

### HR Club – HR Café – Sip 3 activity

#### ‘Interactive session on HRM’

<b>Date</b>	2.01.2021
<b>Time:</b>	10 – 11.30 a.m.
<b>Venue:</b>	Online – Zoom platform
<b>Section:</b>	I MBA - Sections A-G
<b>Batch:</b>	2020-22
<b>Semester:</b>	First
<b>Guest/Speaker Name:</b>	Ravikiran Lakshmanan
<b>Guest/Speaker Designation</b>	Senior Associate Lead – HR Compliance at Infosys, Bangalore
<b>Guest/Speaker Contact No &amp; Email Id:</b>	+91-9952589162 & rs.ravi0909@gmail.com
<b>Guest/Speaker Company/ Institute Name:</b>	Infosys - Bangalore
<b>Faculty Coordinators Name:</b>	Dr.Latha.K.
<b>Topic:</b>	Interactive session on HRM
<b>Moderator (if any)</b>	-
<b>No. of Attendees</b>	25
<b>Feedback:</b>	Yes
<b>Brochure: (if any)</b>	Yes - Poster
<b>Revenue Collected: (if any)</b>	NA

- 1. Introduction:** HR Club has conducted the HR Café third sip Activity for I MBA students ( Batch 2020-22 / Sec A-G). The interactive session on HRM has been arranged for making the students understand the scope and significance of HR function. Mr.Ravikiran from Infosys has conducted the session in an interesting manner by involving students participation.

**2. Venue (Outside/Inside the campus):** Virtual – Zoom platform

**3. Objectives:** \* To create an awareness among the students on the significance of HRM

- To inculcate the spirit of HRM
- To induce student's knowledge in solving HR oriented issues in the working environment.
- Ability to lead self and others in the achievement of organizational goals, contributing effectively to a team environment
- Ability to adopt various tools for decision making and problem solving

**5. Activity Overview:** Prof.Kambam Vedantan has given the reference of Mr.Ravikiran – Senior Associate Lead – HR Compliance at Infosys, Bangalore. Dr.Latha.K.as HR Club coordinator has taken it forward in utilizing the expert for an interactive session on the scope & significance of HRM. This session has been organized for I MBA – Batch 2020-22 & Sec A-G on 2<sup>nd</sup> January 2021 as part of HR Café – Sip 3 activity. The resource person involved student in various HR related cases & has conducted the role play to make them understand the importance of HR in managing people.

**6. Guest/Speakers' Profile:** Mr.Ravikiran Lakshmanan – Senior Associate Lead – HR Compliance at Infosys, Bangalore

**7. Summary and Key Learnings of the session:** The session has motivated the students towards the scope & significance of HR role in the Corporate world. It has highlighted the business partnership and problem solving skills that are needed in HR management. This session has brought in the current challenges and changes for which the students need to equip themselves in taking the organizations effectively for globalized phase

**8. Participant details:** I MBA – Batch 2020-22 / Sec A-G & Faculty – Dept of OB & HRM

**9. Details of Winners (if applicable):** NA

**10. Details of the judges (if applicable):** NA

**11. Attendance records: Yes attached**

**CMS Business School**

**Department of OB & HRM - HR CLUB – HR Café – 3<sup>rd</sup> Sip – 2.01.2021**

**Interactive Session on HRM – I MBA – Batch 2020-22 - Attendance**

S.N.	Name	Present
1	Amrutha.B.R.	Yes
2	Akanksha Saha	Yes
3	Ashika.D.	Yes
4	Deepak .R.V.	Yes
5	Dahlia Rebecca	Yes
6	Furqaan Tahir	Yes
7	Srikumar	Yes
8	Reshma	Yes
9	Pushpak	Yes
10	Ruchika Kumari	Yes
11	Mudassir Hamdan	Yes
12	Lakshmi.H.	Yes
13	Radhika.D.	Yes
14	Shauvik P.Roy	Yes
15	U.Vikash Rao	Yes
16	B.Poornima	Yes
17	Ranjani.R.	Yes
18	Srirama	Yes
19	Prerona Dutta	Yes
20	Madhushree	Yes
21	Sandhya.R.	Yes
22	Snekha Angelin J	Yes
23	Mounika	Yes
24	Sweta sharma	Yes
25	Tharunika	Yes

