

LOYOLA COLLEGE OF SOCIAL SCIENCES THIRUVANANTHAPURAM



CRITERION 5- STUDENT SUPPORT AND PROGRESSION

5.3 STUDENT PARTICIPATION AND ACTIVITIES

5.3.2 Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, students representation on various bodies)

Student Association -Loyola Association of Management professionals and Students
(LAMPS)

| Documents | Page Number |
|-----------------------------|-------------|
| LAMPS ALBUM 2016-17 | 1 |
| LAMPS ALBUM 2017-18 | 10 |
| LAMPS ALBUM 2018-19 | 41 |
| LAMPS ANNUAL REPORT 2019-20 | 79 |
| LAMPS ANNUAL REPORT 2020-21 | 88 |

LAMPS ALBUM 2016-17

MESSAGE

Kudos to teachers and students of the Dept of Personnel Management for bringing out the third edition of the LAMPS album; as a souvenir of the activities of the past year. As in the previous years, this year too multifarious activities could be organized under the banner of LAMPS. Organizing those programmes provided opportunity for rich experience for the students of the Dept. It is a welcome move that by publishing this album the Dept can contribute a solid document containing all important events organized last year. I appreciate all those who have taken initiative to publish this album. Let the coming batches of students also emulate this wonderful initiative of the present batch of students.

Principal

Dr Jose Boban K

1. Orbit chrysalis

A one day Workshop on Career Guidance has been organised on 29th Feb, 2016 for the degree college students in and around Trivandrum. The main objective of the workshop was to familiarize the college students with career trends, to acquaint with various courses, institution and choices to pursue a promising career. The sessions were taken by Dr. P. R. Venkitaraman, renowned Career Guru. The other sessions were taken by Dr. N D Palan and Shri. Sebastian Britto.

2. BUDGET Analysis 2016-2017

The Department of Personnel Management in collaboration with the Department of Social Work organised “Union Budget 2016-17:- Analysis, Prospects & Challenges” on 23rd March 2016. The main aim of this programme was to enlighten the students on the different perspectives related to the current budget. The Industrial perspective was shared by Dr. Gabriel Simon Thattil (Professor, Dept of Commerce, University of Kerala), socio-political perspective by Adv. Dr. A. Sampath (Member of Parliament, Govt of India) and the business perspective by Mr. Karthik Babu T.R.S (Research head, Capstocks & Securities (India) Pvt. Ltd).

3. Stress Management Class

LAMPS in association with the Counselling Psychology Department, organized a session on 'Stress Management' by Ms.Aarathy Nair. The session focused on different types of stress faced by the students, the behaviours expressed by them and how we can deal with the stress.. The session was very effective with the energetic presentation of the resource person

4. Research Paper Presentation

Ms. Sneha L.S. and Mr. Anandhakrishnan of 2nd year MAHRM, had a paper presentation at the one day seminar conducted in TKM institute of management on the topic, "*Changing with the change; innovative HR trends in contemporary organisations*". Students and research scholars from various business schools in Kerala participated in the seminar.

5. The RISE

The RISE programmes were initiated on 04/07/2016 as a result of a brainstorming session conducted in the second semester HRM class. The main aim was to list out the activities coming under its banner which would cause a grooming for the students in line with the industrial requirements.

We got a handful of innovative proposals from the gathering. The programmes were

CLASS ROOM MAKE OVER: giving classroom a new look with charts and arts!

EVERYONE EVERYWHERE: rotating seats on a uniform basis.

INSPIRE: video presentations of speeches of eminent people and inspiring stories.

ENGLISH, NOT "MANGLISH": all students must try to speak English in the classroom...not manglish, but English!!

MINU'S MAGIC: communicative English class by our dear MinuPrakash .

WORD CHALLENGE: learning 3 new English words daily

LET'S TALK: speeches and GDs based on a pre determined topic

LIVE DRAMA: role plays based on case studies and further discussion about the case.

CORPORATE PEEP: considering an industry and discussing about 3-4 companies and the eminent people in the firms, with ,photographs or videos.

VIBGYOR

VIBGYOR is a set of seven resourceful programmes conducted by LAMPS to our college students. It's a package of 7 programmes that we are planning to conduct in 7 continuous weeks. It includes Training on MICROSOFT EXCELL, class on stress management, Workshop on presentation skills(including the body language while presentation, style of slides we should follow and so on), Dinning Etiquettes, arts workshop and so on.

In all these activities, we make sure that everybody will get equal opportunity to navigate programmes. All others will deliver heart to heart support.

6. TEACHERS DAY CELEBRATION

The teacher's day celebration was conducted on September 5 at in the college. The students and teachers shared their experiences and memories about their teachers. The senior most teacher Dr. Jose Boban K (Principal) was honoured by Fr Joye James SJ, (rector) .Dr Prakash pillai and Fr. Saji shared their views. Later, students gave rosebuds to all the teachers as Gurupooja.

7. PhD.

On 23rd September, 2016, Ms Smitha Jose Panackkal, Assistant Professor, Department of Personnel Management had her open defence for her Phd, on the topic, “ Information and market valuation- a study on linkages with special reference to BSE MIDCAP, under University of Kerala.

8. Dining Etiquette

A one day workshop on dining etiquette was conducted in the college on the 27th of September 2016 in collaboration with VIVO organization. The key speaker for the day was Mr. Mani.P.Mani who has acquired his post graduate degree in hotel management from Swiss Hotel Management School, Switzerland and has worked across the world with prestigious hotel groups such as Ramada, Novotel etc. He's also the owner of a Health Spa at Geneva and Zurich. The session gave an insight to the various multi-national dining etiquettes and was accompanied with live demonstrations.

9. Presenting yourself the best

Half day session on presentation skill improvement was conducted under LAMPS for the second year MAHRM students at Jose Murickan Hall. The session was taken by Mr. Praveen Varghese, research scholar. The session was very effective and eye opener. He explained the key things in which we should focus while presentation. He introduced several applications for presentation like prezi.com and so on. There were a Q&A period after that.

10. Excel Certificate programme

MS EXCEL certificate course is introduced for 2nd year MA HRM students under the facilitation by Mr. Aby Tellas (Faculty, Dept. of MA HRM). The course included basic aspects of the excel.

11. Index corner inauguration

Index corner was an initiative on 17 October 2016 to spread awareness about the changes happening in the share market and financial world. it include BSE sensex, NSE nifty, exchange rates of dollar euro and pound. Inauguration of the initiative done by Jose boban K , principal and Dr.Prakash Pillai R ,HOD, dept of HRM. Mr. Ferdinand Anson was in charge of index corner.

12. BLOOD DONATION CAMP

On Nov 1st LAMPS in collaboration with Prathidwani, A social service association of employees in technopark, had organised a blood a donation camp at Tejaswini building in technopark with technical support from Sree Chithra Thirunal Institute of Science and Technology, Thiruvananthapuram. 3 doctors and 3 nurses were present. More than 25 people were donated blood voluntarily. the programme end with a small vote of thanks session. Through this programme, we could mention our presence in technopark.

13. art workshop

A three days art workshop was conducted on 10th to 12th of November 2016 in the college for the first and second year students of MAHRM. The legendary couple in the field, Mrs

Atreyee and Mr. Blaise were the co-ordinators. They focused on collaborating common people with art forms. In the three days workshop, students made wonderful pictures with naturally available materials like leaves, mud, coal stones and flowers. They conducted various rejuvenating games. The main aim of the workshop was to make students capable enough to concentrate in the tiny things of nature and to find motivation in it. The workshop was a big success as it helped the students to discover the hidden personality within oneself.

14. Exhibition and Awareness campaign to Migrant Labours

On 27th November 2016 we had conducted an Exhibition and Awareness campaign about Labour Rights to Migrant Labours. We had exhibited the basic Rights and privileges ensured to Domestic Migrant Labourers, and also issued informative brochures and hand books to them. All these are been issued in Hindi, which were provided to us by KILE Kerala Institute of Labour and Employment. This programme was very much effective to create a basic awareness among Migrant Labours about Acts and Legislations prevailing in the state to protect them.

15. Natural Memento on SDG project of UN

In support to the United Nations Paris pact, which is signed by India had announced a 17 Sustainable Development Goals which will lead to Sustainability. Lamps had had taken the 15th goal that is LIFE ON LAND as our theme. Hence we had started Organic farming and created a Natural memento as a reminder to the society that we have an obligation to reduce Carbon emission to the atmosphere. It was inaugurated by Principal Dr. Jose Bobban.K and HOD of PG dept of HRM, Dr. Prakash Pillai by planting a sampling of Aloe vera plant. SDG natural memento consists of a beautiful painting by Athul K Wilson, on root of a tree, a Bonsai Banyan tree and surrounded by Red and Yellow flowering plants. LAMPS were so successful in maintaining this memento as well as spreading sustainability message throughout the Campus.

16. Green HR Policy

The Green HR policy is an initiative to make Loyola campus more green and sustainable. Greenery is a colour which will make our mind happy and peaceful. so as part of it we had planted many indoor plants in front of our class rooms, Department Teachers and HODS rooms. These all are mainly Green leafy plants which contributed as a relief to students stress.

Later we had planted a flowering garden in front Research scholar room as part of Natural memento of Sustainable Development Goal project of UN. We had also planted manti villa flowering plant near to Sutter hall which make a special feel to Sutterhall. The Organic

farming is also a project which comes under this Green HR Policy. The main challenge we had overcooked is the maintenance of these plants and Greenery.

17. Labor Laws

On January 11, the Department of Personnel Management, conducted a half day Seminar on "Practicality of Labor Laws In India". The seminar was headed by Mr. Anil Narayanan, Labour Laws Consultant. The session started at 9:30 am to 1:30 pm. It was attended by everyone in the department. Mr. Narayanan started the class by giving us a glimpse about the current labour structure in India. Then he gave us a brief yet striking analysis of the labor laws and their amendments. This session was made more fruitful with a Q& A session.

18. "Paper to plastic: impact of Demonetization

The department of Personnel Management and KSS organized a talk "paper to plastic: impact of Demonetization". The session was skillfully handled by Prof. Manmohan Lal Agarwal. He gave us a meticulous analysis on the current economic situation. Through the use of simple and clear cut words he explained to use the need for demonetization, how it came to be and in what way will it affect our lives. He also gave us functional and valuable suggestions on how to cope with the current changing economy thus clearing our concerns and apprehensions.

19. Organic Farming

LAMPS in collaboration with KSS made a landmark initiative for organic farming. The students of the college have made an organic vegetable garden in the college premises. The garden is maintained by the students themselves. The vegetables were harvested by the Principle Dr Jose Boban. The seeds for the garden were provided by the Kerala Agriculture University. The profit from the garden is used for charity works.

20. Budget analysis 2017 -2018 colloquium

Loyola College of Social Sciences conducted a budget analysis session on 20th February 2017. This year's budget was unique and awaited because it was the first budget after demonetization. The program began at 1.45pm with a prayer. Then Dr Prakash Pillai, Head of Department of Personnel Management gave the Welcome address where he cordially welcomed all the dignitaries. Dr. Baiju Ramachandran, Director of Indian Chamber of Commerce and Industries was the moderator. The other eminent panel members were Ms Gayathri Nair IES, Director PPP Project, Kerala State Planning Board Prof. Jose Pampackal, Director DBFS, Dr Gabriel Simon Thattil, Prof. Dept of Commerce, University of Kerala. After the presentations of dignitaries there was an interactive session with the audience where questions like advantages of change of financial year, reviving Rural India, new initiatives like merging of railways, dismantling of Planning Commission were raised and were answered with pleasure by the panellists. Then the felicitations and handing over of the mementos to the guests was done by Dr. Jose Boban, Principal. A Vote of Thanks was delivered by Dr. Smitha Pannackal of Personnel Management department and then the meeting was officially adjourned.

