CENTRE FOR HUMAN RESOURCE MANAGEMENT AND LABOUR RELATIONS

Tata Institute of Social Sciences

SUMMER PLACEMENTS 2014-16
# TABLE OF CONTENTS

1. From the Director’s Desk
2. From the Dean’s Desk
3. TISS – Reimagining Futures
4. Infrastructure
5. School of Management and Labour Studies
   - Faculty
   - Research & Consulting
   - Research Projects
   - Publications
   - National Corporate Social Responsibility Hub
   - Field Action Projects
   - Curriculum and Fieldwork
   - Key Facts Regarding Fieldwork
   - Course Curriculum
   - Alumni
   - Forums
   - Committees
23. Placements
31. Batch Profiles
67. Placement Committee Details

Pic: Yeshoda Prashanti Kalyan
FROM THE DIRECTOR’S DESK

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. 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 learning highly effective for each student. 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 2015 summer.

Prof. S. Parasuraman
Director,
Tata Institute of Social Sciences
The Masters programme in Human Resources Management and Labour Relations [Erst while PMIR] prepares Human Service Professionals with a rich blend of social sensitivity and professional excellence that meets global standards. The design of program facilitates in built concurrent field based learning vis-a-vis globally accredited classroom learning. The four basic pillars of this programme are: Foundations in Social Sciences, Field practicum, Research and cutting edge knowledge of human resources management.

The students are provided opportunities to build synergy with multiple disciplines across the functions of management. In an emerging complex business and social scenario with rising social unrest world wide, the students of HRM & LR programme are encouraged to develop simple and honest solutions that matches best to real world business needs and world of work. Students are also provided with global exposure through our collaborations with Müenster University and Erasmus Mundus scholarship programme.

We are glad to introduce you highly energetic and promising students of 47th batch of Human Resources Management and Labour Relations programme of TISS and invite you to participate in Summer Placement Process of 2014.

We are confident that you will find our students 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 nongovernment 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.

**MISSION**

The Tata Institute of Social Sciences organises teaching programmes to facilitate the development of competent and committed professionals for practice, research and teaching; undertakes research; develops and disseminates knowledge and reaches out to the larger community through extension, at the local, national, regional and international levels.
TISS - REIMAGINING FUTURES

AWARDS AND RECOGNITION

- NAAC Rating of 3.88/4. One of the highest ratings among 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.
- Awarded DNA best B-School award for using innovation in teaching methodology.
- Our students won several prizes including the NHRDN Uday Pareek Scholarship for the 2nd consecutive year.
- Our students won the Mumbai regional round of the prestigious Tata Crucible Business Quiz.
- Ranked 14th in the list of Top B-Schools in India by NHRDN.
- Awarded National Education Leadership Awards - B-Schools with industry related curriculum in HR by Lokmat.
INFRASTRUCTURE

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 1,22,000 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.

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.

Cyber Library

- The purpose of the Cyber library is to provide seamless access to over 8,500 online journals; data transformation and word processing packages; social, economic, health, demographic and environmental databases and internet resources. It has over 92 workstations with 1 Gbps internet access and is available for students on a 24*7 basis. With the installation of the wireless access points across the campus, the entire campus is now Wi-Fi enabled, including hostels and classrooms.
### Faculty

**SMLS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. D.K. Srivastava</td>
<td>Professor and Dean</td>
<td>M.Com, D.Phil (Allahabad), FDPM (IIM-A)</td>
</tr>
</tbody>
</table>

**Centre for HRM & LR**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Zubin Mulla</td>
<td>Associate Professor and Chairperson</td>
<td>B.E (Pune), PGDBM (XLRI, Jamshedpur), Fellow in Management (XLRI, Jamshedpur)</td>
</tr>
<tr>
<td>Dr. G.D. Bino Paul</td>
<td>Professor</td>
<td>M.A (Calicut), M.Phil, Ph.D (IIT-B)</td>
</tr>
<tr>
<td>Dr. Sasmita Palo</td>
<td>Professor and Chairperson for Globalisation &amp; Labour</td>
<td>M.A, L.L.B, Ph.D (Berhampur)</td>
</tr>
<tr>
<td>Dr. P. Premalatha</td>
<td>Associate Professor</td>
<td>MBA (Alagappa), Ph.D (TISS)</td>
</tr>
<tr>
<td>Dr. Sarala K. Rao</td>
<td>Assistant Professor (Sr. Scale)</td>
<td>MBA, M.Phil, Ph.D (Andhra)</td>
</tr>
<tr>
<td>Dr. P. Vijayakumar</td>
<td>Assistant Professor</td>
<td>M.A (Calicut), M.Phil (Bharathiar), Ph.D (TISS)</td>
</tr>
<tr>
<td>Dr. Gordhan Saini</td>
<td>Assistant Professor</td>
<td>MBA (Udaipur), Ph.D (Banasthali)</td>
</tr>
<tr>
<td>Mr. Abhishek Kumar</td>
<td>Assistant Professor</td>
<td>M.A (TISS), NET</td>
</tr>
</tbody>
</table>

**Centre for Labour Studies**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Sasmita Palo</td>
<td>Professor and Chairperson for Globalisation &amp; Labour</td>
<td>M.A, L.L.B, Ph.D (Berhampur)</td>
</tr>
<tr>
<td>Dr. Sharit K. Bhowmik</td>
<td>ICSSR Chair Professor</td>
<td>M.A (Mumbai), Ph.D (Delhi)</td>
</tr>
<tr>
<td>Mr. S.T. Sawant</td>
<td>TISCO Chair Professor</td>
<td>M.A (Mumbai), Eco (Mumbai University), Ph.D</td>
</tr>
<tr>
<td>Dr. Varsha V. Ayyar</td>
<td>Associate Professor</td>
<td>M.A (Shivaji), Ph.D (Mumbai)</td>
</tr>
<tr>
<td>Dr. Srinath Jagannathan</td>
<td>Assistant Professor</td>
<td>M.A (Mumbai), FPM (IIM-A)</td>
</tr>
</tbody>
</table>

**Centre for Public Policy and Governance**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. B. Venkatesh Kumar</td>
<td>Professor and Chairperson</td>
<td>M.A (Madurai), Ph.D (Mumbai)</td>
</tr>
</tbody>
</table>

**Centre for Social Entrepreneurship**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Satyajit Majumdar</td>
<td>Professor and Chairperson</td>
<td>MBA (IGNOU), Ph.D (Pilani)</td>
</tr>
<tr>
<td>Dr. Samapti Guha</td>
<td>Associate Professor</td>
<td>M.A, Ph.D (West Bengal), Fellow (LSE)</td>
</tr>
<tr>
<td>Dr. Nadiya Marakkath</td>
<td>Assistant Professor</td>
<td>M.Com (Calicut), Ph.D (NIT Calicut)</td>
</tr>
<tr>
<td>Dr. Archana Singh</td>
<td>Assistant Professor</td>
<td>MSW, M. Phil (TISS) Ph. D (TISS)</td>
</tr>
<tr>
<td>Mr. Edakkandi Meethal Reji</td>
<td>Assistant Professor</td>
<td>M. Sc in Co-operation and Banking</td>
</tr>
</tbody>
</table>

**Innovation and Research Facilities**

**Incubation Centre for Social Entrepreneurship**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Satyajit Majumdar</td>
<td>Professor and Chairperson</td>
<td>MBA (IGNOU), Ph.D (BITS - Pilani)</td>
</tr>
</tbody>
</table>

**Labour Market Research Facility**

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Qualification</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. G.D. Bino Paul</td>
<td>Professor and Chairperson</td>
<td>M.A (Calicut), M.Phil, Ph.D (IIT-B)</td>
</tr>
</tbody>
</table>
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 centre 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>
<thead>
<tr>
<th>Title of the Project</th>
<th>Sponsor</th>
<th>Date of Sanction/Commencement</th>
<th>Present Position</th>
<th>In-Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centre for Human Resources Management and Labour Relations</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial Relations in India</td>
<td>The European Foundation for the Improvement of Living and Working Conditions</td>
<td>Jan. 2013</td>
<td>Ongoing</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>Working and Living Condition of Firemen</td>
<td>Fire Services Maharashtra, Govt. of Maharashtra</td>
<td>Jan. 2013</td>
<td>Completed</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>CSR for Shipping Corporation of India</td>
<td>Shipping Corporation of India</td>
<td>Jan. 2013</td>
<td>Ongoing</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>A Study of Non-Standard Employment in India</td>
<td>UNI Apro</td>
<td>July 2013</td>
<td>Completed</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>Strategic Human Resource Planning</td>
<td>Goa Shipyard Ltd.</td>
<td>Dec. 2013</td>
<td>Report Writing</td>
<td>Prof. D.K., Srivastava, Prof. Sasmita Palo, Dr. Zubin Mulla, Dr. P. Premalatha and Mr. Abhishek Kumar</td>
</tr>
<tr>
<td>A Study of Informal Workers in Navi Mumbai</td>
<td>CIDCO, Govt. of Maharashtra</td>
<td>Jan. 2014</td>
<td>Ongoing</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>Home Based Work in India</td>
<td>Inditex</td>
<td>Mar. 2014</td>
<td>Ongoing</td>
<td>Prof. Bino Paul</td>
</tr>
<tr>
<td>Centre for Social Entrepreneurship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Study of Supply Chain in Voluntary Organisation</td>
<td>DBS-TISS SE Programme</td>
<td>Aug. 2012</td>
<td>Ongoing</td>
<td>Dr. Satyajit Majumdar, Dr. Archana Singh</td>
</tr>
<tr>
<td>Jhabua Microfinance Project</td>
<td>DBS-TISS SE Programme</td>
<td>Aug. 2012</td>
<td>Ongoing</td>
<td>Dr. Samapti Guha, Dr. Nadiya Marakkath</td>
</tr>
<tr>
<td>Women in Management: A Study of Women Representation at Management Levels in Mumbai</td>
<td>ICSSR</td>
<td>Mar. 2013</td>
<td>Ongoing</td>
<td>Dr. Samapti Guha</td>
</tr>
</tbody>
</table>
# Research Projects

