



L.J. INSTITUTE OF MANAGEMENT STUDIES



HUMAN RESOURCE EXCELLENCE SERIES (HRX) - 2015

HRX – 2015

LJ MBA always strives to provide its students a perfect combination of theory and practical knowledge. The institute offers three specializations i.e Finance, Marketing and HR.

The university has designed a detailed syllabus for all the three specialization aiming to provide utmost clarity on the theoretical concepts. Adding value to the same LJ MBA organizes exclusive series called FINEX, MAX, and HRX for strengthening the practical concepts of the students and help them understand corporate dealings in the same.

HRX – HR EXCELLENCE SERIES is one of such programs and it is organized every year.

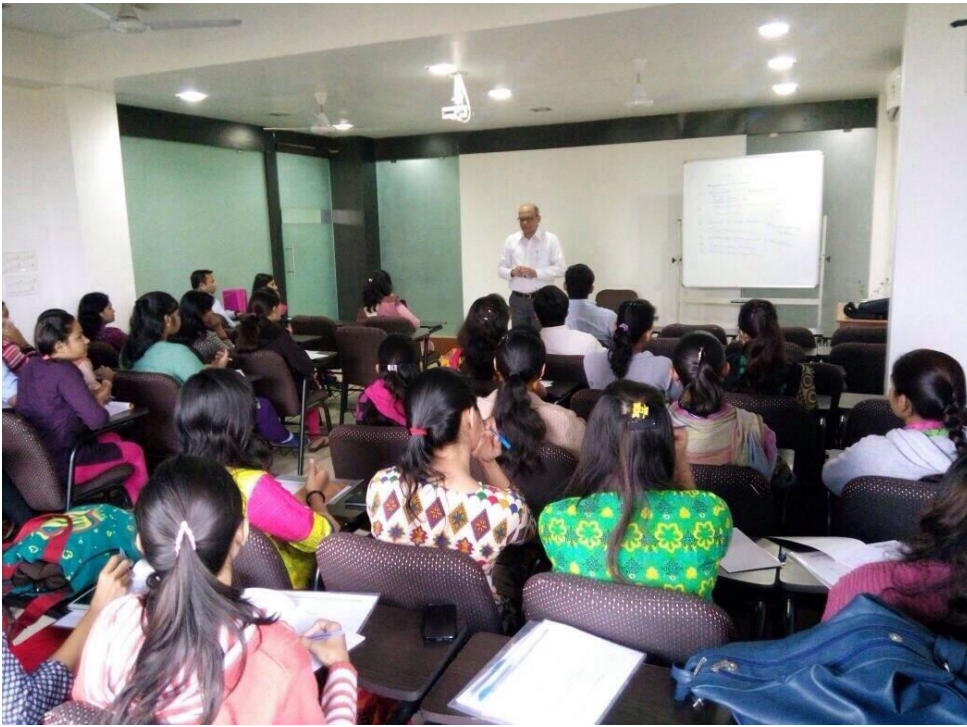
Program details

OBJECTIVE: To expose students towards the dynamics of the HR field. It shall help them understand and strengthen various concepts of HR through direct interaction with HR experts from the industry.

The series focused on classroom interaction as well as field exposure. The class room interaction was organized on 2nd and 4th March, 2015 and the field exposure was organized on 3rd and 16th March, 2015. The series was organized only for 2nd year HR specialization students. In all 30 students had participated in the program. Eminent HR experts were invited and renowned companies were chosen for class room interaction and field exposure respectively.

The details regarding the same are as below

Day 1 - 2nd March, 2015



Speaker 1 – Mr. Jignesh Shah. – Head – HR at Rouquette RiddhiSiddhi. He focused on details involved in executing and practising various functions of HR, right from recruitment till the exit process. He shared his personal experiences of heading the HR department in various companies and shared how HR is different in different industries.

Speaker 2 - Ms Rajni Sharma – HR consultant at Mansi Technologies. Her session was purely based on HR case studies which she had personally come across in her career. It was a pure interactive session where in the students were asked to give solutions for the case and how would they as HR experts tackle that particular situation.

Speaker 3 – Mr Anil Nair – Head – Training and development – Zydus group. It was an interactive session which emphasized the need for training and developing the employees for their personal and professional growth. It was a dynamic session which portrayed examples of employees who had largely benefited from training and had scaled new heights in their career. He also emphasized the fact of altering the impression of training from expense to investment.

A group activity followed the 3 sessions.

The students were divided into 3 groups and were asked to prepare for a role play by selecting 4 functions of HR.

They were asked to perform the role play on 4th March, 2015.



Day 2 – 3rd March, 2015 - Field Exposure

NIRLIFE – The students were taken to NIRLIFE – A group company of NIRMA. They were given information about various HR practices at NIRLIFE. Certain unique HR practices were shared and the design and implementation issues were discussed. The interaction was followed by Question – Answer round.

Day 3 – 4th march, 2015

Speaker 1 – Dr Gaurav Buch – Director – HR at Rasna. His session purely focused on performance management system. The designing of KRAs and KPIs was the core of the session. Issues involved in implementing KRAs and KPIs were discussed. Performance appraisal process was also explained in length.

Speaker 2 – Mr Naresh Tirwani – Head employee relations at Arvind. With a wide experience in IR, he discussed about various IR issues he had come across in his career, worker related issues and grievances, strikes and lock outs and most importantly discussed the actual implementation of the text book labour laws.

A role play competition followed the above 2 sessions.

Day 4 – 16th March, 2015 – Field Exposure



ARVIND – The students were taken to the Arvind – Santej Plant. They were taken on a guided plant visit and interaction with the workers, union leaders and IR managers was arranged. It helped the students understand the actual implementation of labour laws and its relevance in the right sense.

HR excellence series turned out to be a prolific learning experience for the “HR professionals in making”. Its true purpose of enriching and adding to the knowledge of the students was remarkably served.

The HR Excellence Series – 2015 was concluded by a certificate distribution ceremony.

Team HRX