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It gives me immense pleasure to invite you to the Placement process of the Human Resources Management and Labour Relations (HRM&LR) programme at the Tata Institute of Social Sciences. TISS is a leading institute of the country imparting quality education in the realm of social sciences and the development sector. The current batch of HRM&LR students come from diverse backgrounds and fields. The batch is an eclectic mix of both experienced professionals and fresh graduates hailing from streams such as engineering, arts, fashion technology, pharmacy and law. The HRM&LR programme places importance on both theoretical and hands on learning. Conceptual clarity is enhanced through participation in classroom discussions, assignments, case study analysis, presentations, etc. while practical inputs are provided through the rigorous field work system, subject related practical projects and the summer internships. The Foundation Courses help sensitize students to the social, political, economic and ecological environments of the society. All these, coupled with the focused attention that the students get owing to the small batch size, makes personal learning highly effective. The concurrent and block fieldwork programme is an integral part of the curriculum and provides an opportunity for students to reflect, apply and integrate acquired skills to work situations in fieldwork organizations. It thereby serves as an interface between theory and practice.

I am confident that our students will add immense value to the industry as they are conscientious and good professionals in the domains of human resource management and labour relations. I welcome you to the campus to interact with the 1st year students and contribute to their education by placing them in your organization for the 2014 summer.

Prof. S. Parasuraman
Director,
Tata Institute of Social Sciences
The Masters programme in Human Resources Management and Labour Relations [Erstwhile PMIR] prepares Human Service Professionals with a rich blend of social sensitivity and professional excellence that meets global standards. The design of programme facilitates an inbuilt concurrent field based learning vis-a-vis globally accredited class room learning.

The students are also provided opportunities to build synergy with multiple disciplines across the Schools. In an emerging complex business and social scenario with rising social unrest worldwide, the students of HRM & LR programme are encouraged to develop simple and honest solutions to the world of work. Students are also provided with global exposure through our collaborations with Muenster University and Erasmus Mundus.

We are glad to introduce you highly energetic and promising students of 46th batch of Human Resources Management and Labour Relations programme of TISS and invite you to participate Summer Placement Process of 2013.

We are confident that you will find our students worth meeting corporate standards and adding value to the Organizational life.

Prof. D.K. Srivastava
Dean, School of Management and Labour Studies
Tata Institute of Social Sciences
TISS is committed to substantially enhancing the availability and access to higher education, as well as the inclusiveness and social relevance of the same. Through increasing access to high quality in inter and trans-disciplinary programmes in social, health, habitat, management and physical sciences, these programmes will focus on the development and welfare of the people.

Over the years, the Institute has made consistent contributions to civil society, the industry and the development sector, through its education, research, field action and extension. Today, TISS has earned recognition as an institution of repute from different ministries of the Government of India; various State Governments; international agencies such as the United Nations; the non-government sector, both national and international and from organizations in the private sector.

**VISION**

The vision of Tata Institute of Social Sciences (TISS) is to be an institution of excellence in higher education that continually responds to changing social realities through the development and application of knowledge. It aims to create a people-centred, ecologically sustainable and just society that promotes and protects dignity, equality, social justice and human rights for all.

**AWARDS AND RECOGNITION**

- NAAC Rating of 3.88/4. Highest among all Universities in India.
- Celebrated 75 years of excellence, the Platinum Jubilee in 2011-12.
- Singh Obama Innovation Award.
- Recently inaugurated the National CSR Hub, responsible for the CSR activities of all PSUs across India.
- The Centre for Human Resources Management and Labour Relations received Bloomberg TV’s Best HR Curriculum Award (Industry Related) and Dewang Mehta Business School Awards for Best Academic Input in Human Resources.
Sir Dorabji Tata Memorial Library

• The Sir Dorabji Tata Memorial Library (SDTML) continues to be proactive in supporting the new academic developments at the Institute. Its resources and services are aimed at providing the highest level of research and teaching support to all the programmes of the Institute. The Library’s collection is reviewed every year in order for it to be relevant to the emerging and developing areas of research.
• Being a digital library system, it is recognised by the UGC as National Document Delivery Centre in the field of Social Sciences.
• It holds about 1,16,895 volumes, and subscribes to over 8,500 print and e-journals.
• The SDTML provides a host of information services to its users like current awareness bulletin, new additions, selective dissemination of information bulletin, online public access catalogue (OPAC), document delivery service, reference service, bibliographic service etc.
• It has established an institutional repository for providing access to electronic thesis and dissertations, faculty project reports, field action projects and publications.

Cyber Library

• The purpose of the Cyber library is to provide seamless access to over 4,500 online journals; data transformation and word processing packages; social, economic, health, demographic and environmental databases and internet resources. It has over ninety Pentium100 workstations with broadband internet access and is available for students on a full-time basis. With the installation of the wireless access points across the campus, the entire campus is now Wi-Fi enabled, including hostels and classrooms.

Convention Centre

• The campus has a fully air conditioned, state of art convention centre that boasts of excellent acoustics and has a visual set up and a seating capacity of 500 people. The centre serves as the venue for several national and international seminars, workshops and conferences.
# SMLS

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualifications</th>
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<tbody>
<tr>
<td>Dr. D.K. Srivastava</td>
<td>Professor and Dean</td>
<td>M.Com, D.Phil (Allahabad), FDPM (IIM-A)</td>
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# Centre for HRM & LR

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<thead>
<tr>
<th>Name</th>
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<tr>
<td>Dr. G.D. Bino Paul</td>
<td>Professor and Chairperson</td>
<td>M.A (Calicut), M.Phil, Ph.D (IIT-B)</td>
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<td>Dr. Sasmita Palo</td>
<td>Professor</td>
<td>M.A, L.L.B, Ph.D (Berhampur)</td>
</tr>
<tr>
<td>Dr. P. Premalatha</td>
<td>Associate Professor</td>
<td>M.A (Alagappa), Ph.D (TISS)</td>
</tr>
<tr>
<td>Ms. Sarala K. Rao</td>
<td>Assistant Professor (Sr. Scale)</td>
<td>MBA, Mphil (Andhra)</td>
</tr>
<tr>
<td>Dr. P. Vijayakumar</td>
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<td>Dr. Zubin Mulla</td>
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<td>B.E (Pune), PGDBM, Ph.D (XLRI, Jamshedpur)</td>
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<td>Dr. Gordhan Saini</td>
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<td>MBA (Udaipur), Ph.D (Banasthali)</td>
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<tr>
<td>Mr. Abhishek Kumar</td>
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# Centre for Labour Studies

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<tr>
<td>Dr. Sharit K Bhowmik</td>
<td>Professor and Chairperson</td>
<td>M.A (Mumbai), Ph.D (Delhi)</td>
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<tr>
<td>Dr. E. Toppo</td>
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<td>M.A, Ph.D (Pune)</td>
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<td>Dr. Varsha V Ayyar</td>
<td>Assistant Professor</td>
<td>M.A (Shivaji), Ph.D (Mumbai)</td>
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<tr>
<td>Dr. Srinath Jagannathan</td>
<td>Assistant Professor</td>
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# Centre for Public Policy and Governance

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<tr>
<th>Name</th>
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<tr>
<td>Dr. B. Venkatesh Kumar</td>
<td>Professor and Chairperson</td>
<td>M.A, Ph.D (Mumbai)</td>
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# Centre for Social Entrepreneurship

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<tr>
<th>Name</th>
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<tr>
<td>Dr. Satyajit Majumdar</td>
<td>Professor and Chairperson</td>
<td>MBA (IGNOU), Ph.D (Pilani)</td>
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<tr>
<td>Dr. Samapti Guha</td>
<td>Associate Professor</td>
<td>M.A, Ph.D (West Bengal), Fellow (LSE)</td>
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<tr>
<td>Dr. Nadia Marakkath</td>
<td>Assistant Professor</td>
<td>M.Com (Calicut), Ph. D (NIT, Calicut)</td>
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# Innovation and Research Facilities

# Incubation Centre for Social Entrepreneurship

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<tr>
<td>Dr. Rama Krishna Kunnitha</td>
<td>Programme Manager</td>
<td>M.A, Ph.D (Hyderabad)</td>
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# Labour Market Research Facility

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<td>Professor and Chairperson</td>
<td>M.A (Calicut), M.Phil, Ph.D (IIT-B)</td>
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The faculty and research scholars in the School actively contribute to both theory and practice through cutting edge research in the areas of informal sector, human resources management, social entrepreneurship, labour market and leadership. The School has initiated a number learning opportunities for students, research scholars and faculty members through weekly research seminars, human resources forum, entrepreneurship cell, national and international conferences, periodic workshops and special lectures by experts.

ADECCO - TISS LABOUR MARKET RESEARCH INITIATIVE

One of the key research initiatives is the Adecco-TISS Labour Market Research Initiative (ATLMRI). This is a research and policy advocacy programme, established in 2006, that aims to analyse and understand growth trajectories in the Indian economy and the character of the labour force. This initiative provides pivotal linkages between the government, industry, education training providers and prospective employees.

