

चौतारका

Annual Report 2021-22



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Introduction

Vitarka, the HR and IR Club 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 the institute. 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. This year Vitarka conducted a number of successful learning initiatives in online, offline and Hybrid mode, along with organizing National Level B-school competitions and workshops which saw a huge participation from students across colleges.

Vision

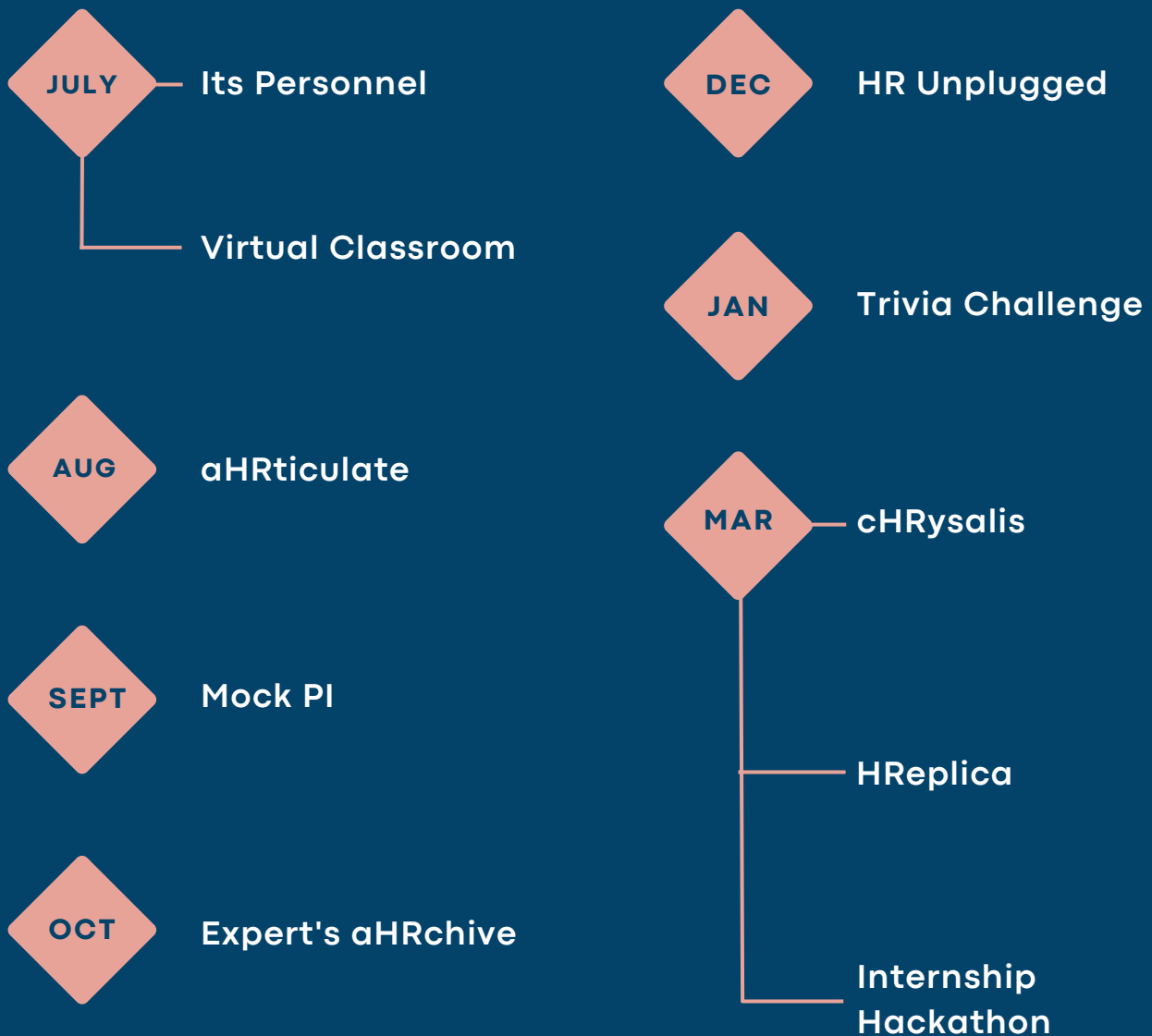
To carve Human Resource professionals out of MBA students, through ideation, deliberation and application of concepts, in pursuit of excellence.