### 12. Participants' Feedback, Feedback Analysis and Attainment Calculation: Collected from 25 students

	<b>Wt Score ▶</b>	5	4	3	2	1	
<b>Questions to Map Pos</b>	<b>List of Pos &amp; PSOs</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Total</b>
Demonstrate analytical and critical thinking abilities in decision making	PO3 PSO1	6	9	4	3	3	25
Help you to understand global, economic, legal and ethical aspects of the business	PO5 PSO2	11	3	4	3	4	25
Helps you to identify entrepreneurial solutions to difference professional & Personal challenges	PO2 PSO1	8	3	9	3	2	25

#### Attainment Calculation:

<b>POs</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Captured By</b>	<b>Total Attainment Score</b>	<b>Level Achieved</b>
PO1						
PO2			70%	Q3	70%	<b>2</b>
PO3	70%			Q1	70%	<b>2</b>
PO4						
PO5		71%		Q2	71%	<b>3</b>
PO6						
PO7						
PSO1	70%		70%	Q1 Q3	70%	<b>2</b>
PSO2		71%		Q2	71%	<b>3</b>
PSO3						

**13. Proposals for the Event/Programme : Orally discussed and communications via mail.** ( Trailing mails attached)

**14. Minutes of Meetings:**

<b>Meeting Title</b>	HR CLUB Activity	
<b>Date of Meeting</b>	26 <sup>th</sup> Dec 2020	
<b>Meeting Venue</b>	Virtual mode	
<b>Meeting Agenda</b>	HR Club - HR Café-Sip 3 Activity	
<b>In Attendance</b>	<b>Name</b>	<b>Title/ Department/ Organization</b>
	Dr. Ujjal	Area Chair
	Dr. Deepanjana	Professor
	Dr.Latha.K	Associate Professor
	Prof.Kambam Vedantan.	Adjunct Professor
	Prof.Vinayak	Assistant Professor
	Dr.Swetha	Assistant Professor
<b>Key Meeting Outcomes</b>		
<b>1.</b>	Involving students into the interactive session on HRM	
<b>2.</b>	Industry expert can expose the students towards HR role in the real corporate scenario	
<b>3.</b>	To provide indepth knowledge on HR domain	
<b>Action Plans if Any (also mention 'First Person Responsible (FPR)'</b>		
<b>1.</b>	Prof.Kambam Vedantan has given the reference on industry expert	
<b>2.</b>	Dr.Latha as HR Club coordinator has to schedule the process	
<b>3.</b>	Poster has to be marketed to students by 28 <sup>th</sup> Dec 2020	
<b>4.</b>	Session can be planned for 2 <sup>nd</sup> Jan 2021	

**15. Budget: NA**

**16. Trailing Emails/communications: Attached**

**17. Any other related details: NA**

**18. Pictures for the Event: Attached**

**Poster**



**Trailing Mails attached**

Scheduling HR Café Activity - Sip 3

Inbox



**Dr. Latha K** <dr.lathak@cms.ac.in>

Mon, Dec 21, 2020,  
12:26 PM

to HR

Dear Sir,

Greetings forwarded to you.

Prof.Kambam Vedantan has taken the initiative to organize HR Club activity by the Corporate person Mr.Ravikiran Lakshmanan from Infosys for Junior Batch - I MBA - I Semester students. He has confirmed the schedule on 2nd January 2021 - 10 to 11.30 a.m. I request you to block the session ( 10 to 11.30 - I MBA ) on Jan 2nd 2021 by informing the Timetable committee.

regs,  
Dr.Latha.K.

Dear Mam,

Kindly check with Prof Vedantan.

Best regards  
Ujjal

--

Thanks and best regards,  
Dr. Ujjal Mukherjee  
Associate Professor  
OB & HR Area  
CMS B School  
Jain University  
Bengaluru

Dear Vedantan Sir,

Kindly guide Prof Latha on the HR cafe session by the Infosys guy, as discussed and confirmed earlier.

The 1st-semester students ( section A to H ) are not having sessions nowadays, so you may choose any day and slot it.

Best regards  
Ujjal

Dear Sir,

Kindly confirm the session on 2nd January and let me know the resource person details to proceed further with the process.

Guest Lecture Session - HR Cafe Activity - I MBA - Sec A-G

Inbox



**Dr. Latha K** <dr.lathak@cms.ac.in>

Tue, Dec 29, 2020, 10:16 AM  
(6 days ago)

to Dhimant, HR, Ujjal

Dear Sir,

Greetings forwarded to you.