CENTRE FOR SOCIAL AND ORGANIZATIONAL LEADERSHIP

The institute is focused on providing consulting services, chiefly in the area of Organization Development and Change Management. Towards this end, the Center for Social and Organizational Leadership (CSOL) of TISS is a unique initiative which has set up a social entrepreneurship incubator in collaboration with IIT, Bombay. This center provides consulting services and has recently set up the Global Emotional Intelligence Forum in association with Texas A & M University and Hindustan Petroleum Corporation Limited (HPCL).
# Research Projects

<table>
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<tr>
<th>Title of the Project</th>
<th>Sponsor</th>
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<td><strong>Centre for Human Resources Management and Labour Relations</strong></td>
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<tr>
<td>CSR for Shipping Corporation of India</td>
<td>Shipping Corporation of India Ltd.</td>
<td>Nov. 2009</td>
<td>Ongoing</td>
<td>Prof. Bino Paul G.D.</td>
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<tr>
<td>Designing and Conducting Employee Satisfaction Survey for SCI</td>
<td>Shipping Corporation of India Ltd.</td>
<td>Dec. 2012</td>
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<td>Ms. K. Sarala Rao and Dr. P. Premalatha</td>
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<td>National Association of Street Vendors in India: An Evaluation *</td>
<td>FNV Mondiaal</td>
<td>Oct. 2012</td>
<td>Completed</td>
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<td>Home-Based Workers in Mumbai: A Study in Women Working Poor</td>
<td>Shastri Indo-Canadian Institute</td>
<td>Dec. 2012</td>
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<td>Prof. Sharit Bhowmik</td>
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<td>Food Security for the Working Poor</td>
<td>Shastri Indo-Canadian Institute</td>
<td>Feb. 2013</td>
<td>Ongoing</td>
<td>Prof. Sharit Bhowmik</td>
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<tr>
<td>Mapping of Home-Based Workers in Nasik and Solapur</td>
<td>Home Net South Asia</td>
<td>Nov. 2013</td>
<td>Completed</td>
<td>Prof. Sharit Bhowmik</td>
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<td><strong>Centre for Public Policy and Governance</strong></td>
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<td>Will They Return? The Willingness of Potential Faculty to Return to India and the Factors Affecting their Decision</td>
<td>Rutgers University</td>
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<td>State of Technical Education in India</td>
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<td>Apr. 2012</td>
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<td>Rashtriya Ucchatar Shiksha Abhiyan</td>
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<td>Sep. 2012</td>
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<td>Bihar Higher Education Reform: Policy Options</td>
<td>World Bank</td>
<td>Mar. 2013</td>
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<td>Innovation Through Design Thinking</td>
<td>Self</td>
<td>Jan. 2013</td>
<td>Ongoing</td>
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<td>Organisation Culture Study at Tata Consultancy Services Ltd. (BPO Unit): Phase 1</td>
<td>Tata Consultancy Services Limited</td>
<td>Mar. 2012</td>
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<td>Microfinance Model for Tribal Community in Jhabua</td>
<td>DBS Bank Ltd</td>
<td>Aug. 2012</td>
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<td>Dr. Samapti Guha and Dr. Nadiya Marakkath</td>
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<td>National Programme on Social Entrepreneurship</td>
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<td>Oct. 2012</td>
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<td>Women Micro-Entrepreneurs in Mumbai Slums</td>
<td>Self</td>
<td>Nov. 2012</td>
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<td>Women in Management: A Study of Women Representation at Management Levels In Mumbai</td>
<td>Indian Council of Social Science Research</td>
<td>Mar. 2013</td>
<td>Initiated</td>
<td>Dr. Samapti Guha</td>
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</table>
Centre for Human Resources Management and Labour Relations

Prof. Bino Paul G.D.
- Bino Paul G D, Venkatesha Murthy R, Puja Dave (2013), CSR at Shipping Corporation of India, Indian Journal of Corporate Governance, 6, 1, 64-75

Dr. Zubin Mulla
- Effects of Beliefs in Indian Philosophy: Paternalism and Citizenship Behaviors, Great Lakes Herald, 6 (2), 26–35, 2012. (coauthor)

Dr. Sasmita Palo
- From Indiscriminate Shooting by Corporate Hunters to Creation of Responsible ‘Boom-E-Rang’ Societies, Vikalpa, 37(2), 113–116, 2012. (co-author)

Ms. K. Sarala Rao

Dr. Gordhan Kumar Saini
- “What Do Best Employer Surveys Reveal About Employer Branding and Intention to Apply?” Journal of Brand Management (with Purvi Rai and Manoj Chaudhary), Forthcoming.

Centre for Labour Studies

Ms. Varsha Ayyar
Prof. Sharit Bhowmik

Mr. Srinath Jagannathan

Centre for Social Entrepreneurship

Ms. Nadiya Marakkath
• Dangers in Mismanaging the Factors Affecting the Operational Self-Sustainability (OSS) of Indian Microfinance Institutions (MFIS): An Exploration into Indian Microfinance Crisis, Asian Economic and Finance Review, 2 (3), 448–462, 2012. (co-author)

Prof. Satyajit Majumdar
National Corporate Social Responsibility Hub to Facilitate Inclusive Development

The National Corporate Social Responsibility (NCSR) Hub was formally set up by the Department of Public Enterprises (DPE), Government of India (GoI) under the DPE Guidelines on Corporate Social Responsibility (CSR) for the Central Public Sector Enterprises (CPSEs) in March 2011. The NCSR Hub is required to fulfil the responsibilities of nationwide compilation, documentation and creation of a database; advocacy; research; preparation of panels of implementation organisation/monitoring and evaluation agencies; promotional activities, including production of short films, printing of brochures, and pamphlets; act as a Think Tank; organise international and national level conferences, seminars, workshops, and any other matter as entrusted to it from time to time by the DPE.

The NCSR Hub is aimed at assisting the CPSEs in identifying and implementing CSR activities that will bring sustainable change in the country. The primary and mandatory requirement for the CPSEs is to register their CSR activities with the NCSR Hub, and thus far 41 CPSEs have registered as required by the DPE. The NCSR Hub has developed a Management Information Systems (MIS) for recording and monitoring CSR activities to help create a national repository of all the CSR activities of CPSEs as well as the list of empanelled organisations.

The Hub aims at advocating a perspective change in the outlook of CPSEs towards Corporate Social Responsibility, and towards the communities they are closely associated with. With the evolutionary nature of globalisation, it is becoming increasingly important to stabilise the inter-dependency between corporates and the communities while bringing the areas to an equal platform through sustainable models of development.
National Corporate Social Responsibility Hub, estd. 2011
TISS, Mumbai

Objectives:

• Nation-wide compilation, documentation and creation of database
• Advocacy of the concepts
• Research on the subject, including publishing of research papers/articles and concept papers on specific issues
• Preparation of panels of implementing organisations, monitoring and valuation agencies;
• Promotional activities, including production of short films, printing of brochures, pamphlets, promotional materials etc.
• Organising Conferences, Seminars, Workshops – both national and international;
• Act as a Think Tank
• Setting up a National Data Base
• Any other matter or activity pertaining to CSR and sustainability entrusted to it by the Department of Public Enterprises

Programmes:

• National CSR Hub Strategy Paper
• Methodology, tools and survey instruments for Baseline Surveys, Needs Assessment Studies, Impact Assessment Studies, Proposal Evaluation; and methodology for undertaking baseline surveys
• Indicators in social, health, education, demographic, economic and other areas derivable through baseline survey and monitoring progress. Against the baseline indicators, impact will be assessed.
• Capacity building modules customised as per training workshops and programmes required for sensitization and upgradation of skills of CSR personnel of lower, middle and top level management of CPSEs
• Framework for Empanelment of NGOs, institutions, universities and organisations to scrutinise them for good governance and partnering with CPSEs for implementation
• Framework to apply for programme support by the NGOs
• Framework for assessment of capacity and governance of the NGOs for funding
• Management Information System (MIS) for the primary task of the Hub of creation of a nation-wide database, as well as monitor programmes and projects supported, progress, input, output and outcomes for each CPSE as well as NGOs and TISS
• Constantly evolving website for transparent governance model and dissemination of information

Project Staff:

NCSR Team (in Alphabetical order): Ms. Dilnavaz Munshi, Ms. Harshada Patil, Ms. Shubha Srinivasan, Ms. Tara Srinivas; (Programme Managers) Mr. Abhinav Prakash, Mr. Avadh Bihari, Ms. Harshada Patil, Ms. Neha Yadav, Ms. Priyanka Korde, Ms. Priyanka Shrivastava, Mr. Rohan Sarma, Ms. Shreya Majumdar, Mr. Susanta Dutta; (Senior Research Associate) Rashmi Chordiya, (Research Associate) Ms. Sharvari Joshi; (Programme Officers) Mr. Amit Verma, Ms. Divya Jain, Mr. Ghanshyam Kushwaha, Ms. Neeti Singhal, Ms. Pragya Sachan, Ms. Rashi Desai, Mr. Santosh Kumar, Ms. Soumya Mishra, Mr. Vijay Jathore, Mr. Vishal Soni; (Administrative Assistant) Ms. Rajisha Ramanakutty and Ms. Vaishali Gajbiye
Faculty In-charge: Prof. B. Venkatesh Kumar.

West Bengal

- **Sponsor**: DBS Bank India.
- **Objectives**: To measure the social impact of skill training and employability among the underprivileged groups of people in West Bengal.
- **Programme**: Skill Development.
- **Project Staff**: Mr. Pradeep Singh.
- **Faculty In-charge**: Prof. Satyajit Majumdar.
The programme places importance on both theoretical and hands-on learning. Conceptual clarity is enhanced through participation in classroom discussions, assignments, case study analysis, presentations etc while practical inputs are provided through the rigorous field work system, subject related practical projects and the summer internships. The Foundation courses in Sociology, Development Studies and Economics help sensitize students to the social, political, economic and ecological environments of the society. All these, coupled with the focused attention that students get owing to the small size of the batch, makes personal learning highly effective.

FIELDWORK

The Fieldwork programme is an integral part of the HRM&LR curriculum and provides opportunities for students to reflect, apply and integrate acquired skills to work situations in field work organizations. It thereby serves as an interface between theory and practice.