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

Event Calendar

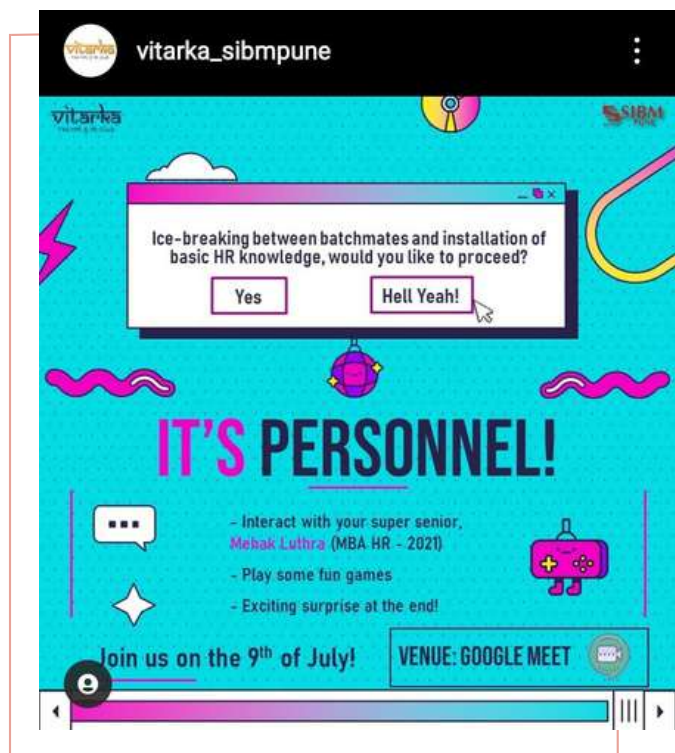
FOR ACADEMIC YEAR 21-22



Its Personnel

JULY 2021

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 graduated 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 students to decide on what specialization to choose.



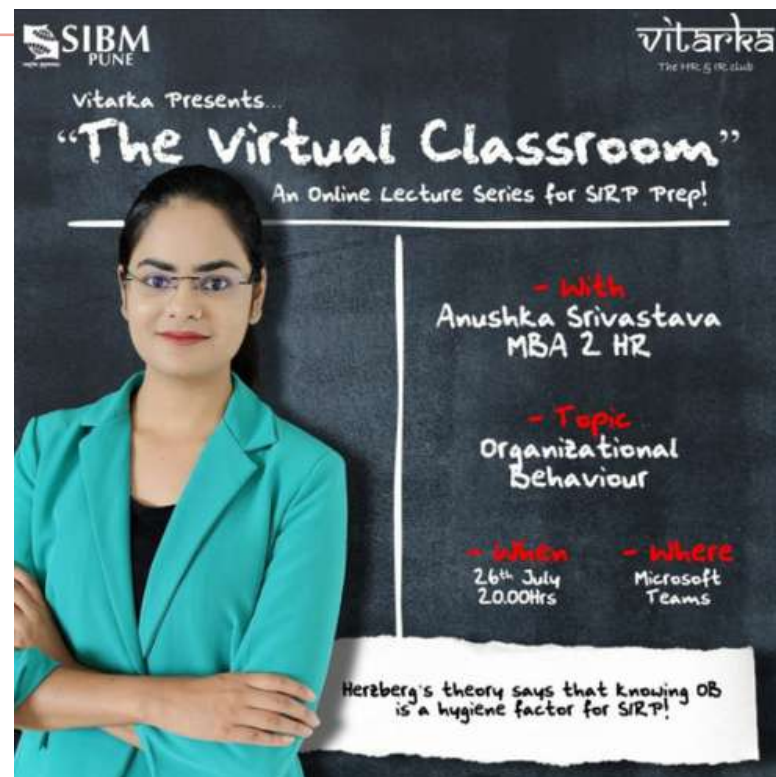
Virtual Classroom

JULY 2021

A series of lectures by the senior batch on various topics in the subject of HR to equip the juniors with the basic HR knowledge required for the rigorous summer internship recruitment program.

Crucial and relevant HR topics like Organisational Behavior, Learning and Development, Talent Management, Industrial Relations, and Future of Workforce were covered extensively during the Virtual Classroom Sessions.

The sessions were followed by a small quiz on the topics taught in the class to ensure maximum learning and engagement from the students.



