

“DIVERSITY & INCLUSION: A BUSINESS IMPERATIVE HR CONCLAVE”

Date	21.09.2019
Time:	10 a.m.
Venue:	Seminar Hall 1
Batch:	2018-2020
Semester:	III
Guest/Speaker Name:	Mr. Jatinder Salwan Head – HR SG GSC Chennai Center, Talent Acquisition & HR Operations
Guest/Speaker	Ms. Bindu James Global Head: Learning & Development / Talent Management and Diversity and Inclusion at Harman connected Services
Guest/Speaker	Mr. Amith Prakash Practice Lead - Enterprise HR Services
Guest/Speaker	Mr Nikhil Kolar Director- Deloitte Consulting, Bangalore
Guest/Speaker	Mr Nirmalya Mohanty ISV director, SAP India
Guest/Speaker	Ms. Dhanya Rajeswaran Director HR Accenture Digital, Consulting and Corporate Functions in India
Guest/Speaker	Ms. Latha Srinivas Vice President – HR Anxi
Faculty Coordinators Name:	Dr. Uma Warriar
Topic:	“DIVERSITY & INCLUSION: A BUSINESS IMPERATIVE HR CONCLAVE”
No. of Attendees	128
Feedback:	Yes
Brochure: (if any)	Yes

1. Introduction: CMS Business School, JAIN Deemed-to-be University conducted a one-day Workshop on “DIVERSITY & INCLUSION: A BUSINESS IMPERATIVE HR CONCLAVE”. It was arranged on 21st Sep, 2019. HR Conclave’ (offered to corporate employees, students & faculty members of CMS Business School and different institutes) to impart the importance of diversity management in the dynamic business environment.

2. Venue (Outside/Inside the campus): Inside the Campus

3. Objectives:

1. To explain the need of diversity and inclusion in modern time.
 2. To describe the connection between diversity and inclusion (D&I) at workplace.
 3. To highlight the different practices to foster D & I.
 4. To discuss the real cases of modern organizations for D & I.
 5. To demonstrate the ways through which the employees’ productivity and engagement can be increased.
- ⊕ Apply knowledge of management theories and practices to solve business problems.
 - ⊕ Foster analytical and critical thinking abilities for data-based decision making.
 - ⊕ Ability to adopt various tools for decision making and problem solving.

4. Activity Overview: The learning and experience is greatly enhanced when the academic trigger in classrooms supported by different forms of active learning. Students are exposed with the importance of diversity in the workplace. The HR conclave was conducted for the industrialists, students and faculty members coming from different parts of Bangalore. 21 corporate employees, 74 students and 35 faculty members from different institutes of Bangalore and 80 CMS Business school students had registered and participated in that HR Conclave. The total strength was 128 (excluded CMS Business school faculty members and staff).

5. Guest/Speakers’ Profile:

- * Mr. Jatinder Salwan - Head – HR SG GSC Chennai Center, Talent Acquisition and HR Operations
- * Bindu James Global Head: Learning and Development / Talent Management and Diversity and Inclusion at Harman connected Services

* Amith Prakash- Practice Lead - Enterprise HR Services

* Mr. Nikhil Kolar (Moderator) Director- Deloitte Consulting, Bangalore

* Mr. Nirmalya Mohanty, ISV director, SAP India

* Dhanya Rajeswaran, Director HR- Accenture Digital, Consulting and Corporate Functions in India

* Latha Srinivas - Vice President – HR Anexi

7. Summary and Key Learnings of the session: More and more business leaders are seeing that cultivating Equality is not just the right thing to do, but also the smart thing. Data shows that customers and employees expect companies to drive Equality and that it has a tangible impact on the bottom line. Salesforce Research surveyed over 1,500 business professionals and found that 80% believe that companies have a responsibility to go beyond profit to make an impact on society. There is a tangible impact of diversity on a company's bottom line. According to the Center for American Progress, here are the top 10 ways diversity in the workplace influences a company. A diverse workforce drives economic growth. A diverse workforce can capture a greater share of the consumer market. Recruiting from a diverse pool of candidates means a more qualified workforce.

A diverse and inclusive workforce helps businesses avoid employee turnover costs. Diversity fosters a more creative and innovative workforce. Businesses need to adapt to our changing nation to be competitive in the economic market. Diversity is a key aspect of entrepreneurialism. Diversity in business ownership, particularly among women of color, is key to moving our economy forward.