The HRM&LR students are placed in four different organizations, representing different industry sectors, during the two year duration of their programme. The fieldwork programme comprises of the following

- Concurrent placement - In the first two semesters, students attend fieldwork in two different organizations, twice a week
- Corporate Block placement - In the third and fourth semesters, students undertake a month long block fieldwork placement in two different organizations
- NGO block placement - At the end of the fourth semester, the students work in an NGO for one month
KEY FACTS REGARDING FIELDWORK

• The programme is overseen by the Dean of the School of Management and Labour Relations and by the School Board. Currently, the school deals with more than 100 organizations with respect to field work of students. The curriculum and practice is regularly revised and timely inputs are solicited from industry experts.

• The students are expected to record their learnings and compare actual business practices with theory. Focus group discussions as well as individualized feedback sessions are conducted on a weekly basis with a faculty mentor.

In effect, at the end of two years, the fieldwork programme augmented with the summer internship, results in a diverse work profile and balanced learning.

Field Work Organizations:

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<td>L’Oreal</td>
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<td>Nestle India Ltd.</td>
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<tr>
<td>INX Media Ltd</td>
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<td>Radio Mirchi</td>
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<td>Viacom18</td>
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<th>MANUFACTURING/CONSTRUCTION/SHIPPING</th>
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<td>ABG Shipyard Ltd.</td>
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<td>ACC Limited</td>
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<td>Akzo Nobel Group</td>
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<tr>
<td>Bharat Petroleum Corporation Ltd.</td>
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<td>Bharat Shell Ltd.</td>
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<td>Crompton Greaves</td>
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<td>EsselPropack Ltd.</td>
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<tr>
<td>Godrej &amp; Boyce Mfg.</td>
</tr>
<tr>
<td>Ion Exchange</td>
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<tr>
<td>Larsen &amp; Toubro Ltd</td>
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<tr>
<td>Maersk Line</td>
</tr>
<tr>
<td>Mahindra &amp; Mahindra</td>
</tr>
<tr>
<td>MIRC Electronics (Onida)</td>
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<td>Mukand Ltd.</td>
</tr>
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<td>Privi Organics Ltd.</td>
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<tr>
<td>Abbot Pharma</td>
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<td>AstraZeneca</td>
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<td>Lupin</td>
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<td>Masina Hospital</td>
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<td>MSD Pharmaceuticals</td>
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<td>Sandoz Pharma</td>
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<td>Sanofi - aventis</td>
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<td>UCB Pharma</td>
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<tbody>
<tr>
<td>Aon Hewitt</td>
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<tr>
<td>DDI</td>
</tr>
<tr>
<td>KPMG</td>
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<tr>
<td>LBW</td>
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<td>Right Management</td>
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<th>MISCELLANEOUS / OTHERS</th>
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<tr>
<td>Aditya Birla Institute of Management and Learning</td>
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<tr>
<td>Maharashtra Rural Livelihood Mission</td>
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### M.A. in Human Resources Management and Labour Relations

#### Course Curriculum

**Distribution of Credit Hours**

<table>
<thead>
<tr>
<th>Semester</th>
<th>Credit</th>
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<tbody>
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<td>II</td>
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<td>III</td>
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<td>IV</td>
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<td><strong>Total</strong></td>
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#### Semester-Wise Listing of Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Semester I</th>
<th>Credit</th>
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<tbody>
<tr>
<td>FC</td>
<td>Foundation course</td>
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<tr>
<td>FC</td>
<td>Research Methodology</td>
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<td>FCHR5</td>
<td>Quantitative Research</td>
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<tr>
<td>FCHR6</td>
<td>Qualitative Research</td>
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<td>FCHR1</td>
<td>Management of Human Resources: Theory and Design</td>
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<td>HR1</td>
<td>Industrial Relations</td>
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<td>Compulsory</td>
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<tr>
<td>HR2</td>
<td>Labour Law</td>
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<td>Compulsory</td>
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<tr>
<td>FCHR2</td>
<td>Psychology and structure of Organisation</td>
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<tr>
<td>FCHR3</td>
<td>Sociology of Organisations</td>
<td>1</td>
<td>Compulsory</td>
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<tr>
<td>FCHR4</td>
<td>Organisational Economics</td>
<td>1</td>
<td>Compulsory</td>
</tr>
<tr>
<td>HRFW1</td>
<td>Field Work</td>
<td>6</td>
<td>Compulsory &amp; Non evaluative</td>
</tr>
<tr>
<td>PC1</td>
<td>Interaction with HR Heads</td>
<td>Compulsory &amp; Non evaluative</td>
<td></td>
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<tr>
<td>PC2</td>
<td>Round Table Discussion on Filed Work followed by Industrial Visits</td>
<td>Compulsory &amp; Non evaluative</td>
<td></td>
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<tr>
<td>PC3</td>
<td>Understanding Self and Facilitating Relationship</td>
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<tr>
<td><strong>Credits</strong></td>
<td><strong>26</strong></td>
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<table>
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<tr>
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<th>Semester II</th>
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<tr>
<td>HR3</td>
<td>Accounting and Costing</td>
<td>1</td>
<td>Compulsory</td>
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<tr>
<td>HR4</td>
<td>Labour Economics</td>
<td>2</td>
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<tr>
<td>HR5</td>
<td>Organisation Behaviour: Individual in the Organisation</td>
<td>2</td>
<td>Compulsory</td>
</tr>
<tr>
<td>HR6</td>
<td>Performance Management</td>
<td>2</td>
<td>Compulsory</td>
</tr>
<tr>
<td>HR7</td>
<td>Learning and Development</td>
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</tr>
<tr>
<td>HR8</td>
<td>Compensation</td>
<td>2</td>
<td>Compulsory</td>
</tr>
<tr>
<td>HR9</td>
<td>Labour welfare &amp; Decent Work</td>
<td>2</td>
<td>Compulsory</td>
</tr>
<tr>
<td>HR10</td>
<td>Operations Management</td>
<td>1</td>
<td>Compulsory</td>
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<tr>
<td>HR11</td>
<td>Marketing and Sales Management</td>
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<td>Management Information Systems</td>
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<td>HRDS1</td>
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<td>PC4</td>
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**Credits**: 23

### SEMESTER III

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<th>Code</th>
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<tr>
<td>HR13</td>
<td>Organisation Behaviour: Group in the Organisation</td>
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<tr>
<td>HR14</td>
<td>Organisation Development and Change Management</td>
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<tr>
<td>HR15</td>
<td>Labour Law &amp; Public Policy</td>
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<tr>
<td>HR16</td>
<td>Trade Unions</td>
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<tr>
<td>HR17</td>
<td>Strategic Management</td>
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<tr>
<td>HRO2</td>
<td>Negotiation Management</td>
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<tr>
<td>HRO3</td>
<td>Human Resource Management in International Settings</td>
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</tr>
<tr>
<td>HRO4</td>
<td>Advanced Learning and Development</td>
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<td>HRO5</td>
<td>Advanced Compensation and Benefits</td>
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<td>HRO6</td>
<td>Business Strategy and the Environment</td>
<td>1</td>
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<tr>
<td>HRO7</td>
<td>Human Resource Management &amp; Industrial Relations in Service Organisation</td>
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<tr>
<td>HRO8</td>
<td>Industrial Jurisprudence</td>
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<td>Comparative Industrial Relations</td>
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<td>HRO11</td>
<td>Employer Branding</td>
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<td>PC5</td>
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**Credits (Compulsory + any 5 Optional subjects)**: 20

### SEMESTER IV

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<th>Code</th>
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<tr>
<td>HR18</td>
<td>Corporate Governance &amp; Business Ethics</td>
<td>2</td>
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<tr>
<td>HR19</td>
<td>Strategic Human Resource Management</td>
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<td>HRO13</td>
<td>Gender and Diversity Management</td>
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<td>HRO14</td>
<td>Psychometrics</td>
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<td>HRO15</td>
<td>Social Network Analysis</td>
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<td>HRO16</td>
<td>Micro Econometrics</td>
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<td>HRO17</td>
<td>Talent Management</td>
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<tr>
<td>HRO18</td>
<td>Designing Organisation for Innovations</td>
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<td>Optional</td>
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<td>HRO19</td>
<td>Labour Administration</td>
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<td>HRO21</td>
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<tr>
<td>HRFW4</td>
<td>Field Work</td>
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**Credits (Compulsory + any 5 optional subjects)**: 18
Over the years, many of our distinguished alumni have soared the heights of success and have been a source of inspiration and support for the students.