Char'iculum Vitae

JULY 2021

Char'iculum Vitae, a competition open to all specializations of SIBM Pune, was conducted in July. In the competition, the students had to create innovative CV's in a 1 minute video format. The students had to select a character from their favorite TV show/web series/Novel where the character must be fictional (eg - one could choose Neo but not Keanu Reeves) and had to make a video resume for the chosen character. Winners got featured on our Instagram handle and received certificates (CV pointers)



HR Compendium 2021

AUGUST 2021

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.



aHRticulate

AUGUST 2021

Vitarka launched the National Level Article Writing Competition "aHRticulate" on D2C. 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.



The poster for the aHRticulate National Level Article Writing Competition features a purple background. At the top left, there is an image of a stack of papers. The title 'aHRticulate' is prominently displayed in white, with 'National Level Article Writing Competition' written below it. The Vitarka logo is in the top right corner. Under the heading 'TOPICS (SELECT ANY OF THE ONE)', three topics are listed in white rounded rectangles, each with a magnifying glass icon: 'Micro-aggression affecting employee Wellbeing at Workplace.', 'How can an organization build a successful Predictive Analytics model for Employee Engagement.', and 'Importance of Cultural Adaptability on defining the success of Mergers & Acquisition (M&A) for the organization.' On the right side, there is a circular logo for aHRticulate and a contact number 'Deepanshu 8197627582'. At the bottom, the SIBM PUNE logo is on the left, and the prize amounts are listed on the right: 'First Place - ₹5000', 'Second Place - ₹3000', and 'Third Place - ₹2000'. A small image of a woman holding money is in the bottom right corner.

"aHRticulate" was designed to bring out the cognitive writing skills in the HR domain. The event provided a platform to jumpstart the creative thinking mind of students and helped to present the thoughts through words. It involves a short listing of final topics based on the current relevance on which participants prepared articles. Best articles were published in the HR Fusion magazine by Vitarka and won prizes up to Rs 10000.

Mock GD & PI

SEPTEMBER 2021

This initiative was intended to help students prepare for their summer placements. Two sessions were conducted by senior students from the HR batch of SIBM Pune. The seniors were part of the panel and multiple panels were organized to ensure the smooth process of parallel interviews. Post the mock interviews, students were given feedback immediately. They were given tips on how to improve their answers and what websites to visit for relevant content. The mock GD was conducted in collaboration with QUOD. Students were split into groups and a current topic was presented to them. They were given time to put forward their own points and then discuss as a group. The panel observed their behavior and provided feedback based on their interactions.



HR Fusion 5.0

OCTOBER 2021

Vitarka published its annual HR magazine, HR Fusion 5.0 in October. The objective was to help the readers understand the best industry practices and future workforce dynamics in the world of Human Resources Management and Industrial Relations. In this edition, we brought a package of words of wisdom from the industry stalwarts through a live interview series with the HR leaders and professionals. Along with that, the magazine covered award-winning articles from Vitarka's National Level Article Writing Competition "aHRtificate". The team had also written articles on various important topics to keep the batch updated with what is going on in the world of Human Resources.

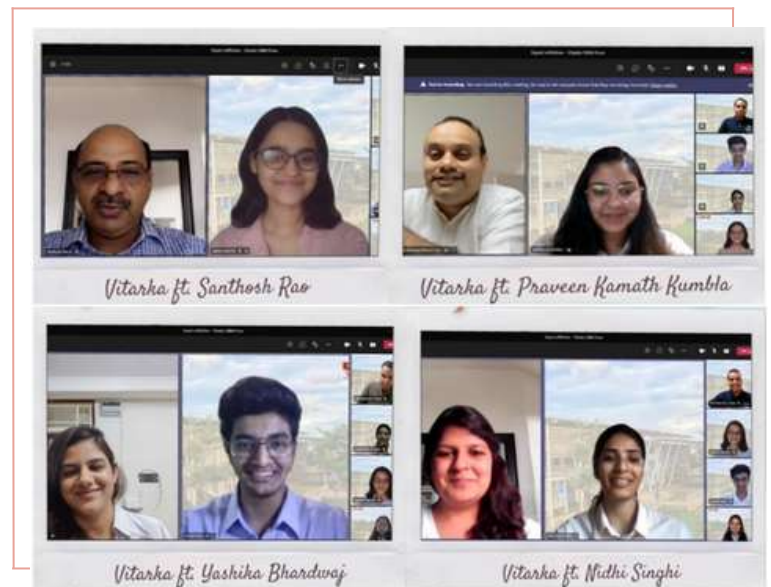


Vitarka endeavored to get the batch acquainted with the trends and evolutions in the human resource domain from all aspects and get the best out of this field in the due course of their careers.

