

QUARTERLY NEWSLETTER

Edition August 2022

TOP NEWS INSIDE

- ◆ **Events**
 - ALCOM
 - MSR
 - Student Audit
 - Induction Program of Batch 2022-24
- ◆ **Guest Sessions**
 - Corp Talk
 - HR Club
- ◆ **Summer Internship Experiences**

HUMAN RESOURCE



Career Options in
**Human
Resource**



Dr. Frederick Correa
Darashaw, Senior Associate Vice President - Human Resources

Date - 21st May '22 | Time - 10 AM to 11 AM



Guest Session on “Career Options in Human Resources ”

Date: 21st May 2022, Saturday

At the beginning of the session **Dr. Frederick**

Correa spoke about the Careers in HR one can choose from like HR Generalist, HR Specialist, HR Recruiter, HR Consultant, Employee Relation Manager, Compensation Manager etc. He spoke about talent acquisition in detail as many of our internship profiles were in that and he also gave us tips on how to have a perfect strategy to acquire right talent.

In the second half of the session, he spoke about the HRM practices which needs to be integrated with an overall strategy to ensure effective use of people and which provide better returns to the organizations. He also said, the process by which individuals plan their life’s work is referred to as career planning and career planning is an ongoing process through which an individual sets career goals and identifies the means to achieve them.

At the end he concluded by saying HR is responsible for organisational outcomes and managing the most valuable business asset i.e., people.

EDITORIAL TEAM



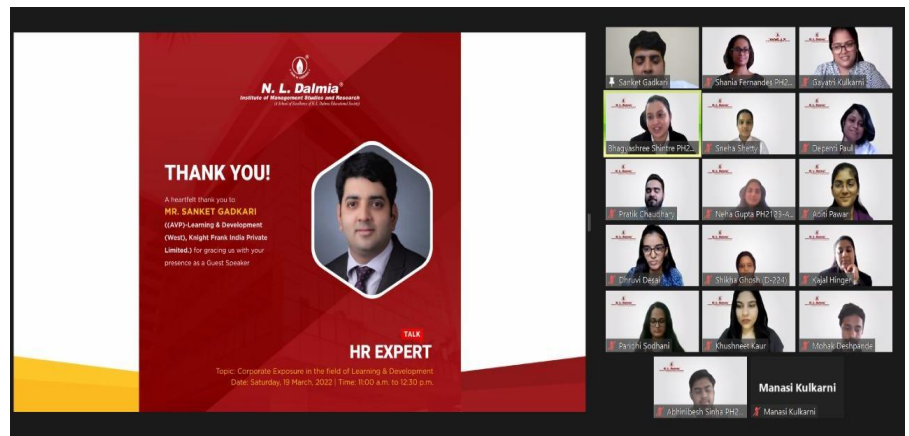
Shreya Dawada



Pragati Tripathi



Suraj Singh



Corporate Exposure in field of Learning & Development

Topic: Corporate Exposure in field of Learning & Development

Date: 19th March, 2022

Program Coordinator: Prof. Dr. Caral D’Cunha

Organized By: HR Club

The **HR Expert Talk Team** organized a guest session on the **19th March, 2022** for the first year PGDM HR students on the topic: **“Corporate Exposure in field of Learning & Development”**. The speaker was **Mr. Sanket Gadkari**, who has worked as a talent management professional at Sodexo for 11 years and currently is a AVP- Learning & Development in Knight Frank India for 4 years.

At the beginning of the session, Mr. Sanket Gadkari spoke about Kirkpatrick Model of evaluation and its **4 levels** i.e. **1.) Reaction 2.) Learning 3.) Behaviour 4.) Performance**. He then briefed about each level and certain key points to remember in each level.

Level 1: i.e. Reaction, he

specifically spoke about how do we take feedbacks and the importance of anonymity as it gives everyone the ability to be on the same level and creates a safer space for feedback as it also increases engagement.

Level 2 i.e. Learning, where he briefed about each participant during the training based on whether learners acquire the intended knowledge, skills, confidence, etc. Learning can be evaluated through both formal and informal methods.

Level 3: i.e. Behaviour which measures whether participants were truly impacted by the learning and if they’re applying what did they learn.

Level 4: i.e. Performance which seeks to determine the tangible results of the training such as: reduced cost, increased productivity, etc.

Towards the end of the session students also came up with their doubts relating to learning and development and got a clear picture of how it is done. The session end with a vote of thanks.



Free Dental & Oral Hygiene Awareness Camp at Kondgaon Village

With the objective of helping kondgaon villagers access to oral health and hygiene facilities, MSR Committee conducted a free dental check-up and awareness camp in association with DentA-Zone on **24th of April 2022** at Kondgaon village. Also, free dental kits and sanitary napkins were distributed to the villagers. Under the guidance of **Dr. Aditi Mahale & Dr. Yogesh Mahale**, 150 villagers including children & adults were benefitted.