<table>
<thead>
<tr>
<th>Project Description</th>
<th>Institution</th>
<th>Duration</th>
<th>Status</th>
<th>Principal Investigator(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impact Assessment of Financial Literacy Programme of ANZ Bank</td>
<td>Samhita Social Ventures</td>
<td>Apr. 2013</td>
<td>Completed</td>
<td>Dr. Samapti Guha</td>
</tr>
<tr>
<td>Financial Inclusion Guide</td>
<td>Boston University, Centre for Finance, Law and Policy</td>
<td>Apr. 2013</td>
<td>Ongoing</td>
<td>Dr. Nadiya Marakkath</td>
</tr>
<tr>
<td>Making Markets Work for Social Enterprises: What India can Learn from the UK</td>
<td>National Stock Exchange of India Ltd.</td>
<td>May 2013</td>
<td>Ongoing</td>
<td>Dr. Nadiya Marakkath, Mr. Anirudh Gurang, Ms. Barkha Jain</td>
</tr>
<tr>
<td>Tadoba Community Nature Conservancy (CNC) Project: Socio-economic and Ecological Baseline</td>
<td>BNHS, Sanctuary Asia and Tata Sons</td>
<td>Sept. 2013</td>
<td>Ongoing</td>
<td>Dr. Nadiya Marakkath</td>
</tr>
<tr>
<td>International Comparative Social Enterprise Models</td>
<td>IAP-SOCENT Research Programme</td>
<td>Oct. 2013</td>
<td>Ongoing</td>
<td>Dr. Nadiya Marakkath</td>
</tr>
<tr>
<td>Online Lending and Crowd Funding: A Comparison of Baby Loan with Rang De</td>
<td>ICSSR, India and FMSH, Paris</td>
<td>Oct. 2013</td>
<td>Ongoing</td>
<td>Dr. Nadiya Marakkath</td>
</tr>
<tr>
<td>Will They Return? The Willingness of Potential Faculty to Return to India and the Factors Affecting their Decision</td>
<td>Rutgers University</td>
<td>March 2012</td>
<td>Ongoing</td>
<td>Dr. B. Venkatesh Kumar</td>
</tr>
<tr>
<td>State of Technical Education in India</td>
<td>All India Council for Technical Education</td>
<td>April 2012</td>
<td>Ongoing</td>
<td>Dr. B. Venkatesh Kumar</td>
</tr>
<tr>
<td>Rashtriya Ucchatar Shiksha Abhiyan</td>
<td>Ministry of Human Resource Development, Govt.</td>
<td>Sept. 2012</td>
<td>Ongoing</td>
<td>Dr. B. Venkatesh Kumar</td>
</tr>
</tbody>
</table>
**Centre for Human Resources Management and Labour Relations**

**Dr. Zubin Mulla**
- Identifying Drivers of Engineers' Voluntary Turnover: An Application of Survival Analysis, Indian Journal of Industrial Relations, 49(2), 328-341, 2013. (co-author)
- Openness to Experience and Work Outcomes: Exploring the Moderating Effects of Conscientiousness and Job Complexity, Great Lakes Herald, 7(2), 18-36, 2013. (Co-author)

**Dr. G.D. Bino Paul**
- Workers’ Participation in Management: Insights from a Case Study, Indian Journal of Industrial Relations, 49 (1), 55-66, 2013. (co-author)

**Dr. Sasmita Palo**
- Determinants of Skill Shortages in Indian Firms: An Exploration, Indian Journal of Industrial Relations, 49 (3), 439-455, 2014. (co-author)

**Dr. Sarala K. Rao**

**Dr. P. Vijaykumar**
- Case Study, Human Capital, 17(7), December 2013. (co-author)

**Dr. Gordin K. Saini**
Centre for Labour Studies
Prof. Sharit Bhowmik
• Industry, Labour and Society, Delhi: Orient Blackswan, 2012
• Financial Inclusion of the Marginalised: A Study of Street Vendors, Heidelberg: Springer, 2013

Dr. Varsha Ayyar
• Caste and Gender in a Mumbai Resettlement Site, Economic and Political Weekly, 48(18), 44-55, 2013.

Mr. Srinath Jagannathan
• Managerial Interventions in the Environment: Learning from Lefebvre’s Theorization of the City, Global Journal of Management and Business Studies, 3(4), 365-370, 2013. (Co-author)
• Exploring the Work and Lives of Crematorium Workers, Indian Journal of Industrial Relations, 49(1), 44-54, 2013. (co-author)

Centre for Social Entrepreneurship
Dr. Satyajit Majumdar

Dr. Samapti Gupta
• Technology, Innovation and Social Change, edited book by Satyajit Majumdar, Samapti Guha and Nadiya Marakkath, accepted by SpringerLink (forthcoming).

Dr. Nadiya Marakkath
• What Discriminates the Operational Self-Sustainability of Indian Microfinance Institutions (MFIs): A Multiple Discriminant Analysis Inquiry, Cost Management, 26 (5),3-10, 2013. (co-author)

Mr. Edakkandi Meethal Reji
• Towards building a skill based society in India, International Journal of Sociology and Social Policy, 34(3/4), Emerald
• Community grain banks and food security of the Tribal poor in India, Development in Practice, 23(7): 920-933, Routledge, UK
• Value chains for integrating small producers into markets: small scale organic turmeric processing enterprises in Odisha, Journal of Business Strategy, 10(2): 38-49

Ms. Archana Singh
• Leadership in female SHG’s: traits/abilities, situational or forced International Journal of Sociology and Social Policy Vol. 34, No. 3/4, 2014 Emerald
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 Database
• 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.

Social Impact Assessment of Anudip Foundation, est. 2012 West Bengal

Sponsor: DBS Bank India.
Objective: 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 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
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.

Fieldwork Organizations

<table>
<thead>
<tr>
<th>BANKING AND FINANCE</th>
<th>IT/ITES</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABN-Amro</td>
<td>Accenture</td>
</tr>
<tr>
<td>Citibank</td>
<td>Firstsource</td>
</tr>
<tr>
<td>Deutsche Bank</td>
<td>IBM</td>
</tr>
<tr>
<td>Dhanalakshmi Bank</td>
<td>Patni Computers</td>
</tr>
<tr>
<td>FIS</td>
<td>Polaris Software</td>
</tr>
<tr>
<td>HDFC Bank</td>
<td>SAP Labs</td>
</tr>
<tr>
<td>HSBC</td>
<td>Tata Communications</td>
</tr>
<tr>
<td>ICICI Prudential</td>
<td>Tata Consultancy Services</td>
</tr>
<tr>
<td>IDBI</td>
<td>Tata International Limited</td>
</tr>
<tr>
<td>Kotak Mahindra</td>
<td></td>
</tr>
<tr>
<td>National Stock Exchange</td>
<td></td>
</tr>
</tbody>
</table>
## Key Facts Regarding Fieldwork

### Services
- Bharti Airtel Ltd.
- Indian Hotels
- McDonald’s
- Pantaloons Retail

### FMCG
- Asian Paints
- Cadbury
- Colgate Palmolive
- Future Group
- General Mills India Ltd.
- Godrej
- Godrej & Boyce Manufacturing Co. Ltd.
- Hindustan Coca Cola Beverages
- HUL
- J&J
- L’Oreal
- Marico
- Nestle India Ltd.
- Parle
- Pepsi India

### News and Entertainment
- INX Media Ltd.
- Network 18
- Radio Mirchi
- Reuters
- Viacom18

### Manufacturing/Construction/Shipping
- ABG Shipyard Ltd.
- ACC Limited
- AkzoNobel Group
- Asian Paints
- Bharat Petroleum Corporation Ltd.
- Bharat Shell Ltd.
- Crompton Greaves
- Essel Propack Ltd.
- Forbes and Company Limited
- Godrej & Boyce Mfg.
- Hindustan Petroleum Corporation Ltd.
- Ion Exchange
- Larsen & Toubro Ltd.
- Maersk Line
- Mahindra & Mahindra
- MIRC Electronics (Onida)
- Mukand Ltd.
- Privi Organics Ltd.
- Raymond
- RPG Cables Pvt. Ltd.
- RPG Raychem

### Manufacturing/Construction/Shipping
- Saint Gobain
- Schneider Electric
- Shapoorji Pallonji Co. Ltd.
- Siemens
- Tata Motors
- Tata Power
- Tata Quality Management Systems
- Tata Steel
- Unitech Limited
- Videojet Pvt. Ltd.
- Voltas
- Volvo Eicher Commercial Vehicles Ltd.
- Writer Corporation

### Pharma/Healthcare/Biotech
- Abbot Pharma
- Astra Zeneca
- Boehringer Ingelheim
- Bristol-Myers Squibb
- Glenmark
- Glaxosmithkline Pharmaceuticals Ltd.
- Janssen Pharma
- Johnson & Johnson Medical
- Lupin
- Masina Hospital
- Monsanto
- MSD Pharmaceuticals
- Piramal Healthcare
- Sandoz Pharma
- Sanofi Aventis
- UCB Pharma
- Wyeth

### Consulting
- Accenture Management Consulting
- Aon Hewitt
- DDI
- KPMG
- LBW
- Right Management
- White Spaces Consulting