Experts' aHRchive

OCTOBER 2021

Experts aHRchive was conducted in September 2021 and comprised of HR leaders & professionals from Deloitte, Wipro, British Telecom, and Toyota Kirloskar who shared their experiences and career journey about building emotional, rational, and motivational engagement with the workforce. The interview was transcribed and published in Vitarka's magazine HR Fusion 5.0 which consisted of articles on contemporary and relevant topics by Vitarka's National Level Article Writing Competition 'aHRticate' Winners'.



"aHRticate" garnered 17,554 views and 307 registrations on D2C. The Experts aHRchive transcripts were also shared with all the winners and runners up of aHRticate to promote the brand SIBM and its contribution in the field of HR.

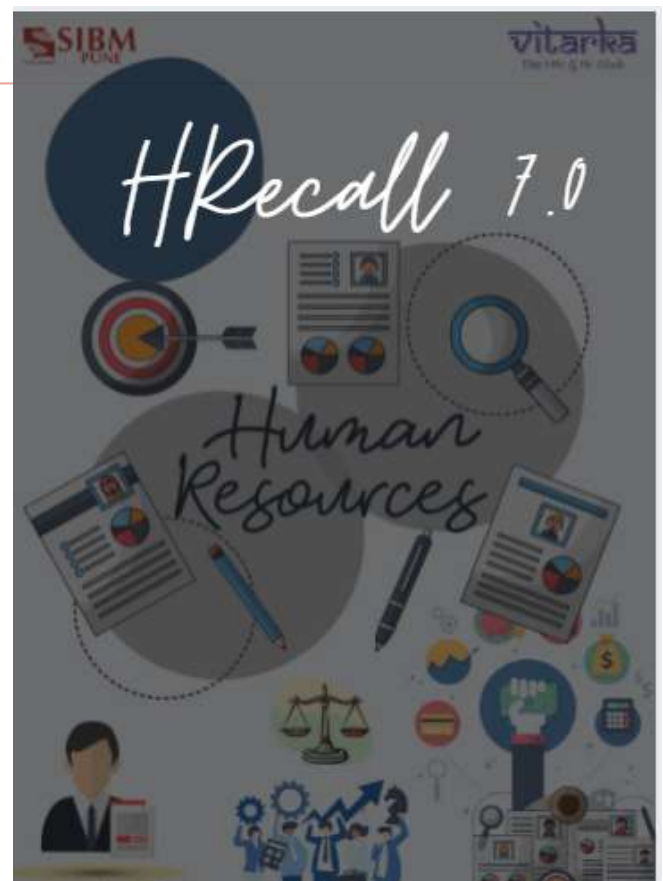
HRecall 7.0

NOVEMBER 2021

HRecall 7.0 was a compilation of important topics from the vast subject of HR and IR, to assist the students of SIBM Pune to ace their group discussions, case discussions, and interviews in the Campus Recruitment Programme 2021.

The entire kit consisted of in-depth HR concepts, updated Labor Laws, best HR practices, and a list of articles of industry trends pertaining to the theoretical concepts.

The content aimed to equip the students with comprehensive knowledge and current HR trends of the industry.