<table>
<thead>
<tr>
<th>Adil Malia, Group President, HR, Essar Group</th>
<th>Pranesh Anthapur, Vice President Human Resources at Walmart Global eCommerce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aparna Sharma, Country Head-Human Resources</td>
<td>Prasenjit Bhattacharya, CEO, Great Place to Work Institute, India</td>
</tr>
<tr>
<td>Lafarge</td>
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</tr>
<tr>
<td>Allen Sequeira, SVP Corporate Human Resources</td>
<td>Ranjay Radhakrishnan, Vice President Talent</td>
</tr>
<tr>
<td>Management Development, Mahindra &amp; Mahindra Ltd.</td>
<td>Unilever</td>
</tr>
<tr>
<td>Alok Mehta, Director &amp; Chief People Officer at India Value Fund</td>
<td>Rohini Seth, Director HR - India Foods at Frito Lay India</td>
</tr>
<tr>
<td>Aashu Calapa, Chief Human Resources Officer at Pilani Soft Labs</td>
<td>Santrupt Misra, Director HR, Aditya Birla Group</td>
</tr>
<tr>
<td>Atul Sharma, Director HR, Monsanto</td>
<td>Shahrukh Marfatia, VP HR, Global Commercial at Shell Eastern Petroleum Co</td>
</tr>
<tr>
<td>Debashish Roy, HR Director Greater Asia Div, Colgate Palmolive</td>
<td>Shrihari Udupa, Chief People Officer, PwC India Pvt. Ltd.</td>
</tr>
<tr>
<td>Inder Walia, Group Director HR, Bharti Enterprises Ltd.</td>
<td>Suchismita Burman, Associate Director - HR, Cognizant Technology Solutions</td>
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<tr>
<td>Makarand Khatakvar, Managing Director &amp; Head HR, Deutsche Bank</td>
<td>Sumitabh Bhatnagar, VP - HR DLF Home Developers Ltd.</td>
</tr>
<tr>
<td>Mandeep Maitra, Head Asia, Lynda Gratton- Future of Work and Hot Spots Movement</td>
<td>Suvamoy Roy Choudhury, South East Asia Director HR, Reckitt Benckiser</td>
</tr>
<tr>
<td>Mohet Nagrath, Leadership Strategist Leadership Architecture Worldwide, LLC.</td>
<td>Swadesh Behera, Director HR, Boston Scientific</td>
</tr>
<tr>
<td>Nalin Garg, President HR, Wockhardt</td>
<td>Uday Mohan, HR Lead Asia Pacific Zoetis Singapore Pte. Ltd</td>
</tr>
<tr>
<td>Neelima Rao, Senior Director - Global Human Resources at Novartis</td>
<td>Vikramaditya Bajpai, Head HR, Global Emerging Markets, Novartis AG</td>
</tr>
<tr>
<td>Pramod Sadarjoshi, Consultant &amp; Executive Coach - People Business Leadership</td>
<td></td>
</tr>
</tbody>
</table>
Manthan-2013 was a lot more than mere churning as the average lexicon would have us believe. It was the endless escapade into the abyss of contemplation, the unrelenting excavation of facts, the enriching analysis aimed at solution and the negotiation of ambiguities seeking conclusion. Manthan meant all of this, and beyond. Hosted within the academic frontiers of TISS Mumbai, Manthan, for several years now, has served to open newer frontiers of business thought, acumen and purpose. From sensing the direct pulse of the contemporary thought in the HR domain to showcasing some of the best minds in pursuit of coveted glories, Manthan in the 2013 avatar promised much more. An annual celebration of knowledge and curiosity where Udghosh tested the mettle, Srijan and Daksya mapped the managerial acumen while Jigyasa offered a reality check of your quizzing prowess.... in its endeavour to Inspire, Transform and Reflect! Tattvabodha, the annual business conference of TISS, Mumbai, aims at addressing the pressing concerns and emerging trends in the area of Human Resources by bringing together politicians, industry stalwarts and academia at a common platform. The theme for this year is- “Is HR losing its human touch?” Daksya was a TISS’ flagship IR event aimed at testing the participants’ intellectual rigor and technical proficiency. This event threw open a challenge for future corporate leaders aiming for all round excellence. Udghosh, the ‘Clarion Call’, summoned students to a gruelling and challenging fight to prove their mettle across disciplines. Srijan was an HR exercise aimed to give a taste of these challenges to the aspiring HR managers of tomorrow. At the end of this gruelling exercise the victors would take home not only the much coveted prize money, but also the satisfaction of being the best in the field. Jigyasa aimed to liberate knowledge from its shackles of gender, generation and geography.

This year, Manthan was not only about achievements and joyous spirit but it was about ‘Inspire Reflect Transform’. It was not only about letting our spirit soar high but also reconnecting our soul with our heart. It was about putting a smile on the face and happiness in the heart and striving on the basics – in short it’s about being human.

Tattvabodha is a platform for business leaders, industry practitioners and academicians to discuss current issues of business and socio-economic significance.

Over the years the event has seen participation from industry leaders such as:

- Adil Malia, Essar
- Ashish Sen
- Anu Aga, Thermax
- Jogi Gill, Microsoft
- Arun Maira, Boston Consulting Group
- Azim Premji, Wipro Technologies
- Gurucharan Das, formerly with Proctor & Gamble
- Kishore Biyani, Future Group
- Rajeev Dubey, Mahindra & Mahindra
- RSS Mani, ITM
- Satish Pradhan, Tata Sons
- Vikas Gupta, Deloitte
COMMITTEES

Alumni Committee:
The Alumni Committee for HRM&LR has been incorporated in 2011 as an independent body to strengthen and sustain relations between HRM&LR alumni and the institute and acts as a key interface in this endeavour. With this aim in mind, the committee would coordinate with the institute and the alumni to organize various events and activities, which would help in building and enhancing this relationship. Some of the responsibilities of the committee include conducting annual alumni meets across the cities of Hyderabad (ALTIHA), Delhi (ALTIDA), Bangalore (ALTIBA) and Mumbai (Dharohar), sending periodic newsletters and updates and facilitating alumni contribution back to the institute in the form of guest lectures, interactions mentoring, and field work placements.

Core Committee:
The Core Committee for HRM & LR was formed in 2007 and is a body responsible for organizing, planning, developing, and conducting various events under the realm of Human Resource as a function. Every year, the School of Management and Labour Studies, join hands to conduct annual event called Manthan. The HRM & LR Forum provides a platform for interaction with industry practitioners, through guest lectures, seminars and workshops.

The committee is responsible for bridging the gap between institutions, and corporates by engaging them in various competitions, discussion forums, challenges and much more. Teams from elite campuses across the nation, from around 60 B-schools pit against each other and are tested on a multitude of managerial and interpersonal skills across the disciplines of human resource management, finance, sales & marketing and operations. The committee aims at giving responsibility to individuals of HRM & LR to work in a synchronized manner and join hands to put up events like Daksha – a flagship IR event, Udghosh – a case study Challenge, Jigyasa – a business quiz, Srijan- an HR Challenge and, Tattvabodha – the annual business conference of TISS, Mumbai that aims at addressing the pressing concerns and emerging trends in the area of Human Resources. Apart from these facilitating various events like Global Innovation Forums and EQ Summits organized by the faculty also comes under the function of the Core Committee. Srijan, the ultimate HR Challenge was organised during Resonance, wherein 105 teams from the best business schools of the country participated in the event.

The committee further has plans to transform the HRM & LR forum as an intellectual space facilitating knowledge sharing by organizing Outside In events; development of individuals by various Skill Development initiatives; striving towards excellence by exploring upcoming agendas through Intellectual discussions and debates; reaping the competitive spirit by arranging various HR Challenges and thus foster growth by creating a learning culture.

The activities are not only about enhancing the skills but they are about letting our spirit soar high by reconnecting the knowledge and theories to the impact that the field has on business today.

Placement Committee:
Placements at TISS are handled by the Placement Committee which consists of student representatives in conjunction with the Chairperson of the Centre of HRM&LR and faculty co-ordinators. The committee engages with prospective recruiters, arranges pre-placement talks and coordinates the placement process on campus.

The key activities coordinated by the Placement committee include:
- The Summer Internship Program
- The Lateral placement Program
- The Final placement Program
The placement process consists of the following stages:

- **Pre-Placement talk** – The companies are invited for a Pre-Placement Talk for the batch. This aids the students in making an informed choice regarding the organization.
- **Student resumes and shortlisting** – The companies are provided with the option of circulating their customized application forms amongst candidates, or accepting resumes from interested candidates.
- **Slotting Process** – The batch ranks the companies based on their order of preference. The companies are then informed about their respective slot for placements.
- **Recruitment process** – The companies intimate the Placement office about the following details in advance:
  - Process of selection (Preliminary Test, GD, Interview, Case etc.)
  - Number of rounds of the GD and group size
  - Number of rounds of Interview
  - Approximate duration of the GD’s and interviews

Note: The Placement Committee, in consultation with the student body and the faculty, arrives at the norms of the placement process. The committee reserves the right to modify any such norms, where such norms are in the overall interest of the candidates participating in the process. In the event of any conflict in the interpretation and implementation of the norms, the decision of the Placement Committee shall be binding on the students and the companies.
Abbott
ABG Shipyard
ACC Cements
Accenture
Aditya Birla Group
Adobe
Airtel
Asian Paints
Astra Zeneca
Bennett Coleman & Co.
Bharti Axa
Bharti Group
Boston Scientific
BPCL
Britannia
Cadbury
Cairn Energy
Capgemini
Citibank
Coca Cola
Colgate Palmolive
Crompton Greaves
Cummins
DBS
DDI
Dell
Deloitte Consulting
Deutsche Bank
Dr. Reddy’s Laboratories
DVC
Edelweiss Financial Services
Ernst and Young
Essar Group
Fidelity
FirstSource
GAIL
GE
Godrej
Godrej and Boyce
Hay Group
HDFC Bank
Heinz
Hero Honda
Hewitt
Hinduja Group
Hindustan Coca Cola Beverages
Hindustan Unilever
HPCL
HSBC
ICICI Bank
IndianOil Corporation Ltd.
Infosys Technologies
ITC
Jindal Steel & Power Ltd.
John Deere
Johnson & Johnson
KPMG
L’Oreal
Larsen and Toubro
Mahindra and Mahindra
Maruti
Medtronic
Microsoft
Motorola
Murugappa Group
National Housing Board
Nestle
Nivea
Nokia
Nomura
Novartis
Pricewaterhouse Coopers
Procter and Gamble
Rabo Bank
Reliance
RPG Group
Saint Gobain
SAP
SHRM
Standard Chartered
Sudarshan Chemicals
Tata Motors
Tata Sons
Tata Steel
TCS
Texas Instruments
Trident
Wipro
**Placement Summary**

### Summer Placements 2012 - Overview
- **Batch Size:** 59
- **Number of companies that recruited:** 38
- **International Stipend:** INR 5.5 Lakhs p m
- **Highest Domestic Stipend:** INR 75,000 p m
- **Average Domestic Stipend:** INR 45,000 p m

### Final Placements 2013 - Overview
- **Batch Size:** 56
- **Number of companies that recruited:** 34
- **Average Domestic Salary:** INR 14.17 Lakhs Per Annum
- **Highest Domestic Salary Offered:** INR 21.7 Lakhs Per Annum
- **Lowest Domestic Salary Offered:** INR 8 Lakhs Per Annum
- **International Salary Offered:** INR 60 Lakhs Per Annum (Approx.)