Prof.Kambam Vedantan has taken the initiative to organize HR Club activity by the Corporate person Mr.Ravikiran Lakshmanan from Infosys for Junior Batch - I MBA - I Semester students (**Sec A-G**). He has confirmed the schedule on 2nd January 2021 - 10 to 11.30 a.m. I request you to allocate the session ( 10 to 11.30 - I MBA- Sec A-G ) on Jan 2nd 2021 and they are not scheduled with any classes.

regs,  
Dr.Latha.K.

Dear Prof. Latha,

Please make the poster and send it to Librarian Mr. Prithvi .

He will circulate it. Also send it to all the Profs who teaches OB in the 1st semester. They will circulate in the class WhatsApp groups.

Best regards  
Ujjal

Sec A-G: HR Cafe - Sip 3 - Interactive Session on HRM

Inbox



**Prithviraj**

Wed, Dec 30, 2020, 11:59 AM  
(5 days ago)

to MBA, Dhimant, Ujjal, me



----- Forwarded message -----

From: **Dr. Latha K** <[dr.lathak@cms.ac.in](mailto:dr.lathak@cms.ac.in)>

Date: Wed, 30 Dec 2020 at 09:33

Subject: HR Cafe - Sip 3 - Interactive Session on HRM

To: Prithviraj Prithviraj <[prithviraj@cms.ac.in](mailto:prithviraj@cms.ac.in)>

Cc: HR area <[hrarea@cms.ac.in](mailto:hrarea@cms.ac.in)>, Dr. Ujjal Mukherjee <[ujjal.m@cms.ac.in](mailto:ujjal.m@cms.ac.in)>

Dear Students,

HR Club is planning to organize an interactive session on HRM by Mr.Ravikiran Lakshmanan, Senior Associate Lead - HR Compliance at Infosys, Bangalore. This session is conducted for I MBA - First Semester students belonging to Sections - A to G on 2nd Jan 2021 from 10 to 11.30 a.m.

The details are as follows to prepare the poster.

Interactive session on HRM

Resource person : Mr.Ravikiran Lakshmanan

Senior Associate Lead - HR Compliance at

Infosys

Bangalore

Zoom credentials -

Zoom i.d. 9726732267	Password 12345
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Dr. Latha K is inviting you to a scheduled Zoom meeting.

Topic: HR Club - HR Cafe - Sip 3 - Interactive Session - I MBA - Sec A-G

Time: Jan 2, 2021 09:30 AM India

Join Zoom Meeting

<https://zoom.us/j/9726732267?pwd=eW51VVhGdGN6d3haWFJPS2xZMjlKUT09>

Meeting ID: 972 673 2267

Passcode: 12345

regs,

Dr.Latha.K.

9444 111211

\*Further details are available in the Poster,

Fwd: Ravikiran Profile

Inbox



**Kambam Vedantan**

Mon, Dec 28, 2020, 4:37 PM (7  
days ago)

to me, Ujjal, HR, Dinesh

For 2nd jan 2020 session from 10am to 11.30 am as part of HR cafe activity.  
With warm regards

----- Forwarded message -----

From: **Ravikiran Lakshmanan** <[rs.ravi0909@gmail.com](mailto:rs.ravi0909@gmail.com)>

Date: Mon, 28 Dec 2020, 16:27

Subject: Ravikiran Profile

To: <[kambam\\_v2015@cms.ac.in](mailto:kambam_v2015@cms.ac.in)>

Hi Vedant Sir,

Good day, please find my profile attached as we discussed.

Thanks and regards  
Ravikiran Lakshmanan  
9952589162  
Dear Sir,

Greetings forwarded to you. It is our privilege to have you as a resource person in conducting the interactive session for I MBA students and motivating them towards HR scope and significance.

I am sharing the details for getting connected with students and enriching their knowledge with your corporate experience.

Warm welcome to CMS for active interaction on HR scope & significance.

Dr. Latha K is inviting you to a scheduled Zoom meeting.