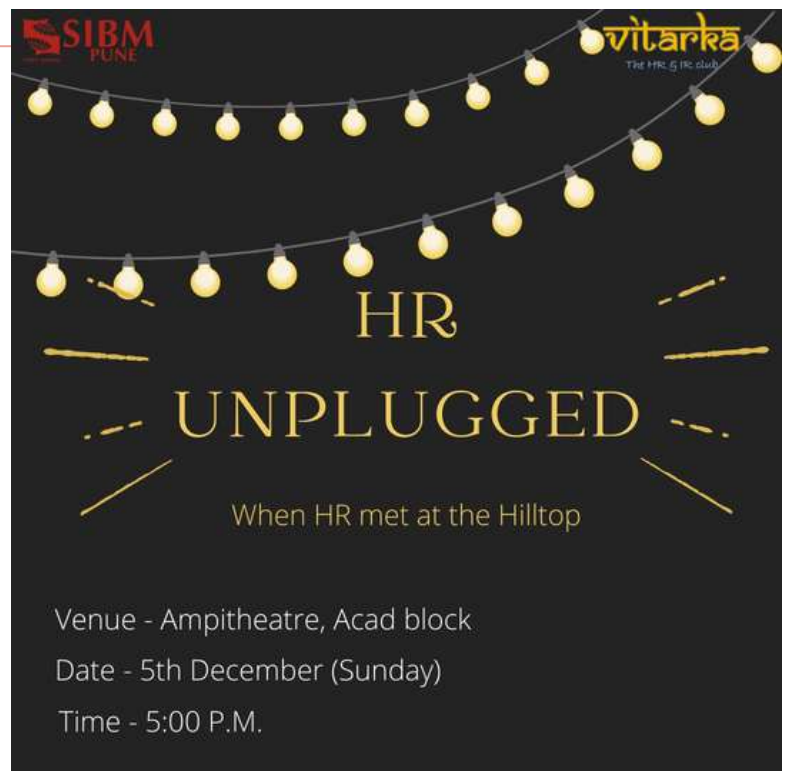
HR Unplugged

DECEMBER 2021

Vitarka introduced HR Unplugged 2021, an ice-breaker session for all MBA-1 HR students when they met first in the offline mode at the hilltop campus. This was a completely new initiative hosted by Vitarka and it was also the first offline convene for the MBA-1 HR students.

We were the first SIG to conduct such an ice-breaker connect. The objective was to help the batchmates know each other better and discover the hidden talents of their friends with whom they had been interacting online for the past 6 months.

HR Unplugged 2021 kicked off with a batch photograph at the Amphitheatre and was followed by snacks and cultural performances by the first-year HR students. We got excellent participation from the entire batch.



Trivia Challenge

JANUARY 2021

Trivia Challenge was a 10-day quiz series with questions pertaining to the concepts of Human Resources, Industrial Resources, and General Knowledge

The competition was open to all SIBM Pune (MBA 1& 2 Flagship, I&E, L&S) students and witnessed an enthusiastic engagement from the participants.

Cash Prizes worth 5000 and excellence certificates to the top 5 participants were awarded.

SIBM PUNE

चोतारका
The HR & IR Club

Trivia
CHALLENGE

15 Dec - 24 Dec, 2021

Everyday at 7:00 PM

₹ Cash Prizes worth ₹5000

Read the caption to know more!

cHRysalis

MARCH 2022

Chrysalis, a national-level case-based best manager competition organized by Vitarka under the banner of Transcend. The event attracted 34,607 views and 219 registrations across the best B-schools of India.

The competition included two rounds, one of which tested the wits of the participants through a quiz and the finals took place on 15th march between the top 5 teams from IIM K, NMIMS, SIBM Pune, Welingkar who qualified for the case competition.

Unlike other case study competitions, the case provided to the participants was creatively drafted by the team of Vitarka to challenge the decision-making abilities in a succession planning problem. The finalists had to not only present the best candidate amongst the resumes available for the given company but also face the esteemed jury, Prof. Sandeep Bhattacharya and Dr. Deepika Pandita, in a fierce Q&A round, which challenged their solution.



The learnings and engagement after the competition continued as both the judges gave feedback and further solved the case in an extremely simplified yet strategic manner.

HReplica

MARCH 2022

HReplica, a live workshop, aimed to bridge the gap between the crucial concepts of HR and the adoption of sustainability in the workplace. Through this workshop, Vitarka integrated the idea of social stability along with the conventional HR topics to help students develop a holistic view of approaching and applying theories of HR such that both the organizational as well as societal goals are aligned. The workshop covered an in-depth explanation of the Socio-sustainable concepts of HR with an amalgamation of recent trends and happenings in the corporate world.