21. Trivandrum Management Association

On 23-1-2017, Sikha and Sonia of 1st year MAHRM participated in Trivandrum management Association held at SFS building Trivandrum. The programme started by 7:30 pm. Dr Vijayakumar handled the session in which he took class on the topic leadership, general meeting, groups, strategic movement etc. The session mainly focused on the CEOs of the companies. 30 CEOs from different companies participated in the programme. More than a class it was actually an interactive session between Dr. Vijayakumar sir and CEOs of the companies. Lots of examples were explained in the interactive session that helped us to understand things easily. The programme ended by 9:30 pm.

22. Partners Meet

The event was started by 4.30 at Jose Murikan hall. The master of ceremony was Ms. Minu prakash. Dr. Prakash Pillai(HOD) welcomed the gathering and felicitated by Fr. Joy James and Fr. Sabu. After the felicitation Dr Angelo mathew introduced the gathering about the department of personnel management and the activities that department carried out on previous years. Discussion and suggestion from the corporate mentors was followed by that. Every corporate mentor shared their views and insight for building the professional students. In between high tea was served by the students. Vote of thank was felicitated by Dr prakash Pillai and the meeting was dispersed

23. INDUSTRIAL VISITS – FIRST YEARS

1. SUD-CHEMIE INDIA PVT LTD

The SUD-chemie industry is located at Edayar, Cochin where the students went for industrial visit. The company is engaged in producing chemicals where it converts raw materials (oil, natural gas, air, water, metals and minerals) into more than 70,000 different products. The orientation was given by Saji Mathew(HR Manager) who gave detailed description about the company by using power point slides which contains companies history, products, divisions, ownership changes, work shift, total employee workforce, various departments, process flowcharts, raw materials used, export countries, domestic customers and competetitors

2. KANCOR

We students of MAHRM 2016-18 batch along with our professor Dr. Angelo Mathew had visited Kancor (Ingredients Solution Partner) in Kochi, which is involved in manufacturing of natural food flavours, oleoresins, and essential oils. We reached there at 10:00 am and reported to Mr Vipin the HR Manager of Kancor, who explained us about their company's history and what the company is into. Jismie Jose, the new HR Joiner joined us and who helped us in explaining the company's core business operations, functional area etc. the Mr Jayesh (Production Controller) joined us and who took us for the plant visit and explained us

about how their factory functions, and also explained us the different processes undergone for the final product to be produced, then we had a small interaction with the HR Manager where he told us about their future diversification plans, recruitment plans etc. and then we winded off the visit at 1:30 pm.

3. KITEX

On 8/12/2016 we visited Kitex Garments Ltd which is situated in kizhakkambalam at Eranakulam district. There we had a plant visit, where we were able to understand a lot about the production of bags and garments. After that we had an interaction with Mr K.S.Pillai and he explained to us about various company activities including CSR and employee welfare activities. It was an enriching experience for all of us.

4. MILMA

ON 8th of December we visited MILMA office at Edappally and had an interaction with Mr. Aneesh , HR Manager ,who is also an alumnae of our college. He explained about the functioning of office and ice plant working there and about how they are dealing with the workers and trade union. Also he motivated us to be good professionals and above all a good human being. On the next day, we visited the MILMA plant at Thrippunithura and had a look at the functions there. We had a good exposure at both the office and also the plant

24. World Soil Day Celebration and Plastic Free Campus Campaign.

On 5th December LAMPS celebrated the world soil day by conducting the plastic collection campaign. The 1 yr MAHRM students gave the leadership. All students in the college participated in the event.

25. Meet the alumni series 1

A class on strategic business management was conducted by LAMPS for the 2nd year students on 2017-07-12 . the lecturer was delivered by former KINFRA director Mr. G C Gopalapillai, who is also an alumni of Loyola college. In his session he taught about the basics of strategic management and explained those theories with many a number of case studies as Glaxo's ,Russi Modi of TATA Steels, NIIF(training) of KELTRON and so on. Miss Ann Roy Kovoov delivered the vote of thanks.

26. Meet the alumni series 2

As part of the meet the alumni series retired worldwide vice president of Johnson &Johnson Mr. Suresh Aravind took a session at JM hall on 27/02/2017 for the HRM students. In that session, he spoke about the global health care companies, the CREDO and how credo can influence the organisation culture and so on. It was an interactive session. students got opportunity to clear all their doubts. Mr. Suresh Arvind was a student of Loyola School.

27. Meet the alumni series 3

Meet the alumni series then introduced Mr. Sajith Nair on 15/03/2017, who studies MSW (PM) in Loyola and now working as the DGM (HR) of General Insurance, GCC and India. He explained the work culture and labour there in middle east, executive burn out syndrome, CIPD and SPHR courses and so on.

28. Meet the alumni series 4

A session on industrial engineering and career perspective was taken by Mr. Aby Kuruvila, Professor, university of Wisconsin, United States. He gave us a nice self introduction in a fascinating way. He explained about the foreign universities, opportunities there and scholarships. We cleared our doubts with him. He distributed the pamphlets of university of Wisconsin.

29. A class on project management

a class on 19.03,2017 on project management was taken by Fr. Charles. This was his retired year and this one was his last official session in Loyola. He described the fundamentals of project management project design, appraisals and activity duration table wonderfully.

30. Session on lateral thinking

A session on lateral thinking by Mr Vishnula happened in sutter hall on 10.03.2017 . lateral thinking is solving problems by an indirect and creative approach typically through viewing the problem in a new and unusual light. We did some exercises to get to know more about the lateral thinking.

31. Women's day celebrations

Department of HRM has organised “women speak” a panel discussion on the topic “be bold to change”. The radio partner of the event was 92.7 Big FM.the panel member for women's day was Ms. R Nishanthini IPS, SP, vigilance special cell, TVPM. Dr. Manjula Bharathi, professor, TISS, Ms. V saraswathi devi (associated vice president – HR) HLL lifecare Ltd. Dr. Beela G.K professor and Head, krishi vijnan Kendra Aswathi jwala, Founder, Jwala foundation, and Sr. Sally Michael, state coordinator, national domestic worker's movement.

32. Inauguration- NIPM

Inauguration of NIPM student chapter was conducted on 28/03/2017. This was the first student chapter. Along with this, a session on corporate expectations about budding HR managers conducted in LES hall. Dr. Vidya ramaswami handled the session. in the ceremony, the team NIPM delivered the certificates of student members of Loyola College.

33. INDUSTRIAL VISITS – SECOND YEARS

The final year students of MAHRM (2015-2017) of Loyola college of social Sciences as part of the course they plan to set up the industrial visit from 3rd December to 13th December 2016. During which students visit companies and Get insight of the internal working environment of the company. Industrial visit Enables the students to have the knowledge about the how companies work and Also we can easily visualize the things in practical which we cannot get from the Lectures .as the companies L&T, TATA motors, ALFA LAVAL, Mercedes-Benz, Mahindra and Mahindra, HPCL, were highly reputed companies which always keep an identical position in their respective industries.



LAMPS album

FOURTH EDITION-2018

DEPT. OF PERSONNEL MANAGEMENT
LOYOLA COLLEGE OF SOCIAL SCIENCES



Dr.Prakash Pillai,Head of

Dept.Personnel Management

“I am exceedingly delighted to know that the HRM students are releasing the LAMPS ALBUM 2017 consecutively in the third year. The passion, innovation and hard work exerted by the students to instill the spirit of LAMPS is truly appreciated. There were several remarkable events in the last year which helped the college as well as the department to strengthen the corporate networks. The LAMPS turned out to be a platform where the students can explore and groom themselves into the frame of corporate professionals. They are passionate in developing new competencies and boosting up confidence among the fellow learners. The LAMPS is a dais for synergy and teamwork. I congratulate the students for their innovative endeavors and the teachers for their downright support and guidance. Let the LAPMS be an experience that ignites the students to shine brightly in their future life and career”.



Dr. Anitha S
Dept. of Personnel Management

EDITORIAL

The year 2017- 18 was a remarkable year for the Department of Personnel Management. Every student associations grow when students take up the ownership with a realization that they are the one who has to take it to the next level of excellence. In this context the students during this year has made a big leap in using the association as a medium for their professional development. Most of the programmes realized this year were mostly visualized by the students. All the programmes helped the students to enhance their leadership qualities. The students were able to organize a HR Fiesta which provided a platform for the students to showcase their talents. The programme was well appreciated by everyone. The junior batch can take it forward in the coming years for the students in other campus. I appreciate my students for all the initiative that they have taken up and uphold similar values throughout their life.

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LAMPS

Lamps is a student initiative, instigating activities that are essential to learn the brand of Loyola management professionals. Truly dedicated to facilitate the exchange of information between students and alumni, academics, industry experts, professionals associations, business partners and community.

It aims to develop , promote and help students to excel in the professional realm. We strive to

accomplish this aim through hosting a series of events throughout the academic year.

- Vision

To foster a management perspective where human beings are deemed the most important resource on earth.

- Mission

To Mould committed management professionals with zeal for excellence in a humanizing work environment.

OBJECTIVES:

- To impart professional education and training in human resource management.
- To develop professionals' humaneness, ethics in action and the drive to excel.
- To facilitate knowledge-based action.
- To develop the Loyola brand HR professionals.

CLAPS - FOR A BETTER TOMORROW

Claps was an initiative by the second year MAHRM students which mainly constituted the inside classroom activities which could help to mold the

students as professional budding managers. The activities to be included under this was developed by conducting a brainstorming exercise in the class by critically evaluating what all were the key things to be improved The proposed activities as part of Claps 2017 are:

- Make it bullets: Internal class notice board content managing for a smarter classroom environment as well as the Lamps official board managing. Content change for the class notice board will be done weekly
- News and views: Everyday discussion about the news and the happenings in the day and a small discussion on the contents discussed. Tentative time: 1.10pm to 1.30pm every day.
- Read \$ Read!: It is basically a public speaking training exercise. Everybody would read something of their choice and have to present it and be prepared for an open discussion. Business related articles are preferred.
- Through the lens: A small video has to be brought training exercise. Everybody would read something of their choice and have to present it and be prepared for an open discussion. Business related articles are preferred.
- Bon Anniversary: Birthdays of all members of the department including the faculty would be celebrated



INITIATIVES UNDER LAMPS(2017-18)

RAIN WATER HARVESTING :



On 5 th July 2017, LAMPS in association with NSS, introduced rainwater pits, as part of environment

management and biodiversity inspiring from the green HR concepts. The project was inaugurated by Dr Saji P Jacob, Principal. The project got wide attention as it gives awareness about the protection of nature. Caring and understanding nature is very important as an individual and is of growing importance in regard with HR green interventions. So, Lamps has always given prior importance to this and the rain pits created by the students was also in that account

INTERNATIONAL DAY AGAINST DRUG ABUSE

The International Day against Drug Abuse and Illicit Trafficking is a United Nations International Day against drug abuse and the illegal drug trade. In today's world, understanding the changing situation importance of anti drug campaigns especially among youth, Lamps initiated a talk on the same on 27th June 2017 in the college in collaboration with the Excise department. The resource person was CI of Excise department Sri.Shibu.S. Several competitions were conducted as part of the observance.



NIPM LABOUR LAW CLASSES

National Institute of Personnel Management has conducted a training series on labor laws for HR executives from 6th of August to 29th of October 2018. Dr.Anitha.S. (faculty), Geo Micheal, Sikha Pavitran and Soniya Jain Jacob (4th semester Students) has attended the same and they were awarded with certificates. Various labour laws, its practical dimensions were discussed, role plays, case studies etc were done which were very helpful for the participants to understand the labour laws in an easier manner. Also it was

helpful to understand the application, practicality and implications of different laws like EPF Act, Factories Act, ESI Act, Bonus Act, Employees Compensation Act, Maternity Benefit Act, Contract Labour Act, Kerala Shops and Commercial Establishment Act etc. Officials from PF and ESI were the faculty members, Sri.Anil Kumar.G, (Head HR, Apollo Tyres), Sri.Dileep (GM P&A),Terumapenpol), Sri.Raveendran Dawn(Head HR KIMS Hospitals), Sri.Arun B(Deputy Labour Commisioner), Adv. Ajith S Nair(Labour Law expert), Sri Elango (DGM HR SFS),Sri. Prathapachandran, Assistant PF Commissioner, Smt Manila PV Recovery Officer, ESI Corporation.

