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(November 2013)



Bureaucracy Today
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Business World
(June 2013)



Business India
(November 2012)



Careers 360,
(Jan 2012)



Big Brands Research
(April 2011)



Workshop for Young HR Professionals

(22nd to 28th February, 2021)





**SAVITA
KALWANIYA**

PRESIDENT (OPERATIONS), TRIDENT

HR in 21ST Century

VENUE: MICROSOFT TEAMS

- Ms. Savita is a B-Tech in fashion and apparel engineering.
- She is also a Certified Professional Human Resource from HRCI (Human resource Certification institute) US.
- She has a work experience of more than 12 Years.
- She started as an Assistant Manager in Production and traversed through various roles like T&D, HR, L&D, CSR and currently she is the Unit Head of the Towel Manufacturing Unit.
- She worked through different roles in the same organization.
- She is a motivational speaker, trainer, philanthropist by passion.
- She loves supporting people.

Date: 28th February, 2021 | **Time:** 1.00 pm to 3.00 pm

KEY POINTS

1. Employees must keep on sharpening skills to enhance passive knowledge i.e., represented in personality.
2. Democracy in the organization build the confidence to improve the performance of an employees.
3. Understanding the perspective of each other (Subordinates and the Manager) and having empathy helps to strengthen the relationship.
4. One doesn't have to be talkative to be an HR executive. Introverts make great HR managers.
5. Maintaining good employee relations is about being sensitive to how you make others feel.
6. It is the role of HR managers to ensure that the work-climate is harmonious and collaborative.
7. If an employee is depressed and isolated, it is the duty of the HR manager to get the employee to come out of depression and be expressive.
8. All employees in service jobs experience burnout after 5-6 years. When employee reaches at a withdrawal stage, HR Manager needs to intervene and understand the situation.
9. Equal opportunity doesn't mean that minorities are to be hired when they are not fit for the job. It is always best to hire the best candidate instead of adjusting poor candidates on pretext of providing equal employment opportunity.
10. Manager should have a blend of both the aspects "Caring and Competent."
11. Sexual harassment does not always constitute physical abuse. It may also mean receiving an inappropriate message or getting late-night phone calls. It is the role of HR manager to ensure that women feel safe in the workplace.





HITESH KUMAR GULATI

ORGANISATION DEVELOPMENT
AND CHANGE MANAGEMENT CONSULTANT

HR in 21ST Century

VENUE: MICROSOFT TEAMS

Hitesh Kumar Gulati is a Change & Organisational Development Consultant with nineteen (19) years of diversified experience in Organisational Development Interventions, HR Transformation Projects, Process & Product Development, GAP Analysis, Research Projects, Mentorship, Trainings and Report Writing Consultation. He has been leading HR Transformational projects for Corporate Sector, Trainings and Report Writing Consultation for Government & Academia, at numerous locations in Northern India.

Hitesh has been adding values as a Core Committee Member of different boards to various organisations including GIET University, Odisha, IIT Ropar, STPI Mohali, TiE Chandigarh, SACC, Chandigarh Management Association, APSWDP, and Prasanchetas Foundation. He is also a Resource Person with Central Government bodies (NITTTTR, Chandigarh and MSME, India), State Government body (MGSIPA, Chandigarh) and Local Government (Municipal Corporation Chandigarh). He strongly advocates & promotes aligning people, processes, competencies & culture with organisation's vision, leading to business growth.

Date: 26th February, 2021 | **Time:** 11.00 am to 12.00 pm

KEY POINTS

1. Employee Engagement- employee engagement is a workplace method designed to improve an employee's feelings and emotional attachment to the company, their job duties, position within the company, their fellow employees, and the company culture.
2. Engaging employees is critical for retaining valuable talent and is an important part of employee satisfaction.
3. Strategies that HR professionals can deploy to engage employees are to communicate deliberately and regularly, invest in wellbeing of employee, take feedback – and act on it, empower the employees and recognize good work.
4. Process of Employee Engagement includes alignment with company's objectives, check its feasibility, prepare a budget and create a community
5. Informing, implementing and managing are essential steps for employee engagement.
6. After making employee engagement a priority, businesses start to observe higher productivity, better retention rates, and improvements in organizational success.
7. Employee engagement strategy means increasing the likelihood that employees will establish a positive emotional connection with the organization.