Dr. Aditi demonstrated the correct way to brush the teeth twice in a day. Also, the doctors guided the patients about the food intake and daily routine they should follow to prevent dental disorders.

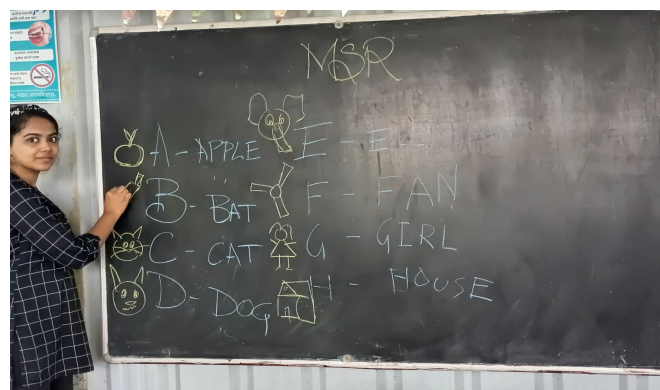
Mrs. Manju Kombh, Sarpanch of Kondgaon village, played an instrumental role in making this camp successful by informing the villagers one week before the camp. Also, teachers of all the 6 Zila Parishad Schools provided their support to make this camp beneficial for the students.

The event was coordinated under the guidance of faculty-in-charge **Dr. Nazia Ansari** and planned, executed, and managed by **Team MSR**.



Raincoat Distribution Camp at Kondgaon Village

MSR Committee organized Raincoat Distribution Camp in association with NGO Any Body Can Donate (ABCD) on **6th of July 2022** at Kondgaon village. The objective of the camp was to provide the students with quality raincoats to 3 Zilla Parishad Schools. 200 students benefitted from this camp. MSR committee members also conducted educational activities for the students during this visit.



Mrs. Manju Kombh, Sarpanch of Kondgaon village and **Mr. Shambhaji Dighe** (Headmaster - ZP school Rawatal Pada) played an instrumental role for making this camp successful by providing the data of the 3 Zila Parishad School students who required raincoats.

The event was coordinated under the guidance of faculty-in-charge **Dr. Nazia Ansari** and planned, executed, & managed by **Team MSR**.



SUMMER INTERNSHIP EXPERIENCES - 2022



Sneha Shetty
L&T Financial Services

Getting to work on a role which you always desired is something everyone looks upto and in my case I got that opportunity. At L&T Financial Services I was working in learning & development department. I got a project wherein I had to conduct Training Need Analysis of 22 Group Functions and 4 Business Unit. In this analysis 125 roles were analysed. Getting to work on such an impactful project made the whole internship journey very wholesome. Got to work with an amazing team and above all that had a very knowledgeable and supportive mentor who was very much approachable and gave me a lot of opportunities to learn. I am really glad to have got such an amazing opportunity.

My Internship Experience with Aditya Birla Capital was nothing short of magic. It gave me real touch of corporate world & made me future ready. We were given a diverse number of projects to work on including Rehire Cases, Organisational Structure & Building Training Modules for MTs. The Organisation goes by it's strong ethics & open work culture. It gave me opportunity to voice out new initiatives & create a lasting impact. I'd always be grateful to N.L.Dalmia for making me equipped enough to excel in such great organisation.



Khushneet Kaur
Aditya Birla Capital



Hrushikesh Patil
CRISIL

I had a fantastic internship with CRISIL. From the day I joined, I felt welcomed into the team. I was given a project that required studying the European Utilities Sector. Being an entirely new sector for me, I was guided by my manager and mentor in understanding the critical elements of the industry. CRISIL is known for its excellence in analytics & ratings, ethics and client confidentiality and it was visible from the work environment that CRISIL values its clients above all else. This internship gave me an opportunity to understand how an industry analysis is conducted practically. It has made a lasting impact on my analytical skills.



Juhi Chowdhri
Bloomberg LP

I worked with Bloomberg LP, for a period of 8 weeks, as an Analytics & Sales Intern. The experience was a wholesome one, with great exposure to Clients. The entire programme gave a brief understanding of the day to day activities, if one worked as an employee. The 8 weeks period involved a total of 4 projects, of which one was a training to the Global Capital Markets, other was in line with the Analytics, the other was understanding client requirements maintenance and client interactions, while shadowing Relationship Managers. The last one was based on a Global Theme. The entire experience was very unique in itself – the culture of the firm, the flat multinational corporate experience, the perks and benefits of working with Bloomberg is multi - fold.