### Miscellaneous
- Aditya Birla Institute of Management and Learning
- DHL Logistics Pvt. Ltd.
- Maharashtra Rural Livelihood Mission
- Dorf Ketal Chemicals (I) Pvt. Ltd.
## M.A. IN HUMAN RESOURCES MANAGEMENT AND LABOUR RELATIONS

### COURSE CURRICULUM

Distribution of Credit Hours

<table>
<thead>
<tr>
<th>Year</th>
<th>Detail</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Courses (compulsory)</td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>Field Work</td>
<td>12</td>
</tr>
<tr>
<td>II</td>
<td>Courses (compulsory)</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>Field Work</td>
<td>12</td>
</tr>
<tr>
<td>I and II</td>
<td>Optional Courses</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Research Project</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>88</strong></td>
</tr>
</tbody>
</table>

### SEMESTER-WISE LISTING OF COURSES

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>Interaction with HR Heads</td>
</tr>
<tr>
<td></td>
<td>Round Table Discussion on FW followed by Industrial visits</td>
</tr>
<tr>
<td></td>
<td>Understanding Society</td>
</tr>
<tr>
<td></td>
<td>Introduction to Basic Economics</td>
</tr>
<tr>
<td></td>
<td>Development Experience, Social Conflict and Change</td>
</tr>
<tr>
<td></td>
<td>Sociology of Organisation, Theory &amp; Design</td>
</tr>
<tr>
<td></td>
<td>Management of Human Resources: Conceptual and Strategic Perspectives</td>
</tr>
<tr>
<td></td>
<td>Industrial Relations and Trade Unionism</td>
</tr>
<tr>
<td></td>
<td>Social Research &amp; Case Analysis</td>
</tr>
<tr>
<td></td>
<td>Employment Law - I</td>
</tr>
<tr>
<td></td>
<td>Business Environment*</td>
</tr>
<tr>
<td></td>
<td>Business Communication and Presentation Skills*</td>
</tr>
<tr>
<td></td>
<td>Understanding Self and Facilitating Relationship (in form of personal growth laboratory)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>II</td>
<td>Performance Management and Development</td>
</tr>
<tr>
<td></td>
<td>Learning and Development</td>
</tr>
<tr>
<td></td>
<td>Business Statistics and Quantitative Techniques</td>
</tr>
<tr>
<td></td>
<td>Compensation Management</td>
</tr>
<tr>
<td></td>
<td>Employee Resourcing</td>
</tr>
<tr>
<td></td>
<td>Marketing and Sales Management</td>
</tr>
<tr>
<td></td>
<td>Operations Management</td>
</tr>
<tr>
<td></td>
<td>Assessment Centre</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>III</td>
<td>Organization Development and Change Management</td>
</tr>
<tr>
<td></td>
<td>Application of IT in HRM</td>
</tr>
<tr>
<td></td>
<td>Employment Law - II</td>
</tr>
<tr>
<td></td>
<td>Labour Economics: Theory and Practice</td>
</tr>
<tr>
<td></td>
<td>Employee Welfare, Decent Work and SHE</td>
</tr>
<tr>
<td></td>
<td>Organization Behaviour-II</td>
</tr>
<tr>
<td></td>
<td>Financial Accounting &amp; Cost Management</td>
</tr>
<tr>
<td></td>
<td>Negotiation Skill, Conflict Management and Building Collaborations*</td>
</tr>
<tr>
<td></td>
<td>Training Process, Delivery and Effectiveness Measurement*</td>
</tr>
<tr>
<td></td>
<td>Advanced Compensation and Benefit</td>
</tr>
<tr>
<td></td>
<td>Taxation*</td>
</tr>
<tr>
<td></td>
<td>How to Conduct Assessment Centre</td>
</tr>
<tr>
<td>IV</td>
<td>Business Strategy and Strategic Human Resources Management</td>
</tr>
<tr>
<td></td>
<td>Corporate Governance and Business Ethics</td>
</tr>
<tr>
<td></td>
<td>Human Resource Management in International Settings</td>
</tr>
<tr>
<td></td>
<td>Gender and Diversity Management*</td>
</tr>
<tr>
<td></td>
<td>Talent Management*</td>
</tr>
<tr>
<td></td>
<td>Leadership Capacity Building*</td>
</tr>
</tbody>
</table>

(* Optional Courses)
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.

Adil Malia, Group President, HR, Essar Group
Aparna Sharma, Country Head-Human Resources, Lafarge
Atul Sharma, Director HR, Monsanto
Bhuvanesvar Naik, Country Head-HR, SAP
Chandrashekhar Chavan, Chief People Officer, Apparel Business, Aditya Birla Group
Debashish Roy, HR Director Greater Asia Div., Colgate Palmolive
Inder Walia, Group Director HR, Bharti Enterprises Ltd.
Makarand Khatavkar, Managing Director & Head HR, Deutsche Bank
Mandeep Maitra, Head Asia, Lynda Gratton- Future of Work and Hot Spots Movement
Mohit Nagrath, Leadership Strategist Leadership Architecture Worldwide, LLC.
Mukul Rastogi, Vice President, Human Resources, ITC Limited
Nalin Garg, Global HR Head, Cipla Ltd
Neelima Rao, Worldwide Human Resources Director, Johnson & Johnson
Pradeep Mukerjee, Country Head & CEO India, Mercer Consulting
Pranesh Anthapur, Vice President Human Resources at Walmart Global e-commerce
Prasenjit Bhattacharya, CEO, Great Place to Work Institute, India
Ranjay Radhakrishnan, Vice President, Talent, Unilever
R Uday Mohan, Senior Director, HR, South Asia, Pfizer
Rohini Seth, Head, HR, Reckitt Benckiser
Santrupt Misra, Director HR, Aditya Birla Group & CEO, Carbon Black
Shahrukh Marfatia, VP HR, Global Commercial at Shell Eastern Petroleum Co
Suchismita Burman, Associate Director - HR, Cognizant Technology Solutions
Sumitabh Bhatnagar, VP - HR DLF Home Developers Ltd.
Suvamoy Roy Choudhury, South East Asia Director HR, Reckitt Benckiser
Swadesh Behera, Director HR, Boston Scientific
Vikramaditya Bajpai, Head HR, Global Emerging Markets, Novartis AG
Manthan-2014 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 2014 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 endeavor 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 Tattvabodha was “Business Expectations from HR: Moving beyond the Intangibles?” 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:
- A dil 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
- Prabir Jha, Reliance industries
- Prasenjit Bhattacharya, Great Place to Work

Daksya, the 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 grueling and challenging fight to prove their mettle across disciplines.

Srijan, the HR exercise aimed to give a taste of these challenges to the aspiring HR managers of tomorrow. At the end of this grueling exercise the victors would take home not only the much coveted prize money, but also the satisfaction of being the best in the field with PPIs being offered for the best!

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.
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 and mentorship opportunities.

Core Committee
The Core Committee of HRM & LR, originally conceived as the committee responsible for ideation & execution of Manthan in 2007, the annual management fest of School of Management and Labour Studies has changed with changing times, taking into account the student & corporate expectations, into a committee responsible for enhancing and celebrating student skills in a variety of fields like arts, academics, music etc.

Through the formulation of HRM & LR forum, the committee has initiated student clubs (example - Debate club, Quiz club) promoting student interests and enhancing college life experience. This year, the HRM & LR forum is taking new shape by venturing into domains, which made TISS PMIR famous. The independent student clubs of the HRM & LR forum will also enhance the academic rigour of TISS through Guest Lectures, Round Table conferences with Industry experts, giving the students a taste of Industry expectations and trends. The forum also promotes competitive spirit and knowledge sharing by organizing debates, quizzes.

