

vitarka

ANNUAL REPORT 20-21



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introduction

Vitarka, the HR and IR Club of SIBM Pune, is a Student Interest Group (SIG) at SIBM Pune. 'Vitarka' is the Sanskrit word for ideation, deliberation and application of concepts, the ethos that also drives the official HR & IR club of SIBM Pune. The group activities are all initiated by its student members who are ardently passionate about HR and work tenaciously to arouse interest in different aspects of human resource management within the student body. 2020-21, despite being an extraordinary year, did not deter Team Vitarka from its path to fulfil its vision. This year also saw Vitarka conducting a number of successful events, along with new additions, organizing National Level B-school competitions which saw a huge participation from students across colleges.

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, competitions
- Conduct in-depth research to curate material for academic purpose
- Provide an inclusive platform for all HR enthusiasts to explore the vast ocean of HR knowledge and share about the latest developments in HR
- Develop team building spirit and interpersonal skills needed in the corporate world among students through their active participation

Team Composition

Senior Team	Junior Team	Interim Team
Alisha Gupta (SPOC)	Suhani Singha (SPOC)	Ajay Vailore
Gifty Mehra	Ajay Vailore	Antiksha Dempta
Niti Mehta	Antiksha Dempta	Rishabh Tikoo
	Pranali Ingle	Surabhi Tiwary
	Surabhi Tiwary	

Event Calendar

Name of the event	Month Launched
GK review, HR review, WOW	July '20 (Done throughout the year)
HR Lingo, Presenting facts as facts (PFAF)	July '20 (Done throughout the year)
Halla Novella	August '20
It's Personnel	August '20
IR Guest lecture	August '20
SIRP preparatory lectures	August '20
HReady compendium	August '20
National level article writing competition	September'20
From the horse's mouth	September'20
Mock PI	September'20
Mock GD	September'20
Panel discussion on leveraging IR code 2020	October'20
HR fusion	October'20
HRecall	December'20
The Trivia Challenge	December'20
Bizarre Facts	January'21
HR Campus Roots Collaboration	February'21
caHRnival	March'21
Internship Hackathon	March'21

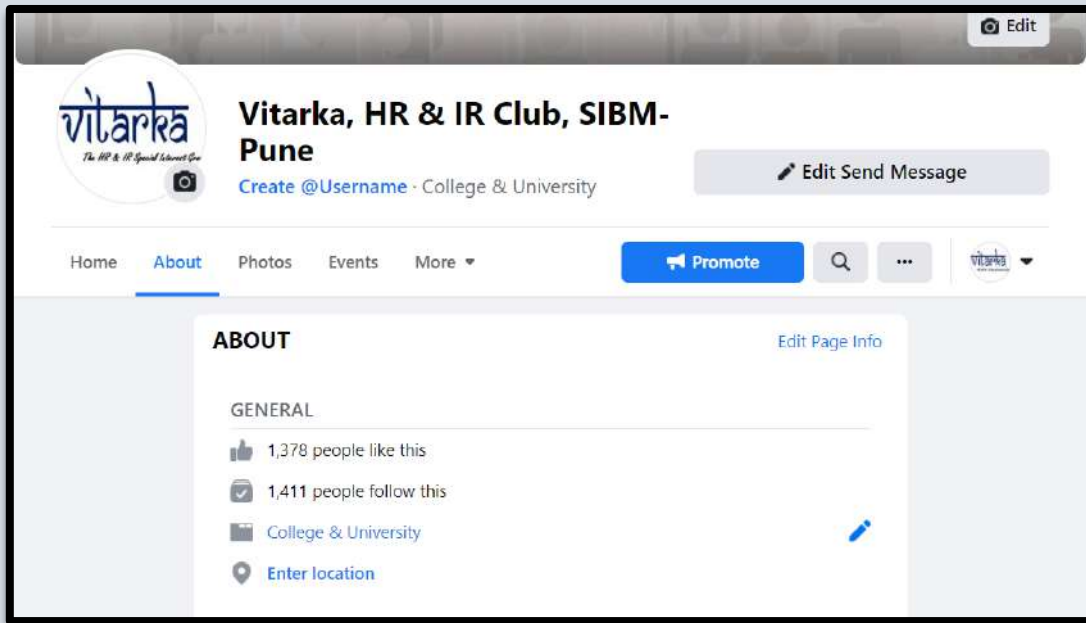
Social Media Presence

With 2020 being an unusual year, Vitarka completely operated in an online mode, leveraging all of its social media pages to its fullest extent whilst growing follower base. Following are Vitarka's social media pages –