SESSION ON TRANSACTION ANALYSIS

A session was conducted on Lateral thinking by Fr. John Manipadam S J Transaction Analysis is a tool that is really useful for improved interpersonal communication, understanding ego state, motivation, organizational development and is also a source of positive energy. He talked about the three ego states and how a complementary as well as a cross transaction works and how to understand it and respond effectively so that one can avoid many issues at organizations as well as personal lives. The second year MAHRM students and the previous year MAHRM students attended the program.

SESSION ON LATERAL THINKING

A session was conducted on Lateral Thinking. Second year MAHRM students attended the program. This helped the students to get an insight on solving problems through an indirect and creative approach, using reasoning that is not immediately obvious and involving ideas that may not be obtainable by using only traditional step-by-step logic. Various activities were done by the students for the same.

“AUREVOIR”-GOODBYE TILL WE MEET AGAIN

A different farewell was initiated under Lamps for the passing out batch. It was conducted on 27th July 2017. Videos with memories of the passing out batch were made, customized greeting cards for all students of the passing out batch were made by the juniors. There was memory sharing by the senior batch students as well as teachers, refreshments were arranged and

in total the senior batch and their contributions were truly acknowledged in a new and different year.



LAMPS FOOD FESTIVAL

This was altogether a new and different initiative by LAMPS. The food festival was conducted on November 1st 2017, Wednesday, at Open stage from 12.30 pm onwards. It was inaugurated by Dr. Saji P Jacob, the Principal of the college. The various food items being offered were: Kappa, Unniyappam, Payasam, Watermelon Juice, Bread and LIVE omelet, Salted pineapple/Amla/ Mango, Cutlet, Wheat Halwa, Organic salad etc. Parallel

counter were there for the Loyola School students. Being a first initiative it was a successful programme altogether. The fund raised from this event was utilized for the management fest.



STREETPLAY WORKSHOP

A five days street play workshop was conducted on 3rd November 2017 in the college for the first year MAHRM students. The expert in this field Sr. Claire was the coordinator. They focused mainly on collaborating students with each other. They conducted various rejuvenating games. The main aim of the workshop was to make students acknowledging the value in taking time to reflect on humanism and wellbeing. This workshop was a big success as it helped the students to create a sense of community.

Students who participated in the workshop could learn various skills like working on their leadership qualities thereby giving it the proper boost to grow. Skills like learning, communicating, listening and experiencing new bonding can be developed through such platforms which have immense value for students and their upcoming future.



ONE DAY SEMINAR ON WORKPLACE COUNSELLING

The seminar was organized in association with KILE in order to instill a new

set of counseling skill among employees in different sectors on 10th Nov 2017. Workplace, today, has become more agile and competitive in this 21st century. Bringing harmony at workplace has become the major challenge with the employer. In the current context Workplace counseling is an imperative factor in building a healthy organizational environment. All kind of labor problems can be pacified with a humanitarian approach from the part of the superiors or in relevant cases co-workers. This seminar imparted a basic counseling knowledge and skills in dealing with staff who are suffering emotionally and psychologically. Leaders, Managers, supervisors, administrators, academicians, counselors, mentors and students from different sectors participated in the seminar. The major topics covered include - what is workplace counseling and its roles. How to learn and apply basic counseling skills, ethics of counseling, qualities of a good counselors.



BLOCKCHAIN TECHNOLOGY

A workshop was organised on Blockchain Technology on 23rd November 2017. The session was taken by Mr. Gokul Alex who is an accomplished Digital Enterprise Architect with extensive experience in developing Consensus Protocols, Data Structures and Algorithms, Business Workflows, Smart Contracts etc. The session was focused on Cognitive Computing, Knowledge Reasoning Systems, Big Data Analysis And Quantum Computing.

He also explained about the Blockchain Engineering division in the first ever corporate innovation lab of UST Global named INFINITY LABS. This session was very informative, which makes us more motivated to be innovative. Vote of thanks was delivered by Ms.Nanma Manoj.

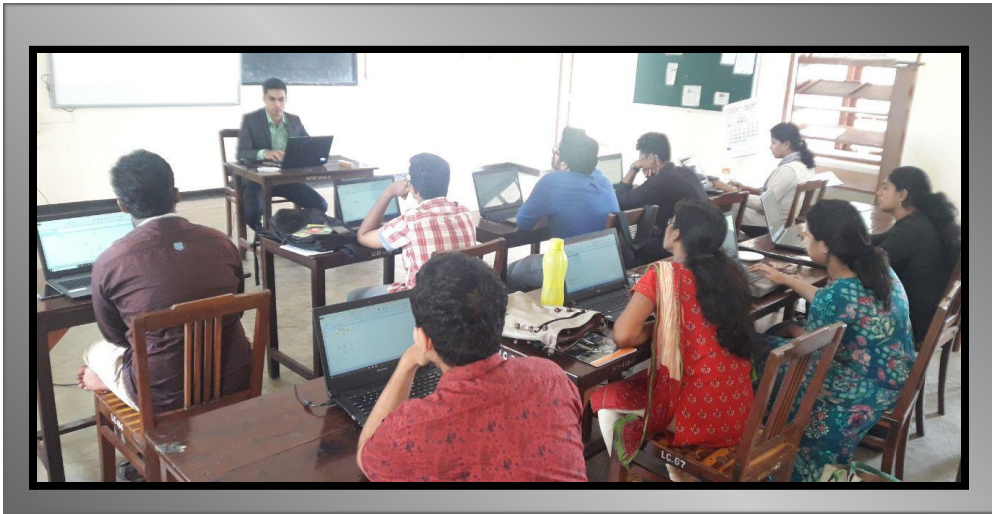
EMERGING TRENDS IN HR

A seminar was organized on Emerging trends in HR on 7th February 2018. The main objective of the seminar was to familiarize the students with emerging trends in HR. The session was taken by Sri. M.S Sreekumar (HR Consultant, Formal General Manager, M/s Binanzinc Ltd). The session mainly discussed about the Emerging Techno Economic Business Landscape and its Future Of Work. The session was very informative. Vote of thanks was felicitated by Ms. Nikitha Ujin and the meeting was dispersed.



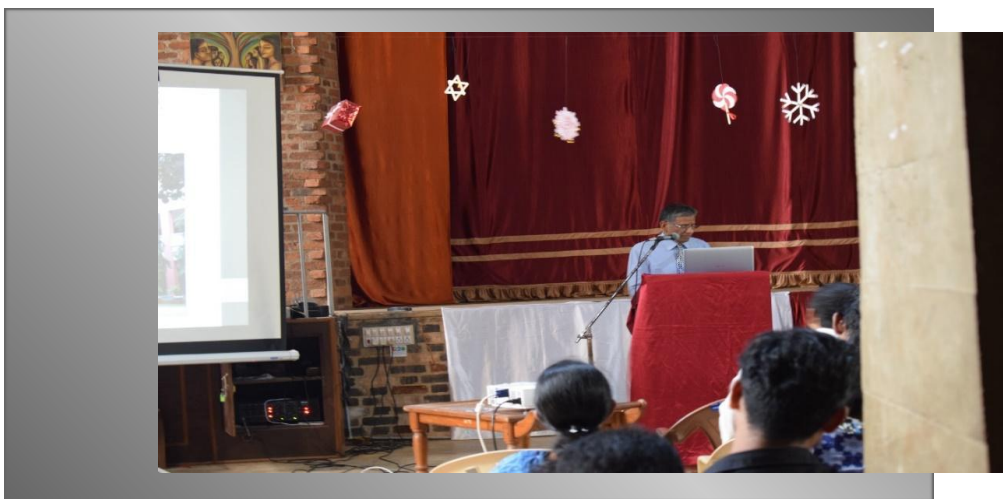
THREE DAY WORKSHOP ON MICROSOFT EXCEL

The MAHRM attended a three day workshop on MS Excel ‘The Strategist’. The workshop was conducted from 8th February 2018 onwards. The program covered areas like create and manage worksheet and workbook, create cells and rangers, create table, apply formula and functions, create charts and objects. Microsoft Excel spreadsheet software has become an integral part of most business organizations across the world. MS Excel is used for various purposes by business establishments. It was a very fruitful experience for the students. A test was conducted based on the syllabus of original Microsoft office. The students were also awarded with a certificate .It was truly a value addition activity.



BUDGET ANALYSIS

The Department of Personnel management organized a half day talk on "Union Budget 2017-18" on 14th February 2018. As a Social Science College it is important to hold a budget analysis session and know how it affects the current economy and to educate the students the nuances of budget. The department of personnel management does a good job in conducting sessions every year. This program had chief guests who critically analyzed the current budget and presented their viewpoints on the current economy. It all started with a prayer which graced the occasion. There were mainly two chief guests, they all pioneered their area of knowledge. Shri B. A. Prakash who is the chairman of fifth state finance commission and he has written several books on Indian and Kerala economy graced the occasion. We had one more speaker Shri Sivaram who is a tax practitioner and he presented the analysis of industrial perspectives of union budget. Dr. Prakash Pillai. R (HOD of personnel management) proposed the welcome speech. Official presentation was started by the chief guest B.A. Prakash. He gave a presentation on the context of economy that is major problems and issues. Then major fiscal policies pursued to address the issue and later critical analysis of the budget. The objective of his presentation was to present current economic situation and examine the findings of the economy survey. He started the presentation with economic survey details then moving on to fiscal deficit and policy rates. Agriculture, finance, industry, income tax, social welfare schemes and populist schemes were discussed in detail.



LA TARANG '18 (Relieve, Believe, Achieve) - HR FIESTA

LAMPS has organized a land mark programme in the college. We had coordinated an HR fiesta where students from all other departments participated. There were six programs in total with prizes worth 6.2k. Prelims was conducted all throughout the week and the finale was conducted on 26 March 2018. The programme was well taken by the students and teachers. Various events were:


- NUOVO CAPO (Best Personality)
- Bene Squadra (Best Team)
- Social Imprenditore (Social Entrepreneurship Plan)
- Face of Loyola
- Plus Ventes (Marketing Game)
- Par La Lentille (Creative Photography)



POSTERS DESIGNED FOR LA' TARANG




LA TARANG'

RELEVE.BELIEVE.ACHIEVE



LAMPS COORDIALLY INVITE YOU ALL TO OUR FIESTA PRELIMS: MARCH 21 AND 23 FINAL: MARCH 26.

CASH PRIZES WORTH: 6.2K

Plus Ventes Prize worth 0.6K

THINK DIFFERENT!!!

NO OF PARTICIPANTS IN A TEAM:2

VENUE: OPEN STAGE
TIME: 12.50PM,23 MARCH




SOCIALE IMPRENDITORE (SOCIAL BUSINESS PLAN)



THEME: ANY INNOVATIVE SOCIALLY VIABLE PROJECT PROPOSAL OF YOUR CHOICE


PRIZE WORTH 1.2K

NO OF PARTICIPANTS IN A TEAM: 2


TIME ALLOTTED FOR EACH TEAM: 4 MINUTES

VENUE: JM HALL AT 12.50PM ON 23 MARCH.

WE ARE SEARCHING FOR THE... FACE OF LOYOLA!!!!



**VENUE: SUTTER HALL
TIME: 2.30 PM,26 MARCH**



LET YOUR VOICE BE HEARD!!!!

