



# ANNUAL REPORT

2024 - 2025

चौतारका  
The HR & IR Club

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# Introduction

**Vitarka - The HR and IR Club of SIBM Pune is A Special Interest Group (SIG) of SIBM Pune. Derived from Sanskrit, Vitarka reflects 'Ideation, deliberation and application of concepts', the three pillars of Human Resources and Industrial Relations and the ethos of the group. Carrying forward the Student-driven culture of SIBM Pune, all activities and initiatives at Vitarka are organised and initiated by its extremely passionate members, who work passionately to gather interest of students in different arenas of Human Resources and support the students of the batch during to excel in Human Resource Management and related aspects.**

**The year of 2024-25 was about diverse activities, competitions organized at National level, each including interesting events with a twist of unique themes. Each event gathered a nationwide audience of excited participants and was a success in dispersing the seed of Human Resources.**

# VISION

**To carve Human Resource professionals out of MBA students, through ideation, deliberation and application of concepts, in pursuit of excellence.**

# MISSION

- Train MBA students by facilitating various lectures, group discussions, reading content, interviews and competitions.**
- Conduct in-depth analysis of established and upcoming HR trends to curate material for academic purposes.**
- Provide an inclusive platform for all HR enthusiasts to explore the vast ocean of HR knowledge and share the latest developments in HR.**
- Develop team-building spirit and interpersonal skills needed in the corporate world among students through their active participation.**

# IT'S PERSONNEL

The first session of the academic year 2024-25 was 'It's Personnel'. An ice-breaking session organized online and for the junior batch to experience the upcoming MBA journey through the lens of seniors. The session was utterly helpful in clarifying the doubts of the junior batch, easing out the anxiety of MBA Life by a fun, informal interaction with their super-seniors,

who had recently graduated and could provide a holistic view of the SIBM Life. The session provided them with insights on what to expect during their two year journey of MBA and how to sail through and emerge victorious.

**June 2024**

The poster is for an event titled "IT'S PERSONNEL" organized by vitarka (The HR & IR Club) at SIBM PUNE. The event is scheduled for 18th June, 2024, at 9PM IST via Google Meet. The poster features two speakers: Parth Ranade and Eesha Singh. The text on the poster reads: "IT'S PERSONNEL Experience the MBA journey with the Batch of 2024".

# PREP- SHAALA

'Prep-shaala' was a series of lectures hosted by the senior batch students to educate the juniors on conceptual knowledge, facts and theoretical aspects of Human Resources, much before their vigorous process of the Summer Internship Recruitment Programme. Topics like Organizational Behaviour, Learning and Development,

Talent Management, Performance Management Systems & Compensation and Benefits, and Labour Laws were all part of the curriculum for this year's Prep-shala. Each session ended with a short quiz to check the impact and gauge the level of learnings from these sessions.

**July 2024**

**vitaraka** **SIBM PUNE**

**Prep-Shaala**  
**Talent Management**  
**Get, Set, Prep**

**NEHA** **MITALI**

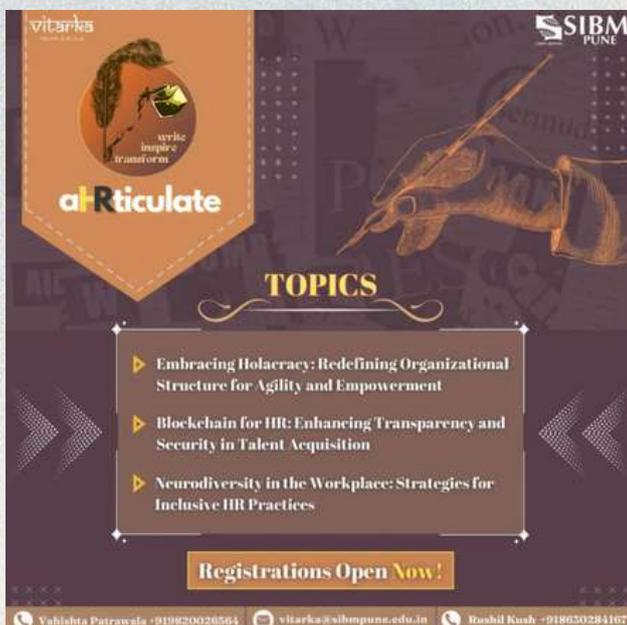
**16-07-2024**  
**8:45 P.M.**  
**X101**

# AHRticulate

Vitarka successfully conducted its Annual National Level Article Writing Competition "aHRticulate" on Unstop with the message "Compose.Create.Conquer". It gave an opportunity for students to pen down their thoughts related to the HR domain and beyond. The competition was organized across all the MBA colleges of India. "aHRticulate" was designed to bring

out the cognitive writing skills in the HR domain. The event provided participants a platform to make a mark with their wit and delve deeper into the upcoming HR trends and the future of work. It involved a short listing of final topics based on the current relevance on which participants prepared articles. The best articles were published in Vitarka's annual magazine 'HR Fusion', and won prizes up to ₹18000.