Manthan, the annual management fest has lived up to its name by churning out some of the best experiences over the years. Be it discussing HR trends, Corporate Responsibilities, IR under currents with Industry & academic eminent or attracting the best talent across Indian B-schools, Manthan has always stood as one of the management fests to watch out for.
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:
  o Process of selection (Preliminary Test, GD, Interview, Case etc.)
  o Number of rounds of the GD and group size
  o Number of rounds of Interview
  o Approximate duration of the GDs 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.
<table>
<thead>
<tr>
<th>Abbott</th>
<th>Essar Group</th>
<th>Marico</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABG Shipyard</td>
<td>Fidelity</td>
<td>Maruti</td>
</tr>
<tr>
<td>ACC Cements</td>
<td>FirstSource</td>
<td>Medtronic</td>
</tr>
<tr>
<td>Accenture</td>
<td>GE</td>
<td>Microsoft</td>
</tr>
<tr>
<td>Aditya Birla Group</td>
<td>Godrej</td>
<td>Motorola</td>
</tr>
<tr>
<td>Adobe</td>
<td>Godrej and Boyce</td>
<td>Murugappa Group</td>
</tr>
<tr>
<td>Airtel</td>
<td>Hay Group</td>
<td>Nestle</td>
</tr>
<tr>
<td>Asian Paints</td>
<td>HCL</td>
<td>Nivea</td>
</tr>
<tr>
<td>Astra Zeneca</td>
<td>HDFC Bank</td>
<td>Nokia</td>
</tr>
<tr>
<td>Bennett Coleman &amp; Co.</td>
<td>Heinz</td>
<td>Nomura</td>
</tr>
<tr>
<td>Bharti Axa</td>
<td>Hero Honda</td>
<td>Novartis</td>
</tr>
<tr>
<td>Bharti Group</td>
<td>Hewitt</td>
<td>Pricewaterhouse Coopers</td>
</tr>
<tr>
<td>Boston Scientific</td>
<td>Hinduja Group</td>
<td>Procter and Gamble</td>
</tr>
<tr>
<td>BPCL</td>
<td>Hindustan Coca Cola</td>
<td>Rabo Bank</td>
</tr>
<tr>
<td>Cadbury</td>
<td>Beverages</td>
<td>Reliance</td>
</tr>
<tr>
<td>Cairn Energy</td>
<td>Hindustan Unilever</td>
<td>RPG Group</td>
</tr>
<tr>
<td>Capgemini</td>
<td>HPCL</td>
<td>Saint Gobain</td>
</tr>
<tr>
<td>Citibank</td>
<td>HSBC</td>
<td>Samsung</td>
</tr>
<tr>
<td>Coca Cola</td>
<td>IBS Software Services</td>
<td>SAP</td>
</tr>
<tr>
<td>Colgate Palmolive</td>
<td>ICICI Bank</td>
<td>Shell</td>
</tr>
<tr>
<td>Crompton Greaves</td>
<td>IndianOil Corporation Ltd.</td>
<td>SHRM</td>
</tr>
<tr>
<td>Cummins</td>
<td>Infosys Technologies</td>
<td>Standard Chartered</td>
</tr>
<tr>
<td>DBS</td>
<td>ITC</td>
<td>Sudarshan Chemicals</td>
</tr>
<tr>
<td>DDI</td>
<td>Jindal Steel &amp; Power Ltd.</td>
<td>Tata Motors</td>
</tr>
<tr>
<td>Del</td>
<td>John Deere</td>
<td>Tata Sons</td>
</tr>
<tr>
<td>Deloitte Consulting</td>
<td>Johnson &amp; Johnson</td>
<td>Tata Steel</td>
</tr>
<tr>
<td>Deutsche Bank</td>
<td>KPMG</td>
<td>TCS</td>
</tr>
<tr>
<td>Dr. Reddy’s Laboratories</td>
<td>L’Oreal</td>
<td>Texas Instruments</td>
</tr>
<tr>
<td>DVC</td>
<td>Larsen and Toubro</td>
<td>Trident</td>
</tr>
<tr>
<td>Edelweiss Financial Services</td>
<td>Mahindra and Mahindra</td>
<td>Wipro</td>
</tr>
</tbody>
</table>
TISS, HRM & LR - SUMMER PLACEMENT PROCESS 2013

- Tata Institute of Social Sciences (TISS), Mumbai is a premier institute of higher learning which was established in 1936, and has been offering a renowned 2-year Postgraduate Program in Human Resource Management and Labour Relations (erstwhile PMIR) since 1962. It is a NAAC 5 Star accredited Central Government Deemed University. Today, TISS enjoys national and international reputation for churning out the best HR talent around.

- TISS conducted its Summer Placement Process for the HRM & LR batch of 2013-15, on October 18, and October 19, 2013. The Placement Process was extremely successful with the entire batch of 60 getting placed in 1.5 days. All offers made were paid internship offers.

- The process witnessed the participation of regular recruiters like Asian Paints, Colgate-Palmolive, Deloitte, Hindustan Unilever, ITC, Marico, Microsoft, Mondelez, etc.

- The process also saw a substantial increase in the number of first time recruiters on campus.

- Amazon, Bosch Manufacturing, CRISIL, Export Credit Guarantee Corporation (A Govt. of India Enterprise), HCL, Nomura, Philips, RIL and Sab Miller were all first time recruiters.

SNAPSHOT - SUMMER PLACEMENT PROCESS 2013

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of students in the batch</td>
<td>60</td>
</tr>
<tr>
<td>Number of women participating</td>
<td>26</td>
</tr>
<tr>
<td>Sign-outs / Opt-outs</td>
<td>0</td>
</tr>
<tr>
<td>Number of students placed</td>
<td>60</td>
</tr>
<tr>
<td>Number of offers in the HR domain</td>
<td>60</td>
</tr>
<tr>
<td>Number of companies making offers</td>
<td>36</td>
</tr>
<tr>
<td>Number of first time recruiters</td>
<td>10</td>
</tr>
<tr>
<td>Average Stipend offered (For 2 months)</td>
<td>INR 1 Lakh</td>
</tr>
<tr>
<td>Highest Stipend offered (For 2 months)</td>
<td>INR 2 Lakhs</td>
</tr>
</tbody>
</table>

LIST OF COMPANIES THAT MADE OFFERS

- Aditya Birla Group
- Hindustan Unilever
- Accenture
- ITC
- Amazon
- KPMG
- Asian Paints
- Marico
- Bosch Manufacturing
- Medtronic
- Crompton Greaves
- Microsoft
- Citi
- Mondelz
- Colgate-Palmolive
- Nestle
- CRISIL
- Nomura
- Cummins
- Philips
- Deloitte US India
- Dr. Reddy’s Laboratories
- Ernst & Young
- RIL
- Export Credit Guarantee Corporation (A Govt. of India Enterprise)
- RPG
- Edelweiss
- Sab Miller
- GE
- Siemens
- Hay Group
- Tata Steel
- HCL
- Texas Instruments
- HSBC
- Wipro
2014-16 Batch Details

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>34%</td>
</tr>
<tr>
<td>12-23 Months</td>
<td>27%</td>
</tr>
<tr>
<td>24-35 Months</td>
<td>21%</td>
</tr>
<tr>
<td>35+ months</td>
<td>18%</td>
</tr>
</tbody>
</table>

Educational Background

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>74%</td>
</tr>
<tr>
<td>Arts</td>
<td>7%</td>
</tr>
<tr>
<td>Commerce / Management</td>
<td>11%</td>
</tr>
<tr>
<td>Science</td>
<td>3%</td>
</tr>
<tr>
<td>Misc (Pharmacy, Fashion Technology, Law, etc.)</td>
<td>5%</td>
</tr>
</tbody>
</table>
2014-16 BATCH DETAILS

GENDER RATIO

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>61%</td>
</tr>
<tr>
<td>Female</td>
<td>39%</td>
</tr>
</tbody>
</table>
BATCH PROFILES 2014-16
ADITYA ANAND

Software Engineering Analyst – Accenture Services Pvt. Ltd. (35 months)
• Developed a macro that helped the Java team save 20% of man-hours to build a Graphical User Interface for the administrative website of a telecom major
• Recognized by the Project Manager for independently handling assignments and deliverables for a team of three members for two months
• Distinction in Spanish, Level 1 Certification, Institute of Foreign Language and Culture, 2012
• Represented college in the regional round of TCS ‘Techbytes’ Quiz, 2011
• 1st position, Ad Campaign, ‘Think 2010’, a national level college Tech Fest, SDMCET, 2010

AMIT

Assistant Design Engineer – MECON Ltd. (23 Months)
• Consultant, responsible for making Environmental Impact Assessments/ Environmental Management Plan reports approved by MoEF, Govt. of India
• Responsible for regional Environmental Impact Assessments covering base line data generation, safety audit with risk/hazard analysis and sustainable development studies
• Volunteer, ‘Jagruti Yatra’, an NGO responsible for conducting a nation-wide train journey to build India through enterprise, 2013
• Recipient, Merit Scholarship, IIT-BHU, 2008-12
• Organizer, ‘Quizzeria’ quiz competition, ‘Udbhav’, technocultural fest, IIT-BHU, 2010

Bachelor of Engineering (Electronics & Communication) S.D.M College of Engineering and Technology (SDMCET), Visvesvaraya Technological University (Dharwad)
**AMIT SOLANKI**

**Assistant Manager (Public Relations and Administration) - JK Paper Ltd. (8 months)**
- Youngest Assistant Manager ever selected at JK Paper Ltd. Unit – CPM, Gujarat
- Coordinator, Adult Literacy Programme, a CSR Initiative of JK Paper Ltd.

**Centre Manager - PT Education Training and Services Pvt. Ltd. (52 months)**
- Instrumental in launching, nurturing and devising training modules for existing and new products thereby earning a promotion in six months' time
- Winner, State Talent Search Examination Scholarship conducted by Gujarat State Education Board, 1999-00

**ANJAN GANGULY**

**Assistant Manager - Monnet Ispat and Energy Ltd. (MIEL) (34 months)**
- Team Lead, ‘Erection, Commissioning and Maintenance’ of Ladle Refining Furnace and EOT Cranes for the Steel Melting Shop, Raigarh
- Member, Recruiting Team, MIEL, 2012-13
- Member, Programme Committee, IEEE Student Branch, HIT, 2010-11
- Founder, ‘Robolution’, Robotics Club, 2010
- Awarded ‘The Conduct and Application Prize’ for 11 years of good conduct and academics, St. Xaviers’ School, Durgapur, 2005

---

Bachelor of Engineering (Electronics & Communication)
Vishwakarma Government Engineering College (VGEC),
Gujarat University (Gandhinagar)

Bachelor of Technology (Electronics & Instrumentation)
Haldia Institute of Technology (HIT), West Bengal University of Technology (Haldia)
ANJANA GEORGE

Engineer - ABB India Ltd. (19 months)
- Member, Global Support Team for ‘MNS Engineer V2’ - the switchgear design tool developed by ABB Ltd.
- Member, Junior Placement Committee, HRM & LR, TISS, 2014
- Senior Executive, ‘Industrial and Planning Forum’ and ‘Electrical Engineers Association’, NIT-C, 2010-12
- Diploma in Graphic Designing, Media Village Changanassery, 2010
- 1st position, English Poetry Writing Competition, C.B.S.E Regional Youth Festival, 2005