Interning at ICICI Bank has been a fortunate and great learning experience. All of the interns from different B-schools were virtually onboarded at the beginning, and there were interactive meetings with various authorities in senior positions, and a well-organized strategy for the following eight weeks was laid out. Since then, my project buddy and mentor have been constant support on this journey, providing their valuable guidance at any roadblocks or bottlenecks that came in way. My project title was Time Motion Analysis. I studied time and motion theories to help the employees find ways to increase their efficiency and productivity. The final week brought with it the excitement for the final project presentation and evaluation. Being a part of such an organization was an amazing opportunity for me.



Devashri Kurundkar
ICICI Bank



Shubham Kothawade
Teplu Learning Pvt. Ltd.

It was great experience to be a part of Teplu Learning Pvt. Ltd. The profile involved primary research in dairy industry and identification of appropriate distribution model for products and services of Teplu. During this Internship, hands on experience was gained on CRM software also. The interaction with the audience in rural area helped to gain relevant insights about the problems and requirements in dairy sector. This internship helped to obtain insights about the dairy industry and how the consultancy can contribute for betterment of small dairy farmers across India.

ALCOM

7th Virtual Senior Alumni Meet

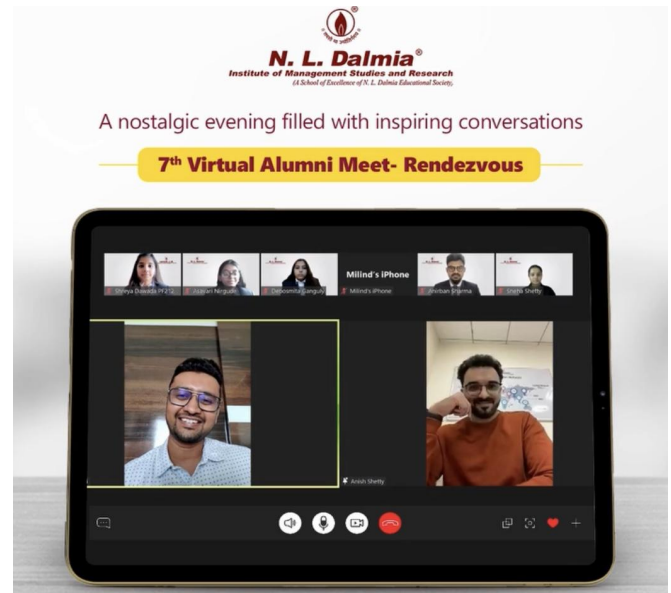
Date: 23rd April, 2022

The Alumni Connect Committee of NLDIMSR organized the 7th Virtual Alumni meet "Rendezvous", which was led by our **Director Prof. (Dr.) M.A. Khan**, and Head of Alumni Relations - **Mr. Anish Shetty**.

The virtual event created an opportunity for alumni to virtually engage with one another while being socially distant. This initiative witnessed huge success for the institute.

The event was attended by 25+ Alumni of different batches. It was an informal meet between the professors and alumni to catch up. Director sir addressed the Alumni, speaking the importance of Alumni to an institution. Alumni gave their suggestions towards the institution, and advice for students.

The meet was a huge success as we shared intriguing conversations, real-life experiences, and industry-specific knowledge. It was a day filled with lots of smiles, laughter, and memories of the good old days of being a student at NLDIMSR.



AMOGH (A Moment of Gratitude and Happiness)

On **24th June, 2022**, the Alumni Relations Team of N. L. Dalmia Institute of Management Studies and Research organized and executed "AMOGH" (A Moment Of Gratitude and Happiness) at Taj, Santacruz to **celebrate our NBA accreditation**.

Being the pioneer year, we welcomed a record-breaking number of 190 Senior Alumni and Corporate leaders, from more than 100 Companies.

The NLDIMSR team hosted a thoughtful & heart-warming session of over 90 minutes with **Keynote Speaker Captain Raghu Raman**, followed by a networking dinner.

The key takeaway from Captain Raghu Raman's insightful session on - Leadership from 26,000 feet:

- Mission Comes first
- Walk the talk
- Leaders are required in tough situations
- There are no good teams or bad teams

NLDIMSR is grateful for the active participation and huge support we received, as it has helped us continue to expand our mission to provide 360-degree holistic development to the institute, both from the education industry as well as important stakeholders from the corporates.

PEHEL

Topic: Interaction with our Alumni Entrepreneurs

Program Coordinator: Prof. Nazia Ansari

It's not about coming up with the ideas; it's about putting them into action!

