar	Art of Participatory Leadership	Mumbai	Art of Hosting	Dec. 6, 2016

Faculty	Programme Title	Place	Sponsor	dates
CENTRE FOR SOCIAL ENTREPRENEURSHIP				
Prof. Samapti Guha	Research Methodology Workshop for Research Staff	Puducherry	SAS, Puducherry	Oct. 17-18, 2016
Prof. Samapti Guha and Prof. Satyajit Majumdar	Research Methodology Workshop for Faculties	Kathmandu Nepal	Kings College, Nepal	Nov. 6-9, 2016
Dr. Reji Edakkandi, Prof. Samapti Guha, Prof. Satyajit Majumdar and Dr. Archana Singh	International Conference on Methodological Issues in Social Entrepreneurship Knowledge and Practice	TISS Mumbai	CSE, SMLS, TISS	Jan. 18-20, 2017



ALUMNI

Adil Malia,
Group President, HR, Essar Group

Aparna Sharma,
Country Head-Human Resources,
Lafarge

Atul Sharma,
Vice-President, International
Business, Monsanto

Bhuvaneshwar Naik,
Vice President Human Resources -
India sub- continent, SAP

Chandrashekhar Chavan,
Chief People Officer, Apparel
Business, Aditya Birla Group

Debashish Roy,
Vice President, Human Resource,
Africa - Eurasia & Middle East Div
Colgate Palmolive

Inder Walia,
Group Director HR, Bharti
Enterprises Ltd.

Makarand Khatavkar,
Group Head- Human Resources at
Kotak Mahindra Bank

Mandeep Maitra,
Managing Director at Karma
Consulting Solutions Pte Limited

Moheet Nagrath,
Leadership Strategist Leadership
Architecture Worldwide, LLC.

Mukul Rastogi,
Vice President, Human Resources,
ITC Ltd.

Neelima Rao,
Worldwide Human Resources
Director, Johnson & Johnson

Pradeep Mukerjee,
Country Head & CEO India, Mercer
Consulting

Pranesh Anthapur,
Chief People Officer, Nutanix

Prasenjit Bhattacharya,
CEO, Great Place to Work Institute,
India

Ranjay Radhakrishnan,
Senior Vice President, Human
Resources, Europe, Unilever

R Uday Mohan,
Senior Director, HR, South Asia,
Pfizer

Rohini Seth,
Head, HR, Reckitt Benckiser

Santrupt Misra,
Director Global HR, Aditya Birla
Group & CEO, Carbon Black

Shahrukh Marfatia,
VP HR, Global Commercial at Shell
Eastern Petroleum Co

Suchismita Burman,
Director - HR, Cognizant Technology
Solutions

Sumitabh Bhatnagar,
VP – HR DLF Home Developers Ltd.

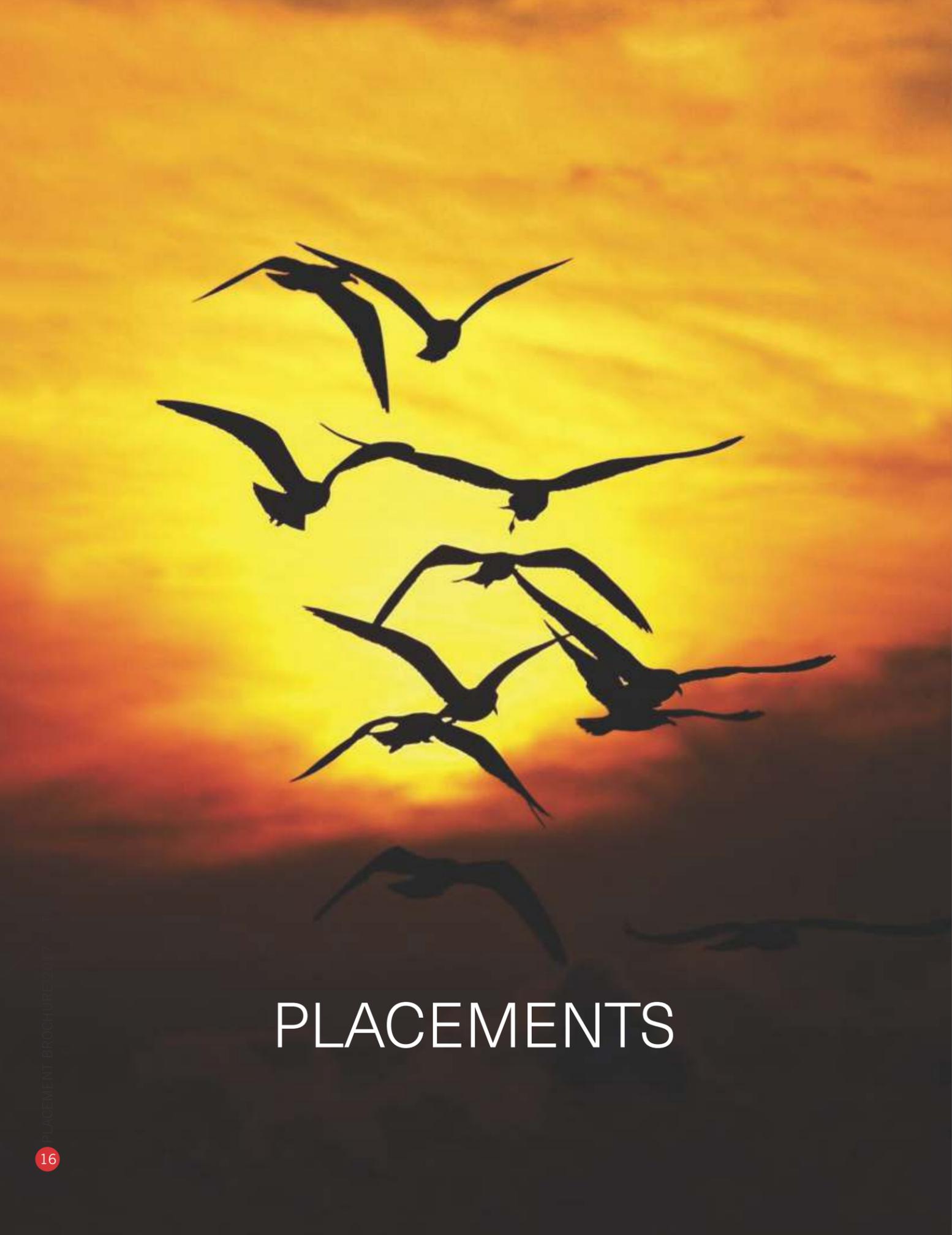
Suamoy Roy Choudhury,
South East Asia Director HR, Reckitt
Benckiser

Swadesh Behera,
Director, Talent Management,
Europe, Boston Scientific

Vikramaditya Bajpai,
VP & Area Head of Human
Resources, Asia & Japan, Alcon - a
Novartis Company

Yogi Sriram,
Senior Vice President Corporate HR
(L&T), President NHRDN, Mumbai





PLACEMENTS

Placement Process

Companies can register for placements by sending an email or contacting any of the placement committee members (Contact details are provided in page 41).