ANUSHREE LIMAYE

Associate Software Engineer - Accenture Services Pvt. Ltd. (17 months)
- Instrumental in automation of database scripts to reduce time spent on testing
- Compiled and deployed code for additional features to be included in the User Interface for Microsoft Licensing
- Member, National Service Scheme, RCOEM, 2010-12
- 14th rank, Statelevel Aptitude Development Workshop, RCOEM, 2009-10

Bachelor of Technology (Electrical & Electronics)
National Institute of Technology Calicut (NIT-C) (Calicut)

Bachelor of Engineering (Electronics & Communication)
Ramdeobaba College of Engineering and Management (RCOEM), Rashtrasat Tukdoji Maharaj Nagpur University (Nagpur)
APARNA V

Freelancer (10 months)
• Technical Research Editor and Reviewer, Cactus Communications Ltd.
• Intern-Programming, 94.3 Radio One, Pune, 2013

Systems Engineer - Infosys Ltd. (19 months)
• Worked towards product development, testing and user interface development in the mortgage banking domain
• Core Member, iAccess Rights Mission, TISS, 2014
• Member, ‘Kashish’, an amateur theater group, Pune, 2012
• Volunteered with a rural NGO for a month as part of ‘iVolunteer India Fellow Youth’, 2010

ARUNIMA MISHRA

Assistant Manager - Central Bank of India (41 months)
• Assistant Department Manager, HRD, Lucknow region followed by Assistant Branch Manager, Rajajipuram, Lucknow
• Cleared in the first attempt, JAIIB examination on Banking proficiency, Indian Institute of Banking and Finance, 2011
• 2nd rank, PG Diploma in HRD, University of Lucknow, 2010
• Cabinet member, Student Government Association (SGA), Isabella Thoburn College, Lucknow, 2006
• Recipient, the President’s Award for Educational Excellence, sponsored by the US Department of Education, 2002
AVINASH KUMAR SINGH

Software Engineer - Aricent Technologies (Holdings) Ltd. (8 months)
- Responsible for critical error handling processes during the software final roll-out for ‘FQxx BTS’ designed for Nokia Solutions Network
- Student Placement Coordinator, BIAS, 2012-13
- Director, Dramatics Team, BIAS, 2012-13
- Recipient, Best Poet, ‘Spectrum’, Cultural Fest, BIAS, 2010
- School Prefect, Birla Vidyamandir, Nainital, 2007-08

Bachelor of Technology (Electronics & Communication)
Birla Institute of Applied Sciences (BIAS), Uttarakhand Technical University (Nainital)

EKTA SINGH

Business Analyst - Netrika Consulting India Pvt. Ltd. (8 months)
- Worked with Business Intelligence Team responsible for research and investigation on companies to check and limit anti-piracy for Microsoft products
- Handled other processes like due diligence and Pre-Employment Screening (PES)
- Summer Intern, Bigshoebazaar India Pvt. Ltd., 2012
- Summer Intern, Nurturing Green Retail Pvt. Ltd., 2011
- Winner, Dance Competition organized by District Child Welfare Council, Gurgaon, 2003

Bachelor of Business Studies (Marketing)
Keshav Mahavidyalaya, University of Delhi (Delhi)
WORK EX

BATCH PROFILES

DR. KAMAL DEEP SHARMA

Consultant Dental Surgeon – Smile Dental Clinic (10 months)
• Undertook comprehensive examination of patients using various modern investigative and diagnostic tools to formulate treatment plans
• Organized and participated in several oral healthcare camps and led a team that provided free dental treatment to rural poor
• 2nd position, HIDS and 7th position, HPU, BDS Final Examination, 2011-12
• Class Representative, HIDS, 2007-11
• Recipient, Thakur Sen Negi Scholarship, Government Senior Secondary School, Kullu, 2005

Bachelor of Dental Surgery (BDS)
Himachal Institute of Dental Sciences (HIDS), Himachal Pradesh University (HPU) (Paonta Sahib)

LAXMI KANT JHA

Software Engineer – CGI Information and Management Consultants Pvt. Ltd. (47 months)
• Designed, developed, unit tested and maintained software modules in Health Insurance, Telecom, Banking and Mutual Funds domain
• Member, Buddy Team
• Suggested ideas like Data Dictionary, JAD sessions and knowledge transfer from the Business Analysts to the Developers that led to better code quality and less defects
• Certified by Finitiatives Learning India Pvt. Ltd. in ‘CGI India Banking 101’, 2013
• Certified in German language, Department of Continuing Education and Student Counseling, MIT, 2009

Bachelor of Engineering
(Computer Science & Engineering)
Manipal Institute of Technology (MIT), Manipal University (Manipal)
MANISHA VERMA

Senior Research Analyst – The Smart Cube (21 months)
- Worked on supplier market analysis, competitor analysis and opportunity assessment for clients in pharmaceutical and manufacturing sectors across Europe and China
- Offered admission, Young India Fellowship Program, 2014-15
- Member, Junior Placement Committee, HRM & LR, TISS, 2014
- Part of Indo-US exchange program and subsequently went to The Netherlands for Indo-Dutch exchange program at Hogeschool Business School, 2011-12
- District Topper, X and XII Board Exams, 2007 and 2009

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

MANU SINGH

Project Lead – The Blue Ribbon Movement (12 months)
- Started a project on ‘Solid Waste Management’ as part of the Social Leaders Program
- Facilitated Leadership workshops for ‘Social Leaders Program’ and ‘Avanti Young Women Leaders Program’
- Conceptualized and Implemented a pilot program ‘Relead – Leadership for Tomorrow’ in collaboration with IIM, Bangalore
- Member, Organizing Committee, ‘Zephyr’, Tech Fest, TCET, 2010
- 4th position, Football, BITS Pilani Open Sports Meet, 2009

Bachelor of Engineering (Electronics)
Thakur College of Engineering and Technology (TCET), University of Mumbai (Mumbai)
MEHUL BHATI

Senior Systems Engineer - Infosys Ltd. (32 months)
- Developed an Integration Project and completed training by America’s Health Insurance Plan on ‘Fundamentals of Health Insurance Part A 2012’ while working for a Health Care Client
- Coordinator for Strategy, Action and Planning (STRAP) and employee engagement initiatives within Infosys Ltd., 2012-14
- Area Governor, Toastmasters International, Area G4, Odisha, 2013-14
- 1st position, Debate and Extempore competition, SVCE, 2009

Bachelor of Engineering (Hons.)
(Electronics & Communication)
Swami Vivekananda College of Engineering (SVCE), RGPV (Indore)

MIHEER PRAFULLA AGNIHOTRI

Assistant Manager (Revenue) - ITC Ltd. (Hotels Division) (17 months)
- Aligned and controlled room inventory of 440 rooms, ITC Maurya, Delhi and 240 rooms, ITC Windsor, Bengaluru
- Managed various channels of distribution like Global Distribution System, Online Travel Agents, Company Website and Property Management System
- Visiting Faculty, Front Office Operations and Food Mathematics, ITM Institute of Hotel Management, Mumbai, 2013
- 32nd position, Joint Entrance Exam conducted by the National Council of Hotel Management and Catering Technology, 2008
- Winner of various oratory and writing competitions, Gokuldham High School and Vivekananda Mission School, Mumbai, 2004-08

Bachelor of Science (Hospitality & Hotel Administration)
Institute of Hotel Management, Catering Technology and Applied Nutrition (IHMCTAN), IGNOU (Mumbai)
Mohammed Albin T.A.

Electrical Design Engineer - Western Interior Designers and Marine Contractors (23 months)

- Part of the designing team and supervised the different electrical installations at Mathrubhumi newspaper plant, Cochin
- Fine Arts Secretary, Students’ Union, GEC, 2010
- Student Convenor, GEC Placement Cell, 2010
- Joint Convenor, Program Committee, ‘Interzone’, Arts Fest, University of Calicut, 2009
- Sub Editor, GEC Students’ Union Magazine, 2008-09

Nehalika S. Dugad

Assistant Systems Engineer - Tata Consultancy Services (18 months)

- Responsible for design, development, testing and maintenance of the loans module for State Bank of India (SBI), 2013-14
- Recipient, ‘TCS Gem Points’ for outstanding performance during the crucial financial closure activity for SBI, 2014
- Successfully completed project on Advanced Electronics (FPGA), Tata Institute of Fundamental Research, Mumbai, 2011-12
- Event head for various competitions in the cultural and technical fests, FCRIT, 2010-11
PALLAVI MAYA

Network Specialist – Aricent Technologies (Holdings) Ltd. (18 months)
• Provided technical expertise for product support operations and imparted training along with mentorship to new hires
• Recipient, ‘SNAP’ award for valuable contribution to the project operations and was anointed as a ‘High Relative Contributor’ for outstanding performance, 2013

Network Engineer – Avaya India Pvt. Ltd. (18 months)
•Handled critical escalations for a global client base with multi-party involvement as a part of data networking product support team
•Selected in ‘Avaya’s Discretionary Investment Program’ for budding leaders and received ‘You Made a Difference’ award for contribution to operations, 2012
•Vice president, Prayas, Students’ Social Initiative, TCT, 2010-11
•1st Position, Inter-school Aryabhatt Mathematics Competition, 2000

PALLAVI SANDHU

Associate – Sapient Consulting Ltd. (16 months)
•Designed, developed and maintained software for clients and pitched technical solutions for prospective clients
•Successful and fast delivery of critical application that was reused in three other client applications and received Client appreciation mail for the same
•Recipient, ‘Relationship Award’ for team building exercises, 2014

•Founding President of Debate Society and Joint General Secretary, AIT, 2009-12
•Best Speaker, Debate, Armed Forces Medical College and Best Speaker, MUN, Symbiosis Law School, 2011
PRASHANT KUMAR GOPALIA