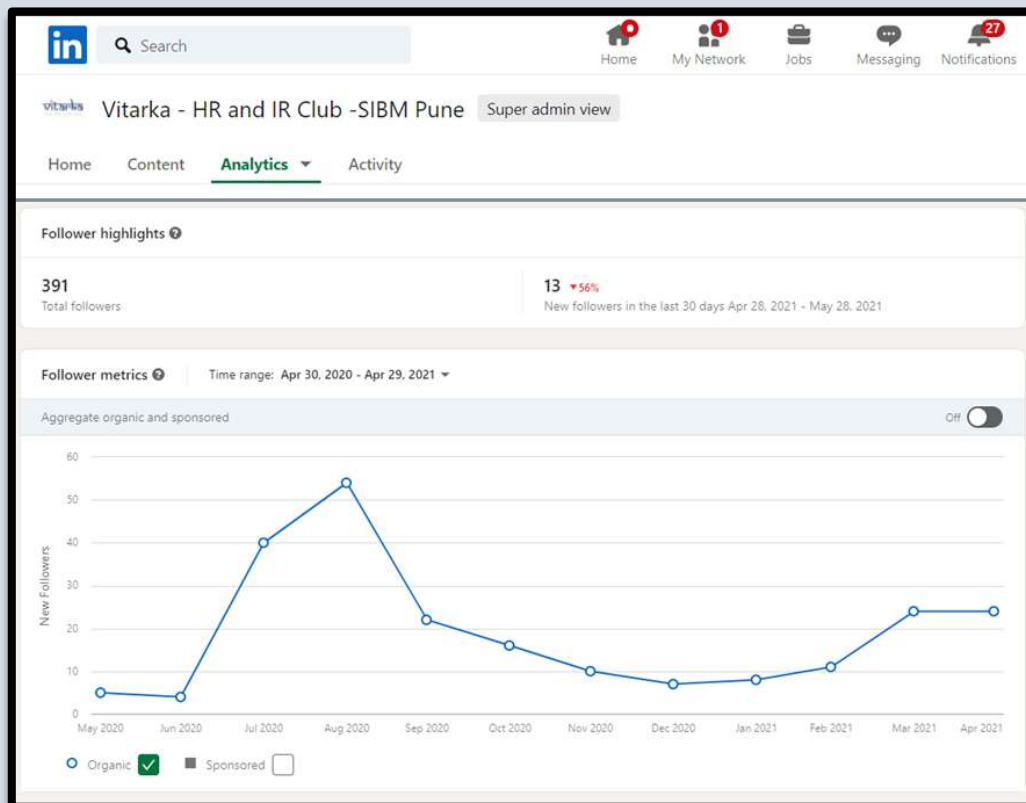
Instagram



Facebook



LinkedIn



gk and hr reviews

GK AND HR Reviews aim to keep the entire batch updated about all the current happenings across the world related to GK and HR. Every week reviews are circulated across Vitarka social media pages - Facebook and Instagram. The content is also mailed to all the students of SIBM Pune. The review clippings are curated after extensive research from renowned news websites and put in the form of creative posters to help in quick and enhanced learning.

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The HR & IR club

HReview

Special bonus for employees of PwC India
In appreciation of the hard work and commitment shown by the 15,000 employees of PwC India amidst the disruptions caused by the pandemic, the Company has decided to offer a special one-time bonus to all of them. A bonus equivalent to two weeks' pay will be given to all employees which will be included in the salary for March 2021.

7th Pay Commission: New Wage Code Bill w.e.f April 1
The Centre is all set to implement the New-Wage Code Bill from April 1, 2021, which will alter the salaries of government employees drastically. New hires at the entry level will get a minimum salary of Rs 18,000 per month. The minimum base wage will be at least 50 per cent of their net cost to company (CTC).

AB InBev India introduces D&I initiatives, unlimited wellness leave
AB InBev has launched new people policies for its business unit in India, including unlimited wellness leaves, flexible four-week paternity leave, adoption leave for LGBTQ+ employees and inclusive insurance for same-sex partners. The Company aims to create an environment and community that inspires, respects, and includes one another.

Star and Disney India launch resource groups for women, LGBTQ+ staff
Taking their commitment to diversity and inclusion (D&I) further, Star & Disney India have introduced Business Employee Resource Groups (BERGs), new diversity resource groups for women and LGBTQ+ employees, to foster an equal, inclusive, and bias-free workplace.

SHRM's Johnny C. Taylor, Jr. is 'Professional Society CEO of the Year'
Johnny C. Taylor, Jr., SHRM-SCP, president and CEO, Society for Human Resource Management (SHRM), was named Professional Society CEO of the Year by CFO Update for fostering workplace innovation, ensuring that HR professionals have a seat at the policy table, creating more equitable workplaces, and elevating the HR profession.

Havells, Mobile Premier League, Cognizant to bear vaccination cost of staff
Havells India, Cognizant Technology Solutions and Mobile Premier League (MPL) have joined the list of companies offering to cover the vaccination cost for their employees across India. Havells India, the fast-moving electrical goods (FMCG) company has also announced that it will reimburse the vaccination cost for not only its direct staff but also those indirectly employed with it.

Tata Motors launches 'Wheels of Love', supports parenthood
It is a holistic programme that supports new parents in the workforce. This is a move to promote a progressive culture of care, inclusion and sensitisation within the organisation across levels. 'Wheels of Love' puts forth various benefits to enable new and expectant parents to successfully manage the needs of a growing family.

TVS, upGrad, Sify to provide free COVID-19 vaccination to all employees
TVS Motor Company and upGrad, have announced free COVID-19 vaccination for all employees and their immediate family members / dependants. TVS will cover all its 35,000 direct and indirect staff's vaccination costs in a bid to prioritise the health and well-being of its employees and their families.

PayPal to train 500 girl students from Indian engineering colleges
PayPal has partnered with W3Square for the first phase of the programme. The initiative will be executed by Unity Bloom, which is the employee resource programme of PayPal. It aims at raising diversity in the company in terms of both workforce and culture. The training programme is going to cover technical certification courses and seminars.

Reliance to spend Rs 12 lakh + to vaccinate staff
Reliance will cover the cost of vaccination for its workforce and their immediate family. The Company will do so at an approximate cost of Rs 12 lakh. Companies, such as Tata Consultancy Services, Infosys and Accenture India in the information technology sector, as well as State Bank of India have similar plans.

FUN FACT Around 61% of employees break down under the high-stress levels that are connected with the working environment.

vitarka
The HR & IR club

GK REVIEW

Uber UK will now treat drivers as workers; benefits include minimum wage, holiday pay
UK law recognises three designations of employment status: Self-employed, employed and worker. While workers are not considered employees, they are still entitled to certain rights.