The placement process consists of the following stages-

PRE-PLACEMENT TALK	<p>The companies are invited for a Pre-Placement Talk with the batch. This aids the students in making an informed choice regarding the organization.</p>
STUDENT RESUMES AND SHORTLISTING	<p>The companies are provided with the option of circulating their customized application forms amongst candidates, or accepting resumes from interested candidates.</p>
SLOTING PROCESS	<p>The batch ranks the companies based on their order of preference. The companies are then informed about their respective slot for placement.</p>
RECRUITMENT PROCESS	<p>The companies intimate the placement office about the following details in advance: 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.</p>

Past Recruiters





Final Placement Process 2017

TISS conducted its Final Placement Process for the HRM batch of 2015-17 during the month of January, 2017. The Placement Process was extremely successful with 100% placement. All offers were made in the Human Resource function.

List of Companies that Made Offers

Sector	Companies
BFSI	Synchrony Financial, Crisil
Conglomerate	ITC
Pharmaceutical	Aurobindo Pharma
IT	Fire Eye, Cyient
Others	L&T, Aarti Industries, Great Eastern Shipping, Transworld, D' Décor

PLACEMENT SUMMARY

Summer Placement Process 2016-18

TISS conducted its Summer Placement Process for the HRM batch of 2016-18 during the month of September & October. The Placement Process was extremely successful with all 39 students getting placed. All offers made were paid internship offers.

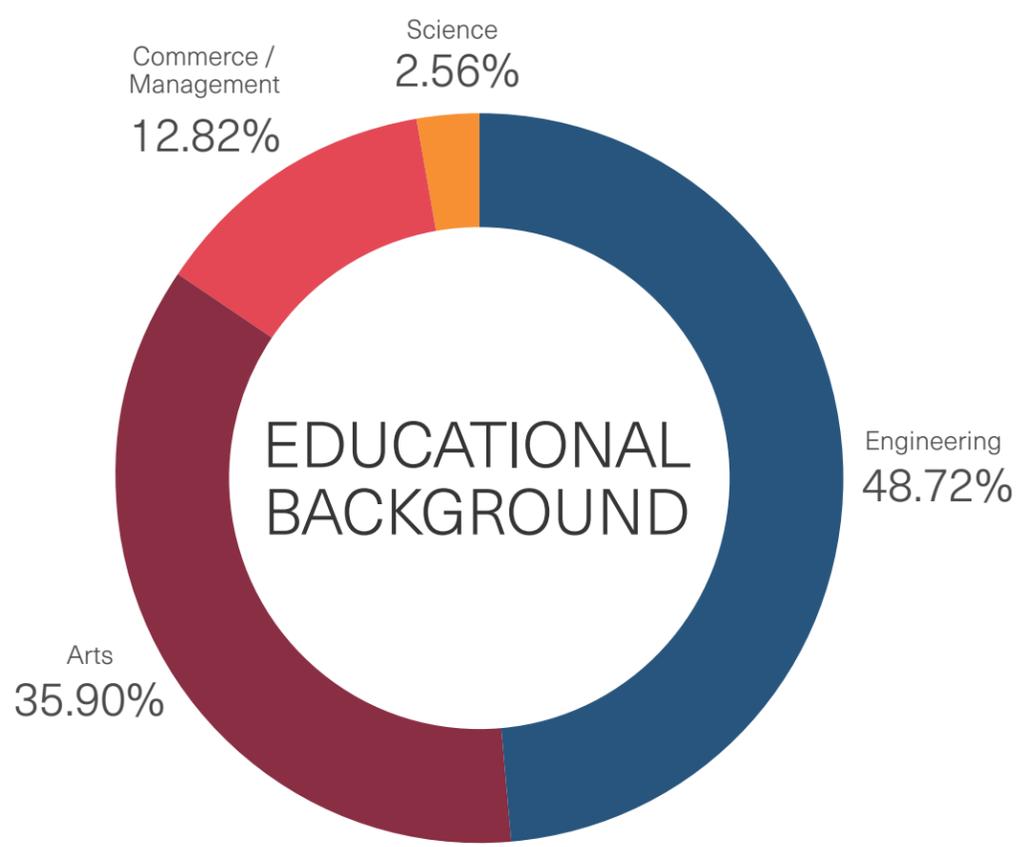
List of Companies that Made Offers

Sector	Companies
BFSI	NCDEX
Conglomerate	ABG, ITC
Consulting	People Business, Mercer
FMCG	Coca Cola
IT	Vitusa Polaris
Manufacturing	Tata Motors, Murugappa Group, Tata Chemicals
Technology	TE Connectivity, Intel, KLA Tencor
Others	Indigo Airlines, HPCL, Indian Oil, Tata Projects, Taj Hotels & Resorts





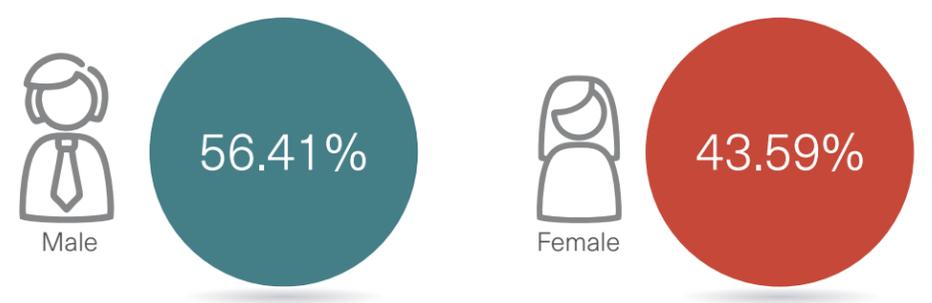
BATCH DETAILS



WORK EXPERIENCE IN MONTHS



GENDER DIVERSITY





Amit Ranjan Kindo

Bachelor of Engineering
(Computer Science Engineering)
Birla Institute of Technology, Ranchi

Summer Intern – Hindustan Petroleum Corporation Limited (HPCL)

- Interviewed millennials at the head-office to find the validity of preferences of millennials at HPCL
- Conducted literature review for the leadership training program called “AkshayPath” to develop a link between Emotional Quotient (EQ) and Organizational Leadership
- Completed a specialized training program on “Latest Technologies of Tata Motors passenger cars”, by Pinak Consultant, the Tata Motors Training Consultant, 2013
- Was part of the Music and Arts Club at BIT, Mesra. Also played a key role in organizing the college fest “UTHAAN”, 2012
- Did a Workshop session on “ Ideas to Execution for Entrepreneurs” , an initiative by Ecell , IIT Kanpur conducted by Techkriti 12 and Nurture Talent Academy, conducted by Mr. Amit Grover , Founder of Nurture Talent Academy, 2012
- Interned at Advanced Regional Telecom Training Centre, Ranchi, on the latest technologies used by the telecom industry in India, 2012



Anmol Kak

Bachelor of Commerce (Hons.)
Govt. SPMR College of Commerce
University of Jammu (J&K), Jammu

Summer Intern – IndiGo (Interglobe Aviation Ltd.)