**August 2024**



**TOPICS**

- ▶ Embracing Holoaeracy: Redefining Organizational Structure for Agility and Empowerment
- ▶ Blockchain for HR: Enhancing Transparency and Security in Talent Acquisition
- ▶ Neurodiversity in the Workplace: Strategies for Inclusive HR Practices

**Registrations Open Now!**

Vahishta Patrawala - 919820028584 | vitarka@sibmpune.edu.in | Rushil Kush - 918650284167



**National Level Article Writing Competition**

**Submissions open until**  
5th August 2024  
11:59 PM IST

**Cash Prizes**

- + 1st prize: ₹ 9,000
- + 2nd prize: ₹ 6,000
- + 3rd prize: ₹ 3,000

**Registrations open soon!**

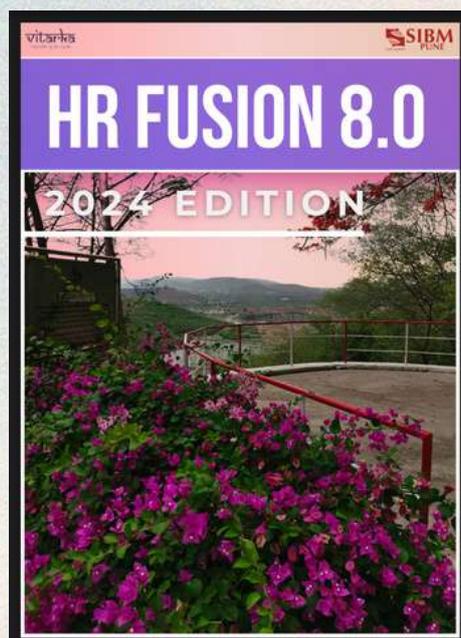
Vahishta Patrawala - 919820028584 | vitarka@sibmpune.edu.in | Rushil Kush - 918650284167

# HR FUSION 8.0

The annual HR magazine - HR Fusion 8.0, was published in October 2024 with the objective of helping the students of the HR specialization develop an understanding of the best industry practices while gaining a forward-looking perspective in the world of Human Resources Management and Industrial Relations. The publication included award winning articles from Vitarka's National Level Article Writing Competition "aHRticate" in the magazine in order to create an environment of peer learning amongst

the students. The Interim team of Vitarka comprising the students from MBA 1 also contributed articles about the various facets of HR including Collaborative and Competitive Learning culture in Organisations, LGBTQ+ Inclusivity at Work, Role of Performance Management strategies in Modern Organizations, Role of HR in bridging the skill gap in the world of GenAI and the Resurgence of Change Management impacting future of work.

**Oct 2024**



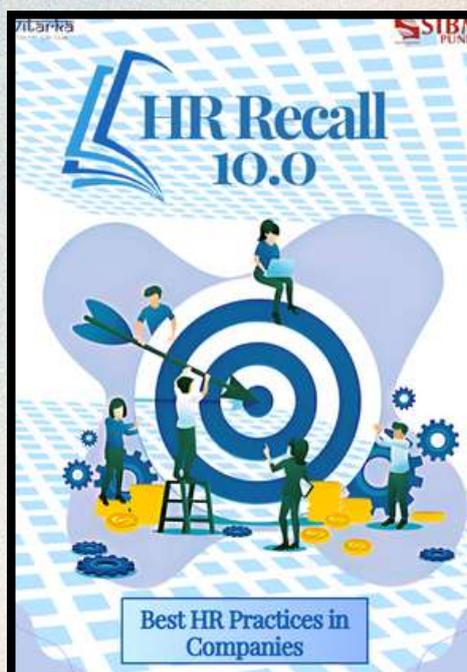
# HRecall 10.0

HRecall 10.0 carried forward the tradition of compiling essential topics from the vast domains of Human Resources and Industrial Relations, meticulously designed to equip MBA-II students for the Campus Recruitment Programme. This initiative aimed to empower students with the knowledge and confidence required to excel in Group Discussions, Case Analyses, and Personal Interviews during their placement journey.