Delhi HC restrains Future Group from moving ahead with Reliance deal
The Delhi High Court upheld the Singapore's Emergency Arbitrator's (EA) order restraining Future Retail Ltd (FRL) from going ahead with its Rs 24,713 crore deal with Reliance Retail to sell its business, which was objected to by US-based e-commerce giant Amazon.

Hyderabad court fines BookMyShow, PVR Cinemas over 'internet handling fees'
BookMyShow and PVR Cinemas have been fined Rs 5,000 for levying 'unauthorised' service fees titled 'internet handling fee' by the Hyderabad District Consumer Disputes Redressal Commission, after a complaint was filed by Hyderabad resident Sripa Gupta.

Adani Welspun strikes gas in Mumbai offshore
A joint venture of Adani Group and Welspun Enterprises Ltd has discovered natural gas reserves in an area off the Mumbai coast. The first ever gas discovery was made in the NELP-VIII block MB-02N-20052.Spread across 714.6 square kilometres, the block is located in the public gas province Tapti-Daman sector of the Mumbai Offshore basin where production is already underway by other operators.

AstraZeneca vaccine benefits outweigh risks, blood clot risk in very rare cases: EU agency
The European Medicines Agency (EMA) released its much-awaited review of the safety of the Oxford-AstraZeneca vaccine distributed in India as 'CovidShield' following a small number of cases of blood clots. EMA's safety committee (PRAC) concludes that the benefits of the COVID-19 vaccine

Cancellation of 3 crore ration cards due to non-linking of Aadhaar
The Supreme Court on Wednesday termed the cancellation of around three crore ration cards by the Centre due to non-linking with Aadhaar card as too serious, and sought response from the Central government and all states on the issue.

After silk and sandal soap, Karnataka govt to produce gold jewellery, coins
The Karnataka government is planning to produce its own brand of 24K jewellery and gold coins with the state emblem - Hanuman (a mythical bird with two heads)—embossed on it. The state government is hoping to promote "Brand Karnataka" through its gold jewellery.

Pfizer may make its vaccine in India if assured faster clearance
The Pfizer vaccine against COVID-19 may yet make its way to India. The US-based company, Pfizer Inc, has told the government it would be willing to produce its vaccine locally in India if it was assured of faster regulatory clearance as well as freedom in pricing and exports. Reuters reported sources saying.

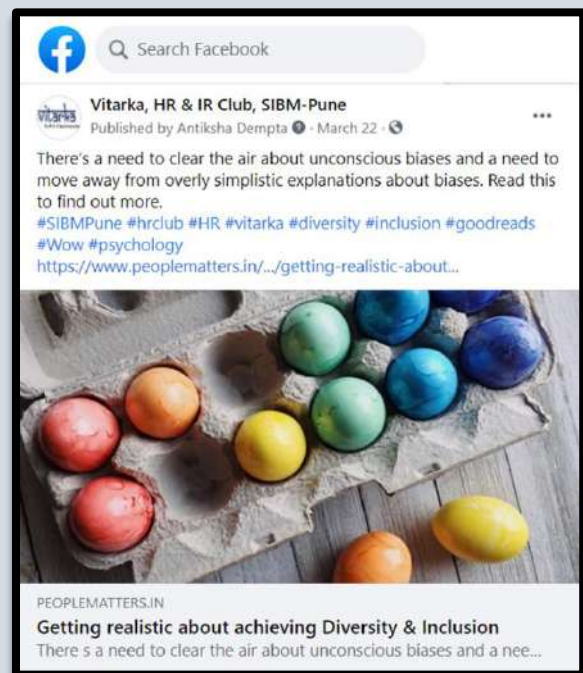
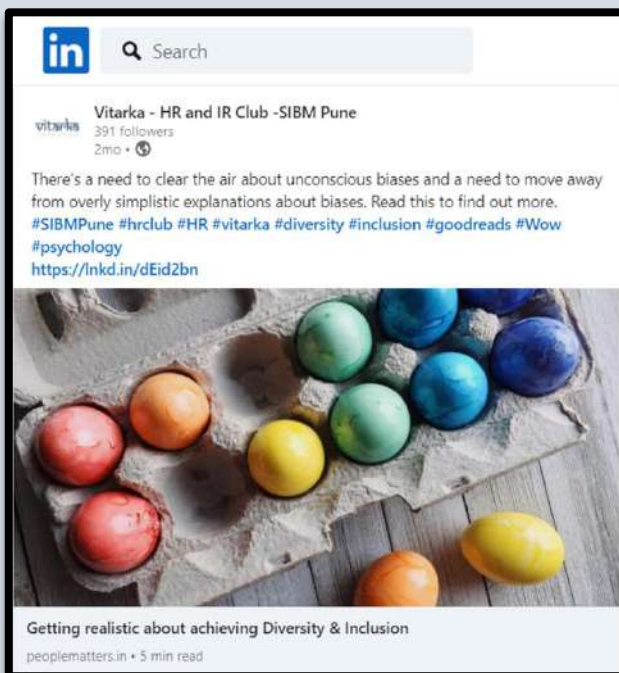
India's Hero Cycles to set up new global hub in London
India's Hero Cycles Company (HMC) Group announced plans to set up a new international headquarters, Hero International (HIT), in London as part of a push towards expanding Hero Cycles' overseas business and strengthening its global presence. HIT is aimed at bringing HMC's European business under one umbrella and giving its global bike business a major boost worldwide.