- Audited and analyzed the Employee Help Desk (EHD) and prepared quality metrics for the evaluation of employee help desk quality service
- Created compliance docket reference manual for the employees and the back-end team at IndiGo support centre
- Worked on the interview satisfaction feedback forms for cabin crew, AOCS, engineering, corporate and internal HRPs
- Was one of the Top 6 winner in the Poster Making Competition Organized by Confederation of Indian Industry (CII), 2016
- Organized and participated in the cultural programme by J&K State Bharat Scouts and Guides, 2012
- Certificate of appreciation for International & 13th All India Women Folk Dance Competition organized by Department of Language, Art and Culture (H.P Government), 2009
- Roll of Honour for presenting Jammu Folk (Dogri, Kashmiri and Ladakhi) dance at an international level organized in Shimla, 2009



Anshi Prasad

Bachelor of Arts (Hons.) (Psychology)
Maharaja Sayajirao University of Baroda
(MSU), Baroda

Summer Intern – Virtusa Polaris

- Laid out a 3 pronged plan to capture relevant data regarding the acquisition
- Worked on developing a questionnaire to capture the data
- Rolled out the survey globally and worked on the analysis and insights generation from the same
- Interned at Counseling Center in the Dept. of Psychology MSU, April –June 2016
- Presented a paper on the relationship of emotional intelligence and organizational citizenship behavior in working professionals, 2015
- Co-coordinator Media for Mental Health Day, MHD, 2014
- Interned at Human Resource Development Forum, 2013-2015



Durbha R V Datta Shyama

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Tata Projects Ltd.

- Performance Management Systems: Revamping Performance Management System at TPL
- Organisation Culture: Defining cultural pillars of TPL and enlisting behavioural indicators for the same
- Employee Engagement: Interpretation of Kaufman Employee Engagement score and recommendations for improvement
- Member, Knowledge Committee, HRM, TISS, 2016-18
- HR Internship at POLARIS Financial Technologies Hyderabad: Studied ‘Employee Engagement across various generations at work place’, 2016
- HR Internship at Forbes Marshall, Pune: Worked on ‘Oldham and Hackman’s Job Characteristics model’ to understand its application at workplace and analysed data for M-14 programme which was a new initiative at Forbes Marshall, 2015
- Internship at Akshara Foundation, Bangalore: Identified and studied ‘Various factors that affect childrens’ education’ and conducted RCT assessment across various government schools in Karnataka, 2014



Harshita Malik

Bachelor of Business Administration (MS)
International Institute of Professional Studies
(IIPS) Devi Ahilya Vishwavidyalaya (DAVV),
Indore

Summer Intern – TAJ Hotels, Palaces and Resorts

- Studied and analyzed the attrition data for the past year and worked on retention strategies.
- Reframed the current policies of the hotel by conducting a comparative analysis with the hospitality sector.
- Studied the current recognition systems at the unit and conducted a comparative study of the recognition systems across the TAJ properties in Mumbai.
- Elected as the Head Girl of the school, Choithram North Campus as well as the class representative for HRM, TISS, 2016-18
- Interned in Marketing Dept. in Circle Marcom for a month, Dec-Jan, 2015
- Interned in the HR/IR Dept. in TATA International Ltd., Dewas for 2 months, May-June, 2015
- Represented the state of Madhya Pradesh as a player in the 54th National School Games Volleyball Championship in Birur (Karnataka), 2008



Jasmine Marshall Lepcha

Master of Arts (Hons.) (Political Science)
Banaras Hindu University (BHU),
Varanasi

Summer Intern – Aditya Birla Group

- Piloted succession planning in ABRL to be replicated in the Retail Group
- Assessed and recommended improvements to the talent pipeline of ABRL by creating a framework for succession planning based on the ABG Behavioral & Functional Competencies and Talent Management 3.0
- Created the framework for succession planning by looking at the Functional & Behavioral Competencies for Supply Chain Management, Projects, Human Resource, Buying & Merchandizing functions
- Interned in Child In Need Institute (CINI), India and Hope Kolkata Foundation, 2015
- Attended an inter-college Interactive Workshop “Let’s Talk Bengal” held in St Xavier’s College (Kolkata) and participated in various workshops and discussion sessions, 2013
- Winner in the ICSE inter-school Badminton Tournament held by The Association of Heads of Anglo-Indian Schools in India (Darjeeling Branch) consecutively for 4 years, 2005 - 2008
- Organized and participated in events, workshops and leadership training camp as an active member of the Leadership Training Service (LTS) for 4 years, 2005 - 2008



Kaveri Chauhan

Master of Commerce (M.Com)
University of Mumbai, Mumbai

Summer Intern – TAJ Hotels, Palaces and Resorts

- Worked on attrition analysis data for the past 3 years to understand the trend in the exits and ascertain strategies to improve the Talent retention for the year 2017-2018.
- Created a step-by-step Process Booklet for the Human Resource and Learning & Development department by using flowcharts as a pictorial representation of the processes.
- Re- designed the Policy Handbook of the property by conducting a comparative analysis with the hospitality sector, also helped in organizing the Town hall meet and several employee engagement activities.
- Member, Placement Committee, HRM, TISS, 2016-18
- Ranked top 6 in The Poster Making Competition conducted by CII Telangana in HR Conclave, 2016
- Worked with Kshamata NGO under the project SAARTI, training underprivileged women to become self – entrepreneurs, H.R. College, 2014
- Re-launched Channel V through dance and won 2 medals at the Aquatic meet Swimming competition, Navy children school, Mumbai, 2011



Krupa Ravi

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Intel Technology Pvt. Ltd.

- Worked on projects spanning the areas of employer branding (EVP on social media), campus branding, diversity and inclusion, recruiter productivity and talent acquisition metrics
- Benchmarked best practices in industry, examined Intel’s practices, aligned with key stakeholders on recommendations
- Major Outcome: Implementation of recommendations with sustainable ownership by both business and HR at Intel
- Awarded Institute Silver Medal and Best Student while pursuing B.A. in Social Sciences at TISS, 2016
- Interned at J-PAL (Poverty Action Labs), MIT, Cambridge; UNICEF; SEWA, 2016
- D7 National Level Basketballer, State Level Tennis Player, State Level Swimmer
- Professional Dancer: TEDx Performer; kruparavi.com



L Thangminlal Mate

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Hindustan Coca-Cola Beverages Pvt. Ltd.