### Batch - Sector Split

#### Summer Placements 2012
- BFSI: 10%
- Conglomerate: 14%
- Consulting: 10%
- FMCG: 22.5%
- IT: 12%
- Manufacturing: 22.5%
- Pharmaceutical: 4%
- Telecom: 5%

#### Final Placements 2013
- Manufacturing: 15%
- FMCG: 13%
- BFSI: 9%
- Consulting: 11%
- Pharma: 5%
- Conglomerate: 20%
- Other: 7%
- IT/ITES: 20%
## Work Experience in Months

<table>
<thead>
<tr>
<th>Work Experience (in months)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-11 Months</td>
<td>43%</td>
</tr>
<tr>
<td>12-23 Months</td>
<td>16%</td>
</tr>
<tr>
<td>24-35 Months</td>
<td>18%</td>
</tr>
<tr>
<td>35+ months</td>
<td>23%</td>
</tr>
</tbody>
</table>

## Educational Background

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>61%</td>
</tr>
<tr>
<td>Arts</td>
<td>13%</td>
</tr>
<tr>
<td>Commerce / Management</td>
<td>13%</td>
</tr>
<tr>
<td>Science</td>
<td>8%</td>
</tr>
<tr>
<td>Misc (Pharmacy, Fashion Technology, Law, etc.)</td>
<td>5%</td>
</tr>
</tbody>
</table>
ABHINAV JOSHI

Administrative Officer (IT) - Oriental Insurance Company Ltd. (45 months)

• Involved in designing and analyzing of the company portal, implementing latest technologies, Social Media Integration and monitoring vendor PWC and CMS (Alfresco)
• Monitored organization’s Core Software (INLAS) and administered its operation in 1300 offices spread across the country
• Implemented SEO techniques to make the company portal more search engine friendly
• Organized training and learning modules for all the business partners and presented seminars on ‘The Role of IT in Government Organizations’

• Placed in Perot System (DELL) in the sixth semester of engineering, 2008
• Member, Core Team, Cultural Committee, G.B.P.E.C. Pauri, 2006-08

AKHIL MOHAN SHARMA

System Engineer - Infosys Technologies Ltd. (22 months)

• Awarded ‘Star Award’ for the contribution in the project-GAP-BI-Reporting, Infosys
• Certified Micro strategy Report Developer, by Micro strategy Inc.
• Awarded Merit Scholarship for securing third rank in Electronics and Communication Engineering, MAIT, 2009-10
• Published a paper in the International Conference on Information Technology and Electronics, Hyderabad as Co-Author, titled, ‘Coded Cooperation Diversity based on Opportunistic Relaying and implemented using the Genetic Algorithm’ ISBN #: 978/81/921178/1/2, 2011

• Actively involved with Infosys Technologies –SPARK (Infosys-Aspirations) initiative, 2011-12
• Won the first prize in the technical paper presentation event, MAIT ‘TECHSGUGE’ 2011
ALEX ASHISH KUJUR

Associate Team Member – Aon Hewitt (12 months)

- Part of Human Resource Business Process Outsourcing and Benefit’s Administration of Aon Hewitt
- Served Aon Hewitt’s Fortune 500 clients with the most effective tools/technologies like Lotusnotes, Plansmart, VAT to deliver better ongoing results
- Supported onshore client team, BOA’s and other team members by providing qualitative and quantitative analysis of data
- Avoided TAT misses and ensured timely and accurate service delivery
- Worked on Verizon project in Dependent Verification Services
- Won various football competitions, St. Columba’s School, 2003-07

AMIT DAMAHE

Senior Executive, Corporate Social Responsibility-Wipro Ltd. (37 Months)

- Head coordinator, ‘Earthian’-Wipro’s global sustainability program for schools and colleges
- Coordinator for reporting disclosures like Global reporting initiative and Dow Jones Sustainability Index
- Core Team Member and Head-Event Manager of Aarohi, NIT Nagpur’s National Level Annual Cultural Festival, 2009
- Interned with Construction management at Larsen & Toubro – Mumbai International Airport Project, Mumbai, 2008
- Research intern at Indian Space Research Organisation (ISRO), 2007
AMIT SHEKHAR NAYAK

Assistant Manager - National Thermal Power Corporation (NTPC) Ltd. (20 months)

- Initiated a teaching programme for tribal children living around NTPC Singrauli, 2013
- Responsible for operation of 200 MW thermal unit, safe shutdown and start up, routine maintenance, man power management and compliance of safety norms, 2012
- Nominated for GM award for FTA project and Emergency Handling, 2012
- Worked as an intern for LaBL campaign of TERI and achieved 20% increase in lighting period of SLCS, 2011
- As an Event coordinator for ‘Robohiker’, Gravitas, made a manual all terrain robot which was featured on MTV U, 2010
- Received merit scholarships at college for academic performance, 2008-10

ANURAG SIDDHARTH

Assistant Manager - NTPC Ltd. (46 months)

- Ensured smooth and safe running of (5*200MW) units while working as a unit desk engineer in the operation department at NTPC Ltd., Singrauli
- Involved in the boiler light up and its safe shut down, turbine rolling and unit synchronization of units as per procedure
- Planned and implemented preventive maintenance schedules for machinery to increase equipments’ reliability
- Published an IEEE paper on ‘Harmonic Analysis Using Continuous Wavelet Transformation’, 2009
- An active member of college music and sports committees, 2006-09
- Represented Varanasi in the regional tennis ball cricket tournament, 2000
ARPANA JHA

Manager(Scale II)– Indian Bank, Chennai (39 Months)

- One of the founding members of Business Development and New Financial Products department
- One of the founding member of Retail Banking Segment, Pune
- Awarded double increments by Indian Bank for acquiring CAIIB degree, 2007-08
- Letter of Appreciation and encouraging remarks ‘for good work’ while on deputation, by Assistant General Manager, Indian Bank, Chennai

- Won the first prize among all the newly inducted directly recruited officers in ‘Program for Specialist Officers’ induction program by Indian Bank Management Academy, Chennai, 2006
- Awarded ‘Jyoti Prize’, the highest award for academic excellence instituted by JyotiNivas College, Bangalore, 2005

ARUN VIGNESWARAN M

Senior Software Engineer – iGATE (16 months)

- Involved in the development and maintenance of Report Server Application for ING Vysya bank
- Spearheaded the interface standardization of the data flow process from core banking system to report server, 2012
- Achieved successful and fast delivery of a critical application for segregation of bank customers into primary and non-primary and received appreciation mails for the same

- Shortlisted for ‘Best Final Year Project’ (Image Stenography Using Enhanced Algorithm) in ECE, 2011
- Secretary, Core Organising committee, FIESTA, Mepco Schlenk Engineering College, 2010
- Won awards at various inter/intra college fests for literary competitions like debates, quiz etc., 2010
ASHISH KUMAR MAHARAJ

Software Engineer - Sopra Group (23 months)

- Designed, developed and maintained independent software modules while working in the Sopra Group, 2011-13
- Member, ‘Tarang Team’, which was responsible for organizing events and extracurricular activities for the employees
- First position, Indian Intellectual Meet, in the inter college cultural festival ‘Zest’, 2011
- Finalist, National level ‘C’ Olympiad, 2010

ASHUTOSH SINGH

Assistant Manager - Xecute HR Solutions Pvt. Ltd. (9 months)

- Managed end to end recruitment for a top Engineering-Manufacturing client as key account manager and delivered hiring solutions across India
- Managed multiple accounts for RPO hiring solutions

Team Developer - Bank of America (BACI) (73 months)

- Managed recruitment for Investment Banking and Wealth Management, Financial Accounting, Trade Finance and other niche skills
- Channel Manager for Internal Jobs, Referral and Vendors for Gurgaon location
- Managed MIS, Reports and Business Communications
- Received awards for contribution in Change Management, Referral, Internal Jobs, Redeployment, Migration and Niche hiring
ATMA RAM GODARA

Engineer - Bharat Heavy Electrical Ltd. (BHEL) (46 months)

- Led a team of twenty executives to optimize factory wide Asset Management and Monitoring System at Bhopal plant of BHEL
- Coordinated the implementation of pan India ERP system-One BHEL and E-procurement system for BHEL, 2012
- Member, Employee Grievance Committee, BHEL
- Member of the team which won the gold medal in National E-governance Awards, 2013
- Training & Placement Representative and Cultural Secretary, PEC Chandigarh, 2009
- Founding member, ‘Ehsaas’, an NGO working towards child education, 2009

DEEPAHRI GALGALI

Systems Engineer - Infosys Ltd. (24 months)

- Was part of the team responsible for platform migration for User Interface of Finacle11.x
- Was involved in debugging of Finacle versions 10.3 and 10.4 for clients like CFS and Bank of Colombia
- First position, Street Theatre Competition, Infosys Mysore, 2011
- Was adjudged as the second best student of the Zensar Campus Xtend Programme held by Zensar Technologies Ltd., 2008-09
- Third position, Adobe flex boot camp, MIT Pune, 2009
DEVIKA SHANBHAG

Assistant Systems Engineer - Tata Consultancy Services Ltd. (22 months)

- Received Green Belt Certification in Lean Six Sigma
- Received three ‘On The Spot’ awards for continual excellence in service delivery in TCS and Customer appreciation certificate for excellent project performance
- Led the Value Delivery team of TCS GE GDC for a project account that involved compiling the CIO Newsletter
- Elevated to the role of ‘Project Leader’ within a span of twelve months of joining TCS