CASH PRIZE WORTH 1K

LA TARANG

PAR LA LENTILLE (CREATIVE PHOTOGRAPHY)

THEME: #HAPPINESS@LOYOLA

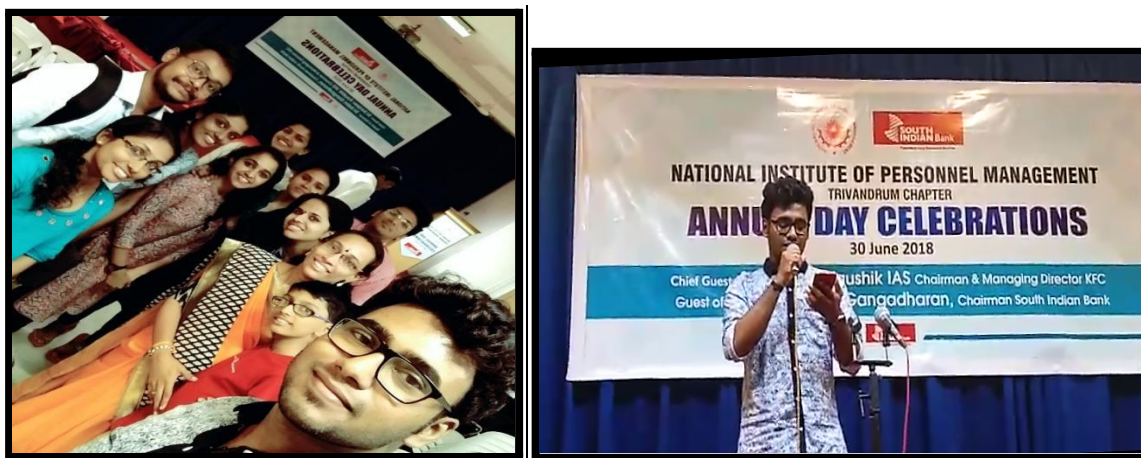
CASH PRIZE WORTH 0.3K

Submit your entries before 1.00 pm on 23 March 2018 to smithsmithapanackal@rediffmail.com



NIPM ANNUAL DAY CELEBRATION

NIPM annual day celebrations was conducted on 30th June 2018 at 6 PM at the conference hall of Trivandrum Chamber of Commerce and Industry. The programme was inaugurated by Sri. Sanjeev Kaushik IAS, Chairman and MD of Kerala Financial Co-operation. We the students of Loyola College of Social Sciences had the privilege to do the event management for the same. The official function was followed by cultural performances and the final year students of MAHRM actively involved in the cultures too.



THREE DAY SEMINAR-“AGREE TO DISAGREE”

When politics distance itself from human rights violations and problems of farmers and workers, proto-fascist forces capture that space easily and rule without challenge.. The change could be bought out from campuses with this in view. The Kerala youth commission hosted a 3 day seminar on the topic “AGREE TO DISAGREE” at Taj Vivanta. The program was inaugurated by Chief Minister Sri Pinarayi Vijayan. There were several seminars, lectures, debates, discussions by politicians, social activists, writers, media personalities etc. The second year MAHRM students attended the program



PLACEMENT BROCHURE(2017-18)

Under LAMPS, a first ever initiative to bring out a placement brochure was successfully completed which made the students more reachable in the industry. Being a management subject, it was very important to design a placement brochure which was of high use for the career options of the students. It was made during the month of July when job seeking was at the peak for the final year students who were immediately passing out. This brochure was designed in soft copy format and was send to various organization's HR for their easy perusal by getting a feel of entire college, department as well as the prospective candidates at a glance.

We aim to produce well-rounded individuals who can make a difference in society.

Committed to nurturing the best and brightest minds since 1963

RECRUITMENT BROCHURE 2018-19

LOYOLA COLLEGE OF SOCIAL SCIENCES

AFFILIATED TO UNIVERSITY OF KERALA

CONTACT US

Loyola College Road, Sreekariyam,
Thiruvananthapuram, Kerala 695017.
+91-471-2692059 Fax: +91-471-2591766
lcsstvm@asianetindia.com,
admin@loyolacollegekerala.edu.in

Our History

Loyola College of Social Sciences was founded by the Society of Jesus (Jesuits) in 1963. The College offers courses in MAHRM (Masters in Human Resource Management), M.A (Sociology), ISW (Masters in Social Work), J and MSc Counselling Psychology. The College is affiliated to the University of Kerala and is a recognized Research Centre of the University. The Centre prepares students for Ph.D. in Sociology, social work and Management studies and also takes up sponsored research projects. A well-fledged Extension Services, Loyola Extension Services (LES) is a unique feature of the College. The LES acts as the Social Lab of the college. True to the Jesuit tradition of IAGIS (Excellence) and the commitment to Faith and Justice, Loyola strives to reach the benefits of higher education to the people, especially the marginalized. In reaching this goal, we are guided by the Ignatian vision of life and its application in Jesuit Education.

VISION

Loyola College Trivandrum, a premier institute of excellence, engaged in knowledge building for inclusive social development and moulding globally competent and socially sensitive professionals towards social transformation.



MISSION

Loyola College Trivandrum strives to educate and form the youth as liberated lifelong learners who are sensitive to gender and ecology, empowered to respond to global challenges. We are committed to facilitate an integral, inclusive and humane development of the society.



PROGRAMS

Loyola College of Social Sciences, affiliated to the University of Kerala provides four Masters Programme in:

- Human Resource Management,
- Social Work,
- Sociology
- Psychology



CORE VALUES

- Quality and Sustainability
- Eco-sensitivity and Inclusiveness
- Integrity and Humanness in Life and Profession
- Collaboration and Promotion of Justice

A GLANCE THROUGH OUR ACTIVITIES (2016-17)

We at Loyola initiate and instigate various activities that are essential to learn and promote the brand of Loyola Management professionals. We strive to accomplish this aim through hosting a series of events throughout the academic year. There were multifarious programs during the year 2016-17 as well which centered in increasing the visibility of our college and department.

LAMPS (Loyola Association of Management Professionals & Students)
Events organised:

- La Tarang - first ever management fest in the campus
- One day seminar on Workplace Counselling
- Budget Analysis for the financial year 2017-18
- Talk on "GST in a nutshell"
- Food Fest - catering to students outside the campus
- Talk on Transactional Analysis
- Talk on Lateral Thinking
- Anti-Vigilance week observance
- Organised Women's Day celebration
- Art workshop
- Rain Water harvesting and Green HR initiatives in the campus

PROGRAMS ATTENDED:

- 3 Day Certificate program in MS Excel
- 3 Day seminar on "Agree to disagree" conducted by Kerala Youth Commission
- Management fests at Rajagiri College of Business Studies & DCSMAT, Wagamon
- 1 Day seminar conducted by Kerala Management Association on "Competencies for Budding Managers"

PROFESSIONAL COLLABORATION:

NIPM - STUDENT MEMBERS

- Event management for NIPM annual day celebration
- Attended Labour Law classes
- Participated in Business Etiquettes
- Contested in the Business Quiz
- YI (Young India)- Student Members

YI (Young Indians)-STUDENT MEMBERS

Attended various seminars conducted by Yi
Participated in the Annual celebration of Yi



MA HRM SEMESTER SYSTEM - COURSE STRUCTURE

TITLE OF THE PAPER

FIRST SEMESTER

Human Behaviour in Organisations
Fundamentals of Management & HR
Labour & Managerial Economics
Business Communication
Research Methods for Management
- Industry Exposure -

SECOND SEMESTER

Organisational Behaviour
Talent Management
Statistics for Management
Marketing Management
Financial Management
- Organisation Study -

THIRD SEMESTER

Industrial Relations
Sustainable Development & CSR
Performance Management
Employee Wellness & Social Security
- Social /Industry Project -

FOURTH SEMESTER

Business Environment & Corporate Strategy
Management of Change & OD
Counselling Skills for HR Managers
Compensation Management
- Internship -
- Dissertation -



INDUSTRIAL VISITS

As part of our curriculum, the second year MAHRM students(2016-18 batch) had to do an industrial visit in our third semester of the course. And the students could collaborate with many prestigious institutions including 10 companies(Larsen & tourbo Ltd, Renata Precisions, Mercedes Benz, ARAI,Godrej &Boyecce, Crompton Greaves, Ceat Tyres, Sarada Industries, Jose Brothers Industries, Varrocc Engineering PVt LTd),2 academic interactions(Symbiosis,Pune and Tata Institute of SocialSciences,Mumbai) and also an NGO exposure at Dharavi



Larsen & Toubro, commonly known as L&T, is an Indian multi-national conglomerate headquartered in Mumbai. It was founded by two Danish engineers taking refuge in India. The company has business interests in engineering, construction, manufacturing goods, information technology, and financial services, and has offices worldwide. L&T is among the largest five fabrication companies in the world.



Renata Precision Components Private Limited is a Company incorporated on 20 April 2006. It is classified as Non-govt company and is registered at Registrar of Companies, Pune. . is about 25 years old ISO/TS: 16949 certified company engaged in designing and manufacturing moulds and dies, manufacturing plastic moulded components,

metal stamped components and assemblies for Volkswagen, Keihin Fie, Valeo, Brose, Magna, Yazaki, Hitachi, Johnson Electric, Brembo, Bajaj, Mahindra, Epcos, Vishay, Hager, etc.



The Sharada was founded in 1974.. They mainly manufacturing Steering Columns, Spare Wheel Carriers, Gear Shift Levers, Accelerator, Brake and Clutch Pedals, lower wishbone, top wishbone, assemblies for front and rear axles, leaf spring shackles etc. they also undertake Special Vehicle Customization project like bullet proofing vehicle customization for uses such as – ambulance, medical van etc.



Mercedes-Benz Being a global automobile manufacturer and a division of the German company Daimler AG. The brand is known for luxury vehicles, buses, coaches, and lorries. The headquarters is in Stuttgart, Baden-Württemberg. The name first appeared in 1926 under Daimler-Benz. In 2015 the brand was adjudged Economic Times' Brand Equity's, 'India's Most Exciting Brand' and topped the survey in automotive four-wheeler category.^[2] The company has also been ranked number one in the J.D. Power Customer Service Index 2015 among the luxury brands.



Progress through Research

Automotive Research Association of India (ARAI) is co-operative industrial research association by the automotive industry with the Ministry of Industries The objectives of the Association are Research and Development in automotive engineering for industry, product design and development, evaluation of automotive equipment and ancillaries, standardisation, technical information services.It also responsible

for car mileage figure for every car sold in India. ARAI claims to be the first Indian institute to develop HCNG fuel engine.



Mumbai head-quartered CEAT, the flagship company of the Rs 22,000-crore RPG Enterprises, was established in 1958. Today, CEAT is one of India's leading tyre manufacturers and has strong presence in global markets. CEAT produces over 15 million tyres a year and offers the widest range of tyres to all segments and manufactures world-class radials for: heavy-duty trucks and buses, light commercial vehicles, earthmovers, forklifts, tractors, trailers, cars, motorcycles and scooters as well as auto-rickshaws.



Crompton Greaves (CG) is an Indian multinational company engaged in design, manufacturing, and marketing of products related to power generation, transmission, and distribution based in Mumbai. It is part of Avantha Group. Crompton Greaves made series of acquisitions overseas which included - ZIV Group, QEI Inc, provider of SCADA and Emotron Group, a power electronics and engineering company. They produce power systems, industrial systems, automation systems, consumer products etc.