- Established the manpower standardization across MD, MDEs in Andhra Pradesh & Telangana for direct & in-direct operations
- Suggested right manning & guidelines for the 5 HCCB units in AP & TS
- Worked on improving productivity and effectiveness at work & identified scope for automation
- Completed a field study of Migrant Labourers in construction sector: Insights from Anantapur & Kurnool districts supported by Dept. of Planning, Govt. of AP, 2016
- Interned at Rural Women Upliftment Society (RWUS), Manipur, May - June 2015
- Documentation of Sloping Agriculture Land Technology (SALT), May - June 2015
- Facilitated workshops & training on System of Rice Intensification (SRI), May - June 2015



Manomi Nair

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Tata Projects Ltd.

- Defined AGILE, the cultural pillars of the organisation, with detailed descriptions for each of the pillars, including the ideal behavioural indicators aligned with the organisation culture
- Analysed and made recommendations using employee engagement survey EE 2.0 scores conducted by PB-Coffman for the BUs Transmission & Distribution and Construction & Engineering
- Performed market analysis of employee welfare policies in construction industry to benchmark existing company policies and make recommendations
- Awarded winning entry in IIFT InFINeeti Magazine Article Writing - Vivaan 16 Special Edition, 2016
- Researched Marketing Capabilities of Farmer Producer Organisations under the Govt. of AP - TISS Student Researcher Initiative, 2016
- Adjudged National Level Winners in IIT Bombay Smart City Challenge in the Urban Aesthetics genre - Techfest, 2015
- Head Girl of School Parliament, 2011-12



Monika Dash

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Tata Motors Ltd.

- CSR Project: Designed Baseline Need Analysis study and 5 year CSR roadmap for Dharwad plant, inclusive of short term and long term needs
- Comprehensive need identification and analysis through quantitative as well as qualitative methods. Designed interventions in the domains of education, employability, health and environment
- HR Project: Job Evaluation of flexible white collar employees in order to right size and accurately arrive at approved numbers for production and quality departments across the entire plant, comprising 6 shops
- Winner of intercollegiate debate competition held in Quintessence at TISS Hyderabad, 2016
- Interned at CARE India, involved with the Pathways project and the formation of the Emergency Response Team, 2015
- Interned at Centre for Youth and Social Development (CYSD), involved with the concurrent monitoring of the mid-day meal scheme, 2014
- First runner up at the debate competition held at National Rural Youth Fest (NRYF) held at TISS (Tulijapur Campus), 2013



Prakriti Dasgupta

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – TAJ Hotels, Resorts and Palaces

- Developed an action plan (long term and short term), based on the study of current gender diversity levels, to improve the ratio by 5 percentage points in the coming years, across all TAJ properties (Northern Region)
- Designed a campus connect programme and employer branding strategy to engage with students from credible non hotel management undergraduate courses to feed their future talent pipeline
- Conducted a study and analysis on non compliance with the Grievance Redressal System among the employees in TAJ; Proposed actionable items to raise the compliance level and generate awareness about the process
- Won Second prize in IIM Shillong HR Case Study Competition and HR Poster making Competition by CII, 2016
- Interned in the HR Department of ITC Hotels. Worked on the Zero Base Manpower Planning Project, 2016
- Data analysis and planning for works under MGNREGA, for the preparation of labor budget, West Bengal (2015-16) through the community participation process (IPPE) by the Ministry of Rural Development (MoRD), Gol
- Selected (one of the six students) for the International Student Exchange Programme with KEELE UNIVERSITY, U.K. under the UKIERI Study Mission grant, 2015



Prashanti Chunduri

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Taj Hotels, Resorts and Palaces

- Assessed manpower productivity across Vivanta by Taj, Yeshwantpur and Taj Bangalore properties in the Food and Beverage, Housekeeping and Kitchens departments through experiential method to create on-call cross-functional teams to increase productivity
- Created a work force (manpower) planning model of an outsourcing agency from the ground-up which aimed at productivity improvements and cost reduction
- Among the top five finalists at the national level competition The GREAT Essay at Noida (U.P.), organized by the British High Commission, New Delhi and Amity University, Noida, 2016
- Adjudged as 'One of the Top Five Entries' the national level letter writing competition conducted by the National Institute of Mental Health and Neuro Sciences (NIMHANS), Bangalore, 2015
- Awarded 2nd prize in Debate contest at National Rural Youth Fest held by TISS, (Tuljapur Campus), 2013-14
- Won 1st place and Best Team Award at the Rajiv Gandhi Foundation – XIII Dr.MahbubulHaq Memorial Inter School Debate Competition, Hyderabad organized by UNDP and Rajiv Gandhi Institute for Contemporary Studies, 2010"



Pritish Kulshrestha

Bachelor of Business Studies (B.B.S.),
University of Delhi, Delhi

Summer Intern – TATA Motors Ltd.

- Piloted the project on effectiveness of current levels of Workers' Participation in Management (WPM) and recommended changes to the participative style of management
- Evaluated staffing implications of resource demand forecasts to determine if, when, and which type of staffing sources should be used to optimize cost effectiveness, operations efficiency, and delivery quality
- Exposure to the process of revision of Long Term Wage Settlement (Vision 2020). Additionally, undertook training in MOST Work Measurement Technique
- Member, Corporate Relations Cell & Social Media Club, HRM, TISS, 2016-18; Member, Communications Team, Transcendence 2017 - TISS OD & Change Management Conference
- Winner – Pareto Time (Kirori Mal College); Runner Up – Corporativo; Finalists – Rajneeti 2016 (IIM Ahmedabad); Gladius 2016 (IMI Delhi); Mimansa 2016 (IIT Bombay); HRsolve 2016 (IIM Trichy)
- During a delightful, enriching and soul-satisfying year spent among specially destined children, trying to add right band of colours to their destiny, I taught elementary level mathematics to 9th grade students of Bal Sahyog Orphanage under Make a Difference NGO for 1 year, 2015
- Secured a merit rank of 498 among 2,00,000 candidates in NDA Examination conducted by UPSC, for permanent commission in Indian Navy for 128th course, June 2012



Puneeth Dorna

Bachelor of Engineering
(Electronics and Communications)
Manipal Institute of Technology (MIT),
Manipal University, Manipal

Summer Intern – Tata Motors Ltd.