CHARAN KAMAL SINGH

HEAD (HR), UNIMARCK PHARMA

HR in 21ST Century

VENUE: MICROSOFT TEAMS

Mr. Charan Kamal Singh is a Mechanical Engineering graduate from University of Pune and MBA (HR) from UBS, Chandigarh. He has more than 5 years of experience at leadership roles across various sectors – Textile, Automobile and Pharma.

In the past, he has worked with Trident Group as Chief People Officer – Corporate HR for its Madhya Pradesh operations and with Fiem Industries Ltd. as Head HR & Administration for its Kundli Manufacturing Facility. Currently he is working as HR Head for Unimarck Pharma Group, Mohali. He is also associated with NIPM Punjab Chapter as an Executive Committee Member.

Date: 25th February, 2021 | **Time:** 5.00 pm to 6.00 pm

KEY POINTS

1. Classification of Labor Laws - Regulation of working conditions, workers' compensation, and labor relations laws.
2. Industrial relations & conflict prevention via
 - Worker's Compensation Act, 1923.
 - The Trade Unions Act, 1926.
 - Payment of Wages Act, 1936.
 - Industrial Employment (Standing Orders) Act, 1946.
 - Indian Industrial Disputes Act, 1947.
 - Minimum Wages Act, 1948.
 - Factories Act, 1948.
 - Maternity Benefits Act, 1961.
3. EPF is the main scheme under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Under EPF scheme, an employee has to pay a certain contribution towards the scheme and an equal contribution is paid by the employer.
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5. Employees' State Insurance Scheme of India is an integrated social security scheme tailored to provide social protection to workers and their dependents.
6. Gratuity is a lump sum amount that employers pay their employees as a sign of gratitude for the services provided.





**SANJIV
GUPTA**
SENIOR MANAGEMENT CONSULTANT

HR in 21ST Century

VENUE: MICROSOFT TEAMS

Sanjiv Gupta has been Chief GM –Manufacturing, SML ISUZU LTD. and Plant Head at M & M (Swaraj Division) prior to joining SML Isuzu Ltd. He is B.E. (Hons.) with an M.B.A. in HR. At many stages in his career, he has held the position of Head, HR.

He has attended a spectrum of courses on Leadership Training, Motivation, Team Building and Time management at the Mahindra Management Development Center, Nasik. He is associated with various universities and colleges as trainer for Faculty Development Programmes and innovation centers and is member of Board of Studies of various universities and Business Schools. He is on the panel of several universities as resource person, examiner and trainer and has presented his research work at various national and international forums.

KEY POINTS

1. Performance management system is essential for hold on organization.
2. It helps in alignment with the company goals.
3. Teamwork & coordination is essential in departments of organization for sustaining goals
4. Goals for employess should be SMART- Specific Measurable Attainable Relevant Time based.
5. Example of weight reduction to give insight into performance management system.
6. Measurement is the core of performance management system.
7. It includes cost reduction exercise,productivity improvement,schedule adherence and eliminating field problems .
8. A company with a properly executed performance management system can improve employee morale, increase productivity and retain its top workers.
9. HR managers establish clear performance expectations through which employees can easily understand what is expected of their job.





ABHISHEK GUPTA

SENIOR MANAGEMENT CONSULTANT
HR TRANSFORMATION & PROCESS

HR in 21ST Century

VENUE: MICROSOFT TEAMS

Abhishek Gupta is a known senior consultant for HR Strategy, Organisation Redesign, Change Management and a registered Project Management Professional. Academically an Electronics Engineer and MBA(HR) he is an alumnus of University Business School and has also been a Guest Faculty at UBS PU for Compensation Management.

Abhishek in his 18+ years of career so far has worked across industries like Banking, NBFC, Aviation, Manufacturing, IT/ITES. He has also worked for Citibank, Wipro, IBM, DELL, Ernst & Young in varied HR roles and projects on HR process transformation, eGovernance, cultural integration and Change Management. He has worked across geographies in the Middle East (onsite), Australia and in Philippines.