Topic: HR Club - HR Cafe - Sip 3 - Interactive Session - I MBA - Sec A-G  
Time: Jan 2, 2021 09:30 AM India

Join Zoom Meeting

<https://zoom.us/j/9726732267?pwd=eW51VVhGdGN6d3haWFJPS2xZMjlKUT09>

Meeting ID: 972 673 2267  
Passcode: 12345

regs,  
Dr.Latha.K.  
9444 111211  
Attachments area



**Dr. Latha K** <dr.lathak@cms.ac.in>

Sat, Jan 2, 12:48 PM (2 days ago)

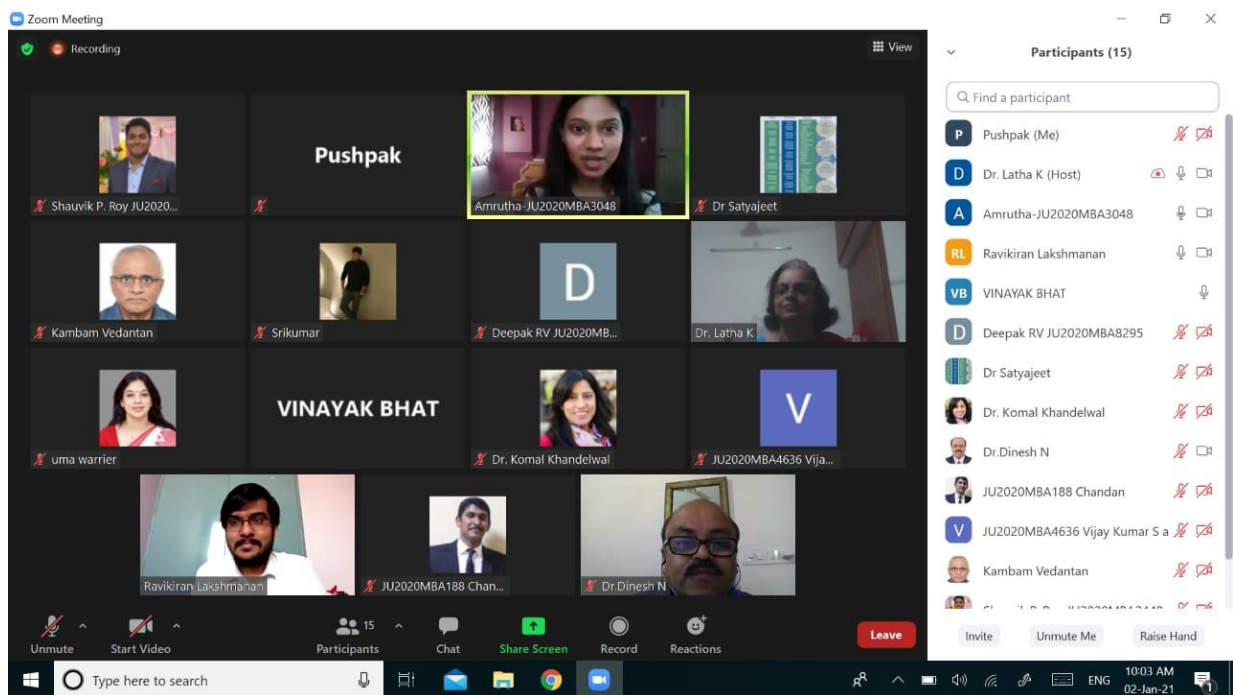
to Ravikiran

Dear Sir,

I extend my heartfelt gratitude to your enthusiastic and sportive interactive session on the scope and significance of HR in the Corporate world. Students also enjoyed your session. We expect such kind of association for strengthening the Academics in line to Industry expectations.

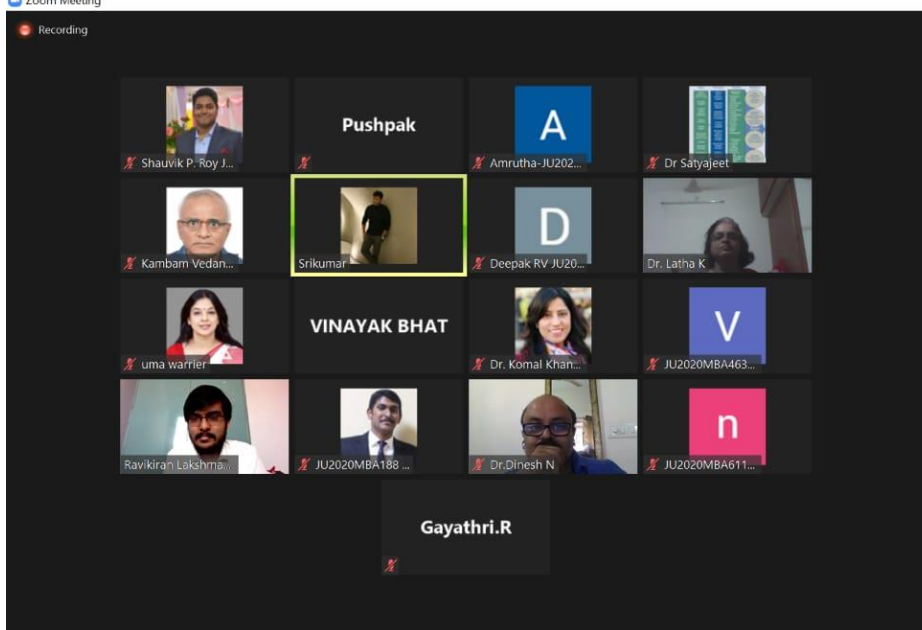
Warm regards,  
Dr.Latha.K.  
HR Club Coordinator