- Designed a standardised Skill level mapping scale for operations and job tasks of blue collar workers across the entire plant comprising 6 shops, through qualitative and quantitative analysis of functional jobs tasks
- Created an extensive data base of job task specifications of entire plant encompassing 463 job skills based on the developed Position Analysis Questionnaire and classified the same by application of skill mapping scale
- Developed training modules and training calendar through identification and comprehensive analysis of the training needs and skill gaps in the plant
- Member, HR Forum, HRM, TISS, 2016-18
- Completed 4 weeks of industrial training in 'Telecom Technologies' at Regional Telecom Training Centre of BSNL, 2011
- Completed 4 weeks of industrial training in 'X-Ray Baggage Inspection System' in Control and Automation Division of Electronics Corporation of India Limited, 2011
- Secured 76% marks in 47th Annual All-India UN Information Test by Council for UN Information, a wing of USO, 2004



Rahul Roy

Bachelor of Technology
(Electronic and Communication
Engineering)
Jyothismathi College of Engineering and
Technology (JCET), JNTU, Hyderabad

Summer Intern – Hindustan Coca-Cola Beverages Pvt. Ltd.

- Developed a module for attrition analysis by employing qualitative and quantitative research methodologies
- Undertook benchmarking of exit interviews and conducted an exercise research on hire to retire cycle of companies to develop a framework
- Explored reasons for high attrition rate in the Sales department and suggested employee retention measures
- NIIT certified Java Developer, working knowledge of OBIEE, Microsoft Excel, 2013
- Presented a paper presentation on "" Zero power drain in standby Mode"" in ""Techsonance"" (National Level Technical Paper Presentation) at Osmania University, 2012
- Served as college president of Institute of Electronics and Telecommunication Engineering, 2012


Rajnish Kumar

Bachelor of Technology
(Electronics & Instrumentation Engineering)
Dr. MGR Educational & Research
Institute, Dr. MGR University, Chennai

Summer Intern – Tata Motors Ltd.

- Redesigned and transformed skill development infrastructure
- Worked on the Maximizing the workers' participation
- Analysed the union participation at the wage negotiation meeting
- Member, Quiz Club, HRM, TISS, 2016-18
- Designed an automatic power control system using GSM technology, 2013
- An enthusiastic cricket, Kho-kho and a sports player
- An avid participant and organizer of college fest and competition, handle the logistics department of HR fest and conference


Rapaka Ruksamhita

Bachelor of Arts
Sri Chaitanya Degree College,
Osmania University, Hyderabad

Summer Intern – Tata Chemicals Ltd

- Comprehensive competency mapping and profiling for Sales and Marketing department
- Holistic analytical and comparative study of gender diversity, hiring, training, and attrition trends - specific focus on FY 2016-17
- Developed a case study 'Management Development Program: Best practice of the era' to commemorate the best practise award won by the organisation
- Member, Social Media Committee, HRM, TISS, 2016-18
- Certified in 'Leadership for Organisational Effectiveness' and 'Growth & Professional Effectiveness', 2015
- Interned with National Institute of Rural Development and Panchayati Raj, studied and analysed the 'Training programmes conducted for promoting small entrepreneurs', 2015
- Secured 'Honours grade' from 7th to 10th class for 'Extraordinary Performance' in Academics, 2007-2011


Roshini Ramkumar

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – Intel Technology Pvt. Ltd.

- Optimizing & Positioning of HR services: Built a sustainable and optimized model to improve the quality of service provided by centralised HR Support service contact centre (Get HR Help); Positioned newly transitioned HR support model for Japan by designing and curating content for bi-monthly HR newsletters, for people managers
- HR Processes and BHR Integration: Designed time sensitive process flow for handling Tragic Event processing; Created a handbook of Business HR processes and "best known methods" to be used by newly integrated BHRs
- Data Analysis: Organization Transformation Pulse Survey analysis and comparative insights from qualitative data; Attrition Analysis of Global Regional Sales Team
- Member, HR Forum, HRM, TISS, 2016-18
- Best Delegate, UNHRC council Worldview MUN, 2015
- Exchange Student, UKIERI Study Mission to Keele University, 2015
- Winner of TIE Young Entrepreneurs Global Business Plan Competition, 2013


Saloni Sharma

Bachelor of Science (Hons.) (Economics)
Loreto College, University of Calcutta,
Calcutta

Summer Intern – ITC Ltd.

- Identified behavioural and functional capabilities for all unique profiles in marketing and sales function through behavioural event interviews of job incumbents, thematic analysis of performance appraisal forms and key insights from senior leadership
- Designed a capability framework and calibrated it as per functional classification of profiles as also responsibility levels
- Mapped key training needs for each profile and created a training calendar for recommended training inputs and created a dashboard for tracking performance based on competency requirements
- Member, Knowledge Club, TISS, 2016-2018
- Business Analytics and Data Visualization Certification, Kolkata, 2016-2017
- Volunteer, National Service Scheme, 2013-2015



Talla Sai Chaitanya

Bachelor of Arts (Social Sciences)
Tata Institute of Social Sciences (TISS),
Hyderabad

Summer Intern – ITC Ltd.

- Studied and understood the history of trade unions at ITC, Bhadrachalam
- Gathered historical information on critical encounters with Trade Unions for handling similar incidents that might arise in the future
- Presented research project on 'Recasting Rural Lives: A study of SHGs in Anantapur district of Andhra Pradesh' to the Hon. Chief Secretary, Government of Andhra Pradesh, 2016
- Volunteered for the 'Education Aid' program at TISS, in collaboration with Teach for India in Hyderabad, 2015
- Summer Internship with "Roads to Right" organisation which is a part of Human Rights Commission of Sri Lanka, 2015
- Attended National Scouts Youth Forum, Meerigama, May 2015"



Vinay Rahul Koneti

Bachelor of Technology
(Computer Science & Engineering)
Vel Tech Dr. RR & Dr. SR Technical
University, Chennai

Summer Intern – Coromandel International Ltd.