The compilation covered best HR practices, foundational and advanced

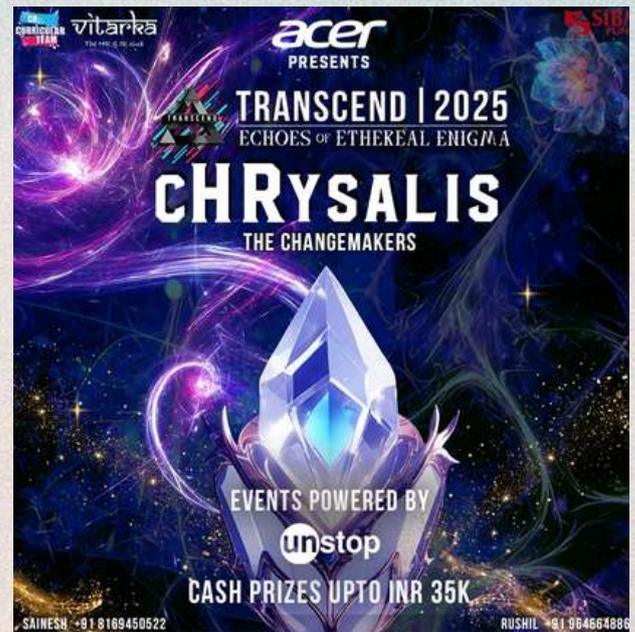
HR theories, and a broad spectrum of topics under the HR and IR umbrella. It also featured captivating emerging HR trends and insights into the latest industry-leading HR practices adopted by top organizations. With updates on strategic HR frameworks, evolving labor laws, and workplace innovations, HRecall 10.0 served as a comprehensive knowledge repository, ensuring students were well-prepared to navigate the dynamic landscape of modern HRM.

**Dec 2024**



# cHRysalis

cHRysalis 2025 was a national level HR and Futuristic themed case study competition organized during Transcend '25, the Annual Management and Cultural Fest of SIBM Pune. The case competition was hosted on Unstop and had over 23000+ impressions and 400+ registrations from B-schools across the country. It tested the HR knowledge and skills of the participants through multiple rounds such as the online quiz, the case study submission and the final on-campus round where the final Changemakers visited the SIBM Pune campus, participated in a very unique real time roleplay and candidates auction simulation round wherein a skit was enacted in front of them, highlighting problems faced by employees belonging to a futuristic workforce. Participants had to then create their own dream team based on their understanding of the case study and present their solutions in front of our esteemed panelists.



**Jan 2025**



# HRabble

HRabble is an online competition organized by Vitarka, the HR and IR club of SIBM Pune, in collaboration with the Social and Governance Cell (SGC), under Saarang: The Social Fiesta. HRabble challenged participants to create a unique HR Dictionary, filled with original, self-invented HR-related words, along with their definitions, a creative cover page, and a thematic design.

Submissions were made via Unstop, where participants showcased their

creativity through engaging layouts, humorous explanations, and optional illustrations. With a total prize pool of INR 5000, the competition blended HR knowledge with innovation, encouraging MBA students to push the boundaries of HR creativity while competing for exciting rewards.

Jan 2025



# caHRnival

Vitarka successfully conducted caHRnival 2025, its flagship annual national case competition, with an exhilarating pirate-themed twist this year. Participants were immersed in a high-stakes scenario, navigating HR dilemmas in a world of piracy, where strategy and adaptability were key to survival.

Held in March 2025 on Unstop, caHRnival drew 20,000+ impressions and 200+ registrations from top B-schools across the country. The competition featured three challenging rounds: The Captain's Call (Online Quiz), The Treasure Map

Challenge (Case Solution), and The Final Voyage, where finalists defended their strategies before an esteemed panel.

With Dr. Akriti Chaubey and Dr. Sujoy Sen as judges, the competition tested participants' HR expertise while providing valuable insights. The event concluded with a thrilling finale, crowning the winners with a prestigious title and an exciting prize pool, making caHRnival 2025 another memorable success. The rewards for the winners included a prize pool worth ₹45000

**Feb 2025**



# Internship Hackathon

The Internship Hackathon 2025 kicked off in March, bringing together MBA 2 HR students and their MBA 1 juniors for an exciting series of 3 engaging sessions. The outgoing HR batch took center stage, sharing the highs and lows of their summer internships across diverse sectors like Tech, FMCG, and IT. They didn't just talk about their experiences—they also offered practical tips, tricks, and insights to help their juniors navigate the challenges and opportunities that come with internships.