Systems Engineer - Tata Consultancy Services (51 months)
- Offshore Team Lead, Zimmer Inc.
- Recommended for Zimmer IMPACT award
- Fire Marshall, Zimmer Inc. Project
- Won two Zimmer Chief Information Officer (CIO) awards from JDE Manufacturing and Finance teams
- Completed Airtel Delhi Half Marathon, 2012

Bachelor of Engineering (Electronics & Communication)
Laxmi Devi Institute of Engineering and Technology (LIET), University of Rajasthan (Alwar)

PRASHASTI CHOUBEY

Graduate Engineer Trainee - Tata Technologies Ltd. (3 months)
- Involved in die designing of automobile components in Catia V5R20 software for Nissan Japan department
- Summer Intern, NTPC Ltd., Sipat, 2011-12
- Consolation Prize, Gearloose, a mechanical car making event, ‘Techkriti’, annual Tech Fest, IIT-Kanpur, 2010-11
- Secured AIR 300 in MP-PET, 2009
- Awarded a Diploma (Visharad) in Indian Classical music from Bhatkhande and won a state level music competition, 2006

Bachelor of Engineering (Hons.) (Mechanical)
Shri G.S. Institute of Technology & Science (SGSITS), RGPV (Indore)
PRASIN TAMANG

Project Area Coordinator - Manav Utthan Seva Samithi (14 months)
• Provided direction and support to assure quality standards during the project implementation of ‘Computer Literacy in Rural Area’

• One of the key note speakers for addressing youth across Sikkim on ‘Science & Spirituality’, 2008-14
• In-Charge, ‘Writers Forum’ and Editor ,‘Sonaquips Magazine’, NERIST, 2010
• General Secretary, Sikkim Students Union, 2007-08
• Played football for Sports Authority of India, U-14 level, Sikkim, 2001-04

Bachelor of Technology (Computer Science & Engineering)
North Eastern Regional Institute of Science & Technology (NERIST) (Itanagar)

PRATIBHA DUBEY

Software Engineering Analyst - Accenture Services Pvt. Ltd. (28 months)
• Single-handedly automated the troubleshooting process for defects in data flow for a telecom major
• Organizer, Toastmasters Club at industry level, 2014
• Member, Accenture’s CSR initiatives ‘Eco-watch’ and ‘Skill to Succeed’, 2013-14
• Recipient, ‘Star of the Project’ for induction of new joinees and exceeding effort saving targets, 2012, 2013 respectively

• Coordinator, ‘Jagriti’, Inter-College Cultural & Sports Event, RKGIT, 2008

Bachelor of Technology (Information Technology)
Raj Kumar Goel Institute of Technology (RKGIT), Gautam Buddha Technical University (Ghaziabad)
PRAVEEN KUMAR SRIVASTAVA

Junior Manager (Executive Grade E1) - Steel Authority of India Ltd. (17 Months)
- Planned and Implemented, Long Term Project and Short Term Maintenance activities across 42 departments in Bokaro Steel Plant
- Supervised a team for 4.4 Million USD worth capital repair of ‘Blast Furnace No.5’ in collaboration with technical teams from Russia, Holland, Germany and Austria

Assistant Engineer - U.P.R.V.U.N.L. (Uttar Pradesh State Govt. Enterprise) (32 Months)
- Responsible for Power Generation Scheduling and Availability declaration for 1350 MW Thermal Power Plant, ensuring co-ordination with State Level Dispatch Centre
- 2nd rank, Inter-University Debate Competition, ISM, Dhanbad, 2007
- 1st rank, National and Regional level Youth Parliament, 2000-01
- Participated in State level Football Tournament, H.R.D. Ministry, 1999-00

PREETI KUMARI

Engineer - Havells India Ltd. (34 months)
- Led a team of five members for conventional switchgear products in the department of Research and Development
- Executed preliminary feasibility study, technical benchmarking, expansion of existing range, outsourcing and product development forecast using Quality Deployment Analysis
- Provided direction and support to carry out patent research for new product development and also to generate a database for a new vertical set up
- Event Coordinator, ‘Renaissance’, Annual Tech Fest, organized by the Institution of Engineering & Technology Society, DCE, 2010
- School House Vice Captain, Kendriya Vidyalaya, Moscow, Russia, 2003
RANJEET GANGWAR

Senior Engineer - Indian Oil Corporation Ltd. (IOCL) (56 months)

- Led the Technical Team and implemented ‘Piping Modification Projects’ comprising handling of work contracts, labours and optimization of resources among participatory departments, 2011-13
- Head Coordinator, Organizing Team, Cultural Fest and CSR activities i.e. Health Camps, Education Support and Skill Development Centre, IOCL, Panipat, 2011-13
- Core Team Member, Project Commissioning Group, for revamping refinery capacity (12 to15 MMTPA) and commissioning of Petrochemical Plant, 2009-11

- Cultural Secretary, ‘Culrav’, Annual Cultural Fest, MNNIT, 2006
- 1st rank, Paper Presentation in ‘Avishkar’, National Level College Fest, MNNIT, 2005

RASHMI SINGH

Planning Engineer - Alstom India Ltd. (35 months)

- Initiated and implemented inventory items’ ‘Demand Forecast Model’ for generator shop at Alstom
- Won Alstom University’s ‘Promising Leader’, ‘High Spirited’ and ‘Socially Responsible’ Young Engineering Graduate Award, 2011

- Member, Junior Placement Committee, HRM & LR, TISS, 2014
- Event Organizer, ‘Paramarsh’, National Level Non-Tech Fest, FTE, 2008-10
- 1st rank, Zonal Level Elocution Competition, National Social Science Exhibition, Kendriya Vidyalaya Sangathan, Jaipur, 2004
ROHAN MAMGAIN

Associate Software Engineer, Professional 1 – Computer Science Corporation (CSC) (35 months)
- Member, Business Intelligence Team, responsible for data and analytics requirements across verticals, regions and business areas
- Recipient, ‘Key To Success’ at CSC for excelling in client satisfaction, 2013
- Volunteer, ‘Smile’ foundation, an NGO working in education sector, 2013
- Member and Host, ‘Epoque’, Cultural Fest, KIET, 2010-11
- Represented GB Nagar district at Uttar Pradesh Basketball Championship, 2006

Bachelor of Technology (Electrical & Electronics)
Krishna Institute of Engineering & Technology (KIET), Gautam Buddha Technical University (Ghaziabad)

SANCHITA AGARWAL

Software Engineering Associate - Accenture Services Pvt. Ltd (12 months)
- Performed detailed functional testing and maintained software product quality for two projects ‘Telus MVNE’ and ‘MD Anderson’

Software Engineering Trainee - Optimus Information Inc. (6 months)
- Published research paper titled ‘Financial Literacy in New Job Entrants’ in an international journal ‘Pertanika’, Journal of Social Sciences and Humanities, 2013
- As a member of Rotract Club of Wagnahat, organized group discussions, fund raising events and maintained an official blog for the Club, 2011
- Participant, JUITMUN, Model UN Conference, 2010
- Recipient, Certificate of Academic Excellence for being a scholar for seven consecutive years, Delhi Public School, Delhi, 2000-06

Bachelor of Engineering (Electronics & Communication)
Jaypee University of Information Technology (JUIT) (Solan)
BATCH PROFILES

SANGEETHA THIYAGARAJAN AIYAR

Technology Analyst – JP Morgan Services India Pvt. Ltd. (22 months)
• Recipient, ‘Star of the Quarter’ for outstanding performance in Q3, 2013
• Team Lead, ‘Force for Good’, a CSR initiative by JP Morgan, Mumbai, 2013
• Literature Head, ‘Utsav’, Cultural Fest, VESIT, 2011
• Senior Public Relations Officer, Computer Society of India, VESIT, 2009-11
• Recipient, ‘Most Promising Student of the Year’, by Indian Society of Technical Education, VESIT, 2009-10

SARTHAK MITTAL

Operation Support Subsystems Engineer-Nokia Solutions and Networks (36 Months)
• Installed 5 OSS and Network Management Systems onsite for Vodacom, Tanzania
• Part of two-member team for installing the complete Customer Care Service Framework for Vodafone India
• Recipient, ‘Spot Award’ for a record 5 times for providing effective and efficient solutions to Airtel’s ‘Customer Experience Management’ product, 2011-13
• Ensured glitch-free running of more than 20 OSS across India with negligible outages/ failures
• Founder, Resource Development Club, DIT, 2008
SAMRIDHI GOEL

Tax Analyst – KPMG (4 months)
- Worked on tax compliance cycle, preparation and filing of India tax return and advisory services on monthly withholding of taxes for internationally mobile executives
- Member, Junior Placement Committee, HRM & LR, TISS, 2014
- 1st position, Commercial Business Plan and Case Study completion organised by Shri Guru Gobind Singh College of Commerce, University of Delhi, 2013
- 1st position, Social Business Plan competition organized by Ministry of Youth affairs in association with Leaders for Tomorrow, 2012
- Recipient, Amul Vidya Bhushan Award by Amul for academic excellence in Class X, 2008

SAURABH KUMAR CHOUDHARY

Assistant Manager - Coal India Ltd. (28 months)
- Worked for the Electrical and Mechanical Department (E&M) providing technical support to the tendering process and day-to-day maintenance of coal handling plant
- Joint Secretary, Officer’s Club, Mahanadi Coal Field Ltd.
- Obtained Excellent Rating in Annual Performance Review and was promoted to Head-in-charge of e-tendering unit and Coal Net at area level, 2012