Interactive in nature, the workshop consisted of live cases that provided the students with first-hand corporate experience and questions that piqued their interest in the domain. Conducted by Ayan Pal, a senior consultant with IBM for more than 8 years, Program Quality Director at Toastmasters International, and an author at Readomania, the workshop witnessed enthusiastic participation from students across India and as well the entire MBA-1 HR batch. An expert in Learning Design & Development, Instructional Design, Creative Writing & Critical Thinking, Consulting, Communication & Branding, Ayan shared his thoughts on re-imagining the concept of reuse, recycle, and recovery to increase female participation in STEM fields, adopting learning, unlearning, and relearning for choosing growth mindset to integrate digital tools and technologies to rethink digital footprints.



Internship Hackathon 8.0

MARCH 2022

The internship hackathon was a series of preparatory sessions conducted before the summer internships for MBA 1 HR. Second-year HR students came forward to share their learnings and experiences of the internship in different domains such as FMCG, IT, and Automobile and resolved the queries of the MBA-1 HR batch.

These sessions provide a platform for juniors to connect with the seniors, get their concerns addressed, and get access to a repository of important topics.



Speakers of the session -
Vishakha Vaidywan
Ananya Kaushik
Ganesh A

Social Media Engagement

1. GK Review and HReview

GK Review and HReview aim to keep the entire batch updated with all the current happenings across the world related to GK and HR. Every week reviews are circulated across Vitarka's Instagram page. The content is also e-mailed to all the students of SIBM Pune through a weekly Newsletter. The review clippings are curated after extensive research from renowned news articles and put in the form of creative posters to help in quick and enhanced learning.



Social Media Engagement

2. Wizardry of Words (WoW)

Wizardry of Words (WoW) is a series of articles that is posted every week on the LinkedIn page 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 to 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 updates 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 perspectives.


Vitarka - HR and IR Club -SIBM Pune ...

vitarka 870 followers
1w • 🌐

Only resilient organizations stand the test of time. In a pandemic-hit world, organizations that adapted with agility, decisiveness and most importantly - with heart - are the ones that stayed the course and even thrived. Twenty-one months since the pandemic first began to wreak global havoc, surviving to thriving has become the welcome norm with organizations setting examples of growth every day when prioritizing their most valued asset – their people. Click on the post below to get a recap of what 2021 brought in for human resources and how the transition for the same will unfold in the coming year.

[#Vitarka #SIBMPune #WoW](#)

<https://lnkd.in/eVuX4zWY>



2021: the year of 'surviving to thriving'
peoplesmatters.in • 4 min read

Social Media Engagement

3. HR Lingo

HR Lingo is a microlearning initiative by Vitarka where HR jargons are posted on its Instagram page along with its definition in simplified words. The lingos are put up after extensive research and are done to help students strengthen their vocabulary pertaining to HR terminologies.

4. PFAF

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 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 pfa in your next discussion!"



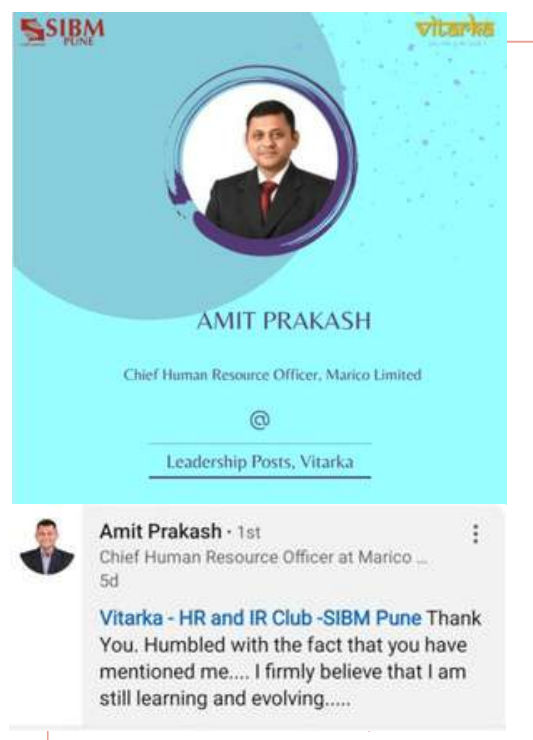
Social Media Engagement

5. Quotes by CHRO

Quotes by CHRO was a brand new initiative started by Team Vitarka in 2021-2022 where inspirational quotes said by CHROs of reputed organizations are posted onto our Instagram handle's story. The motive behind this initiative was to motivate the students and help them quote important personalities in the field of HR in their discussions.