8. Participant details: Corporate employees, students & faculty members of CMS Business School and different institutes

9. Attendance records: -

SrNo	Roll No	FirstName	Branch
1	18MBAR0156	ADITI SINGH	Marketing & Human Resource
2	18MBAR0247	CHANDRASHEKHAR KUMAR MANDAL	Marketing & Human Resource
3	18MBAR0556	PRIYANKA CHAKRAVORTY	Human Resource Management
4	18MBAR0297	RAKSHA G RAVISHANKAR	Marketing & Human Resource
5	18MBAR0512	SURBHI GUPTA	Human Resource Management
6	18MBAR0183	ZAINAB NOORI	Human Resource Management
7	18MBAR0285	ARPITA P BELLIAPPA	Marketing & Human Resource
8	18MBAR0170	BENLA AMI JAIN	Marketing & Human Resource



9	18MBAR0173	LAKSHMI VENKATESH	Finance & HRM
10	18MBAR0232	MATHAN KUMAR V S	Marketing & Human Resource
11	18MBAR0155	A ASWATHY	Marketing & Human Resource
12	18MBAR0265	PESALA SUDARSAN	Marketing & Human Resource
13	18MBAR0443	ROHIT KUMAR	Marketing & Human Resource
14	18MBAR0496	RIYA PAUL	Marketing & Human Resource
15	18MBAR0390	DEEPA GOPINATH	Human Resource Management
16	18MBAR0172	GAGGARA SOWJANYA	Human Resource Management
17	18MBAR0510	MUTHAHAR A	Marketing & Human Resource
18	18MBAR0504	CLARISSE MUKAKAMANZI	Human Resource Management
19	18MBAR0291	KAKARLA ASHRITHA	Finance & HRM
20	18MBAR0299	SAMANVITHA G S	Marketing & Human Resource
21	18MBAR0020	V AISHWARYA	Marketing & Human Resource
22	18MBAR0182	MASOMA NOORI	Human Resource Management
23	18MBAR0506	SARVASETTY MANASA	Marketing & Human Resource
24	18MBAR0552	TEJAS H B	Human Resource Management
25	18MBAR0049	ARCHANA CHHETRI	Human Resource Management
26	18MBAR0098	GANGA S	Human Resource Management
27	18MBAR0087	SWATHI B M	Marketing & Human Resource
28	18MBAR0442	SHRUTHI SHIVAKUMAR	Marketing & Human Resource
29	18MBAR0179	TALANKI SIRISHA	Marketing & Human Resource
30	18MBAR0159	BHOOMIKA P	Marketing & Human Resource
31	18MBAR0469	MOHAMMED ADNAN	Marketing & Human Resource
32	18MBAR0305	SHRUTI PRASAD GOPALIYA	Human Resource Management
33	18MBAR0221	ANUSHA K S	Finance & HRM
34	18MBAR0499	E NIROSHA	Finance & HRM
35	18MBAR0277	VINSHIYA PREETHI A	Finance & HRM
36	18MBAR0284	ANUDHANYA M	Marketing & Human Resource
37	18MBAR0019	ARPIT SINHA	Finance & HRM
38	18MBAR0511	RISHAB RINEESH S	Marketing & Human Resource
39	18MBAR0445	SANJAY KRISHNAN N	Marketing & Human Resource
40	18MBAR0206	S ANKUSH REDDY	Human Resource Management
41	18MBAR0526	SADAF SHAFIAHMED MULLA	Human Resource Management
42	18MBAR0090	TANUJA U	Finance & HRM
43	18MBAR0472	VINITHBUMB	Marketing & Human Resource
44	18MBAR0126	ADI ANKITH	Finance & HRM
45	18MBAR0187	AKSHAY M	Finance & HRM
46	18MBAR0260	DISHANT KUMAR GOGOI	Marketing & Human Resource
47	18MBAR0452	KAREEMULLA KHAN ANISHA KHAN	Marketing & Human Resource
48	18MBAR0006	PALISTHA SHRESTHA	Marketing & Human Resource
49	18MBAR0266	POOJA JAIN	Marketing & Human Resource
50	18MBAR0304	SHRAVYA T S	Marketing & Human Resource
51	18MBAR0470	ANKIT KUMAR SHARMA	Marketing & Human Resource
52	18MBAR0498	DEBASMITA DUTTA	Finance & HRM