- Worked on HR Processes Automation
- Revamped the Performance Appraisal Process & Analytics Development for Process Automation; the analytics framework developed has been approved and implemented
- Diploma in Karnatic violin from PottiSreeramulu Telugu University, Govt. of Andhra Pradesh, Hyderabad, 2009
- Won Padma Bhushan Pandit Jasraj Scholarship Award, 2009
- Samaikya Bharat Gaurav Satkar Award from the prestigious Madras Telugu Academy, Chennai, 2007
- POGO Amazing Kids Musician, top three in India, 2006"



Aditya Vayunandan

Bachelor of Technology
(Mechanical Engineering)
Sreenidhi Institute of Science and
Technology, JNTU, Hyderabad

Summer Intern – Tata Motors Limited

- Designed a standardized work content assessment using MOST for measuring performance of the shop in general and the operators in specific, of the foundry shop
- Analysed the ER practices at the plant level of Tata Motors especially the concept of TL/GL
- Analysis of impact of a challenging productivity target on the permanent operators in the light of a dynamic union-management relationship

Programmer Analyst Trainee – Cognizant Technology Solutions, (11 Months)

- Manual tester in SQL associated with a client in the banking and finance vertical
- Member, Placement Committee, HRM, TISS, 2016-18
- Official photographer – HR Forum, Magazine, Placement Committee, TISS (Hyderabad Campus), 2016
- Completed a project on fabrication techniques at L&T Kattupalli port project, 2011
- NCC 'C' certificate holder with the rank of Junior Under Officer, 2010



Anjali Sateesh

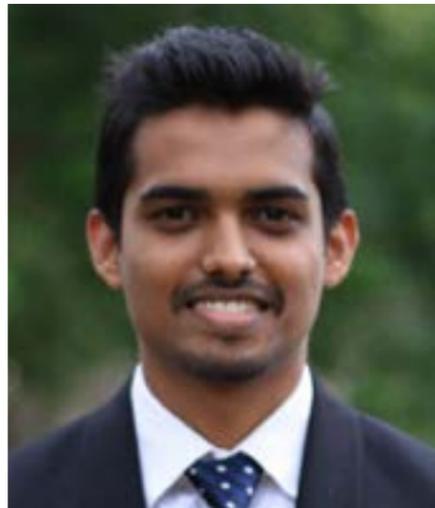
Bachelor of Engineering
(Information Technology)
Bharati Vidyapeeth College of
Engineering, University of Mumbai,
Mumbai

Summer Intern – Tata Motors Limited, Pune

- Designed a standardized work content assessment using MOST for measuring performance of operators in a foundry setup
- Reviewed and streamlined the induction process for temporary workmen to enable a richer engagement avenue

Staff Consultant – Oracle Financial Services Software Ltd. (42 Months)

- Part of onsite Implementation and support team for 1.5 years
- SPOC for production support team for 6 months. Involved in client handling and coordination with various other vendors, onsite and offshore teams
- Responsible for analyzing functionality of deployed programs including diagnosing and designing solutions on a real timebasis
- Part of software development team which caters to clients like HDFC Bank, Kotak Bank, Deutsche Bank
- Member, Placement Committee, HRM, TISS, 2016-18



Anosh Balu R

Bachelor of Engineering
(Mechanical Engineering)
Vidya Vardhaka College of Engineering,
Visvesvaraya Technological University,
Belgaum

Summer Intern – TE Connectivity

- Collected and analyzed HR data to come out with business insights on employee performance and retention
- Made implementable recommendations based on the insights which aimed at improving the quality of hiring

Senior Quality Assurance Engineer – Cyient Ltd. (31 Months)

- Successfully implemented and appraised CMMI Level 5 processes across Cyient's Bangalore location and was awarded the "Associate of the Month" for March'16
- Facilitated the implementation of Cyient's Business Excellence & Standardization (BEST) in Embedded Systems & Electronics (ESE) account for its successful Qualifying Level Assessment
- Member, Placement Committee, HRM, TISS, 2016-18
- Awarded "Best Student Achiever" for the Spirit of Commitment & Excellence while pursuing Bachelor of Engineering during 2009-13
- Engineering project titled "Design and Fabrication of a Portable Elevating System" was selected and funded by Karnataka State Council for S&T (KSCST) in 2013



Anshul

Bachelor of Technology
(Computer Science)
Hindustan Institute of Technology,
U.P.T.U, Uttar Pradesh

Summer Intern – People Business

- Did an in-depth post survey analysis of Engagement survey data based on PB-Coffman model for India's largest HVAC, Refrigeration company and a large EPC contracting company
- Interacted with clients to understand their needs for business development process
- Designed program outline based on the ROPTI model for mid-level managers

Senior Software Engineer- Geotech Systems & Solutions Pvt. Ltd. (39 Months)

- Lead a team for automating business processes with vast usage of ETL processes and using Data Mining tools to draw insightful trends out of it
- Embedded Riskdetection analytics for one of the US client that actively flagged potential instances of future risks
- Created a reporting dashboard using Tableau it enabled the client to assess business metrics by drilling down to the details which helps in making strategic decisions
- Co-Authoring a research paper on Wireless Sensor Networks proposing a new routing protocol for WSN based on Ant-Colony Optimization metaheuristics, 2010



Darshana Hazarika

Bachelor of Arts (Hons.) (Sociology)
Lady Shri Ram College for Women (LSR),
University of Delhi, Delhi

Summer Intern – Indian Oil Corporation Ltd., (Guwahati Refinery).

- Understood the practices of the Contract Labour (Regulation and Abolition Act), 1970, Employees State Insurance Act, 1948 and Provident Fund and Miscellaneous Act, 1952 in Guwahati Refinery
- Audited for the compliance of the Contract Labour (Regulation and Abolition Act), 1970 in Guwahati Refinery from the Principal Employer's point of view, found the gap areas and provided suggestions to the company

Jr. HR and Admin Executive – Binary Tree Pvt. Ltd (1 Month)

- Involved in recruitment for a new BPO section
- Prepared salary and maintained the daily administration records
- Offered the post of Jr. Executive in one month in recognition of excellent performance in the internship
- N.S.S. Volunteer under the project Friendicoes, 2012-13, N.C.C. 'A' certificate holder, 2007



Himanshu Gupta

Bachelor of Technology
(Applied Petroleum Engineering)
University of Petroleum and Energy
Studies, Dehradun

Summer Intern – Tata Motors Limited, Employee Relations Dept, Ahmedabad

- Comprehensive study of the grievances on shop floor of all categories of workmen, with the end goal of developing a Grievance Redressal Mechanism
- Designed a Grievance Redressal Policy Document as per statutory compliances for Non-Manual workforce of Sanand Plant
- Reviewed the efficacy of Skill Level Mapping for shop floor employees in conjunction with Productivity Services Department and benchmarked with Passenger Vehicles Business Unit, Pune Plant

Systems Engineer, Tata Consultancy Services Ltd. (36 months)

- Domain Lead, QA and Technical Support, Recall suite – well log data management applications of Halliburton Landmark Solutions, Oil and Gas client
- Received 'On the Spot Award' twice and the 'Service and Commitment Award' for outstanding contribution to the organization during 2013-16. Certified in 'Strategic Analysis' and 'Business Analysis' from TCS Business Domain Academy
- Awarded Pre-placement interview (PPI) for being the winner, 'Vodafone Voyage', Vodafone Case Study Competition, TISS, 2016
- Campus Finalist, 'ACE - The Case Study Challenge' organized by CAIRN ENERGY, UPES, 2013
- Ranked 7th in National Talent Search Examination (NTSE) at state level and Head, Editorial Committee, UPES SPE Student Chapter, 2012-13