Civil aviation ministry opens bid for 392 air routes under UDAN 4.1 scheme
The Union Civil Aviation Ministry (MoCA) has announced 392 new routes under its flagship scheme UDAN 4.1, with the bidding process beginning today in mid the 'Aardram Aaram Mahotsav'. The ministry, in a statement, said for the process to be likely to be completed in six weeks.

Did You Know?? There are more stars in the universe than grains of sand on all the beaches on Earth. That's at least a billion trillion!

Wizardry of Words

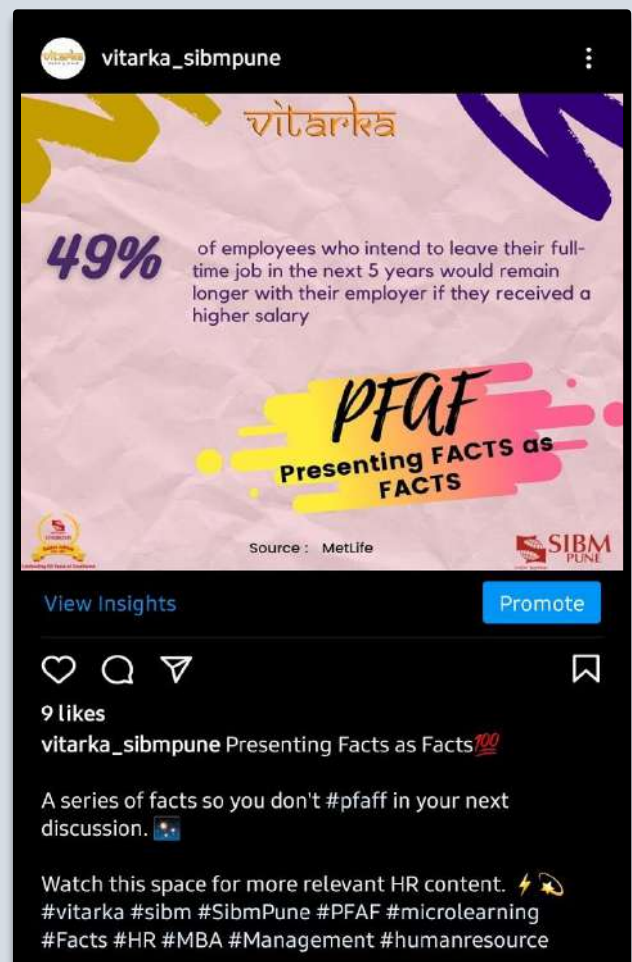
Wizardry of Words (WoW) is a series of articles that is posted thrice a week on the Facebook and LinkedIn pages of Vitarka. The objective of this is to foster the practice of reading quality articles. The articles are about the latest HR and IR happenings in the industry across organizations and how these new initiatives are bringing or can contribute in bringing a change. This was a fairly new initiative by Vitarka started from 2019-20 to ensure that the students don't miss out on any important update and are well informed of the initiatives taken by the industry. The articles are carefully curated from renowned HR media platforms like People Matters, HR Katha and cover a wide range of HR subjects - Learning and Development, Industrial Relations, Talent Management, Performance Management, Compensation and Benefits, Organizational Behaviour, HR Analytics and many more, covering both domestic and international perspective.



hr lingo and pfa

HR Lingo was a brand-new micro learning initiative by Vitarka from the year 2020-21 where HR jargons are posted on its Instagram page, which started from 2019-20, along with its definition in simplified words. The lingos are put up after extensive research and is done to help students strengthen their vocabulary pertaining to HR terminologies.

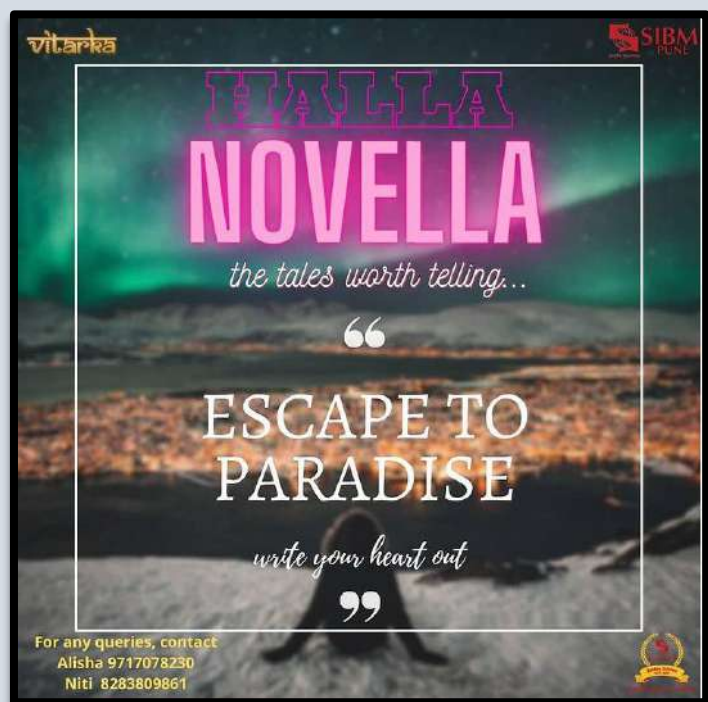
Presenting Facts as Facts (PFAF) was another new feather added to the cap of Vitarka's Instagram page which presents, as the name suggests, facts gathered from various reputed sources! This was started with the aim to aid students with data points to support their statements during group discussions, debates, case competitions and interviews and as amusingly Team Vitarka calls it "a series of facts so you don't *pfaf* in your next discussion!