53	18MBAR0517	JEEWAN GIRI	Marketing & Human Resource
54	18MBAR0530	NAMEETA DHARMENDRA GASTI	Human Resource Management
55	18MBAR0528	TEJASWINI K	Marketing & Human Resource
56	18MBAR0276	TUSHARJOSHI	Marketing & Human Resource
57	18MBAR0566	K DIVYA	Marketing & Human Resource
58	18MBAR0490	NAGAVYSHNAVI A M	Marketing & Human Resource
59	18MBAR0073	POOJA B	Finance & HRM
60	18MBAR0022	PRAKASH ANTHONY RASQUINHA	Marketing & Human Resource
61	18MBAR0257	DEBASHREE BARUAH	Marketing & Human Resource
62	18MBAR0259	DIPSA GURUNG	Marketing & Human Resource
63	18MBAR0269	S SATISH KUMAR REDDY	Marketing & Human Resource
64	18MBAR0082	SHERRINGTON B	Marketing & Human Resource
65	18MBAR0383	SHIBA AZIZI	Finance & HRM
66	18MBAR0251	A BRIYANA DAVIS	Marketing & Human Resource
67	18MBAR0252	ALBIN MATHEW	Marketing & Human Resource
68	18MBAR0255	ASHWIN NANDAKUMAR	Marketing & Human Resource
69	18MBAR0310	GOUTHAMI S	Marketing & Human Resource
70	18MBAR0320	HANI OMAR	Marketing & Human Resource
71	18MBAR0071	JASMEEN HUSSAIN	Finance & HRM
72	18MBAR0444	KAVIN V B	Marketing & Human Resource
73	18MBAR0268	S AISHWARYA	Human Resource Management
74	18MBAR0440	S RAMANUJAM	Finance & HRM
75	18MBAR0471	SUMAN KUMARI	Marketing & Human Resource
76	18MBAR0502	VIGNESH J	Finance & HRM
77	18MBAR0446	BIBI MAH ADIB	Human Resource Management
78	18MBAR0408	GALI SAI PRASANNA	Finance & HRM
79	18MBAR0164	PRIYANKA A	Human Resource Management
80	18MBAR0547	PURNIMA KUMARI	Finance & HRM
81	18MBAR0298	RISHIKA GURUNG	Human Resource Management
82	18MBAR0308	FRESHTA PARSA	Human Resource Management
83	18MBAR0055	MEGHANA S	Finance & HRM
84	18MBAR0353	PRIYANKA KHANAL	Marketing & Human Resource
85	18MBAR0568	RAOL DIVYABA JAGATSINH	Marketing & Human Resource
86	18MBAR0271	SHEETHIK	Human Resource Management
87	18MBAR0016	TAMANNA	Finance & HRM
88	18MBAR0158	ANJALI P B	Human Resource Management
89	18MBAR0295	NIKITA GOEL	Human Resource Management
90	18MBAR0311	PADIRI APARNA	Marketing & Human Resource
91	18MBAR0058	PRANAI SRINATH REVA	Finance & HRM
92	18MBAR0554	SUMANRANI JAHAGIRDAR	Marketing & Human Resource
93	18MBAR0180	TELU SRAVYA	Marketing & Human Resource
94	18MBAR0097	DIVYA S	Finance & HRM
95	18MBAR0033	RAUNAK RAJBHANDAR	Human Resource Management
96	18MBAR0419	SYED AFZAL MASOOD	Finance & HRM
97	18MBAR0166	AKANCHHA SINGH	Human Resource Management