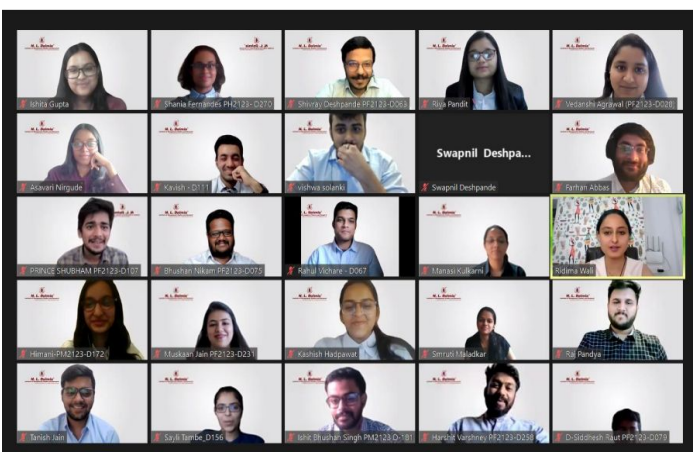
The Alumni Committee had organized an interactive alumni engagement program named PEHEL in **March, 2022**. Students were given the opportunity to interact with alumni and receive tremendous insight into the journey of entrepreneurs and the challenges which they faced along the way.

A group of **10 alumni** were invited to share their experiences with the students as they embarked on their entrepreneurial journeys from a variety of industries, including financial banks and services, e-commerce, real estate, etc.

The goal of this initiative was to provide students with practical instruction on subjects like: Initial challenges encountered when obtaining capital, Soft Skills and Qualities that top the list of being an entrepreneur.

The event was very interactive and energetic, as students were curious to learn about the experiences of entrepreneurs who started their journey in the same institute. In order for everyone to benefit from the Alumni's experiences and suggestions, the lessons were later shared by the students, with their peers in class.

NLDIMSR is appreciative of the alumni who were gracious enough to take time out of their busy schedules to help our students.



Guest Session on Creativity, Communication & Strategy

N.L. Dalmia Institute is pleased to thank their esteemed Alumni, **Ms. Ridhima Wali**, HR Batch-Class of 2013 for delivering a session for our students on “Creativity, Communication, and Strategy”. The session was very insightful and interactive.

Ms. Ridhima Wali shed some light on the following:

- How to leverage the mechanics of your voice - Pitch Tone Tempo
- How to build your brand and convey your story through the perennial question - Tell me about yourself
- The levers of building your presence
- Discovering, showcasing, and building buy-in for your creative ideas.
- Building your brand

All these insights helped students, especially freshers to understand the right way of preparing themselves for interviews. She also talked about tone and its importance in communication in various aspects like influencing people, leadership, audience engagement, articulation, delivery of content, & upliftment.

INDUCTION OF BATCH 2022-24



NLDIMSR welcomed the **Batch of PGDM 2022** on 25th July, 2022.

An **Induction Program** was scheduled from **25th July, 2022 till 3rd August, 2022** for the first year students.

In the inauguration session, anchors introduced Director Sir, Prof. (Dr.) M.A. Khan, CEO Dr. Seema Saini and all the HODs to the students.

The first year students were also given a facility tour of the campus.

All the HODs spoke about the curriculum of their respective specialisation.

The first year students were also introduced to different committees like Placecom, Finance Forum, Goonj, E-Cell, MSR, ACE Club, HR Club, Alumni Connect Team, etc.

Many college faculties conducted workshops like - Dr. Nitin Sharma spoke about Stress Management, Dr. Mangesh Kasbekar spoke about Effective Communication, Prof. Sourav Choudhury gave tips on CV writing and interviews skills, Dr. Chitra Gounder gave insights on Basics of Finance, Dr. Caral D'Cunha spoke on Team Building, and Prof. Prakash Rathod introduced Bloomberg to the students. External faculties were also invited to conduct sessions and workshops like Unshakable Confidence, Time Management & Prioritization Skills, Statistics, and many more. Alumni were also invited to interact with the students, to share their corporate experiences.

The induction program also included a visit to Kondgaon Village, Palghar as a part of the Rural Immersion Program.

CAREER MANAGEMENT AND STUDENT AUDITS

NLDIMSR conducted a "**Career Management Program**" on the **May, 2022**. The speaker was **Ms. Kinnarie Singh**. This program covered topics like presentation skills, interview skills like behavioural interviews, how to maintain emotional well being.

The external panelists asked many questions to test their knowledge and interviewed the students individually. It was on similar lines as that of a final placement interview, emphasizing on subject knowledge and summer internship projects.

This program was followed by **Student Audit**, which checked the preparedness of students for their final placements.

This program was conducted for the PGDM Batch 2021-2023 and was graded. In this audit, 300 students were interviewed individually by 2 external panelists and Ms. Kinnarie Singh herself. The external panel consisted of various industry experts from different industries and companies.

This session was very informative and provided immense learning to students as they could get a glimpse of how to tackle corporate interviews.



N. L. Dalmia®
Institute of Management Studies and Research
(A School of Excellence of N. L. Dalmia Educational Society)

Sector 1, Srishti, Mira Road (East),
Thane (MMR) 401107, Maharashtra.
T: +91 22 4299 0033 | goonj@nldalmia.in