हॉला नोवेल्ला

A new event “Halla Novella”, organized in the first week of August, by the senior team was the first event for the batch of 2022 by Vitarka! Halla Novella means short novels in Spanish and that is exactly what the competition was. The objective of the event was to engage the incoming batch and give an opportunity to the writers in the new batch to showcase their talent or even to encourage aspiring writers to write short stories. The topic was – “Escape to paradise” which encouraged students to write about their travel destination after the COVID-19 pandemic within 120 words. The winners of the competition were announced as follows –

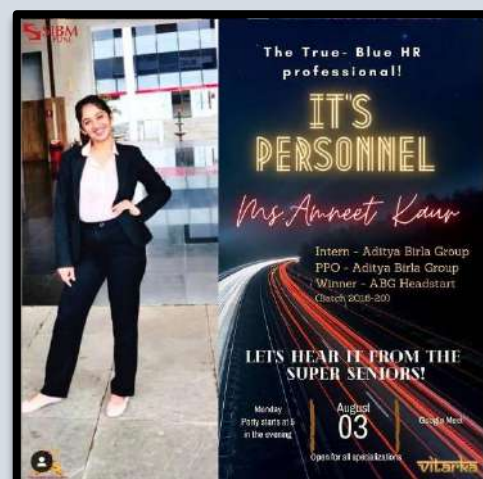
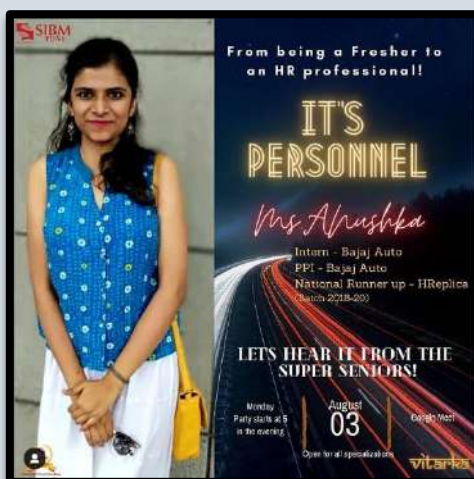
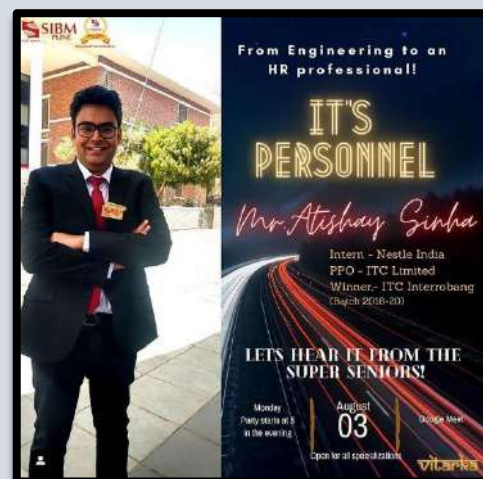
1. Anushree Khandelwal
2. Jehan Daboo
3. Kartik Thakur



it's personnel

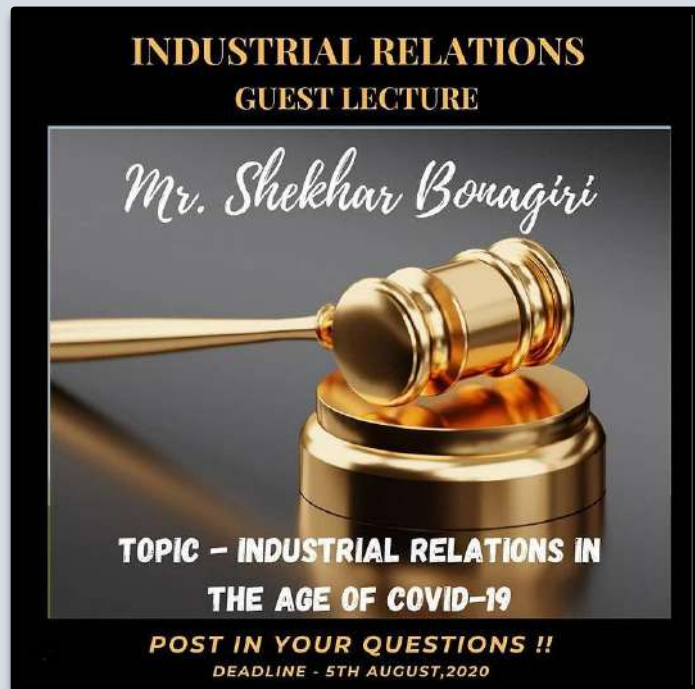
It's Personnel was a fun and interactive session organized over Google Meet, by Vitarka for its incoming batch to alleviate the apprehensions of "MBA life" by letting them interact with their super-seniors, the recently passed out students who have all the knowledge to share about the "SIBM Life"! The session was aimed to clarify any questions that the incoming student might have on how to navigate through this jam-packed schedule of MBA life by having candid conversations. The sessions were also aimed to help the incoming students to decide on what specialization to choose. The speakers for this session were –

