

# LOYOLA COLLEGE OF SOCIAL SCIENCES

MA HRM Syllabus Revision Workshop held on 16<sup>th</sup> to 19<sup>th</sup> September 2017

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## REPORT OF THE MEETING

The workshop started with an inaugural session at 10.am. Dr.Prakash Pillai R (HoD-Dept. of Personnel Management) welcomed the gathering and shared the expectations from the exercise. Dr.Saji P. Jacob (principal in charge), Dr.Pushpam M. (chairman BoS-Social Work) and Fr.Joye James SJ (Manager) addressed the participants during the session.

The discussions started with a review of existing syllabus. The participants deliberated on the areas to be focussed while preparing the new syllabus. This was followed by a detailed discussion on the subjects to be covered in the new syllabus. A summary of major deliberations is given below.

### **Industrial Relations and Labour Law**

1. Industrial Relations and Labour Laws must be given equal emphasis in the syllabus. Manufacturing sector would gain importance in future hence Labour Law would become significant in future. Students must be given practical exposures to such legal procedures.
2. The number of students opting for careers in manufacturing sector is very less. Hence many senior positions in the manufacturing sector are left vacant.
3. The course could help students overcome their fear of handling legal issues and remove fear from law. Students need to understand that law is there to protect the employees as well as employers' interests and requirements.
4. Many top universities such as XLRI, TISS, Curtin have distinct domains for IR and Labour Law.
5. Topics to be included: Diversity of workforce, Inclusion of persons with disability, sexual harassment related laws, vendor management and contract language or jargons, third-party employment contracts (changing them every 3 years / finding an alternative procedure), Contract labourers, Labour legislations in IR, Strategic IR.

### **Statistics, Research and HR Analytics**

1. Students need to have practical exposure in handling and analysing data in SPSS as well as MS EXCEL. Knowledge of statistical procedures is extremely important hence Statistics as a subject must not be clubbed with HR Analytics and be given due importance and practical application exposure.
2. HR Analytics is in itself a prominent requirement for any HR professional hence it must be given separate status and significant practical exposure.

3. Topics that could be included – Social Media HR analytics, Artificial Intelligence, Data Analytics, Social entrepreneurship, Industrial Management models, Analytical tools, Model building exercises, in statistics include how to apply analytical tools.
4. An HR person is required to be a Data Scientist.
5. Research paper must give due importance to Qualitative Research Design (Ethnography, Grounded Theory) as it is being used significantly in business world rather than resorting to Quantitative Research Design alone.
6. Decision making, Cognition and Engagement of HR personnel.
7. Sectoral specialisation for HR analytics – Service design, Organisational design, Modern design
8. Access Corporate data base to study Financial Ratios, Financial Statement Analysis, Board decisions, Corporate Governance and live cases

### **Organisational Behaviour**

1. OB needs to be understood at an individual level, group level, virtual level and real level. The different dimensions of organisational interactions must be exposed to an HR student.
2. OB as a subject is very heavy right at the first semester and students might understand the nuances of the subject only a little later. It must be introduced only at a later semester.
3. Topics to be included: Re-shoring, Off-shoring, Analysing Human behaviour – Psychology, Different in human interactions depending on types of organisations – Start-ups, Conglomerates, Universities; Change in dynamics of OB, Intrapreneurs, Anthropology – multi cultural workforce, Social businesses – social hiring, social learning, Knowledge Management, Transition Management – managing scaling up or disruptions of organisations. Sociology of organisations, Change management, maintaining an entrepreneurial spirit of employees, Learning management – Readiness for further learning.

### **Business environment and Entrepreneurship**

1. Eco-system development – Mergers and Acquisitions, Business models, business model tool-kit
2. Business Model Canvas, Engage students through new and updated case-studies and assignments.
3. Guide students to publish articles through their assignments and case studies

### **Sustainable development & CSR**

1. Emerging Circular Economy, Indian values and ethos, Environmental management

### **Business Strategy and SHRM**

1. Mergers and Acquisitions, Cultural dimensions, Cross-cultural dimensions

## Fundamentals of Management & HR

1. Behavioural interventions in IT company - concepts

## Organisational Theory

1. Topics to be included: Idea of Franchise, Economic sociology, Organisational economics, Sociology of organisations, Good will of an organisation , Mergers and Acquisitions, Cultural intelligence, Digital Anthropology and Digital Sociology.