Godrej and Boyce, a Godrej Group Company, has a presence across 14 diverse businesses. Its journey began in 1897 with the manufacture of high quality locks, then extending to other durables (refrigerators, washing machines, air conditioners, home security systems and safes, furniture), products for institutions (office furniture, audio-visual solutions, access control systems, perimeter security solutions, bank security solutions, beverage vending machines, interior solutions, hospital and laboratory furniture) and industrial products (process equipment, materials

handling equipment, industrial storage solutions, tooling, precision equipment



Jose Brothers Industries is a company with 27 years of experience in the Automotive Industry, they continue to provide Precision and High Quality work. Established in 1989 as a small - scale industry manufacturing sheet metal components, the company has grown in size and operation in to a well-respected medium scale industry with a reputation for consistently high quality with area of 10,000 Sq.ft at Bhosari, MIDC They provide services like: Design and develop Dies, Press Tools, Moulds, Progressive Tools and Checking Fixtures and make Progressive Tools for Godrej Tooling, Europa Locks and tools for Liebherr Appliances.



Founded in 1990, Varroc group is an emerging global automotive component manufacturer and supplier of exterior lighting systems, powertrains, electricals-electronics, body and chassis parts to leading passenger car and motorcycle segments worldwide. With 35 world-class manufacturing facilities, 11 engineering centers, 13500 employees and 760 engineering experts in 10 countries, Varroc group is on an exponential growth trajectory clocking a sale of 1.5 billion USD in

2016-17. The company leading global passenger car lighting and the number one 2-wheeler automotive component supplier in India



is a supplier

INDUSTRIAL COLLABORATIONS:





ACADEMIC INTERACTIONS

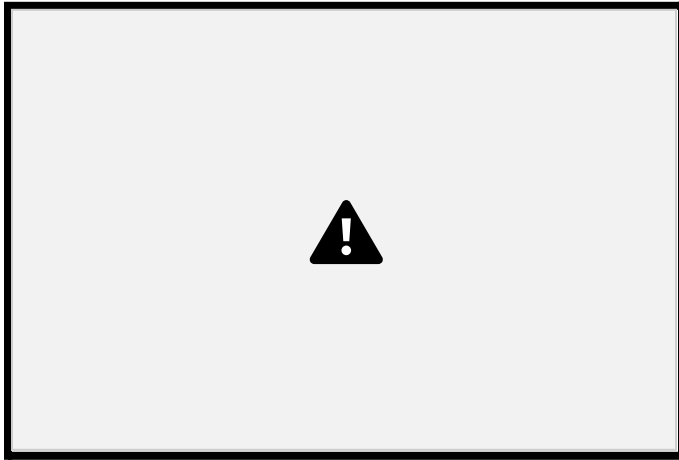




INDUSTRIAL VISITS (FIRST YEARS)



MAHRM BATCHES:



PREVIOUS YEAR BATCH OF MAHRM



FIRST YEAR BATCH OF MAHRM(2017-18)



SECOND YEAR BATCH OF MAHRM(2017-18)



LAMPS ALBUM 2018-19

MESSAGE



Dr. Saji P Jacob
Principal

Hearty congratulations to the Loyola Association of Management professionals and Students (LAMPS) for bringing out the new edition of their magazine for the academic year 2018-2019, marking their achievements during this period. The Department had taken various initiatives throughout the year and the hallmark of the events was an inter-collegiate meet involving students from various colleges in Kerala. The teachers and students from the department had also actively taken part in the 2018 flood relief operations stretching up to Aluva and Paravoor region of Ernakulam district. These engagements, am sure would have helped them much in growing up as individuals as well as collectively in their professional future. The credit should go to each and every faculty and students, and I sincerely extend my appreciation to the entire team. Congratulations to the LAMP leadership for the dedicated efforts in bringing this magazine out. On behalf of the entire college I extend our Greetings to you all once again.

MESSAGE



Dr. Prakash Pillai

Head of Dept. Personnel Management

“I am exceedingly delighted to know that the HRM students are releasing the LAMPS ALBUM 2019 consecutively in the fourth year. The passion, innovation and hard work exerted by the students to instill the spirit of LAMPS is truly appreciated. There were several remarkable events in the last year which helped the college as well as the department to strengthen the corporate networks. The LAMPS turned out to be a platform where the students can explore and groom themselves into the frame of corporate professionals. They are passionate in developing new competencies and boosting up confidence among the fellow learners. The LAMPS is a dais for synergy and teamwork. I congratulate the students for their innovative endeavors and the teachers for their downright support and guidance. Let the LAPMS be an experience that ignites the students to shine brightly in their future life and career”.

EDITORIAL



Dr. Anitha S

Editor, LAMPS Album

Accompanying the students is a blissful experience. For the last six years I have been enjoying that privilege through the ambit of LAMPS. Every student association is like a Lab where meaningful transformation of student fraternity is made possible in a consistent and meticulous manner. Students are encouraged to experiment all kinds of innovativeness and creativity. The growth of our association was very phenomenal and within its short year of existence it has shown a benchmark performance. During the course of journey I have confronted with the students to bring out their best talents. All the interventions helped the students to unleash their potential and shape it in a rewarding way. It's a mutual learning experience. I thank each and everyone for the support and guidance throughout the journey. I wish the association all success in the future endeavors.

OFFICE BEARERS 2018-2019



Ashna Raju
(President)



P V Parvathy
(Secretary)



Unni S
(Treasurer)

Lamps is a student initiative, instigating activities that are essential to learn the brand of Loyola management professionals. Truly dedicated to facilitate the exchange of information between students and alumni, academics, industry experts, professionals associations, business partners and community.

It aims to develop , promote and help students to excel in the professional realm. We strive to accomplish this aim through hosting a series of events throughout the academic year.

- Vision

To foster a management perspective where human beings are deemed the most important resource on earth.

- Mission

To Mould committed management professionals with zeal for excellence in a humanizing work environment.

OBJECTIVES:

- To impart professional education and training in human resource management.
- To develop professionals' humaneness, ethics in action and the drive to excel.
- To facilitate knowledge-based action.
- To develop the Loyola brand HR professionals.

INITIATIVES UNDER LAMPS(2018-19)

Kerala Flood Relief 2018

Date: 12-09-2018 to 14-09-2018

Place: Ayroor Panchayat and Loyola Colony, Mudrapadam

Participants: Dr. Angelo Mathew and 13 II semester HRM Students.

The three-day counselling programme was organised by Loyola College of Social Sciences in collaboration with Institute for Counselling and Transactional Analysis (ICTA), Ernakulum. Initially the student volunteers and the faculty member were given a complete orientation on counselling as well as the tool of empathetic listening. The main objective of this programme was to render counselling services to the family who has been badly affected by the flood and also to identify cases that are in need of immediate mental care and financial aid and to refer such identify cases to ICTA. The programme targeted the people of Ayroor Panchayat and Loyola Colony which was severely affected by the flood. The thirteen student volunteers were divided in two groups and one group were assigned to go to Loyola Colony and other to Ayroor Panchayat. The student volunteers again divided themselves into four groups and conducted house visits in the major affected wards of Ayroor panchayat.

Programme at Ayroor Panchayat

As per the psycho-social counselling programme conducted on 12th September 2018, thirteen students pursuing MA HRM from Loyola College of Social Sciences visited Ayroor Panchayat. On the first day of the programme, student volunteers were given an opportunity to interact with many families at the medical camp arranged in the village and could build rapport with most of family members who were severely affected in the flood. The student volunteers divided themselves into four groups and could give the services to four wards of Ayroor Panchayat which was extremely affected by the flood. The student volunteers meticulously worked in the field and could conduct around fifty house visits and were able to successfully render psycho-social counselling interventions to the flood affected victims effectively. The students were also able to identify the vulnerable and affected families and who are in need of both financial and psychological aid.

Programme at Loyola Colony:

As per the psycho-social counselling programme conducted on 12th September 2018, three students (among 13 others) pursuing MA HRM from Loyola College Of Social Sciences were assigned to visit a colony at Companypady near to Loyola Jesuit Training Centre. There were 22 families and only 18 were occupied in that colony. The disaster started occurring from 15th August 2018 and continued till 21st of August 2018.

The area was severely affected by the flood. All of them lost their basic necessities and some of their homes had turned out to be not suitable to live in. Most of their houses were suffering from cracks. As the water level started rising up on 15th August, people of that colony moved to the nearby Jesuit centre.

The brothers and priests provided them with basic necessities but unfortunately the Jesuit centre was also flooded up soon. Then the people were shifted to the nearest relief camp, Ideal public School. The people were still suffering from the dilapidated condition of their houses. The unity among the people has reduced the mental trauma.





Major Observations and Reflections shared by the students:

The students who visited Ayroor Panchayat were able to cover 50 houses and give them psycho-social interventions whereas the students visited Loyola colony could 22 families who were severely affected by the flood.

The people of both Ayroor Panchayat and Loyola Colony were very welcoming and showing acceptance towards the student volunteers.

The unity among the people has reduced the mental trauma.

Positive attitude was shown by most of the families who were affected with the flood.

Few people reported that they have fear of being affected again. Fear was also reported among children those who were severely affected.

Extreme unity was found among the people after the calamity especially in helping each other.

Many deserving cases were identified who are in need of financial and psychological support.

The students were also able to provide some therapeutic interventions among the flood affected people.

Students observed that few families were not able to cop up with the situation and still they continue in a trauma state.

Students realised that even though financial assistance is needed more emphasis should be given to psychological aspects of the affected people.

It was also seen the emphatic listening shown by the student volunteers was very useful in ventilating and open-up their problems.

Session on Work Place Safety 13.11.2018, TUESDAY, 2.30pm LES

On 13.11.2018 LAMPS conducted a session on workplace safety in collaboration with the Fire and safety Department of Kerala Trivandrum. The resource Person was Sri. Prathapan, Senior Officer, Fire and Safety Department. The event was organized mainly for giving awareness for students and faculty members. The session focused on workplace safety by quoting the event that happened to our very next organisation Family Plastics and Thermoware Pvt Ltd.



LATARANG2k19

La Tarang 2019, the Intercollegiate Fest organized by the Department of Personnel Management under LAMPS on 16th January 2019 was a platform for under graduate students of other colleges to showcase their talents. La Tarang 2019 was a one day intercollegiate fest designed to empower the legacy of innovators through activities that inspire youth, honor role models and encourage creativity and problem solving skills in today's world.



Being an institute of national importance, the college carry immense responsibility of being a frontrunner in empowering the youth and La Tarang 2019 was a step ahead in that direction.

The intercollegiate fest 'Latarang2k19' organized by the department of Personnel Management was a dream come true program. It was the first time the department has conducted an extensive program at the intercollegiate level.


The decision to conduct such a fest has been there in the mind of students and faculty for so long. The year 2019 was the perfect year for its execution. The discussions on the fest had started from many months prior to the program. On the first meeting held the faculty and students together decided to host the fest under the Loyola Association for Management Professionals and Students (LAMPS). The President of Lamps Ms. Ashna Raju and Vice President Mr. Joy were selected as the student coordinators. The faculty coordinator was Dr. Smitha Jose Panakal. The meeting was followed by splitting up the students into various committees to take up different tasks. The main committees formed were Sponsorship Committee, Finance Committee, Advertisement Committee, Invitation Committee and Program Committee.

The event sponsor was Hercules. The other sponsors included Lakshya, Adithya Birla Insurance, Seedlings Corporation, Pops. The students also collected funds using their personal contacts.

The core events of the fest were Best Performing Team (Optimum Quadrigis), Promising Leader (Princeps Magnus), People's Person (Personne Sociable), Idea Factory (Innovatus) and Quiz (Cognitionis). The entertainment events were Theme Dance, Treasure Hunt, Mock Press and TikTok. The prizes were worth thirty thousand.

Department of Personnel Management



Core Events

Optimum Quadrigis (Best Performing Team) **7k**

Princeps Magnus (Promising Leader) **5k**

Personne Sociable (People's Person) **4k**

Innovatus (Idea Factory) **4k**

Cognitionis (Quiz) **2k**


Loyola College of Social Sciences

Thiruvananthapuram
Affiliated to University of Kerala
NAAC Re-accredited in its 3rd Cycle, CGPA 3.72 out of 4 Grade A


Intercollegiate Fest

16th January 2019


Our Title Sponsor



HERCULES AUTOMOBILES INT'L PVT LTD.