- Member, Publicity Team, ‘Parichay’, the annual cultural festival of D. J. Sanghvi College of Engineering, 2008
- Third position, Inter-school Creative Writing competition, Borivli Education Society, Mumbai, 2003

ESHA ROHILA

Analyst - KPMG (4 months)

- Responsible for investigating mis-selling of financial products of a major British financial institution
- Assessed non-compliance of sale transactions and cost analysis of mis-sold financial products
- Received ‘Times NIE Student of the Year’ award, 2011
- First position, Standard XII, Pragati Public School, New Delhi, 2009
- School Vice Head Girl for two consecutive years, 2008-09
HARSH SONI

Software Engineer - Atos India Pvt. Ltd. (35 months)

- Handled functioning of complex processes and their implementations in line with the guidelines
- Involved in taking ownership of technical incidents, setting up and leading conference calls, implementing adequate measures to maximize customer satisfaction level and minimize the occurrence of technical incidents
- Arranged blood donation drives and worked with an NGO ‘Akanksha Foundation’, 2012-13
- Member, Placement Committee, MIT Pune, 2010
- Magazine coordinator for inter college event ‘PINNACLE’ organised by MIT college of engineering, 2009

JEGAN J

Associate Consultant - Wipro Technologies Ltd. (49 months)

- Worked as an Onsite Lead and handled a team of seven in Procurement and Finance Module
- Appreciated for management and leadership skills for handling several situations of critical client requirements onsite
- Awarded ‘Feather in my Cap’ by Wipro for outstanding contribution to the project ‘Oracle Procure to Pay Production Support’
- Class Representative, HRM & LR, TISS, 2013
- Coordinator, ‘Kuruksastra’, national level cultural festival, SASTRA University, 2008
- Received Rashtrapati Award from the President of India for service rendered through The Bharat Scouts and Guides, 2004
JYOSTHNA ARUN GAIKWAD

Senior Research Fellow - National Institute of Immuno-Haematology (NIIH), Mumbai (10 months)

- Worked as Technical Trainer for a project on technical training for blood bank technicians and medical officers in selected North East States of India
- Performed administrative roles in logistics, planning and conducting workshops in Mumbai and Nagaland Civil Hospital during on-site visit

Assistant Research Associate - USV Ltd. (23 months)

- Developed assay methods for Quality Control activities of biopharmaceutical products
- Successfully delivered projects on QC method development as a part of clinical study of a biological product of company
- Editing Team Coordinator for online scientific journal ‘Spectrum’, published by SPTM, 2009-10
- Student Coordinator, placement committee, SPTM, 2008-10

KUSHAL BHAT

Team Leader - Cognizant Technology Solutions (32 months)

- Led a development team generating BI reports for leading pharmaceutical companies
- Won the first prize for outstanding overall performance and was presented Certificate of Appreciation by Cognizant HR, 2010
- Captain, winning team, annual Intra Cricket event ‘CRI-CAT’, 2010 Cognizant

Junior Executive Engineer - Numark Pharmaceuticals Inc. (3 months)

- Worked as a Network Engineer and certified IBM Cognos BI professional
- Member, Junior Placement Committee, HRM & LR, TISS, 2013
- Chief Editor, ‘COMPSA 360’, monthly newsletter, GECA, 2007-08
- Successfully organized ‘Conquer Campus HR’ event as a Placement Committee member, GECA, 2005
MALESH GANJANI

Software Engineer - 3i Infotech Ltd. (19 months)

- Provided seamless production support to clients like ICICI Bank and was instrumental in ensuring maximum uptime of crucial database servers
- Provided effective and time bound resolutions to real time database problems which otherwise would have had huge business impact

Technical Associate - Clover Infotech Pvt. Ltd. (16 months)

- Featured in the monthly bulletin for upgrading and migrating a mission critical database server at Mahindra Finance
- Single-handedly managed over a 100 database servers at Cipla
- Co-founded a restaurant and managed it for six months, 2010
- Worked as a part time network marketing executive and built a network of about 500 sales amounting to approximately 3.5 crore rupees, 2007-08

MALVIKA ASSIJA

Systems Engineer - Tata Consultancy Services (29 Months)

- Spearheaded the development of project tracking and cost estimation tool for Price Waterhouse Coopers (PwC), using LotusScript
- Took up the responsibility of single-handedly automating and troubleshooting niche GPS networking based manual procedures for Cisco
- Conferred with the ‘TCS ILP-Harbinger’ award for outstanding leadership and technical proficiency, 2011
- Led a team of thirty colleagues as an HR-spokesperson for coordinating the team activities at TCS-Initial Learning Programme (ILP), Chennai, 2010
- Member, Alumni Committee, HRM & LR, TISS 2013
- Member, Cultural Activity Team (CAT), RNS Institute of Technology, 2009-10
MANISH ZADE

Software Engineer - KPIT Cummins Info systems Ltd. (32 months)

- Appreciated by Renault for reducing their efforts in Parsing methodologies
- Awarded ‘Employee of the Month’ for Quality STPR Development and reducing execution time, 2011
- Treasurer, Electronics students association, KDKCE, 2009
- First position, University level Quiz competition, 2007
- Second position, National level Quiz competition arranged by IMS, 2007
- Second position, Paper presentation on the topic Digital Image Processing at the university level, 2007

MANJUSHREE UKEY

Engineer, Supply Chain - Locomotive Manufacture - Central Railway Locomotive Workshop, Mumbai, Indian Railways (84 months)

- Member, core team, involved in setting up supply chain for diesel locomotive manufacture of two hundred locomotives, Indian Railways, 2009
- Lead Engineer for assessing candidate outsourcing activities and implementing contracts for assembly of microprocessor based control systems for diesel locomotives
- Developed user-location matrix for storage of 2000 items of Bill of Materials for diesel locomotive manufacture
- Selected as Trainee Engineer through National level Railway Recruitment examination, 2005
- General Manager, Central Railway Award for Exemplary Contribution, 2010
- Chief Workshop Manager’s Award for excellent performance at Parel Workshop, 2009 and 2012
NANDINI SHANKAR RAJVANSH

Assistant Manager– Go Green Herbs Private Ltd. (13 months)

- Involved in the communication and coordination with the pharmaceutical companies, contributed in business development, order finalization and also coordinated with the local representatives.
- Secured Second Rank, PG Diploma in Marketing Management, Directorate of Distance Education Patna University, 2013
- Secured Tenth Rank, Bachelors of Business Administration, Patna University, 2012
- Awarded the Prize for Best Research Paper Presentation, under the College with Potential for Excellence (CPE) Scheme, UGC, 2011
- Reached the Bronze Level in United Minds conducted by IIM Bangalore - Vista and United World School of Business, 2011
- Senior Diploma in guitar from Prayag Sangeet Samiti, Allahabad, 2006

NAVYA AHUJA

Research Analyst – Grail Research, a division of Integreon (14 months)

- Involved in financial modelling, capacity utilization and cost-benefit analysis for a client operating in the strategic consulting domain.
- Received the Central Sector Scholarship sanctioned by the Ministry of Human Resource Development for under-graduate and post-graduate studies, 2008-11
- Worked at ‘NATURE’- National Association Targeting Upliftment and Rehabilitation through Education which works in the field of primary education for children, 2010-11
- Interned at Maruti Suzuki India Ltd. and worked on the project, ‘Point of Purchase as an Effective Tool of Consumer Information’, 2009
- House Captain, Springdales School, New Delhi, 2008
- Won prizes for academic proficiency in school, 2002-08
NEHA BAKSHI

Senior Manager HR - Sodexo Food Solutions (5 months)
- Created organization-wide grade structure and job bands
- Conducted pan-India compensation survey for the organization
- Spearheaded creation of various HR processes

Consultant - Ernst and Young, HR Consulting (30 months)
- Won Ernst & Young ‘Excellerator’ Award for outstanding performance on HR transformation assignment, 2012
- Conducted Compensation and Benefits Benchmarking Surveys for an auto major and an engineering, procurement and construction company, 2010-12
- Anchored different modules in the HR Transformation exercise for various organizations, 2010-12

NIKHIL GAYNER

Engineer - Adani Wilmar Ltd. (8 months)
- Involved in process improvement projects
- Part of the team that supervised the erection of the Lecithin Plant

- Won a Special Prize in Graduate Excellence Exam, a state level competition conducted by N. Wadia College, Pune, 2010
- Participated in Young Innovators Choice Competition, Institute of Chemical Technology, Mumbai, 2010
- Participated in the National Conference on nano-materials and nanotechnology, V.N.I.T, Nagpur, 2010

Bachelor of Finance and Investment Analysis
Shaheed Sukhdev College of Business Studies, Delhi University (Delhi)

Bachelor of Technology (Chemical Engineering)
University Department of Chemical Technology, North Maharashtra University (Jalgaon)
PRATEEK

Engineer - (Customer Service Operations) - GE Healthcare (23 months)

• Led product installations and Service delivery with emphasis on customer satisfaction for Government and Enterprise Accounts
• Nominated to and completed GE’s Crotonville Leadership Programme, ‘Foundations of GE Leadership’, 2013
• Awarded ‘Above and Beyond’ Awards by GE for External Focus and Technical Expertise, 2012-13
• Awarded a Letter of Appreciation from Indraprastha Apollo Hospital, New Delhi for assisting with streamlining of patient flow in the Department of Fetal Medicine, 2013

• Interned at Jindal Steel, Nestle India & Whirlpool of India in Logistics, Sales & Analytics, 2008 & 2011
• Founder President & Secretary General, Manipal Model United Nations, 2007-11

PRITHWIRAJ RAY

Software Engineer - Cognizant Technology Solutions (35 months)