He has been a subject matter expert for process transformation projects both for public and private sector clientele.

He also delivers skill development workshop sessions and trains corporates on interviewing skills and management students on handling interview situations and group exercises.

He is also an active life member of All India Management Association, India Society for Training & Development, Indian Society for Applied Behavioral Sciences, AIMS International and SJOBA. Apart from Project Management and Green field HR setups, Abhishek loves to sketch, paint and draw caricatures, he also writes poetry and is a freelance writer and writes on varied themes. Gardening is also a unique hobby he has recently picked up and mastered well.

Date: 23rd February, 2021 | **Time:** 3.00 pm to 4.00 pm

KEY POINTS

1. Social Recruitment- unconventional ways of recruitment.
2. Key activities in Talent acquisition-Branding, Recruitment technique, TAT & plan, communication, selection panel.
3. One size doesn't fit all.
4. Recruitment has moved from tradition resume and in person interviews to linked in profiles and virtual interview.
5. Social recruitment strategy.
6. Strategic recruitment programme- balancing recruitment by having different sources. Subject matter experts help in talent management beyond front end recruitment.
7. Dine before you sign- create a situation and observe the reaction of candidates ,hence evaluate for better selection.
8. Video recorded interview- Increasing efficiency and effectiveness of interview.
9. Virtual Reality- the new interviewer leads to eliminating unconscious bias.
10. Mobile gaming for job- screening through linkedin followed by assessment mobile games.
11. Health benefits is main attraction among employees.
12. Remote working capability is being appreciated.
13. Competency Mapping -success triangle includes Skills, Attitude and Knowledge.
14. Broader range of selection methods to be used keeping iceberg model as base.
15. Threshold competency defines range of minimum to maximum expectation from job holder
16. Assesment centre is a process that uses situation test for analyzing job specific behavior.





GANAPATHI S SUBRAMANIAN

HEAD-HUMAN RESOURCES,
SUNDARAM HOME FINANCE LIMITED

HR in 21ST Century

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VENUE: MICROSOFT TEAMS
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An excellent Human being with a sound knowledge and experience in Human Resources in the areas of Talent Acquisition, Talent Engagement and Management, Talent Development, HR Analytics and general HR activities.

Ganapathi wears many hats. He is at ease being an HR professional, Motivational speaker and talent developer.

Ganapathi has worked for organizations like TVS, PepsiCo and Britannia. He has rich experience in setting up HR systems and has introduced innovative HR strategies in recruitment, training and employee engagement. He has been with TVS Group and currently Heads the HR Function for Sundaram Home Finance Limited. He was recognized by PepsiCo and Britannia for his HR Excellence and awarded by Madras Management Association for his contribution in the field of HR. He was honoured as 100 Most Talented HR Leaders by World HRD Congress during 2015 & 2016 at Mumbai.

Ganapathi is a graduate in Commerce and holds a post graduate degree in Personnel Management and Industrial Relations from St. Joseph's college and was accelerated with Outstanding Student award during his studies.

He is active in various professional associations like CII, MCCI, MMA and NHRD. Being a vivid speaker, he delivers lectures at various forums including various B-Schools. He has a keen interest in behavioural sciences, indulges in writing poems, short stories and readings management books during his free time.

Date: 22nd February, 2021 | **Time:** 2.30 pm to 3.30 pm

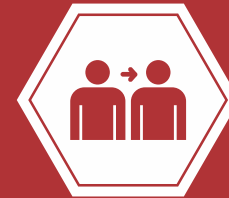
KEY POINTS

- Lessons from Covid 19- Structured HR system will help in utilization of resources in multi-tasking. War room strategy & reboot concept help different thinking process.
- Data orientation - Enhance the market by defining area of expertise.
- Learn, lean and mean is the need of the hour.
- Need to be creative and intelligent else artificial intelligence will take over.
- Passion and purpose will overrule pay.
- Consolidated management teams may over rule layered system.
- The “new normal” is a myth. future wont be normal at all.
- HR is the function that will help change business model as change agent & employee champion.
- Create irreplaceable employee experience as competitive advantage.
- Connect, collaborate and coexist.



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