Our Media Partner



Entertainment Events

2k *Treasure Hunt*

1k *Tik Tok*

1k *Mock Press*

3k *Theme Dance*

**PRIZE
WORTH
35K**

The program was held on 16th January 2019. The registration process started at 8:30am. The registration fee for core events per person was 100 and for entertainment events it was 20. The inaugural ceremony started at 10.00am. The guest of honor was Fr. Sunny Kunnepally (Manager, Loyola Institutions), the welcome address was given by the faculty coordinator Dr. Smitha Jose Panakal. Latarang2k19 was inaugurated in the presence of college Principal Dr.Saji P Jacob, various department heads, other faculties, contestants and students.



Community Collaboration

There was a talent show from 1:00pm to 1:30pm organized for the children of Sahajeevan Special School, Kaniyapuram. There were drawing and coloring sessions for the students of Sahajeevan.

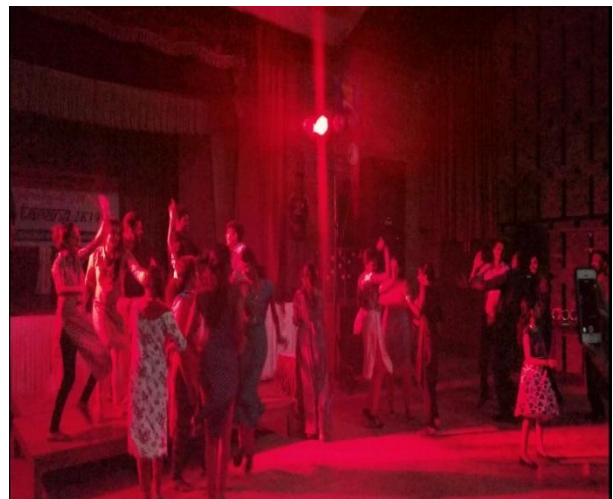




Overall 25 colleges participated in the fest. The overall championship trophy was won by Mar Ivanous College, Trivandrum. The valedictory function started at 4:30pm. Mr. Anu S Nair, Deputy Collector of Trivandrum was the guest of honor.



There was a cultural fiesta organized as the last program of Latarang. The band mainly comprised of the pass out students of Loyola College. It was a mesmerizing performance the students and faculties enjoyed the cultural event. The entire program was over by 8.00pm.



Programmes participated by students

Management Fest: SaintGits Institute of Management conducted a fest named Simthesis 11.0 during the month of October for which five HR students participated for Best HR Competition.

HR Conclave: Students from the department of Personnel Management participated in the HR conclave organized by Asian School of Business Thiruvananthapuram. There was total two sessions took by eight business persons.

Participated in capitalist crew (Best Management Team) and secured first position in “ELYSIUM 19” inter collegiate fest organized by research and post graduate department of commerce Mar Ivanios College, Nalanchire on 28th February 2019.

Participated in three day National Workshop on Women Capacity Building on 8th August 2018 at Senate Chamber, University of Kerala.

Employability Training (Mahindra Pride Classrooms)-The senior students of HRM attended a 3 days employability skill development programme organized by the Mahindra Group. The students were trained in various employability skills like group discussions, extempore, mock interview and other team work activities. The programme was beneficial for every student for seeking career in HR.

TSS-Trivandrum Social Security: HRM Students participated as volunteers of flood relief programme co-ordinated by TSS, Trivandrum on August 2018. TSS was one of the collection centers in Trivandrum and students helped in sorting, packing and loading of various commodities for various flood relief camps. The students were there for two days as volunteers.

Excel Training-The department of Personnel Management organized a two day excel training workshop. The class was taken by the department faculty Mr. Aby Tellas. The workshop contained classes on basic excel methods. Both the seniors and juniors batches participated in the training sessions.

The second semester MAHRM students Mr. Harikrishnan and Mr. Rahul have won first prize in the business quiz competition organized by NIPM Tvm chapter

INDUSTRIAL VISITS

As part of the department curriculum the final year students had their industrial visit to Ahmedabad, Gujarat from 24th November 2018 to 30th November 2018. The visit mainly focused on covering the reputed manufacturing organizations in the state. There were HR interactions at IIM, Ahmedabad which gave the students deeper understandings about the subjects they have learnt.

Date: 24th November 2018 Visit Number: 1

Vishal Fabrics, Dholi Integrated Spinning Park

The Chiripal Group was started in Ahmedabad during 70's. It's a family business of three brothers and this plant was managed by Vishal Chiripal, they manufacture denim and there is

three units working in the plant- Spinning, Processing and Weaving. The session was handled by HR head. He described all the functions and main services provided by the HR department in the organization. Almost 1200 employees are working in the organization qualified with 10th and fail. Interaction session with HR head was very useful. He says that “Knowledge and application of it is important in the life of an HR and they should learn to apply that knowledge according to the needs and their presence should motivate the employees to work well in the organization. Under Marketing Department, there are 25 peoples are included in the team. They don’t sell finished goods to the distributors and they sell the denim roles. They don’t have much CSR initiatives. HR department including Recruitment, Training & Development, Industrial Relations, Gratuity, Dispute Management, etc. Under Training & Development Department, there are five ‘S’ training and SOP. The manufacturing process starts with wrapping and follows with organic dying, washing, dry process area, spray booth, sampling test etc. Next HR trainees entered into weaving section and understand the functioning of the machines.



Visit Number: 2

Interaction with Professor Biju Varkkey

Prof. Biju Varkkey is the faculty in management. The core areas of his expertise are performance, rewards, compensation, leadership development and governance structure. He talked about anytime performance management and forms of modern slavery to the students. He introduced various measures used at performance management such as instrumental rationality and developmental humanism. They are planning to set one “Bio-Mimicry Lab” that helps to understand the functions of brain in different situations. He discussed about the chance of research in Swiggy, Uber, etc, and about decent work and dirty work. He said that an HR should be updated about anything in the world (Statistics, Biology, Finances etc.). After the session in class we had a “Chai-Talk” with Prof. Biju Varkkey and we concluded sessions with photos.

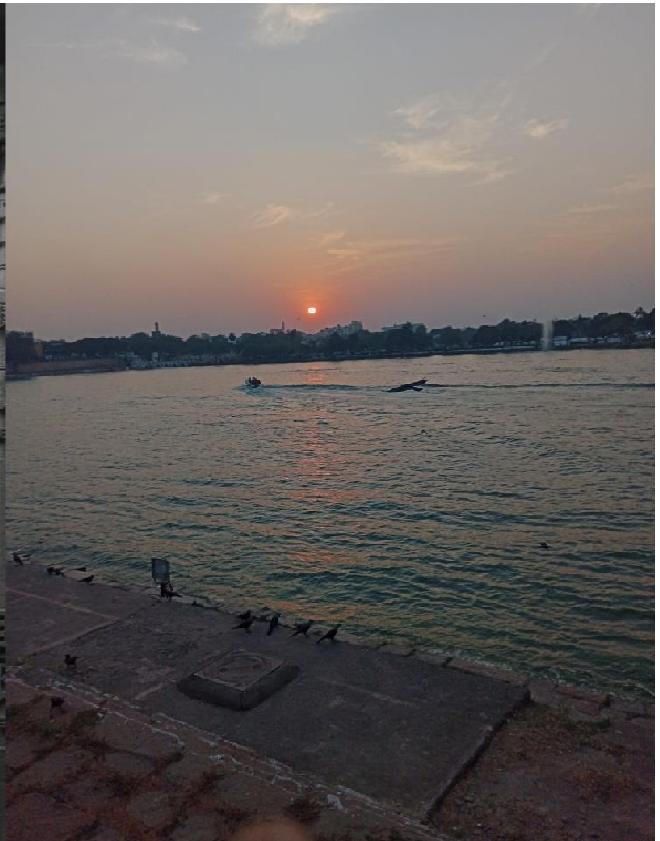




Date: 25th November 2018

Site Seeing

The 3rd day was the most remembering and happiest day in our IV. This day was our outing day and our first destination was Ashardam temple, its large Hindu temple complex inspired by Yogijimaharaj the fourth spiritual successor of Lord Swaminarayan according to the denomination of Swaminarayan Hinduism, and created by Pramukh Swami, the fifth spiritual successor of Lord Swaminarayan according to the denomination of Swaminarayan Hinduism. It's located in Ahmedabad. After the visit we moved to Adalaj step well, Adalaj were once integral to the semi-arid regions of Gujarat, as they provided water for drinking, washing and bathing. These wells were also venues for colorfull festivals and sacred rituals. Our third destination was KankariaLake, it's the second largest lake in Ahmedabad. We the students and teachers enjoyed different rides and street food from there and return back to our hostel at 9:30 pm.



Date: 26th November 2018

The fourth day of the Industrial Visit - WaghBakri Chai, Dholka/ General Electric (GE) Power, GIDC, Sanand.

Visit Number: 3

WaghBakri Chai, Dholka

The team reached at Wagh Bakri Chai, Dholka by 11:00 am. HR students had an interaction with Mr. Subhash Patel. They were producing one of the largest green tea range and quality tea products in India. They have production of 11 lakh packets per day, 35 million kg per year. They extended to 30 countries all over the world. WaghBakri Tea Lounge is the modern face of company and a good presenter in the state. HR trainees had many reflections through the interaction. Cleanliness and employee friendly environment is specifically observed in the organization. They are very much concerned about the quality of the product and they are not willing to compromise that. They are trying to bring their product to every individual in a society.



Visit Number: 4

General Electric (GE) Power, GIDC, Sanand.

The afternoon session of the day was scheduled for the interaction with GE Electric Power. HR students reached GE at 4:00pm. HR trainees had an interaction with Mr. Ashish (HR Manager). HR trainees got reflections on the application of artificial intelligence or technology in HR department. HR shows the intranet application in the organization and GE is an organization which promotes the internal promotions. They are well-established multi-national company who maintain high standard in the product and work culture. They are the best example of HRIS and safety precautions. Employee safety is a main concern of GE.



Date: 27th November 2018 Visit Number: 5

Visit to Blind People Association

The fourth day of the Industrial Visit began with the visit to Blind People's Association at sharp 12:00 pm. HR students had an interaction with Jagdish Patel; he is a volunteer in BPA. They have multiple disability centers for mentally challenged and visually challenged. HR trainees had an insightful experience from vision in the dark. We were able to experience the

life of blinds in the dark room. The HR students were able to know how much strength a disabled person holds.

They utilize their disability for opening the eyes of others. They made us to make reflections in our life by standing in their position.



Visit Number: 6

Interaction with Prof. Neharika Vohra

After the interaction in BPA, HR students went to IIMA by 3:30 pm. HR trainees met Neharika Vohra and had an interaction with her. It was a great opportunity to discuss with her about the future of OB in HR, she says that even if the technology is growing the scope of OB never going to get faded, because human lives are getting complex in every manner in an organization. And also she discussed about her passion in life. She said “Everything is learning” and we learn from experience.



Date: 28th November 2018

Visit Number: 7

ONGC

The students reached ONGC (Oil and Natural Gas Corporation) at 11:00 am. They interacted with the HR head. In ONGC, workers are into the hazardous work condition. They are one who risks their life. The role of HR in a mining industry is more risky and responsible. HR also discussed about the Rig and the oil separation procedures in mining. It was a really benefited interaction.



Visit Number: 7

TORRENT POWER

At the same day, HR students visited Torrent Power at 2:00 pm. HR students interacted with Salil Menon. We also had plant visit with the guidance of SathishKoshi. Safety is first, they provide quality services to the customers. They were produce electricity from coal and they have certified for the ISO, BS, etc. They are the one have passion for the excellence and commitment and participation and also have transparency in the activities and in the financial matters.