1. Atishay Sinha
2. Anushka Shrivastava
3. Amneet Kaur



IR Guest Lecture

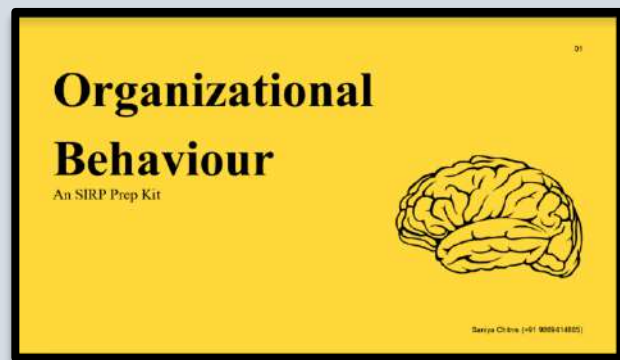
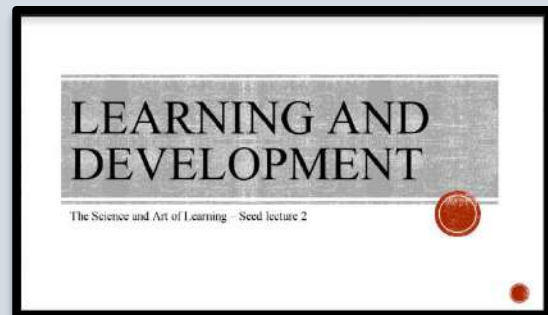
In the first week of August, the beginning of the academic year, it was evident that the pandemic had significantly affected the world of work constantly testing professional and personal relations. The IR system experienced enormous changes during these difficult times. As budding HR professionals, it was the need of the hour for students to be updated with current happenings in the IR world. Shekhar Bonagiri Sir gave the students wonderful insights on the fate of Industrial relations in the age of Covid. It was an interactive session that saw active participation from students.



SIRP preparatory lectures

A series of lectures by the senior batch on various topics in the subject of HR to equip the batch with the basic HR knowledge required for the rigorous summer internship recruitment program. Various topics in the HR domain like Talent Management, Learning and Development, Performance Management System and Organization Behaviour were covered and special time was provided for the students for clarification of any doubts on the subject. Following are the list of speakers –

- Vishnupriya Mandaka (Talent Management)
- Amogh Koundinya (Learning and Development)
- Mehak Luthra (Performance Management System)
- Sanya Chitnis (Organizational Behaviour)



HReady Compendium

A compact bundle of labour laws encapsulating the main five labour codes (Industrial Dispute Act 1947, Factories Act 1948, Contract Labour Act 1970, The Industrial Employment (SO) Act 1946 and the Trade Unions Act 1926) and important articles enabling students to better prepare themselves for the SIRP 2020. This initiative was to curate byte sized content without losing the essence of the code. This compendium was distributed via email in August 2020.



INDUSTRIAL DISPUTES ACT, 1947

Industry means any business, trade, undertaking, manufacture or calling of employers and includes, service, employment, handicraft or industrial occupation.

Triple Test –

- Systematic Activity
- Carried out by three operation of Employer & Employee
- To satisfy Human wants

Definition
workman means any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical work;
BUT DOES NOT INCLUDE –

- Any person who is employed in a supervisory capacity and earning more than ₹10,000.
- Any person who is employed mainly in a managerial or administrative capacity
- who is subject to the Air Force Act, or the Army Act or the Navy Act
- who is employed in the police service or as an officer or other employee of a prison.

Strike means:

- suspension of work by a body of persons employed in any industry acting in combination, or
- a concerted refusal, or
- a refusal under a common understanding, of any number of persons who are employed to continue to work or to accept employment;

Lock-out means:

- The temporary closing of a place of employment;
- or the suspension of work,
- or the refusal by an employer to continue to employ any number of persons employed by him;

Retrenchment means the termination by the employer of the services of a workman for any reason whatsoever, **EXCEPT –**

- As a punishment inflicted by way of disciplinary action
- Voluntary resignation of the workman; or
- Retirement of the workman on reaching the age of superannuation;
- Termination of the services of the workman as a result of the non-renewal of the contract of employment on its expiry or on such contract being terminated under a specific stipulation contained in the contract; or
- Termination of the services of a workman on the ground of continued ill health

Look-out means –

- The failure,
- or inability of an employer,
- on account of shortage of coal, power or raw materials or the accumulation of stocks or the breakdown of machinery or natural calamity or for any other connected reason to give employment to a workman employed in his industrial establishment.

Strike means the permanent closing down of a place of employment or part thereof.

Continuous Service: 180 days, below ground; 240 days otherwise (1-year ref)

FACTORIES ACT, 1948

OBJECTIVE

- To protect health, safety and welfare of the workmen
- To regulate hours of work, weekly offs and annual leave
- To regulate the employment of women and young persons

Factory means any premises including the precincts thereof –

- Whereon **ten or more workers are working**, or were working on any day of the preceding twelve months, and in any part of which a manufacturing process is being carried on **with the aid of power**, or is ordinarily so carried on, or
- Whereon **twenty or more workers are working without the aid of power**,
- but does not include a mine subject to the operation of the Mines Act, 1952, or a mobile unit belonging to the armed forces of the Union, railway running shed or a hotel restaurant or eating place

Worker means any person employed, directly, or by or through any agency (including a contractor) with or without the knowledge of the principal employer, whether for remuneration or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or the subject of the manufacturing process but does not include any member of the armed forces of the Union.