Jerrin Kurian Samuel

Bachelor of Engineering
(Electrical and Electronics Engineering)
Anna University, Chennai

Summer Internship – People Business

- Designed development pathways for a client's senior and middle management based on the outcome of assessment centre
- Performed a Root Cause Analysis for a client using data from employee engagement survey, Key Informant Interviews and Focus Group Discussions
- Conducted Market Research and submitted a report as an input to the firm's strategic planning cycle

Trainee Engineer – Saudi Diesel Equipment Co. Ltd. (14 Months)

- Was a member of the Testing and Commissioning team for Diesel Generator Sets in Kingdom of Saudi Arabia

Sales Executive – ThoughtRipples Technologies Pvt. Ltd. (6 Months)

- Part of the Sales function in a Tech Startup involved primarily in B2C interactions and was apart of the branding exercises

- Member, Placement Committee, HRM, TISS, 2016-18


Lavkush Anand

Bachelor of Engineering
(Electronics & Communication)
Manipal Institute of Technology,
Manipal University, Manipal

Summer Intern – TAJ Hotels, Palaces and Resorts

- Studied and Analysed of non-compliance of the grievance redressal system across all TAJ properties in the NCR region and proposed a framework to push up the compliance level
- Conducted a gap analysis and studied the gender diversity levels across all Taj Properties (northern region); Proposed long term and short term policies to increase the gender diversity in the workforce by 5% points from the current levels
- Designed campus connect and engagement program for Taj; Development of talent Pipeline from non-hotel management institutes to fulfil the manpower requirements; Also, proposed a sustainable engagement and campus branding plan for the same

Technological Consultant – Hewlett Packard Enterprise (55 Months)

- Consultant -FMCG (Proctor and Gamble - Global) - Designed conceptual frameworks for billing, finance and sales products. Devised functional models for centralised monitoring of client's networks increasing cost and time effectiveness
- Consultant –Telecom (Telstra (Wholesale)) – multi-vendor coordination for integration products; Created logical plans for bridging systems on different middleware technologies; Product Management - Led the development of new features of the client's Wholesale(B2B) CRM
- Program Auditor - Monitoring and Analysis of metrics like cost/schedule variance, resource utilization, delivery quality, process defect density/age for quality assurance (CMMI Level 5 standards).
- Worked with Global product teams from US, UK, China, Europe and Australia among others; Received a perfect ASAT (consulting performance) of 5.0/5.0
- HR Quiz winner: IIM Ranchi, NMIMS, IIT-Kanpur, Ernst and Young; Campus Winner- Vodafone Voyage (2016-17)


Maheswaran P

Bachelor of Engineering
(Mechanical Engineering)
College of Engineering, Guindy, Anna
University, Chennai

Summer Intern – Virtusa Polaris

- Undertook the project on “Employees’ response to Organizational Change” to determine the pulse of the employees regarding the recent integration of Virtusa Polaris, as a precursor to the change management approach
- Identified various themes and methodologies for the project through extensive desk research and designed an “Employee pulse survey” with special mention to the human and cultural aspects of the integration to gauge the employee's attitude and satisfaction with the integration
- Statistical analysis of the results to identify the gap, followed by gap analysis and suggestions for improving the efficiency of the integration approach

Engineer (Mechanical) – Vedanta Resources, Udaipur, Rajasthan. (36 Months)

- Data Analysis of employee engagement efficacy, improvement measures and implementation of the recommendations (worked with Boston Consulting Group)
- Implemented 5S Framework as an effective workshop model for productivity and safety improvement (worked with BCG, Sandvik and Atlas Copco)
- Undertook safety incident investigation analysis (worked with Du Pont Consulting) and played a key role in establishing the Incident Investigation teams and served as the member secretary of Incident Management Committee
- Vedanta Achievement award for contributing in the Most Efficient Analysis (using Why Tree) of safety incidents (helped in reducing the recurrence of incidents by more than 40%)
- Winner of “Workshop Wizards” event in Pinnacle 2010 – A National Level Technical Symposium

Summer Intern – Aditya Birla Group

- Worked on identifying tenets of Organization Culture for MFL and its impact on Organizational Effectiveness
- Analyzed the status-quo (as is) with semi-structured 1-on-1 interviews, FGDs, surveys and secondary sources. Formed hypothesis and validated them with the help of leaders
- Developed organizational, functional and brand level intervention initiatives defining MFL culture and formulated an action plan for short and long term execution

Senior Manager – Business Development, Focus Academy for Career Enhancement (FACE), West India (27 months)

- Pioneered West India operations, developed FACE engagement model, training products and allied services, created and executed a well-defined market entry strategy
- Designed and headed the Mission IITs, NITs & IIITs program that had a target achievement of 85% in terms of Client acquisitions and Business Volume
- Drove the Star Scheme by NSDC under a PPP program with an objective to mobilize, motivate, counsel, train and assess candidates in order to make them employment ready
- Project leader, Team Jatayu – Autonomous UAV. Best debutant and 14th position in the 10th Student UAV competition, Maryland USA, 2012 and a medal by US Navy for Execution Excellence


Mayur Krishna

Bachelor of Engineering
(Electronics and Communication
Engineering)
Rashtreeya Vidyalaya College of
Engineering (RVCE), Bangalore



Parikshit Das

Bachelor of Technology
(Electronic and Communication
Engineering)
Faculty of Engineering and Technology,
Gurukul Kangri University, Haridwar

Summer Intern – Hindustan Petroleum Corporation Limited (HPCL)

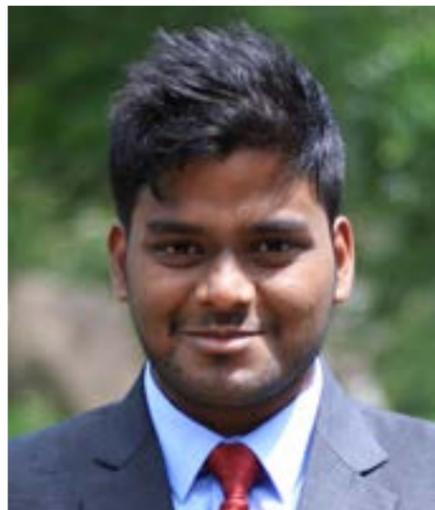
- Worked on Leadership development project AkshayPath, review of best practices, analysis of effects/effectiveness of revenue growth across all business units / HR practices and policies during pre and post implementation
- Worked on training SOPs and calculating ROI for different training programs
- Understood and redesigned technical competencies, pointers across business units in oil and gas sector

Senior Software Engineer NIIT Technologies (12 Months)

- Led a team responsible for development of application for Wealth management system for investment management unit and web factory unit for a SEI
- Responsible for Requirement gathering, analysis of the business of SEI and its clients and User Acceptance Testing