• Won the ‘Young Developer of the Year’ award for leading a team that maintained the quality of deliverables as a whole within projects, 2013
• Certified specialist professional, Teradata Inc., USA, 2013
• Involved in Data Analytics and Business Intelligence and advised clients like American Express and WellPoint Corporation on business decision making
• Streamlined risk management portfolio at American Express by designing anti-fraud software and business solutions
• Developed automation technical tools which saved manual effort and improved work-life balance by speeding up mundane jobs at office
• Rhythm guitarist, Cognizant Kolkata, 2012
### PUNYA PULLAKITA

**Senior Executive (HRD) - RMSI Private Ltd. (40 months)**

- Worked on the launch of a new Learning Management System with online courses, tests and e-learning programs
- Organized events and programs to boost employee morale, motivation, retention, reduce disengagement
- Volunteer and teacher with ‘Bhumi’, an NGO providing education to underprivileged children and was the cultural head in its annual festival ‘Nakshatra’, 2012
- Won prizes in college and school level debate competitions and trained in contemporary dance form by the ShiamakDavar’s Institute of Performing Arts, 2011
- Secured Sixth rank in Ravenshaw University in B.Com (Hons), 2009
- Secured First rank in standard XII, Council of Higher Secondary Education (CHSE), Orissa, 2006

### RAMASUBRAMANIAN K

**Engineer - Bharat Heavy Electricals Ltd. (46 months)**

- Worked as a Plant Engineer in charge of Controls &Instrumentation (C&I), O&M and purchase activities of the Supercritical Test Facility of BHEL, Trichy, 2009-10
- Responsible for plant Knowledge Management (KM), IPR activities and nominated for an MDP on Knowledge Management, 2013
- Responsible for consultation with diverse stakeholders for formation of a new portfolio called ‘Boiler Dynamics’ and identification of projects
- Awarded the ‘Impress’ cash award for process time reduction and a memento for conducting a Pan-BHEL Project Conclave with IIT-Madras, 2011
- First prize, paper presentation on ‘Employability of CMAs’, Tiruchirappali Chapter of Cost and Management Accountants, 2013
- Served as the Hospitality team head for ‘Kurukshetra’, the National Level Techno Management Fest of College of Engineering, Guindy, 2008
**SACHIN PATEL**

**Team Associate-MIS Reporting, Tata Consultancy Services (11 months)**

- Responsible for Client Interaction, MIS, Data extraction from BO, and final report delivery
- Awarded ‘Best Debutant’ by TCS, 2012
- Conducted training programs for new recruits on professional communication and effective e-mail writing skills
- Awarded Silver Medal in 100 meter sprint in State Level Paralympic Games, 2008
- Awarded Silver Medal in Discus throw in State Level Paralympic Games, 2008
- Secured First Position in school in SSC, 2006

**SAHIL VINOD RAMTEKE**

**Systems Engineer - Infosys Ltd. (16 months)**

- Responsible for analysis of the project solution in retail domain, along with coding, scripting, defect fixing and testing, 2012-13
- Prepared daily health check reports of the various components/machines involved in the project, 2012-13
- Received appreciation emails from clients for efficient performance and adaptability, 2012-13
- Was a part of the core team in organizing various employee engagement activities in the RCL unit at Infosys, 2012-13
- Achieved a CGPA of 4.59/5 in the technical and soft skills training at the Infosys Global Education Center, 2012
- Member, Organizing team, ‘MOFUN’ – the technical event of VNIT, 2010-11
**SAILAKSHMI ARUNACHALAM**

**Senior Research Analyst - Beroe Consulting India Pvt. Ltd. (22 months)**

- Developed ‘should cost models’ on chemicals, medical devices and agricultural products and a tool on Total Cost of Ownership of Capital Equipment
- Wrote a whitepaper and two articles on Cost Modeling concepts
- Promoted to Senior Research Analyst within a year of joining and part of the team that secured the ‘Best Team’ Award for Q1 & Q2, 2012
- Winner, Table Tennis Tournament, Beroe Sports Olympiad, 2012

**Systems Engineer - Infosys (12 months)**

- Worked on the prototype creation of a development project and the support team for Finacle LOS
- Freelance journalist, the Times of India, Chennai, 2009-13
- Third position, International B Plan Contest, SRM University, Chennai, 2009

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**SHAILENDRA SINGH JANGPANGI**

**Support Engineer - Ideal Broadcasting India Pvt. Ltd. (25 months)**

- Worked with broadcasters around the world, supported fault finding, solved system integration problems and also provided training to end users
- Handled several situations of critical client requirements and was appreciated for crisis management and leadership skills
- Managed multiple projects and on-site maintenance of Broadcast Transmission Facilities at Ideal, in diverse domains and responsible for execution of the same
- Member, Core team of the community radio show ‘JAMIA RADIO- FM 90.4’ in the AJK Mass Communication Research Centre of JamiaMilliaIslamia, 2004-08
- Awarded NCC ‘A’2002 and NCC ‘B’certificates, 2004
- Awarded National Talent Search Examination (NTSE) scholarship by the National Council of Educational Research and Training (NCERT), 2002
SHRUTI SHARMA

Test Engineer - Infosys Ltd. (35 months)

- Awarded certificate of merit for outstanding academic performance and for being among the top 0.1% of successful candidates of AISSE 2003 in English Course-A
- Won the My Infinity ‘Best Project’ award 2011
- Won first prize, ‘Football’ during account level sports league, 2012
- Awarded a certificate of excellence for “Best Project” for the period Q1 FY ’13
- Third position in ‘Apprentice of Law’, a college event organized during Murious – Tech Fest of JUIT, 2009
- Awarded first prize in ‘English Dramatics’ in the category of best performer in the year, 2004

SOUMYA SARKAR

Assistant Manager- Essar Oil Ltd. (12 months)

- Managed the Planning and Safety in the Supply and Dispatch Department in Essar Oil
- Responsible for coordinating and planning the Black Oil supply and distribution with pan India sales heads

Maths Teacher (TGT) - Ryan International School, SD Jain School (30 months)

- Handled the knowledge facilitation process of 300 students by teaching them Maths and Physics
- School Coordinator, Maths Olympiad
- A national level participant at ‘Tycoons’, a leadership hunt competition organized by Tata Tea Jaago re foundation, 2008
- Won second prize at Kendriya Vidyalaya Jawaharlal Nehru National Science Exhibition, 2003
- Recipient of numerous elocution awards at the University level
VARUN KATIYAR

Systems Engineer - Infosys Limited (29 months)

- Member, SGT (Self Governance Team), Infosys, Mysore
- Winner, ‘Infosys Bravo’ Award for effective communication with the client
- Member, Alumni Committee, HRM & LR, TISS, 2013
- President, Impetus Student Society, the official society of JSSATE, 2009-10
- Sponsorship head, Annual Techno-Cultural fest of JSSATE, ‘Zealicon’, 2010
- Prizes in events like Street Play, Mime, One Act Play, Play Making and Stage Play in annual fests at different colleges and at Infosys

YESHODA PRASHANTI KALYAN

Senior Systems Engineer - Infosys (36 months)

- Served as the Knowledge Management Prime of the team and enabled the team to understand certifications, schedule trainings and facilitate the processing of knowledge documents
- Part of a project that won a rating of 7/7 from the client
- Part of a project which received ‘Early Adaptors’ award
- Member, Quizzing Club at Infosys, Hyderabad and K-Circle, Hyderabad and won Infosys ‘Eco-Quiz’ in 2011
- Member, Core team of Communications Club at Infosys, Hyderabad
- Won a programming contest at ‘Mecharena - 2k8’, a national level technical symposium of Osmania University
**YOGESH SHARMA**

**Systems Engineer - Tata Consultancy Services (38 Months)**

- Spearheaded a critical remediation project on a new technology in the organization and delivered it in advance and received accolades for the same
- Successfully completed Green Belt certification by automating a process that resulted in annual savings of 19000 USD for the client
- Handled several situations of critical process failures and was appreciated for crisis management by the client

- Received awards and scholarships for academic achievements in school, 2005
- Participated in intra school quiz competitions and won prizes for the same, 2003

Bachelor of Engineering (Electronics & Communication)
CITM, Maharishi Dayanand University (Faridabad)
AJAY MALIK

- Event Head, IEEE technical festival, 2008
- Participated in a fund raising campaign for National Society for Equal Opportunities for the Handicapped (NASEOH) and Indian Cancer Society, 2007
- General Secretary, Junior College Hostel, D. G. Ruparel, 2004-05
- First position, District Level Lawn Tennis Tournament, JH Ambani School, 2001-02
- Awarded Maharashtra State High School Scholarship, 2000

AKHILA BABU T S

- Member, Junior Placement Committee, HRM & LR, TISS, 2013
- Awarded Gold Medal for securing the highest marks in B.A. (Corporate Economics), 2009-12
- Treasurer, Students Senate, Women’s Christian College, Chennai, 2010-11
- Presented a paper on human trafficking, Indian Institute of Technology-Madras, 2009
- Co-Curricular Captain, Hari Sri Vidya Nidhi School, Kerala, 2007-09
AMIT KUMAR

- Presented a paper, Rural Development Seminar: ‘Poor and Poverty’, Tata Institute of Social Sciences, School of Rural Development, Tuljapur, 2013
- Presented a paper on ‘State Democracy and Social Work’, Tata Institute of Social Sciences, School of Rural Development, Tuljapur, 2013
- Presented a paper on ‘CSR: The Indian Perspective’, Delhi Technological University, Delhi School of Management, New Delhi, 2012
- Member, Financial Committee, ‘National Rural Youth Feast’, 2011