Occupier - The one who has ultimate control over the affairs of the factory
Manager - A person responsible to the Occupier for the working of the Factory and for the purposes of the Act

TERMINOLOGIES IN ACT

- Adult - a person who has completed his eighteenth year of age
- Adolescent - a person who has completed his fifteenth year of age but has not his eighteenth year
- Child - a person who has not completed his fifteenth year of age
- Young Person - a person who is either a child or an adolescent



article writing competition

National Level Article Writing competition was held in the month of September and gave an opportunity to students to pen down their thoughts related to HR domain. It's a national level competition organized across all the MBA colleges of India. The competition was hosted on D2C platform. It involves short listing of final topics basis current relevance on which participants prepare articles. Best articles are published in the HR Fusion magazine and also cash prize of rupees 2000 was awarded to the winner. The topics for the event were –

1. The Future of Work: The Intersection of HR and AI
2. Aligning Talent and Business during COVID-19

The following were the winners of the National Level Article Writing competition –

1. Swastik Sovan Panda (IIM Ahmedabad)
2. Disha Mohindru (SIMS Pune)
3. Anoushka Bhatia (IIM Indore)



लॉके ग्रुप अन्ड पी

Mock PI

This initiative was intended to help students prepare for their summer placements. Two sessions were conducted with the help of senior students from HR. The seniors were part of the panel and multiple panels were organised to ensure parallel interviews could be conducted. Post the mock interview students were given feedback immediately. They were given tips on how to improve their answers and information on websites to refer to.

Mock GD

The mock GD was conducted in collaboration with QUOD. Students were split into groups and a current topic presented to them. They were given time to put forward their own points and then discuss as a group. Seniors observed their behaviour and feedback was immediately given based on their interactions.



hr fusion

It is the annual HR magazine circulated across the entire batch. The magazine is a culmination of articles across HR and other strategic business areas. In order to gain more knowledge and depth of the HR happenings around us we also interact with the faculty and industry professionals and conduct interviews which are then published in HR Fusion. The members of Vitarka publish their own articles with the winners of National Level Article Writing competition. This edition was themed on – Aligning Talent and Business During Covid-19 and The Future of Work: The Intersection of HR and AI.



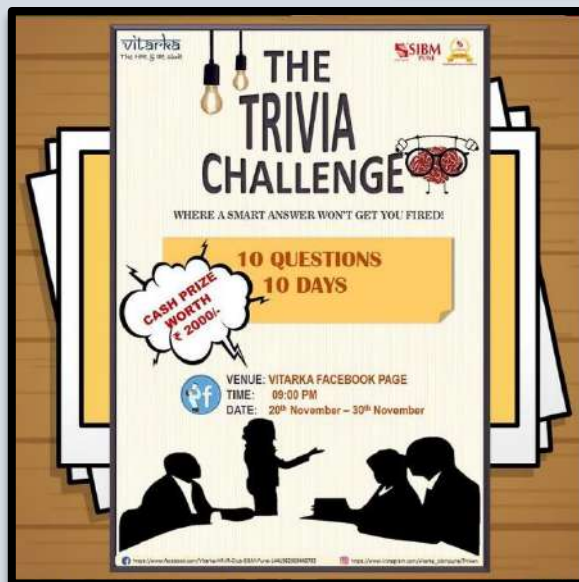
hrrecall 6.0

HRecall was a compilation of important topics from the vast subject of HR, to help students of SIBM Pune ace their case discussions in the Campus Recruitment Programme 2020. The content was aimed to equip the students or HR batch with comprehensive knowledge in certain niche topics including HR Analytics. The entire kit consisted of updated Labour Laws and latest HR best practices in big companies apart from the HR subjects/topics.



the trivia challenge

This was a 10-day quiz hosted on the Vitarka Facebook page. Interesting facts, stories about companies, their unique HR practices and Top Management’s activity were presented in the form of trivia questions. Participation was limited to SIBM students and the winner took home a prize money of Rs 2000. The contestant with maximum correct answers and fastest response throughout the 10-day period wins the challenge. Leader Board was displayed after every 3 days to keep the contestants updated. The top 3 participants were presented with virtual certificates and shout outs on our social media page.



bizarre facts

This was Vitarka's version of Ripley's Believe it or not. Started in January 21, this was an Instagram initiative to purely engage followers. A round of 3 questions were presented every Wednesday where viewers had to guess the fun facts that were true. The objective of this initiative was to increase the followers in Instagram and to engage them in a fun way!



caHRnival

caHRnival has been a huge milestone for Vitarka since it has been our first online case study competition conducted at a national level on D2C. It was a two round competition planned and executed within a short span of two weeks. The first round consisted of a fun crossword with HR related questions. The top 15 finalists were presented with a case study and 6 teams were shortlisted. The case studies were presented to industry stalwarts who gave valuable feedback to the participants. The Judges panel consisted of Mr. Tejpal Singh and Ms. Harshita Chaudhary both of whom were HR veterans. The final event was organised on zoom and the winners took home cash prizes worth Rs 18000. Students from top B schools participated in the event. Registrations through QR codes were posted across social media platforms to increase participation. The competition garnered 16K+ views and saw over 250 registrations. The reach and registrations have been higher than similar offline events conducted in the past. Our social media presence has also increased due to organising online events. We have reached over 480 accounts and increased interaction by 413.7% on Instagram through the course of the event. The page views for Vitarka on LinkedIn have also increased by 536%. Overall, the event has been a huge win for Vitarka and was wrapped up successfully.



internship hackathon

The hackathon was a four-part series where seniors came forward to share their experiences and learnings with their juniors. They shared a lot of useful tips and tricks with the students. These sessions were conducted on a weekly basis with 2 speakers in each session followed by a Q&A. Speakers who had interned with the FMCG, Pharma, Auto and IT sectors were chosen so that students could understand the nuances of each. A special session was conducted on HR Analytics based on the request of the students. The feedback received was on the whole positive. These sessions provide a platform for juniors to connect with the seniors, get their concerns addressed and get an access to a repository of important topics. The feedback for the sessions overall were 4.3 out of 5.