Date: 29th November 2018 Visit Number: 8

AMUL

HR students visited Amul Dairy Cooperative Society at 10:30 am. HR trainees had an interaction with Mrs. Mercy and with a HR executive. What we observe was the Amul is always filled with visitors and they are happy to accommodate those and to explain about Amul. Their story of origin and mission are the most inspiring one. They originated with a mission to serve the poor farmers in the rural part of Kerala and to improve their stranded of living through the milk production. Even now they are able to achieve their mission and vision.

Even though we had a visit to Milma plant earlier, the visit to manufacturing unit was a new experience for the HR students.

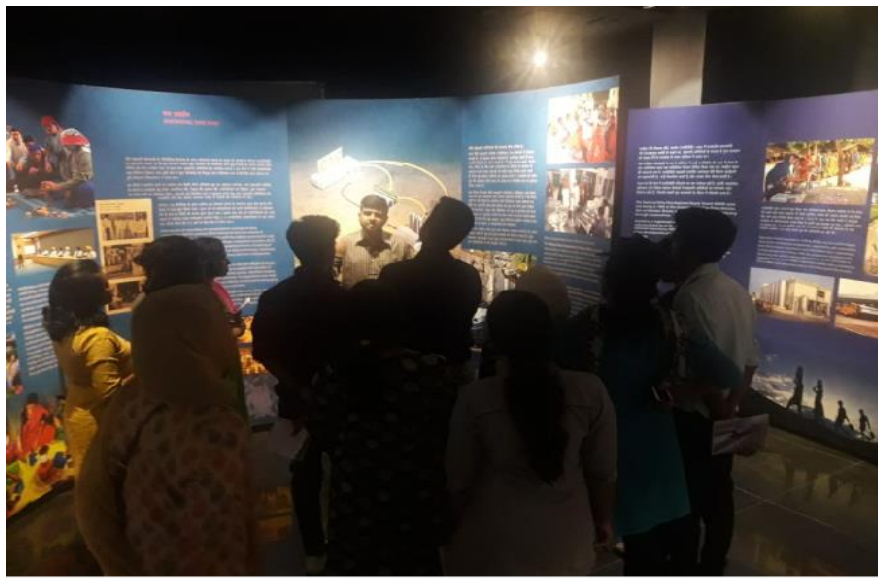


Visit Number: 9

National Dairy Development Board

The National Dairy Development Board is an institution of national importance set up by an Act of Parliament of India. The main office is in Anand, Gujarat with regional offices throughout the country. NDDDB's subsidiaries include IDMC Limited-Anand, Mother Dairy, Delhi, NDDDB Dairy Services, Delhi and Indian Immunologicals Ltd, Hyderabad. The Board was created to finance, support and support producer-owned and controlled organisations. Its programmes and activities seek to strengthen farmer cooperatives and support national policies that are favorable to the growth of such institutions. Cooperative principles and cooperative strategies are fundamental to the board's efforts.

They describe their activities through a gallery setup inside NDDDB. Trainees could understand the activities and how the organization is making together the activities of deferent dairies throughout India.



Date: 30th September 2018 Visit Number: 10

CEAT

CEAT is the tyre manufacturing company. They are the second largest in the country in tyre manufacturing area. Trainees got most excellent and insightful orientation from CEAT. They taught us about the major responsibility of an HR in an organization. CEAT is holding some special features in their culture. They are promoting the recruitment of freshers to the organization. They don't have much belief and measures to retain the experienced one in the organization.

The plant visit to CEAT was something that we can understand the level of automation in tyre manufacturing industry. Even the women employees are able to handle the manufacturing procedures.



2018-2020 HRM batch started with induction programme from 24th August 2018. They totally covered 10 industries as exposure visit. Following are the companies.

1. Family Plastics: They are the manufacturer and exporter of plastic products like bottles, baskets, bins, air tin bins, storage bins, buckets, storage drums....etc. Located at Manvila, Thiruvananthapuram



2. Pankajakasthuri (13/11/2018): It started in the year 2002 under the leadership of Padmasree Dr. Hareendran Nair. They are manufacturing ayurvedic and modern medicines. Located at Trivandrum



3. Sud – Chemie (27/11/2018) : They are producing Catalysts. Located at Kochi, Ernakulam.
4. TCC(Travancore Cochin Chemicals)(27/11/2018) : This is a state public sector undertaking owned by Government of Kerala. They are producing Caustic soda, Chlorine and Allied chemicals. Located in Udyogamandal, Kochi.
5. Kancor Ingredients Limited (28/11/2018): They are producing oleoresins, essential oils, mint, floral extracts, organic ingredients ...etc. Located at Kochi.
6. KSB MIL(28/11/2018) : Located at Meladoor near Kochi. They assemble parts of critical control valves in the process industries in India and abroad with heavy emphasis on Thermal or Nuclear Power, oil and gas and petrochemicals and designing things.



7. Le Maritime (29/11/2018) : Located at Marine Drive, Kochi. It is a 5 star hotel.
8. Best Bakery (29/11/2018): It started as a two people operation in 1967 then known as the best bakery. This first outlet of creating high quality bakery items named Bakery B a successful bakery chain in Kerala. The success of the best bakery is vest mostly on the united activities of the management and staff.



9.Milma Thripunithura (30/11/2018): Milma, Ernakulum region was established in 1985. They are producing milk packets, ghee, and curd.

10.Hindustan Lifecare Limited, Thiruvananthapuram (15/12/2018): Located at Peroorkkada, Trivandrum. They produce contraceptives.

INTERNSHIP COMPANIES



COSMOPOLITAN
HOSPITAL
"NABH Safe-I Certified"







LARSEN & TOUBRO



Reliance
Industries Limited
Growth is Life



पावरग्रिड

Power Grid Corporation of India



ANNUAL REPORT 2019-20

LAMPS, the Loyola Association for Management Professionals and students is a platform where students are exposed to a variety of experiences through an engaged learning process.

La Tarang 2020, the intercollegiate fest organized by the department of personnel management under LAMPS on 28th February 2020 was a platform for UG & PG students to exhibit their teamwork and coordination effectively. La Tarang 2020 was a one day intercollegiate fest designed to empower the legacy of innovators through activities that inspire youth, honor role models and encourage creativity and problem solving skills in today's world.

Being an institute of national importance, the college carry immense responsibility of being a frontrunner in empowering the youth and La Tarang 2020 was a step ahead in that direction. The department of personnel management was conducted its first intercollegiate fest La Tarang in the year 2019 then it was the second time that the department had conducted the second version of the fest La TarangT20. The fest was organized and conducted under the LAMPS and the student coordinators were Rahul (4thSEM MAHRM) & Shamna (2ndSEM MAHRM).The faculty coordinator was Mr. Aby Tellas. The meeting was followed by splitting up the students into various committees to take up different task. The main committees formed were sponsorship committee, Finance committee, Advertisement committee, Invitation committee and program committee.

The event sponsors were Zrooz restaurant and Capital Lights. The other sponsors includes New Gen automotive and painting, The Katti roll shop, ChiChi fashion store,Barbeque space restaurant, Grun Agro, Aham boutique. The students also collected funds using their personal contacts.

The core events of the fest were Best manager(Dare to Steer),HR Game (Convergenza),Management Team (Chase the case),Mock Press(Hopscotch),Debate (Fact and Furious),Marketing Game (Tescart).The common events(UG & PG) were Quiz(Telesto),TikTok(PowPow), Photography (Frame Hunt).The prizes were worth Rs 90k.

The program was held on 28th February 2020. The registration process started at 8:30 am. The registration fee for PG events were 250 per person and for UG events 100 per person. The inaugural ceremony started at 10.00 am.Inaugural address was given by Fr. Sunny Kunnapallil, the welcome address was given by Mr. Aby Tellas (Faculty coordinator La Tarang). La Tarang 2020 was inaugurated in the presence of college Principal Dr. Saji P.Jacob ,various department heads, other faculties contestants and students.Dr. Saji P Jacob the principal of Loyola College of Social Sciences addressed the gathering.The competitions started at 11.00 am. All the preliminary rounds of various core events were completed by 4:45pm. The overall trophy was won by University College Trivandrum.The valedictory

session was started at 4:30 pm. The renowned writer, Director Sri Soorya Krishnamurthy was the guest of honor.

YI Programs conducted in Loyola Chapter

Young Indians (Yi) is a movement for Indian Youth to converge, lead, co-create and influence India's future. As an integral part of the Confederation of Indian Industry (CII), a non-government, not-for-profit, industry led and industry managed organisation playing a proactive role in India's development process.

All total 5 interaction sessions were there.

1. 17 October 2019 – an inaugural interaction (Loyola Yi YuvaChaupal) was there. The speaker for the day was – Dr. Arun Surendran, Yi Thiruvananthapuram. He spoke on the topic “entrepreneurship”.
2. 24 January 2020 – a session was handled by Gokul B Alex, Founder of EP8C knowledge Society on the topic – HR in AI era.
3. 3 February 2020 – another session was handled by Mr. Arya Rajesh Kumar (Entrepreneur and CEO of Avohii) on the topic – Yi activities and Business era.
4. 20 January 2020 – at DJ Conference hall CII Office Coimbatore, a session was taken place on the topic “skill shift” by two international speakers.
5. 24 January 2020 – an informative session had happened at Yi Coimbatore. It was handled by three resource persons- Rajiv Ramaswamy, Praveen Kumar and Priyadarshini A. The topic for the day was social entrepreneurship and leadership.

YI Interaction during industrial visit

Date: 24-02-2020

Time: 3.00pm – 5.30pm



The interaction was arranged at YI Coimbatore house. The welcome remarks were done by Mr. Praveen Kumar B, chair- YI Coimbatore Chapter. He introduced the team of YI Coimbatore to us. Special address on Entrepreneurship was done by Mr. Rajiv Ramasamy, YI member and Joint Managing Director Sreevatsa Real Estates Pvt Limited. Ms. PriyaDharshini A. Chair Yuva, gave us a special address on Leadership. She also pointed out the opportunities of intrapreneurship. The interaction gave us a boosting to the field of entrepreneurship and killed the inhibitions within us. One of the active members of Yuva chapter Coimbatore shared his experience also.

REPORT ON INTERACTION SESSION BY GOLUL B ALEX

“HR in the AI Era” an interaction session conducted by Department of Personnel Management on 24 th January 2020 at 2.15pm to 4.00pm. The main speaker of this session was GokulB.Alex the Chief Architect-Emerging Technologies, PwC and founder of EPIC Knowledge Society. As a person with much experience in the current working scenario he shared his knowledge by asking different questions to our students.

The discussion went through the path of modern trends like artificial intelligence and advanced analytics like HR analytics, Business analytics etc. His words highlighted the terms like “age of automation”, “Chabot” , “Growth Hacker” etc. He also pointed out about the embedded value system that can touch the values of the end users of the product or services.

Being the HR managers for tomorrow he helped our students through some technique that will help them to handle their employees. He talked about the importance of taking a human centered approach creating empathy through which they can generate trust between their employees.

His ideas showed that the function of a HR department in an organization should be strategic setter rather than working as a service provider. He talked about the knowledge economy, gig economy as well as the problem faced by the HR managers while handling the millennial in the organizations.

He also motivated our students to be the persons who accept innovations ,who encourage continuous learning ,and importance of having a clear vision , mission and strategy for the organization

He also helped our students to generate more knowledge and ideas regarding the Human Resource by suggesting various books to read, some of them are Exponential Organization by Salim Ismail, Thinking Fast And Slow by Daniel Kahneman , Zero To One by Eric Ries. The interaction session was winded up with a Q&A session.