Assistant Manager – Volvo Eicher Commercial Vehicles Ltd. (7 months)
- Prepared customer feedback reports on technical issues in new product development for the Product Management Group
- Member, Organizing Committee, ‘Drishti’, Cultural Fest, BIT Sindri, 2010
- Won prizes in Robotics (autonomous and spy-robot section) in ‘Tech-Udbhav’ and ‘Triveni’, inter college Tech Fests, BIT Sindri, 2009-10

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

Bachelor of Technology (Mechanical)
BIT Sindri, Vinoba Bhave University (Hazaribag)
SHIVENDRA SINGH

Project Engineer - Wipro Technologies (50 months)
- Led ‘Keep The Business Running’ team for live production support activities for Intel and handled FatWire development for Wal-Mart
- Received best project award from business unit and appreciation from client for improving the System Maintenance Technical Document
- Chairman, Core Committee, MMMEC, 2009
- 1st position, Mixed Doubles Badminton Competition in ‘Smash’, Sports Fest, MMMEC, 2007-08

Bachelor of Technology (Computer Science)
Madan Mohan Malviya Engineering College (MMMEC),
Uttar Pradesh Technical University (Gorakhpur)

SHRIYA RAIPURE

Programmer Analyst - Cognizant Technology Solutions (17 months)
- Accountable for testing of modules in commercial fraud and security domain for a leading UK based bank
- Part of the ‘Commercial Fraud and Security Enhancement Team’ responsible for guiding the new joinees about the project and processes followed in the organisation
- Sports Secretary, VIT, 2011-12
- Best All Rounder Student, Class X, Dastur Girls High School, Pune, 2006
- Gold Medallist, National Level Basketball tournament, represented Maharashtra, 2004

Bachelor of Engineering (Information Technology)
Vishwakarma Institute of Technology (VIT), University of Pune (Pune)
SHRUTI VASUDEVAN

Systems Engineer - Tata Consultancy Services (28 months)
- Worked on business analysis and development of pension management module in an e-Governance project and received awards for effective client side management
- House Captain, Navy Children School, Kochi, 2007
- 2nd position, National Rotary Essay Competition, 2006
- Awarded Gold Merit, National Cyber Olympiad, 2005

Bachelor of Technology (Electronics & Communication)
Rajagiri School of Engineering and Technology (RSET), Mahatma Gandhi University (Kerala)

SIDDHARTH SRIVASTAVA

Engineer - Hindustan Aeronautics Ltd. (17 months)
- Developed the processing program for implementing a new incentive scheme for workmen at HAL Aircraft Division, Bangalore
- Ensured timely processing of payrolls and workmen incentive every month at HAL Aircraft Division, Bangalore
- Worked in coordination with the HR Department, trained users and acted as a ‘Single point of Contact’ in implementing ‘Online Performance Appraisal System’

Associate Software Engineer - Accenture Services Pvt. Ltd. (3 months)
- Successfully completed training to become Oracle apps ERP technical resource
- 1st position, Virtual Assembly Program Competition organised by Microsoft Student Technical Group, JUIT, 2011
- Member, Literary Club, JUIT, 2008-10

Bachelor of Technology (Computer Science)
Jaypee University of Information Technology (JUIT) (Solan)
SIMRAT SOKHI

Senior System Engineer - Infosys Ltd. (46 months)
• Received ‘Bravo Award’ for devising new work-around to clear pending backlog and ensure sustainable reduction of incoming tickets, 2012
• Started an initiative, ‘Know Your Team Series’ for better team alignment under ‘Funtanki’, an Employee Satisfaction and Engagement team

• Won various awards in sketching and singing competitions at the National and State Level, 2001-09
• Art Illustrator, Member of Students Council, Spring Dale Senior School, 2003-04
• Recipient, Scholarship for excellent academic Performance in Class X, Spring Dale Senior School, 2003

Bachelor of Technology (Computer Science)
D.A.V. Institute of Engineering & Technology (DAVIET), Punjab Technical University (Jalandhar)

SOURABH KHAN

Junior Manager - JSW Steel Ltd. (35 months)
• Converter-in-charge of the plant, managed resources for improvement of quality and production in plant operations
• Managed Supply Chain of Steel melting shop and streamlined material flow to minimize logistics delay on shop floor
• Successfully trained 4 Graduate Engineer Trainees in process control of Basic Oxygen Furnace (BOF)

• Head, Publicity Committee, ‘Incident’, annual Cultural Fest, NITK, 2010
• Executive Member, National Service Scheme, NITK, 2009

Bachelor of Technology (Metallurgy & Materials)
National Institute of Technology, Surathkal (NITK) (Karnataka)
SRIVASTAV V J S

Systems Engineer - Tata Consultancy Services (33 months)
- Led the team for development of one of the fastest mobile applications for consumer loan acquisition in the US Auto Finance Industry
- Runner-Up, Group level ‘Tata Quotient 2013’ competition for promoting ethical behaviour at the workplace
- Class Representative, HRM & LR, TISS, 2014
- Finalist, ‘Tom Engibous Award’, Texas Instruments India Analog Design Contest, 2010
- Finalist, International ‘Best Speaker of Business English’ competition jointly organized by the University of Cambridge and the British Council in India, 2008

SUMESH KUMAR

Management Trainee - The Fertilisers and Chemicals Travancore Ltd. (19 Months)
- Managed workforce, equipment and grade quality of the fertilizer at the complex fertilizer plant, Cochin Division
- Led a three member team in commissioning of Ammonia barge unloading facility, Cochin Division
- Member, Commissioning Team of Distributed Control System in the fertilizer plant, Cochin Division
- Won Football tournaments held as a part of VNIT Institute Celebrations, 2007 and 2009
- Core Member, Organizing team, ‘Quizfest’, Tech Fest, VNIT, 2009
SUSHANT JOSHI

Systems Engineer - Infosys Ltd. (46 months)
- Member, ‘Samarpan’, an Infosys’ CSR initiative which conducted ‘Notebook Drive’ in underprivileged areas near Bangalore which impacted 45000 lives, 2013
- Unit Anchor, ‘Performance Evaluation and Utilization Compliance’ as part of the Operations Team, 2012-13
- Received recognition for ‘Automating Large Scale Document Generation’ for a US based Health Insurance major, 2012
- College level project ‘Waste Water Purification Through Non-Invasive Techniques’ was selected to be presented before Dr. K M Birla, Chancellor, BITS-Pilani, Goa, 2009
- Member, Organizing Committee, ‘Quark’, Tech Fest, BITS-Pilani, Goa, 2008-09

SUYASH GARG

Software Engineer - Accenture Services Pvt. Ltd. (19 months)
- Received client appreciation for streamlining data repository by sourcing records from multiple data warehouses using Extract Transform Load, 2013
- Selected as a Prime Minister’s Rural Development Fellow, Ministry of Rural Development, Government of India, 2014
- Delivered ‘Teach India’, an initiative by The Times of India to enhance employability in marginalized adults by imparting knowledge of Spoken English, 2010-11
- Certificate of Merit, CBSE for being among the top 0.1% achievers in ‘AISSE’ in Communicative English, National Public School(I), Bangalore, 2005

Bachelor of Engineering (Hons.)
(Chemical)
BITS-Pilani University (Goa)

Bachelor of Technology
(Computer Science)
Galgotias College of Engineering and Technology (GCET), Gautam Buddha Technical University (Noida)
TUSHAR KUMAR GUPTA

Quality and Production Executive – Azeta Group (11 months)
• Proposed and supervised the installation of metal detecting machine at the production floor for quality control, 2013

Junior Buyer – FabIndia Overseas Pvt. Ltd. (12 months)
• Recipient, Letter of Recommendation from Quality Head, FabIndia, 2012
• Played a key role in developing relationship with the vendors, accompanied by strict follow ups that led to successful production planning and on time delivery, 2011-12
• Established a new system of tracking samples from supply region companies which replaced paper based tracking method, 2011

• Received appreciation from NIFT for innovation in graduation level project, ‘Effect of Garment Manufacturing Techniques on Sericin Treated Fabric’, IIT Delhi, 2011
• Recipient, Certificate of Appreciation for textile internship, Rajasthan Spinning and Weaving Mills Ltd., Bhilwara, 2010

TWINKLE TUKRA

Software Engineering Analyst – Accenture Services Pvt. Ltd. (35 months)
• Winner, ‘Celebrating Performance Award’ for ‘Maximizes Team Performance’, ‘Drives for Value Added Results’ and ‘Organizes Quality Work Efforts’, 2011-14
• Member, ‘Vajra’, a group in Accenture which assists and helps new joinees, 2014

• Member, Junior Placement Committee, HRM & LR, TISS, 2014
• 1st position, college level Paper Presentation Competition, SKNCOE, 2010
• 1st position, inter school Debate Competition organized by the Art of Living, Shimla, 2004
VIGNESH VS

Software Engineering Analyst - Accenture Services Pvt. Ltd. (21 months)
- Spearheaded the core committee in Accenture for the financial services Cultural Fest, ‘FS Fete’, 2014
- Recipient, ‘Catalyst Award’ for high performance in managing end to end project delivery for development of a payment card processing application, 2013
- Appreciated by clients and managers for single-handedly delivering six projects within a span of four months in critical situations, 2013

- Lead Organizer, ‘GraVITas’, College Cultural Fest, VIT, 2011
- Black belt in Karate, 2006