These interactive sessions weren't just about learning; they were about connecting. MBA 1 students had the chance to ask questions, clear doubts, and gain a deeper understanding of how to turn their own internships into valuable, career-boosting experiences. The Hackathon was more than just a series of talks—it was a space for mentorship, collaboration, and inspiration.

**March 2025**



# Trivia Challenge

Trivia Challenge is an annual HR and business quiz competition organized by Team Vitarka. It is a 5-day online trivia marathon, where participants answer daily quizzes focused on HR concepts and current business affairs. Each day, a winner is selected and awarded INR 500, making the total prize pool INR 2500. The event aims to engage students in a fun and competitive way while enhancing their industry knowledge.



**June 2024**

**Rules:**

- Dates : 20th- 24th Jan
- Time : 10 PM
- Follow our **Vitarka** on Instagram
- Keep the **notification** on for the page
- Daily questionnaire link on the story
- Speed and accuracy matters!
- Find **answers** in Vitarka's story, highlights and posts

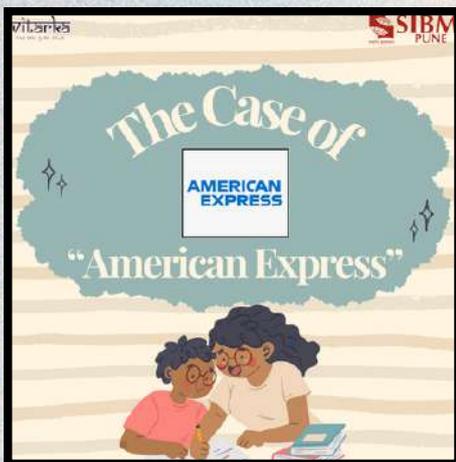
**TRIVIA Challenge**

Your company's new policy introduces monitoring software to track employees' productivity. Some employees report feeling mistrusted and morale is dropping. However, the data shows increased productivity. What is the best HR strategy?

1. Discontinue the monitoring software to restore employee trust, even if productivity drops.
2. Train managers to communicate the purpose of monitoring and address employees' concerns transparently.
3. Limit the software's use to only underperforming employees to reduce team-wide dissatisfaction.
4. Collect anonymous employee feedback about the policy and adjust it based on their input.

# Social Media Posts

Our social media series is designed to keep students and professionals informed and engaged with the latest trends, best practices, and insights in HR and the business world. Through a mix of interactive and educational content, we bring HR concepts and industry developments to life.

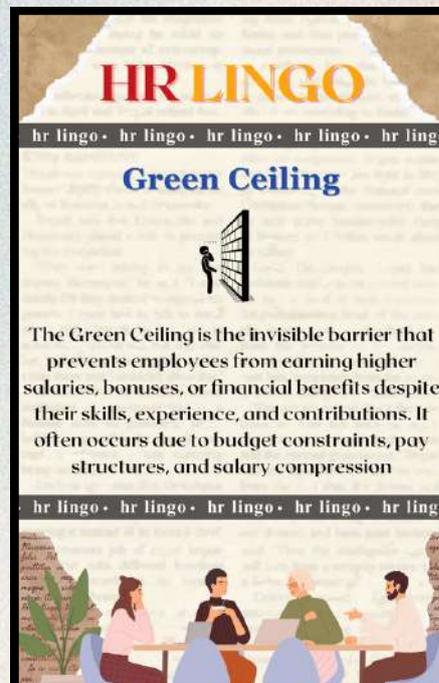


- **HR Spotlight:** Showcasing the best company policies that redefine workplace culture and employee well-being.
- **HR Case:** Exploring real-world HR best practices from leading organizations to provide actionable insights.
- **Newsletter:** A curated roundup of HR, general business news, and current affairs to keep students and professionals updated on key trends.