ANURAG SAHA

- Member, Junior Placement Committee, HRM&LR, TISS, 2013
- Training and Placement Representative and Head, Entrepreneurship Cell, NIT Durgapur, 2012-13
- Executive Fest Coordinator, Aarohan, the annual national level techno-management fest of NIT Durgapur, 2011-13
- Worked on a project in Indian Institute of Management-Calcutta and co-authored a paper on ‘Crisis Informatics: Managing crisis in a networked world’, 2012
- Selected as an NSEF (National Social Entrepreneurship Forum) author of change and interned with Inventure Fund along with ASSCOD, an NGO, 2011
Chanakya Dev

- Third position in the solo category instrumental in Taksh, the annual sports, cultural and technical festival, IIT Jodhpur, 2012
- Senior member, Adventure Sports Club, IIT Jodhpur, 2011-12
- Among the top 1% in the Indian National Physics Olympiad, 2008
- Received awards for academic excellence throughout school life, 1998-06

Bachelor of Technology (Computer Science and Engineering)
Indian Institute of Technology (Jodhpur)

Ishita Chawla

- Editor-in-Chief, DTU Times, the official newsletter of the University, 2011-13
- Summer Intern at Deloitte U.S.-India, Mumbai, 2012
- Publication Head, Society of Software Engineering, DTU, 2012-13
- Member, Organizing team of ‘Aeon’, the annual technical festival of Society of Software Engineering, DTU, 2012 and 2013

Bachelor of Technology (Software Engineering)
Delhi Technological University (Delhi)
J SONAL

• Awarded ‘Vice-Chancellor’s Prize’ Gold Medal for Outstanding Personal Achievement, National Law School of India University, Bangalore, 2012
• One of twenty-nine students from India and one hundred and fifty globally to be awarded Goldman Sachs Global Leaders Award by the Goldman Sachs Foundation and Institute of International Education, New York, 2009
• Secured the tenth rank, Class XII Board Examination, Odisha, 2006
• Vice-President, Students’ Council, Fakir Mohan Autonomous College, 2006-07
• Three time recipient of ‘All Odisha Talent’ scholarship by ‘Association of Odisha ICSE Schools’, 1998-01

B.A., LL.B. (Hons.)
National Law School of India University (Bangalore)

JAYA JYOTI

• Member, Core team, Women’s Development Cell, 2010-13
• Recipient of the Golden Key Scholarship for being among the top 5% students in the department, 2011, 2012
• Interned with the Jan Jagran Shakti Sangathan for its annual rural survey and social awareness campaign regarding MNREGA under the order of the DDC, Bihar, 2012
• Interned with India Today Digital for a period of two months, 2012
• Volunteered with NSS for a year for the project ‘Volunteers of the Blind’, 2010-11

Bachelor of Arts (Hons.) (English)
Lady Shri Ram College, University of Delhi (Delhi)
MEENAKSHI RAMALINGAM

- Class Representative, HRM & LR, TISS, 2013
- Awarded a ‘Scholarship of Merit’ by the Department of Economics, University of Mumbai, for exemplary performance in B.A examinations, 2012
- Intern, Quantitative Analysis Team, mumbaivotes.com, 2011-12
- Chairperson, Fine Arts Forum, St. Xavier’s College, Mumbai, 2011-12
- Acquired Diplome en langue Francaise (DELF B1) from Alliance Francaise de Bombay, 2010

Bachelor of Arts
(Economics Hon., and Statistics)
St. Xavier’s College, University of Mumbai (Mumbai)

MEENAL GAKHAR

- Cleared the Financial Risk Manager (FRM) Part-1 exam, conducted by Global Association of Risk Professionals (GARP), USA, 2013
- Won prizes as a member of the Debating and Dramatics society in college, 2008-11
- Received the Mitsubishi UFJ Scholarship for excellent academic record throughout college, 2010
- Youngest in the country to have obtained a Superior Diploma in French language from Alliance Francaise, Paris and Embassy of France in India, 2009
- Received an A+ grade in the Business Analysis and Valuation course at London School of Economics, 2009

Bachelor of Commerce (Hons.)
Shri Ram College of Commerce, University of Delhi (Delhi)
MEGHNA MENON

- Member, Junior Placement Committee, HRM &LR, TISS, 2013
- One among five under graduate students in Christ University who received a campus placement offer from Google, 2013
- Won several prizes for debates in school and college, 2006-13
- Interned for a month at ParentEdge, a parenting magazine and wrote the cover story on teaching creativity in schools, 2012
- Secured the first rank in Arts in Christ College, first in Bangalore District, fifth in Karnataka state in Pre University board exams (equivalent to 12th std.), 2010

Bachelor of Arts (Psychology, Economics, Sociology)  
Christ University (Bangalore)

N A VA S H R E E B H A R A D W AJ

- Part of an entrepreneurial fashion magazine venture, 2012
- Won the JIIT Best Sub-Editor award and JIIT National Higher Commendation Award, MUN, 2011, 2012
- Helped establish the college newsletter ‘Alfaaz’, 2009
- Received the Ishwar Chand Memorial award for being among the top rank holders in Class X, 2007
- Secretary, College Debating Society, 2006

Bachelor of Technology (Electronics and Communication Engineering)  
Jaypee Institute of Information Technology, (Noida)
PRAVEEN KUMAR GEHLOT

- Member, National Service Scheme, College of Agriculture, 2011
- Represented college in the quiz competition organized by Central Plantation Crops Research Institute as a part of the World Coconut Day celebration, 2011
- Won second prize in the quiz competition at Inter-campus youth festival, College of Sericulture, Karnataka, 2010-11
- Represented the college in the Tenth National Youth Parliament competition, sponsored by the Ministry of Parliamentary Affairs, Government of India, 2010

RAVEESH JAISWAL

- English theatre actor associated with Stagecraft Theatre since 2009
- University and State Level Lawn Tennis player, having represented Nagpur District at State Level tournaments in 2004, 2007 and 2008
- School Captain, Modern School, Nagpur, 2006-07
- Qualified Tabla player, cleared two exams conducted by the ‘AkhilBhartiyaGandharv Mahavidhyalaya Mandal’, Mumbai, 2000-02
SANIYA MALIM

• University Topper in final year B.Pharm and secured First rank in college, 2008-12
• Felicitated with a medal at the Mumbai University Annual Convocation in presence of President of India Shri PranabMukherjee, Governor of Maharashtra Shri K.Sankaranarayanan and Chief Minister of Maharashtra Shri Prithviraj Chavan, 2012
• Awarded the prestigious ‘Best Student of the year’ Trophy among all pharmacy colleges in Maharashtra by the Indian Pharmaceutical Association, Maharashtra State Branch, 2011-12
• General Secretary, Student Council, MET Institute of Pharmacy, 2010-11
• Editor, NEST, the College Magazine, MET Institute of Pharmacy, 2010-11

SHALAKA SINGH

• Member, Editorial board of college magazine, Jesus and Mary College, 2011-13
• Second position in Economics paper presentation competition, Delhi University, 2012
• Completed 300 hours of NSS work, 2010-13
• Class representative, Jesus and Mary College, 2010-11
• Member, Alumni Committee, Delhi Public School, Gurgaon, 2010-11
SHASHI KUMAR

• Worked with ‘Pratham’, an NGO which works for specially abled children, 2012
• Mess Secretary, MalviyaBhavan, IIT Roorkee, 2010-11
• Stood amongst the top 100 students in the Class X examination held by H.P Board, 2007
• Recipient of various scholarships and awards for academic excellence and sports
• Acquired knowledge about value investing, behavioural finance and the application of these learnings to analyse companies and to manage a small value investing based portfolio

SRINIDHI RAMESH

• Member, Junior Placement Committee, HRM & LR, TISS, 2013
• First prize in ‘Taboo’, an event organized by Anna University, 2012
• First prize in Dramatics competition organized by SRM University, 2009
• Recipient of the ‘Love and Compassion’ certificate on school leaving, 2007
• Volunteer for ‘Each One, Teach One’ program from 2003-06
SUPRIYA RATHORE

- Class level Cultural Representative, HRM & LR, TISS, 2013
- Trained in Hindustani Classical vocal music for four years, 2008-2012
- Won first prize in English Debate Competition at Inter-College Level, 2010
- Awarded AICTE scholarship (tuition waiver) for graduation on merit, 2009
- Black Belt in Karate, 2005

SURABHI SACHAR

- Awarded ‘Most promising student of the year’ for academic excellence, 2012
- GPA-A(Excellent) for the Honors program of Economics and Statistics, 2009-12
- Worked with Vinimay Trust at Chembur Children Home (Social Involvement Program), 2010-11
- Member, Organising Committee, National Economics Festival, Department of Economics, St.Xavier’s College, Mumbai, 2010
**VRINDA R. CHAUDHARY**

- Secured First Class throughout the Bachelor Degree Course, 2009-2012
- Elected for Summer Research Fellowship Programme organized by Indian Institute of Science and got an opportunity to study Degradation of Bisphenol-A at Indian Institute of Technology-Bombay, 2011
- Vice-Chairperson, Bio-Zest, inter-college department festival, 2011
- Actively involved with the college NSS team in organizing campaigns for a social cause related to ‘Spreading Awareness for HIV’, 2011
- Represented the State of Maharashtra at the National level in Shot-Put and Javelin Throw, 2006

**WAQUAR AHMAD**

- Most valuable student award, NIFT Student Committee, Placement Week, 2013
- Graduation Project award by sponsoring company, NIFT, 2013
- Gold medalist at athletics, NIFT Converge, 2011
- Team Manager, Student Team for Fashion Spectrum, NIFT, 2010-11
- Nominated for Bihar Gaurav Samman, 2009
Faculty Coordinator
Dr. Bino Paul G.D.
Email: bino@tiss.edu
Phone: 022 2552 5804

Placement Committee:
Apoorva Singh: 98330 46168
Girish Muralidhar: 99873 89641
Jishu Das Mazumdar: 91673 25804
Prashanth Panneerselvam: 88792 66121

Email: placements.hrmlr@tiss.edu