Software/TestEngineer -HCL Technologies (48 Months)

- Involved in Business Analysis, Design and Development and integration of System for the e-governance project of CCTNS (Criminal and crime tracking network systems)
- Responsible for data and analytics required to develop Dashboards and Reports and migrating data from legacy applications



Pintu Shaw

Bachelor of Technology
(Information Technology)
National Institute of Technology,
Durgapur

Summer Intern – HPCL

- Identified the gaps in the existing study conducted on organisational, leadership & managerial effectiveness .
- Refined and identified the themes from the data collected from the participants of the Akshaypath Leadership program.
- Provided a detailed analysis and recommendation on the different interventions, a part of Akshaypath Leadership program

Development Professional - PRADAN (12 Months)

- Implemented NABARD's and SGSY's District Poverty alleviation Project in allotted blocks - Katoria and Banka districts of Bihar
- Designed and implemented programs such as in Capacity building, livelihood training for the communities residing rural areas
- Conducted a Correlation Study to map out the Challenges faced by CSR Professionals belonging from management level to field level

- Communication Team Member , Transcendence 2017: TISS Organisation Development & Change Conference

- Selected to present a paper on "Emission testing and mitigation" at TPMDC conference, IIT Bombay, Finalist in All India Business Plan Competition, New Delhi, 2012



Raghavan V

Bachelor of Engineering
(Electronics & Telecommunication)
Sathyabama University, Chennai

Summer Intern – KLA Tencor, Chennai

- Leadership Succession Planning – Identifying High Potential Employees, interviewing them to understand their aspirations. Ensuring Career Development plans for HiPo's
- Comparative study on Policies & Practices adopted by the competitors of KLA-Tencor to attract, develop & retain talents
- Employee Engagement – Coordinating with HR, Finance, IT & Admin Department for Designing & Launching KLA Tencor India Intranet Website

Junior Executive – HR (Work Force Management) – Cognizant Technology Solutions, Chennai (28 Months)

- Handled Human Resourcing for EAS SAP Basis Solutions for 890 Associates & EAS SAP Tech Solutions for 86 Associates
- End – End Staffing, Human Resource Planning & Fulfilment, Managed Project Deployable Pool and rotation of Pan India Travel Ready associates
- Cognizant Certified Professional in Performance Management – Practitioner Level



Salman Qazi

Bachelor of Engineering
(Electronics and Communication)
Sri RamdeobabaKamla Nehru
Engineering College,
RTM Nagpur University, Nagpur

Summers Intern – Cyient

- Defined HR Metrics for functions like Talent Acquisition, Shared Services, Learning and Development, Career Development and Compensation and Benefits
- Identified and standardized the data sources
- Configured the Metrics in a series of Dashboards using Tableau

Freelance Trainer (15 Months)

- For technologies like J2EE suite, Oracle, Spring, Hibernate, Perl, Shell scripting

Technical Lead – Synechron (2 Months)

- Worked as a senior developer. Handled development roles for ABN Amro

Technical Lead – Amdocs (13 Months)

- Worked for TELSTRA and onshore and offshore support and development teams

Technical Associate – Tech Mahindra Ltd. (28 Months)

- Worked in the delivery and support of critical applications based on JAVA suite of technologies. The entire project lifecycles were strictly according to Agile delivery methods and ITIL v3 processes



Sumit Kumar Sarkar

Bachelor of Technology
(Computer Science & Engineering)
Silicon Institute of Technology,
BijuPatnaik University of Technology,
Bhubaneswar

Summer Intern – NCDEX Ltd

- Understood the exchange and its structure and worked on the required structures with various departments
- Worked on the policy and SOP for Talent Acquisition
- Interacted with all departments and their seniors (including head of department's) and prepared job description for the various roles

Deputy Manager – INDUSIND Bank Limited (5 Months)

- Spearheaded efforts across analysing existing market trends, understanding the client's specific investment requirement to prepare presentations/business plans and provided customised investment solutions to ensure maximum profitability

Deputy Manager – ICICI Bank Limited (25 Months)

- Handled overall banking operations including Accounts, Deposits, Assets, Investment, Foreign Exchange and other transactions on day to day basis; ensuring error free record maintenance for audit and compliance
- NSE's Certification in Financial Markets-NSDL-Depository Operations Module, 2012
- NISM Certified : Mutual Fund Distributors Certification Examination, 2012
- Finalist in the competition Technovation held at Indian School Of Business, Hyderabad, 2016

Summer Intern – Intel Technology India Pvt. Ltd.

- Worked on developing a team stability plan for one of the major Accounts' Team, which was working in a virtual team environment
- Worked on attrition analysis for Asia Pacific & Japan (APJ) region to understand the trends in the exits
- Designed and conducted a survey for APJ Gr.9+ women leaders for assessing the current level of engagement and exploring the focus areas for the future

Manager – Channel Development with SuperMax Personal Care Pvt. Ltd. (6 Months)

- Managed planning and execution of Pan-India trade marketing activities including channel loyalty programs and trade schemes across different channels & categories

Manager – Channel Development with Reuters Market Light (9 Months)

- Managed Key Accounts for RMLdirect (SMS based agriinformation service) and myRML application

Asst. Manager – Mother Dairy (64 Months)

- Handled Key Accounts/ MRF/HORECA and Alternate Channels in Rajkot, Delhi, & Mumbai



Sushant Bahukhandi

PGDM (Rural Management)
Xavier Institute of Management,
Bhubaneswar (XIMB)

PLACEMENT COMMITTEE DETAILS

Aditya Vayunandan

+91 9818696885
vayunandan91@gmail.com

Anjali Sateesh

+91 9870730646
anjalinair.843@gmail.com

Anosh Balu R

+91 9738540698
anosh231@gmail.com

Jerrin K Samuel

+91 9619118866
jerrintiss@gmail.com

Kaveri Chauhan

+91 9594625444
kaverihr@gmail.com

Corporate Relations & Placement Committee

placecomm.shrm@tiss.edu, tiss.shrm@gmail.com



**School of Human Resource Management
Tata Institute of Social Sciences - Mumbai
Hyderabad Campus**

V.N. Purav Marg, Deonar, Mumbai,
Maharashtra 400088
&
S.R Sankaran Block, TSIPARD Campus,
Rajendranagar, Hyderabad- 500030
&
Roda Mistry College,
Opposite Bio Diversity Park,
Gachibowli, Hyderabad- 500008.
Email: placecomm.shrm@tiss.edu

 www.facebook.com/shrmtiss/

 <https://in.linkedin.com/in/shrmtiss>

 <https://twitter.com/tisshrhyderabad>

 www.tisshrhyderabad.wordpress.com