VINOD NANNAware

Assistant Manager - Godrej and Boyce Manufacturing Company Ltd. (51 Months)
- Successfully implemented the world class manufacturing processes, TPM, Kaizen, ISO and Business Excellence, 2009-13
- 3rd position, Godrej and Boyce National level Kaizen Competition, Mumbai, 2012
- Member, ‘Jagriti Yatra’, a national train journey to promote enterprise led development, 2011
- Organizer, ‘Regatta’, Annual Cultural Event, COEP, 2008-09
- Gold Medallist, 3rd State level Kayaking Championship and represented Maharashtra state, 19th National Kayaking and Canoeing Championship, Bangalore, 2008
VISHVENDER MALIK

Senior Associate II - Dell International Services (8 months)
- Completed certifications in Microsoft Certified Solutions Associate (MCSA) and Information Technology Infrastructure Library (ITIL), 2013
- Member, Core Team, ‘Udbhav’, College Fest, IPEC, 2011-13
- 2nd position, Infosys Campus Connect Program, 2012
- Recipient, ‘Certificate of Merit’, SSC level, from Hindi Academy and Geography Academy, 2007

YASHASWI NARESH YONZON

Assistant Engineer - Ministry of Works and Human Settlement, Royal Government of Bhutan (6 months)
- Instrumental in improving the Bhutan Schedule of Rates (BSR), 2011-12
- Member, Core Committee, ‘Rebecca’, College Fest, IIEST, 2012
- Editor, ‘Among Ourselves’, School Magazine, St. Joseph’s School, Darjeeling, 2006-07
YASHODHARA NEERUKONDA

Assistant Systems Engineer Trainee - Tata Consultancy Services (16 months)

- Received client appreciation for resolving a critical issue during project release, 2013
- Member, Project Management Team and Induction Team that was responsible for allocation of associates and training for new joinees, 2013

- Elected as Technical Coordinator by 300 students among 7 contestants for ‘Mechanical Engineers Association’, MVGRCOE, 2010-12
- 1st position, inter college Debate Competition, Pydah College of Engineering, Visakhapatnam, 2011

Bachelor of Technology (Mechanical)
MVGR College of Engineering (MVGRCOE), Jawaharlal Nehru Technological University (Vizianagaram)
ANAND GOSWAMI

• Co-founder, ‘Youth’, an NGO training young graduates for competitive examinations, 2013
• Head, Entrepreneurship Development Cell, YCCE, 2012-13
• Winner, ‘Mahindra Igniters Design Quotient’, an automobile design competition, Mahindra & Mahindra Ltd., 2012

Bachelor of Engineering (Electrical & Power)
Yeshwantrao Chavan College of Engineering (YCCE), Rashtrasant Tukadoji Maharaj Nagpur University (Nagpur)

CHETNA OJHA

• Organiser, ‘Parivartan’, Gender Forum, KMC, 2014
• Intern, ‘Quizcraft’, a quiz-making firm, 2012
• Organizer, ‘SPIC MACAY’, KMC, 2011-12
• CBSE Merit Scholar, for excellent performance in English, Maheshwari Girls Public School, Jaipur, 2010

Bachelor of Arts (Hons.) (History)
Kirori Mal College (KMC), University of Delhi (Delhi)
BATCH PROFILES

DEEPAli GADWE

• Intern, Optimizing Demineralization of Water Plant, Tata Steel, Tarapur, 2012
• Industrial Trainee, ‘Natural Gas Sweetening Process’, ONGC, Panvel, 2010
• Volunteer, ‘Redefining Excellence’, Social Service Wing, MIT, 2008-09
• Head Girl, Spring Valley Public School, Indore, 2006-07

Bachelor of Engineering (Chemical)
Manipal Institute of Technology (MIT), Manipal University (Manipal)

JAYRAM BHIKAJI WAGHCHAURE

• Member, Core Committee, Ambedkar Memorial Lecture, TISS, 2013
• Member, Core Committee, National Rural Youth Festival, TISS, 2011
• Merit Certificate, Maharashtra Talent Search Examination, 2007

Bachelor of Arts (Hons.) (Social Work with Specialisation in Rural Development)
School of Rural Development, Tata Institute of Social Sciences (TISS) (Tuljapur)
BATCH PROFILES

NANCY NAYAK

• Core Member, iAccess Rights Mission, TISS, 2014
• Awarded ‘All Rounder of the Year’ by Dr. Kiran Bedi, Queens’ College, 2011
• Founder and Coordinator, ‘Young Entrepreneur Fair’, Queens’ College, 2010
• 5th Runner up, International Young Filmmakers Festival organized by Expressions India, National Science Centre, 2010

Bachelor of Commerce (Hons.)
International Institute of Professional Studies (IIPS), Devi Ahilya Vishwavidyalaya (Indore)

PRATEEK RATHORE

• Editor, ‘Writer’s Bloc’, College Newsletter, Hindu College, 2012-13
• Member, Organizing Committee, International Hindu Model United Nations, a conference organized by Caucus Discussion Forum, 2010-13
• Head Boy, Delhi Public School, Lucknow, 2009-10
• Member, Student Exchange Programme to Hua Yi High School, Singapore, 2008

Bachelor of Arts (Hons.)
(Economics)
Hindu College, University of Delhi (Delhi)
PRITHA BANERJEE

- Teacher Volunteer, Saksham School, an NGO for visually challenged children, Noida, 2013-14
- Member, Student Council, Economics Department, HRC, 2011-12
- Editor-in-Chief, ‘Yearbook’, Annual Economics Journal, HRC, 2010-12
- Gold Medalist for 6 consecutive years of Academic Excellence, Delhi Public School, Noida, 2008

Bachelor of Arts (Hons.)
(Economics)
Hans Raj College (HRC), University of Delhi (Delhi)

RICHA JHA

- President, ‘Petrotech Society’, Chemical Society, KMC, 2013-14
- 1st rank, KMC, 2011-14
- Head Girl, Indraprastha World School, Delhi, 2010-11

Bachelor of Science (Hons.)
(Chemistry)
Kirori Mal College (KMC), University of Delhi (Delhi)
SAMUEL SONGUNGOU HAOKIP

- 1st rank, KJC, 2011-14
- Core Member, Music Club, KJC, 2011-14
- School Captain, Secondary Level, Young Pillars College, Manipur, 2009-11
- Won awards in essay writing and debate competitions, Young Pillars College, Manipur, 2009-11

Bachelor of Arts (History, Economics and Political Science)
Kristu Jayanti College (KJC), Bangalore University (Bangalore)

SANKET BHIRUD

- 3rd rank, National Paralympics Swimming, Bangalore, 2013
- Intern, Human Resource Management Department, Hindustan Petroleum Corporation Ltd., 2012
- Recipient, ‘Dr. Homi Bhabha Young Scientist Award’, Mumbai, 2005
- Provide personal guidance to people with disabilities

Bachelor of Management Studies
Mulund College of Commerce (MCC), University of Mumbai (Mumbai)
SAURABH SINHA

- 1st Rank, KMC, 2009-10
- Member, Core team, National Service Scheme, KMC, 2009-10
- Lead teacher, ‘Sahyog’-Adult Literacy programme, an NSS initiative, 2009-10

Bachelor of Science (Hons.) (Chemistry)
Kirori Mal College (KMC), University of Delhi (Delhi)

SHIVA KUMAR KOTA

- Lead Coordinator, Media Committee, ‘Surabhi’, Literary Cultural Fest, KLU, 2012
- General Secretary, K L University Student Ordinate (KLUSO), Student Union of KLU, 2011-12
- 1st position, Class X, St. Francis De Sales School, 2005-06

Bachelor of Technology (Electronics & Communication)
K L University (KLU) (Guntur)
SUMIT KUMAR

• Advisory Member, Entrepreneurship Cell, responsible for incubation of various start-ups, SSCBS, 2010-13
• Conferred, Award of Excellence in Designing and Event Management for organizing various events, SSCBS, 2010-13
• Co-Founder and Organizer, ‘What You See Is What You Get’ conference and to market the conference made a QR code that got recognized by Limca Book of Records as India’s Largest QR Code, 2012
• Part of India’s delegation to Germany for ‘Anuga’-World’s Largest Food Festival, sponsored by FICCI, 2011

UTKARSH JAIN SANKHLA

• Webcasting Volunteer, General Elections, 2014
• 1st position, District Level Essay Writing and Elocution Competition, Andhra University in association with Khadi and Village Industries Commission, 2012
• Treasurer, Institution of Electronics and Telecommunication Engineers’ Student Chapter, 2011
• Conferred General Proficiency Award for three years, Timpany School, Visakhapatnam, 2000-02 and 2007-08
VAIBHAV BACHKAIYA

• Recipient, Academic Scholarship, MP Labour Welfare Board, 2008-14
• Participated and won prizes at district, zonal and state level in Badminton, Cricket and Swimming Championships, 2005-09
• 1st position, Inter School Heritage Quiz, MP Tourism Development Corporation, 2007
• Participant, National Geography Olympiad, Lucknow, 2006

Bachelor of Technology (Electronics & Communication)
Maulana Azad National Institute of Technology (MANIT) (Bhopal)
PLACEMENT COMMITTEE DETAILS

Faculty Coordinator:

Prof. Zubin Mulla
Email: zubin@tiss.edu
Phone: +91 9820 131024

Placement Committee:

Akhila Babu: 91676 81672
Email: akhilababu@gmail.com

Anurag Saha: 99875 07410
Email: anuragsahanitd@gmail.com

Kushal Bhat: 98677 20087
Email: bhatkushal@gmail.com

Meghna Menon: 96194 77812
Email: menon.meghna@gmail.com

Prateek: 84510 30502
Email: prateek.89@gmail.com

Srinidhi Ramesh: 77386 15981
Email: srinidhi.ramesh287@gmail.com

Email: placements.hrmlr@tiss.edu / placecomm.tiss@gmail.com