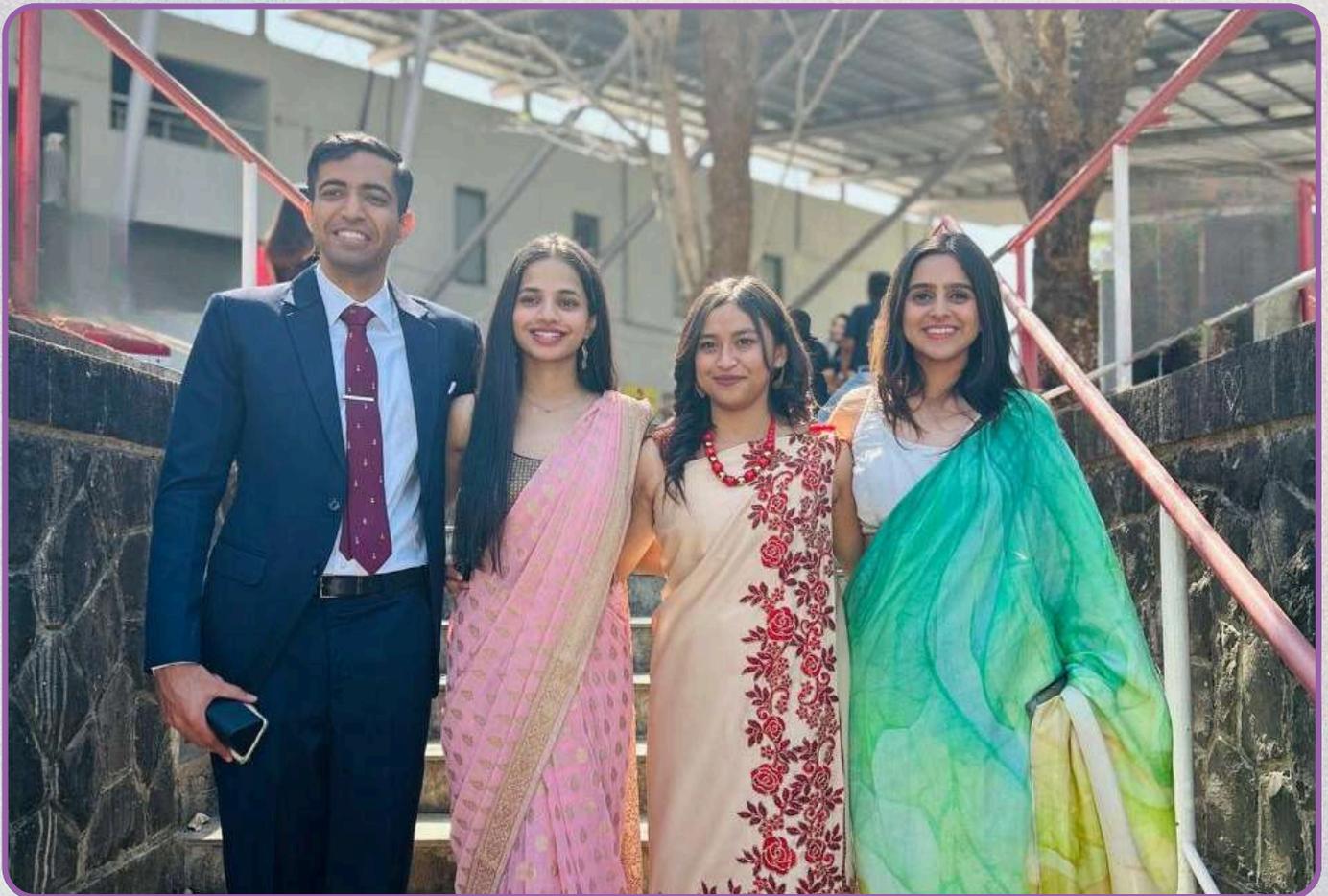
# Social Media Posts



- **Video:** Understanding HR terms by crafting case studies, illustrating their practical application in workplace scenarios.
- **HR Lingo:** Introducing unique and relevant HR terms to enhance industry vocabulary.



# OUTGOING S-TEAM



**From left to right:**

**Vaibhav Singh Maan, Ananya Pollisetty, Ibakordor Majaw, Mitali Ojha**

# INCOMING S-TEAM



**From left to right :**

**Rushil Kush, Haneena Ponnellam, Olivia Ishorary, Muskan Puri,  
Debosmita Saha, Vivek Aditya Lokkuju**

## INTERIM AND JUNIOR TEAM



**Debosmita Saha**



**Haneena P**



**Muskan Puri**



**Olivia Ishorary**



**Rushil Kush**



**Vahishta Pathrawala**



**Vivek Aditya**

## SENIOR TEAM



**Ananya Polisetty**



**Ibakordor Dop Majaw**



**Mitali Ojha**



**Vaibhav Singh Maan**