## Production / Operations Management

1. Topics to be included: Different types of organisations – Lean start-ups, Agile organisations, Cross-functional, Decentralised, Start-up consortiums, Freelance consortiums, Manufacturing – 3-D printing technology, Sustainability parameters in business, Global compliances – ISO certifications, Robotics, Design Thinking, Innovation consulting, Intrapreneurs, Social entrepreneurs, Entrepreneur development (need of the hour)

## General suggestions

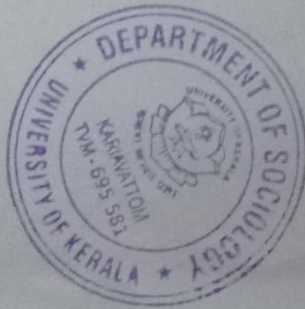
1. Dealing with Live-cases for practical exposure
2. Legal compliances required by the organisations
3. Human Capital Management paper must include talent management, training and development, induction, retention and related topics. Else change the title of the paper.
4. Additional Readings for students: National Sample Survey Research, Classic articles
5. Introduce HRM as a separate subject without combining with Fundamentals of Management.
6. Mentoring and coaching to be included
7. Organisation Theory and Design to be included in OB
8. Incorporate Plural vision and emerging industries and new topics instead of just the traditional subjects
9. HR Technology is another area to be included
10. , Employee Counselling can be separated from OD and change paper
11. Do not call Internship as Organisational Study
12. Engage students beyond text books
13. Articles can be included as a part of the syllabus instead of extended course practices.
14. Internship must provide learning, on-the-job experience and must be mutually beneficial – for the students as well as the organisation. Industry needs something in return in the form of good projects. Faculty must take the lead in engaging students with the industry and providing time-to-time guidance.
15. Topics for industry projects can be decided based on the requirements of the company. The Faculty can then sit with the students and discuss about the topic in detail to make it more productive.

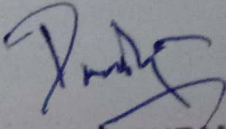
16. Suggestions for Industry projects:

- a. Group 1<sup>st</sup> year and 2<sup>nd</sup> year students as pairs for industry projects
- b. Concurrent field work

17. Give an understanding of other topics and subjects apart from HR for the students

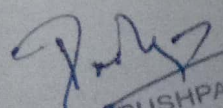
The workshop was concluded with a general feedback by the participants about the exercise. Almost all the participants shared that it was an enriching experience for them. The participants from the industry were happy to note their refreshing experience during the deliberations. The meeting came to an end with the vote of thanks by Mr. Aby Tellas.



  
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ASSISTANT PROFESSOR  
DEPARTMENT OF SOCIOLOGY  
UNIVERSITY OF KERALA, KARIYAVATTOM  
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## List of Participants

	Name of the Participant	
1	Prof. Pushpam, M., Asst. Professor, Dept. of Sociology, Kariavattom	Chairman, Board of Studies, Social Work
2	Dr. Bino Paul, Dean, School of Management and Labour Studies, TISS, Mumbai	External Expert-Academician
3	Dr. Johny Johnson, Associate Professor, School of Business Management, MG University, Kottayam	External Expert-Academician
4	Dr. Anil Kumar K, Head, Dept. HRM, Rajagiri College, Kochi	External Expert-Academician
5	Mr. Anil Kumar, Head HR, Apollo Tyres, Perambra	Employer
6	Mr. Jeljit Narayan, Manager HR, UST Global	External Expert-Industry
7	Mr. Anil Narayan, Labour Law Advocate	External Expert-Industry
8	Mr. Sanjeev P. Thomas, VP, English Indian Clays Limited, Trivandrum.	Employer
9	Ms. Preetha Rajiv, Manager-HR Corporate Research and Innovation, TCS	Alumni
10	Dr. Arun Surendran, Strategic Director, Trinity School of Technology, Trivandrum	External Expert-Academician
11	Ms. Aditi R., Head HR, RMESI, Trivandrum	External Expert-Industry
12	Mr. Gokul Alex, Infinity Labs, Trivandrum	External Expert-Industry
13	Dr. Prakash Pillai R, Loyola College, Trivandrum	Faculty Member
14	Dr. Anitha S., Loyola College, Trivandrum	Faculty Member
15	Dr. Angelo M. P., Loyola College, Trivandrum	Faculty Member
16	Mr. Aby Tellas, Loyola College, Trivandrum	Faculty Member
17	Ms. Christy Abraham, Loyola College, Trivandrum	Faculty Member
18	MS. Shyamily S., Loyola College, Trivandrum	Faculty Member

  
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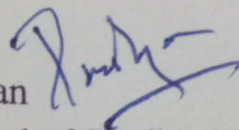
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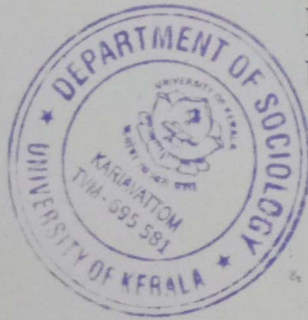
DUTY CERTIFICATE

This is to certify that Dr./Mr./Ms. Angelo Mathew P.....of  
Dept. of personnel Management, Loyola

College.....has attended the MAHRM syllabus revision workshop  
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Trivandrum  
19<sup>th</sup> September, 2017

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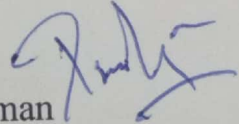
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This is to certify that Dr./Mr./Ms. Anitha S......of  
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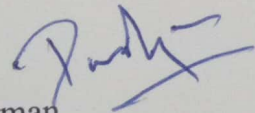
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