NIPM Knowledge Hunt

The NIPM Knowledge Hunt was an innovative form of treasure hunt organized by the NIPM Kerala Chapter prior to the Southern Regional Conference 2019 of NIPM. The treasure were different HR functionalities including learning and development, Performance Appraisal, GPTW, CSR etc. of four different companies which were from different sectors. There were

five teams participating in the hunt and each team consists of four members from management domain and pursuing PG. The members of team from Loyola College of Social Sciences were,

1. Anandu K. Baiju , Second year MA HRM
2. Ansu Jacob, First year MA HRM
3. ArunimaMadhusudhanan, First year MA HRM
4. ShreyasViswadev, First year MA HRM

The programme was not limited to four walls or a compound but covered the whole Ernakulam city. Teams started their journey from Reccaa club near Kakkanad. Teams received their hints to find the organisation they were supposed to go via WhatsApp messages. Once the team get a message they should find the organisation with the help of the clue and should reach the organisation as soon as possible. There were a total of 3 clues and if the team couldn't find the organisation with the first clue ,then the next clues will be revealed but the marks will be reduced. The means of transportation was also considered for marking. If the team reach the organisation by foot then they will get maximum points while usage of public transport, auto rickshaws or cabs will have respective reductions in marks. Hitchhiking and usage of own vehicle was strictly restricted throughout the hunt. Once the team reach the organisation or the place they were supposed to send photos and selfies to the boot camp so that they can get the next clue. In the organisation the teams had interactions with the HR department where the real knowledge treasures were revealed. The teams visited four organisations in the journey and they were,

1. Kancor Mane Ingredients Ltd.
2. DP World
3. Petronet LNG Ltd.
4. Visual IQ

Presentations on the learnings they gained from the four companies were made by the teams after reaching the boot camp after the hunt. The whole programme required around 15 hrs to complete the tasks and even then the second phase was still on for some more days. The hunt actually had two parts or phases of performance and assessment. The performance of the team during the hunt was the first phase while the promotions they do via social media constituted the second phase. The teams were supposed to post the photos, their reviews, experience, reflections regarding the hunt to their social media accounts by putting hashtags of SRC 2019, Zing Digital (title sponsor of the programme) etc. The teams were given points according to the reach of the posts. So the two factors which contributed for marking was the performance along with the social media promotion.

The hunt was a very different experience for all the participants and it gave an opportunity to have a close look in the HR affairs of four companies who are global leaders

in the respective sector. It also gave an opportunity to visit companies like Petronet LNG which is not possible in normal cases because of security reasons.

YI YOUNG INDIANS

The YI YOUNG INDIANS –THE FUTURE was a fabulous program organized by the YI YOUNG INDIANS to the Corporate of YI and students of YI YUVA. The students from Loyola College of Social Sciences were,

1. Merin sunny, Second Year MA HRM
2. Joys s, Second Year MA HRM
3. Daya u.s nair, Second Year MA HRM
4. Bibin, First Year MA HRM
5. Arunima, First Year MA HRM
6. Sumith, Second Year MA HRM

The programme was not limited to four walls or a compound. It was conducted at CIDCO exhibition center, Vaashi, Mumbai. Students program was inaugurated by Sri. Aditya Uddhav Thackeray Minister of Tourism and Environment, Government of Maharashtra. The session 'Future of film' was taken by Sri.Ramanaidu "Rana" Daggubati, an Indian Actor, producer, visual effects co-ordinator.

For the corporate of YI, the program lasted for four days and a one day program for students of YI YUVA. Students program named YI Take Pride 2020, included the sessions which explained them the future of technology, future of gaming, future of travel, Future of relationship, future of Human resource, future of health or medicine. The sessions were organized simultaneously.

The greatest blessing to the students who attended this program was that they had great Networking opportunities. The program was a very different experience for all the participants and it gave an opportunity to have a close look, meeting and talk with Mr. Sanjay Reddy ,CEOGVK Group, with CEO, Managing Directors, HR Managers of many reputed

COMPANIES and personalities with high profiles who are global leaders in the respective sector.

NIPM KERALA CHAPTER WEBINARS

During the Covid19 lockdown period, several interactive sessions were conducted by various resource persons for seniors and juniors students through zoom platform. With the sudden shift from online classes various meetings and webinars were hosted through zoom video conferencing.



An

1. MANOJ A.S

interactive session for students of Loyola College and teachers was

held on 26 June, 2020 at 7 pm in zoom. Dr. Manoj A.S was the resource person. Dr A.S Manoj is the Head Corporate Relations & Knowledge Officer, ICT Academy. The topic was about online meeting etiquettes. The students were briefed about the importance of online etiquettes. It was a truly a knowledge enriching one for students. It was a valuable session for students knowing about the online etiquette. It is important to exercise formal etiquette for students that help to mould their behavior, perceptions and personality. Online meeting is widely being used on different subjects by people in all walks of life. In the context of Covid 19 and the lockdown implemented by the Government, Online meetings are widely being used on different subjects as an important tool of communication. However, it is essential that we voluntarily follow certain etiquettes to make such meetings fruitful and meaningful.

2. VIJAY KUMAR

Another meeting was held on 19th June, Friday at 7 pm. The meeting was briefed by Shri Vijaya kumar, Co-Founder & CEO of In App. He started of the session about “virtual life”. From the meeting it was understood that during the period of Covid 19 the employee and the employer could not create a face to face interaction for smooth function in the operations so how to cop up with such situations. We have been experiencing lock down for two months with lot of restrictions in our movements and activities as a precaution to face the challenge

posed by Covid 19. During this period many of us have experienced alternative processes like work from home and also to meet immediate personal and official requirements online meeting shall be conducted to achieve those target with continues communications. Since the Covid 19 pandemic is still a matter of grave concern for all of us and it is likely to continue at least for few months to come. This has forced to think about strategies to meet changing business environment. The main points that has stressed by the resource person in the session related to virtual world are remote collaboration, clarifying the expectations, managing the technology, building protective relationships, maximizing productivity , overcoming distractions based on work from home and client confidentiality, technology by generating power backs for maintain productivity. He also shared about the importance of trust in the virtual world focusing on employee work environment. The session ended at 8:30 pm.

3. A.S GIRISH

A meeting was held on 23rd June, 2020 at pm with A.S Girish. The topic was interview etiquettes. The students understood the importance of interview etiquettes. Furthermore, when a employee work in an organization to provide the best outcome from an employee, he briefed about twelve elements based on that. “I know what is expected of me at work, I have the materials and the equipment I needed to do my work right, at work I have the opportunity to do what I do the best everyday in the last seven days, I have received recognition or praise for doing work, my opinion seems to count, my job is important in the company”. When provided with such systems it is believed that the employee can generate the best outcome

4. M.S ANJANA K.R

A meeting was held on 4 July, 2020 at 6 PM with Ms. Anjana K R, General Manager (HR & Talent Management), TCS, Bangalore. Rajadhani Business School in collaboration with National Institute of Personnel Management Trivandrum Chapter conducted a web talk on the topic "turning adversity to opportunity in the VUCA world". She explained VUCA is an acronym that stands for volatility, uncertainty, complexity and ambiguity, a combination of qualities that, taken together, characterize the nature of some difficult conditions and situations. provide a framework in which businesses plan and make decisions. If a business is confronted by an issue of volatility, such as rising prices, that challenge creates boundaries for the company that they must operate within to make decisions and, hopefully, innovate for change. It was a truly a knowledge enriching one for the students in knowing about the importance of VUCA in the present scenario.

5. HARISH

An evening session was presented by the resource person Mr. Harish on “business analytics”. He explained about analytics and its classification such as descriptive analytics and

predictive analytics. He briefed about the purpose of analytics as well as the significance of implementing analytical software's in the organization such as SAP, oracle etc.

6. NIPM WEBINAR

National Institute Of Personnel Managemnt Kerala chapter has conducted a virtual webinar on post covid IR/ER framework on 11th July, 2020 at 4pm to 5:30 pm. The moderator of the webinar was Mr P Dwarakanath Group Director of Human capital, Max. The eminent panelist were Mr V K Singh HR Director of Power Grid Corporation of India, Ms Uma Rao VP- HR Ashok Leyland and Mr Augustus Azariah Associate director- HR, IBM India. Following, Dinish Jain, Prem Singh, Mukesh Jain and Dr Yogesh Mishra and Abhay Kapoor were the organizers. Each resources persons shared their view on IR and ER related to post Covid.

NIPM INTERNSHIP PLATFORMS

NIPM have provided a one month internship programme for students to gain valuable work experience focusing on “labour codes”. An exciting oppourtunity for management students to fuel their HR career dreams. It is collaborated with Industry stalwarts in developing instructional system design. The interns received certificate on labour codes through first ever online programme by NIPM KC. NIPM have offered students free membership in NIOM KC for one year. The students shall be provided coaching on social media channels, participation in designer virtual boot camps, online mock interview sessions and got expertise on working with distributed teams.

A testimonial shared by Daya U.S Nair who is intern from NIPM

NIPM Kerala chapter made my lockdown days worthful. 30th May was the first day of my internship, it starts with a BOOTCAMP. The first two days they gave orientation regarding various labour laws. Then we 20 are assigned to with each laws, and ask to prepare word draft and ppt regarding the assigned law. On 20 th June, a meeting was arranged and introduced us with our Mentors and bridges and we were asked to prepare an instructional design on the law assigned to us under the guidance of mentors. Through this internship I got so many positive takeaways and it changed my perception about HR. Every session is a new experience for me, it gave lots of novel ideas and practical side of sides of theories that we learned from our classroom. I got exposed to certain new terminologies. Through this programme. I got an opportunity to connect with so many eminent personalities. We 20 got exposed with certain laws and also get deep knowledge regarding the particular act that assigned to us. July 11th was the valedictory function (SWANGSONG), it was concluded with the presence of our mentors and our bridges.

“ I got an oppourtunity to leverage on thought leaders in understanding the applicability and nuances of the laws of the land”.

+

LAMPS 2020

Presented by:

Aleena Mathew (secretary, Lamps) Presented to:

Professor Aby Tellas, Coordinator of Lamps 2020

Lamps, the Loyola association for management professionals and students is a platform where students are exposed to a variety of experience through an engaged learning process.

The new representatives of the lamps 2020, Ms. Rizwana Shaik (president), Ms. Aleena Mathew (secretary) and Ms. Greeshma Johnson (treasurer) were elected on 16 th November 2020. Prof. Aby Tellas, coordinator of lamps and prof. Anitha S, former coordinator gave an introductory part about lamps activities.

As a part of our activity, lamps 2020 conducted a workshop on google search titled by smart search on google. The session handled by Ms. Agnes Riya Joseph, IV semester student MAHRM, Department of personnel management. And the session started by 2:30 pm on December 14th 2020. Ms. Akhila J delivered the welcome address. Our resource person made a significant contribution to the topic. It was enlightened our knowledge level. Everyone tried and practiced itself on google search. The session ended up at 3:30 pm by vote of thanks given by Mr.Ajay Shankar

The second session of lamps on the topic Excellence in excel were held on 15th December 2:00 pm. Sahla Quathoon from IV semester, MAHRM handled the session. Ms. Soumya M. V delivered

the welcome address. Sahla explained the topic very extensively and she had given a prepared excel sheet for practicing the excel works.

Ms. Fathima Ansar proposed the vote of thanks and the session ended up at 3:45 pm

The third session held on 20th December 2020 at 2:30 pm. Ms. Merin Jacob, former loyolite and assistant HR Manager at Vedanta Aluminum Limited took the session on how to excel in an interview. The session was very interactive one. Ms. Merin shared her experience of being subjected to the first interview. Ms. Rizwana Shaik delivered the welcome address and Ms. Rays proposed the vote of thanks. The session ended up at 4:30 pm.

Lamps discussed among students about their topic of interests and they suggested certain topics like current HR practices during pandemic, Role of HR at NGO'S, current states of Indian work force, and inclusiveness of workplace etc. We have planned our next brainstorming session on what are the ways to manage HR during pandemic.