98	18MBAR0184	ANI KUMARI	Human Resource Management
99	18MBAR0054	MAHIMA GURNANI	Finance & HRM
100	18MBAR0065	BENTICK AMALSON D	Finance & HRM
101	18MBAR0181	GUL NIGAR AHMADI	Human Resource Management
102	18MBAR0326	NISHATH AHMED H	Marketing & Human Resource
103	18MBAR0079	S S SNEHA	Marketing & Human Resource
104	18MBAR0309	DIVYAKSHI DILIP RAMTEKE	Marketing & Human Resource
105	18MBAR0238	PRAVEEN R	Marketing & Human Resource
106	18MBAR0333	AKANKSHA R	Marketing & Human Resource
107	18MBAR0167	AKSHAYA JP	Marketing & Human Resource
108	18MBAR0286	B POOJA JAIN	Marketing & Human Resource
109	18MBAR0521	BIJAY MISHRA	Marketing & Human Resource
110	18MBAR0258	DESU R AKHIL	Marketing & Human Resource
111	18MBAR0367	KANGKANA SHARMA	Marketing & Human Resource
112	18MBAR0060	RITESH RANA SINGH	Finance & HRM
113	18MBAR0302	SHILKI ANAND	Marketing & Human Resource
114	18MBAR0283	ANKITA KUMARI	Marketing & Human Resource
115	18MBAR0562	JAYAMANGALA DURGAPRASAD	Marketing & Human Resource
116	18MBAR0542	KONSAM SUMITRA DEVI	Marketing & Human Resource
117	18MBAR0513	DAMINI KUMAWAT	Finance & HRM
118	18MBAR0409	GUTTULA PAVAN KUMAR	Finance & HRM
119	18MBAR0263	KHROWUPE TSUHAH	Marketing & Human Resource
120	18MBAR0376	MOHAMED SALIH	Marketing & Human Resource
121	18MBAR0296	NITHIN V	Marketing & Human Resource
122	18MBAR0527	SHUBHAM GOLCHHA	Marketing & Human Resource
123	18MBAR0275	TSEWANG TSHERING TOPDEN BHUTIA	Human Resource Management
124	18MBAR0278	ADITHI S	Marketing & Human Resource
125	18MBAR0561	HARSHINI N	Marketing & Human Resource
126	18MBAR0508	ROHINI S	Marketing & Human Resource
127	18MBAR0083	SHIV SWAPNA S	Marketing & Human Resource
128	18MBAR0089	TADIKONDA RAGA MALLIKA	Finance & HRM

10. Participants' Feedback, Feedback Analysis and Attainment Calculation: Feedback:
Collected from 128 participants

	Wt Score ▶	5	4	3	2	1	
Questions to Map Pos	List of Pos & PSOs	Strongl y Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Session helped	PO1 PO2	64	54	4	4	2	

to acquire a knowledge on contemproy practicies	PSO1						128
Session helped to carry forward the learnings t the class room	PO2 PO3 PO6 PSO2	44	55	12	13	4	128
Session helped me to accumalte knowledge	PO3 PO4 PO5 PSO1PSO2	57	38	11	14	8	128

Attainment Calculation:

POs	Q1	Q2	Q3	Captured By	Total Attainment Score	Level Achieved
PO1	87%			Q1	87%	3
PO2	87%	79%		Q1 Q2	83%	3
PO3		79%	79%	Q2 Q3	79%	3
PO4			79%	Q3	79%	3
PO5			79%	Q3	79%	3
PO6		79%		Q2	79%	3
PO7						
PSO1	87%		79%	Q1 Q3	83%	3
PSO2		79%	79%	Q2 Q3	79%	3
PSO3						

11. Proposals for the Event/Programme: -

Dear Dean Sir,

(10th September 2019)

This is to inform you that we are planning to have a guest lecture workshop for our students to make them understand about the latest trends of HR market. Hence, I request you to please give the approval for this event so that we can plan in advance to conduct this session effectively.

Thanks & regards

HR Faculty

12. Minutes of Meetings:

Meeting Title	HR CLUB
Date of Meeting	5 th September ,2019

Meeting Venue	CMS Business School Campus	
Meeting Agenda	Guest lecture workshop	
In Attendance	Name	Title/ Department/ Organization
	Dr. Harold Patrick	Dean – Academics
	Dr. Uma Warriier	Professor and Area chair
Key Meeting Outcomes		
1.	For student development, more number of guest lectures should be organized in the coming months for better exposure & learning .	
2.	The student should gain the insight of the practical use of the HR functions in any organization	
3.	Experienced corporate personality should be roped in for the same	
4.	All the students should participate	
Action Plans if Any (also mention ‘First Person Responsible (FPR)’		
1.	The faculty will be requested to suggest the topic for which input is required.	
2.	Dr. Uma Warriier will arrange the guest lecture depending on the availability of the speaker, coordinate for the promotional poster and coordinating with the students	
3.	HR senior faculty will act as a host during the conduction of the guest lecture and will also act as a moderator during the guest lecture.	

13. Budget: Rs.17050 /



14. Pictures for the Event: -

Figure 1 : Brochure introducing all the Speakers for the HR event



Figure 2 : Panel Discussion on the concepts of Diversity and Inclusion



Figure 3 : Participants interacting with the Panelist for insights