### Screenshots



Zoom Meeting

Recording



Participants (17)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Srikumar
- LIBAVAK DELAY

Chat

Pushpak Sec-A  
JU2020MBA8222 present

From Dr. Latha K to Everyone:  
Post your attendance in the chat box

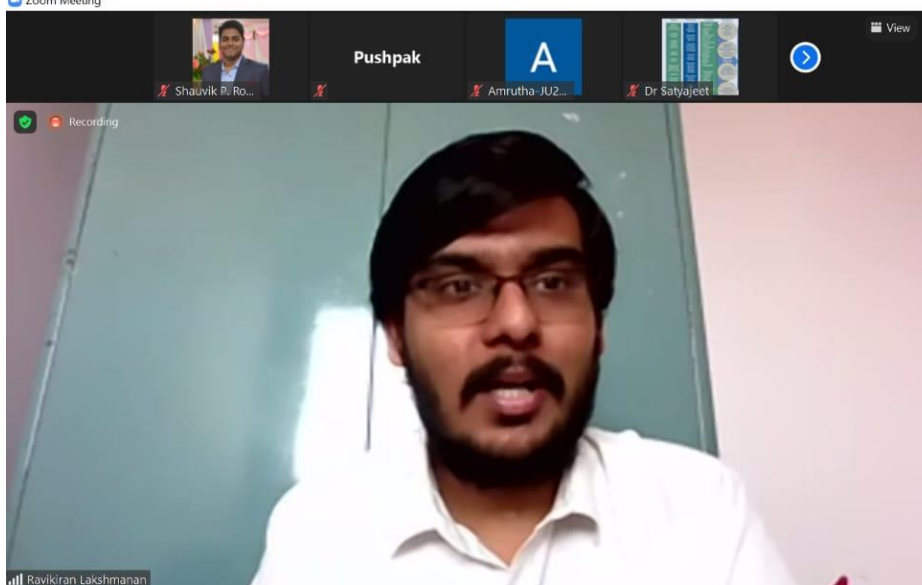
To: Everyone

Type here to search

10:05 AM 02-Jan-21

Zoom Meeting

Recording



Participants (14)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- VINAYAK BHAT
- Amrutha-JU2020MBA3048
- Deepak RV JU2020MBA8295
- Dr. Satyajeeet
- Dr. Komal Khandelwal
- JU2020MBA188 Chandan
- JU2020MBA4636 Vijay Kumar S a
- Kambam Vedantan
- Shauvik P. Roy JU2020MBA2448

Unmute Start Video

Participants 14

Chat

Share Screen

Record

Reactions

Leave

Type here to search

10:02 AM 02-Jan-21

Zoom Meeting | You are viewing Ravikiran Lakshmanan's screen | View Options

Recording

Participants (14)

Find a participant

- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Amrutha-JU2020MBA3048
- Dr. Satyajeeet
- Dr. Komal k
- Dr.Dinesh N
- Gayathri.R
- JU2020MBA4636 Vijay Kumar S a
- JU2020MBA6620
- Kambam Vedantan
- Shauvik P. Roy JU2020MBA2448
- Srikumar

Unmute | Start Video | Participants | Chat | Share Screen | Record | Reactions | Leave

Type here to search | 11:14 AM 02-Jan-21

Zoom Meeting | Participants (15)

Find a participant

Participants (15)

- Pushpak (Me)
- Dr. Latha K (Host)
- Amrutha-JU2020MBA3048
- Ravikiran Lakshmanan
- VINAYAK BHAT
- Deepak RV JU2020MBA8295
- Dr. Satyajeeet
- Dr. Komal Khandelwal
- Dr.Dinesh N
- JU2020MBA188 Chandan
- JU2020MBA4636 Vijay Kumar S a
- Kambam Vedantan

Unmute Me | Raise Hand

Type here to search | 10:03 AM 02-Jan-21

Zoom Meeting

Recording

As a part of talent management strategy of your organization , learning is a important criteria for promotions. To get promoted to a middle management level you need to have minimum 2.5/5 learning points with at least 2 certifications in that year.