Speakers of these session were –

- Amogh Koundiya
- Ankita Singh
- Pranjal Seth
- Rumani Shah
- Sai Saranya
- Shilpa Sahoo
- Yasmeen Singh



collaborations

From the Horse's Mouth

Vitarka collaborated with other SIGs like Caf-Fin, Mark-O-Polo and Opcellence to introduce the series "From the Horse's Mouth". This series aimed to help students perform better in corporate competitions through sessions conducted by National Winners. The speakers shared tips and tricks on how to make their submissions worthwhile.

FTHM 1.0

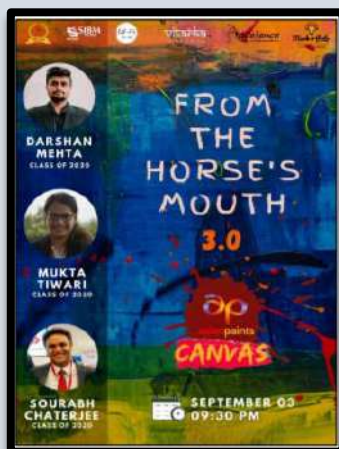
- Sahejpal Grewal (Campus winners, HUL Lime)
- Aarzo Dashti (Campus winners, HUL Lime)
- Arshdeep Kaur (Campus winners, HUL Lime)

FTHM 2.0

- Akash Ahuja (Regional finalist, RB Challenge)
- Anshul Bhadouria (National finalist, RB Challenge)
- Budhaditya Roy (National runners up, RB Challenge)

FTHM 3.0

- Darshan Mehta (Campus winner, Asian Paints Canvas)
- Mukta Tiwari (Campus winner, Asian Paints Canvas)
- Sourabh Chatterjee (Campus runner-up, Asian Paints Canvas)



Panel discussion on leveraging IR code 2020

This event was in collaboration with Good People Relations & XISS Ranchi who conducted a virtual panel discussion on leveraging IR Code 2020. The event was held on the third week of October 2020.

Good People Relations and XISS, Ranchi present

Virtual Panel Discussion Leveraging the IR Code 2020

MODERATOR
P. DWARNA NATH
Former Chairman, GSK Consumer Health Care

CURATOR
DR. G.P. RAO
Founder, Good People Relations

PANELISTS

DR. YOGI SHIRAM
Advisor to CEO & MD, Group HR, L&T Limited

FRANCO MENATMI
Vice President, Industrial Relations, WIPRO Group

C. NIVANJAN RAO
Advocate, AP/Telangana High Courts & Labour Law Advisor

DATE October 22, 2020
TIME 4.30 pm to 6 pm
REGISTER 
<https://bit.ly/3dqb8SI>

AGENDA

- Highlights of the Code
- Impact on stakeholders
- Challenges in implementation
- Role of HR/IR
- Role of Professional bodies & Academia

Supported by

CONTACT goodpeoplerelations@gmail.com
WHO SHOULD ATTEND? Students, Teachers, Trainers, Consultants and Practitioners in IR/ER

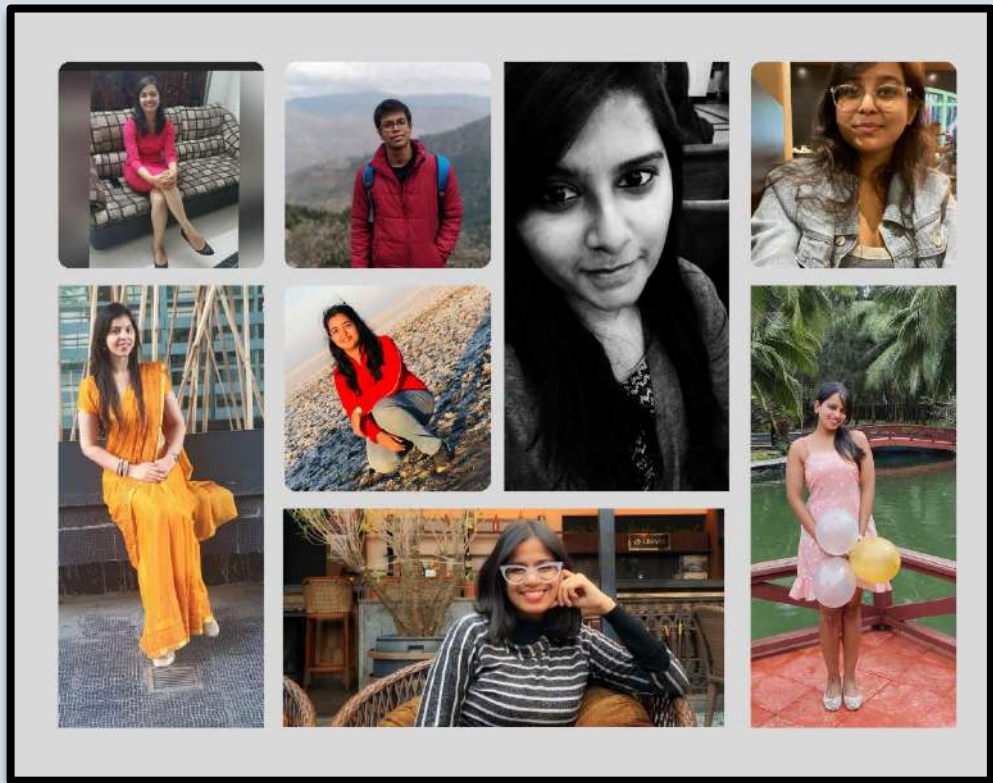
HR Campus Roots Collaboration

HR Campus Roots was an initiative by the students of SCMHRD, Vitarka acted as the knowledge partner for this initiative. Activities done under this initiative are – HR Guide Book, Weekly Dose and HRuh – magazine for the HR soul. Dissemination of material via email to the batch was taken care of by Vitarka.



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