

Faculty Development Program
Business Cases in HR- From the Horse's mouth
21st June 2019

The FDP on “**Business Cases in HR- From the Horse's mouth**” was organized by CMS Business School, Jain (Deemed-to-be University) on 21st June 2019. The resource person for the event was Industry expert Mr. Mali Mahalingam. He is a seasoned & strategic HR leader with experience of nearly four decades in all facets of Human Resources. Being result-oriented he has helped clients establish HR function as central to the business in multiple organizations and delivers custom-designed leadership programs as per the need of the clients.

This program was intended to help HR faculty members to develop their knowledge in the relevant field through simulation cases so that they in turn inculcate these learning values to the students. The additional value of the program was to get an expert opinion on the courses delivered and fine tune it to have better understanding of the industry.

He discussed the topic HR Analytics using HBR case “How Google sold its Engineers on management” talking about the eight critical behaviors of managers. He also introduced terms like OKR (Objectives & Key Results). He has described the process: Opinion-Data-Matrix-Analytics-Insight-Action. The second case study he discussed was “Reinventing Performance management” talking about Deloitte's changing parameters of performance management.

The various areas discussed gave an elaborated industry perspective in HR domain. This in turn will help the faculties to give practical inputs to the students, to enhance research, placement of students and build industry oriented connections