During the current promotion cycle suddenly you find a surge of learning points in a team where majority of the employees have scored 3+ learning points. While doing your basic research you find that most of them have completed the same course. On your basic investigations you have found that answer key for certain assessments have been circulated within some whatsapp group. Kindly investigate and make them confess

BACK

Participants (16)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Amrutha-JU2020MBA3048

Chat

From RAMYA B V to Everyone:

RAMYA B V - JU2020MBA2278 - SECTION F - PRESENT

To: Everyone

Type message here...

Windows taskbar: Type here to search, 10:48 AM 02-Jan-21

Zoom Meeting

You are viewing Ravikiran Lakshmanan's screen

Recording

As part of growing industrialization in Latin America, your organization has made plans to expand their base in Latin America in places like Brazil, Chile and Peru. Your organization has minor presence in these areas but its majority a local population. To align with the overall organization policy and process and to grow its base in these country with the local government support, your organization has made a campus recruitment and training in India program for the graduates from top colleges of Brazil.

As a kick start of this program the team has deployed 10 students across branches since April 2020 for 1 year training program across various projects. Suddenly on 28<sup>th</sup> December 2020, your receive a call from one of your account managers mentioning that the team mates are not ready to work in this project until David(Brazil Trainee) is released as they feel insecure working along with him as they found out he is a Gay. He doesn't want the delivery to get affected to he request your help for quick resolution.

BACK

Participants (17)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Srikumar
- Amrutha-JU2020MBA3048
- Deepak RV JU2020MBA8295
- Dr. Satyajeet
- Dr. Komal k
- Dr.Dinesh N
- Gayathri.R
- JU2020MBA4636 Vijay Kumar S a
- JU2020MBA6111 Nithyasree G

Unmute Start Video Participants Chat Share Screen Record Reactions Leave

Windows taskbar: Type here to search, 10:27 AM 02-Jan-21

Zoom Meeting | You are viewing Ravikiran Lakshmanan's screen | View Options

Recording

You are working for a traditional manufacturing organization set up in Chennai with more than 4000 employees and a women strength of 3% of total population.

Mrs. Sheela Dalvi who was working as the secretary for the Head of Productions has written a mail to you on 11<sup>th</sup> November 2020 that she is experiencing a Harassment within her team. When she had intimated regarding this to her supervisor, he has mentioned " This is normal and do not make a fuss about this ". The employee has reached to you and expect your action

BACK

Participants (13)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Amrutha-JU2020MBA3048
- Dr Satyajeeet
- Dr. Komal k
- Dr.Dinesh N
- Gayathri.R
- JU2020MBA4636 Vijay Kumar S a
- Kambam Vedantan
- Shauvik P. Roy JU2020MBA2448
- Srikumar

Mute Start Video Participants Chat Share Screen Record Reactions Leave

Type here to search

11:08 AM 02-Jan-21

Zoom Meeting | Recording

As we are progressing towards the 25<sup>th</sup> year anniversary of the organization, The HR team wants to plan several activities for the employees. The anniversary also falls on 30<sup>th</sup> March which the Financial year end and quarter end for the organization, still the leadership team insist that there need to be several activities for fun and cultural to celebrate the anniversary year.

Please plan your set of activities and bring in nomination from employees to perform the same. Since the financial year end the management want to do this activity in Zero cost budget with only employees empowering their talents.

BACK

Participants (19)

Find a participant

- Pushpak (Me)
- Dr. Latha K (Host)
- Ravikiran Lakshmanan
- Amrutha-JU2020MBA3048
- Shauvik P. Roy JU2020MBA2448
- VINAYAK BHAT
- Deepak RV JU2020MBA8295
- Dr Satyajeeet
- Dr. Komal k
- Dr.Dinesh N
- Gayathri.R
- JU2020MBA1386 SNEKHA

Invite Unmute Me Raise Hand

Type here to search

10:14 AM 02-Jan-21