6. Leadership Post

Leadership Post was another initiative started in 2021-2022 where the students are acquainted with the journeys of imminent personalities in the domain of HR. This is posted weekly on our Instagram and LinkedIn handles. The aim was to inspire the students and help them get familiar with important personalities in the domain of HR. Vitarka received overwhelming responses from leaders like Leena Nair (CEO Chanel), Katarina Berg (CHRO, Spotify), and Amit Prakash (CHRO, Marico Ltd.) on these weekly posts.



Newsletter by Vitarka

Vitarka releases a weekly newsletter that is sent to all the students of SIBM Pune. The newsletter has consolidated bite-sized news taken from HReview and GK Review for that specific week. This helps young professionals update their general and HR awareness around the globe. The newsletter has an embedded link to the full article with a single click for the students to go through the entire article at their convenience. All the newsletters that go out weekly are uploaded on Google Drive for students to access for the preparation of their SIRP and CRP.

CLICK ON THE IMAGE TO READ MORE!

<p>500 companies participate in Tamil Nadu job fair, announce over 70,000 vacancies</p> <p>Inaugurating a mega job fair at Tamil Nadu on March 20, Chief Minister MK Stalin gave out 20 job offers to candidates. Over 500 private companies participated in the fair, with at least 70,000 vacancies to be fulfilled. The employment campaign was organised by the labour welfare and skill development department. Special provisions were in place to facilitate participation of candidates with disabilities, with full support of the district administration and the police department.</p>	
	<p>Airtel's women employees will get Rs 7,000 as childcare allowance</p> <p>As part of its attempt to build a diverse and inclusive workplace, Bharti Airtel has upgraded its parental policy benefits for employees. The Indian communications solutions provider is now offering its women employees returning to work special childcare allowance of Rs 7,000 per month, in addition to 26 weeks of maternity leave. This childcare allowance will be given to them till the child turns 18 months old. It will be given even in case of adoption.</p>
<p>Internal committee mandatory to look into sexual harassment cases</p> <p>Union Labour Minister Bhupender Yadav informed the Lok Sabha that according to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 all employers with a strength of at least 10 in their workforces are obliged to set up an internal committee to receive and address complaints of sexual harassment. State governments have the authority to put together a local committee in every district to receive complaints from organisations having a workforce strength of less than 10 or even receive complaints against such employers.</p>	

CLICK HERE TO ACCESS THE PREVIOUS NEWSLETTERS

CLICK ON THE IMAGE TO READ MORE!

<p>Shaktikanta Das inaugurates RBIH in Bengaluru</p> <p>The RBIH (Reserve Bank Innovation Hub) is established as Section 8 business under the Companies Act of 2013, with an initial capital contribution of RS 100 crore, to stimulate and develop financial innovation in a long-term institutional setting. According to the central bank, the Hub has an independent Board with Senapathy (Kris) Gopalakrishnan as Chairman and other notable people from industry and academics as members.</p>	
	<p>AAI and BEL collaborate to develop indigenous Air Traffic Management Systems</p> <p>The Airport Authority of India has entered into an agreement with Bharat Electronics Ltd. to develop systems of air traffic management which were hitherto being imported. Under this Agreement, BEL and AAI will jointly develop a Civil Air Traffic Management System (ATMS) with Advanced-Surface Movement Guidance and Control System (ASMGCS), a complex ground surveillance system that manages air traffic at airports and in Indian Civil Airspace for the safe operation of flights from take-off to landing.</p>
<p>PVR Limited and INOX Leisure Announce Merger</p> <p>Under the amalgamation agreement, Ajay Bijli Kumar will take charge as the MD and Sanjeev Kumar will be appointed as the Executive Director. The merger will be carried in a share exchange ("swap") ratio where 3 equity shares of PVR will be swapped for 10 shares of INOX. Post the merger, promoters of INOX will become co-promoters in the merged entity along with the existing promoters of PVR. After the merger, PVR promoters will have a 10.62% stake while INOX promoters will have a 15.66% stake in the combined entity.</p>	

CLICK HERE TO ACCESS THE PREVIOUS NEWSLETTERS

S - Team



From left to right:
Jay Kant Singh, Suhani Singha, Ajay Vailore, & Devdatta
Gupta

I - Team & J - Team



From left to right:

Sakshi Mehta, Sagar Naik, Ishika Agarwal, Darshna Verma
& Deepanshu Tyagi