FDP/MDP/Workshop/Club Activities/Chai peCharcha/Symposium/FEP and any other Training Programmes

FCM- Latest trends in HRM

Date	3-9-2022
Time:	10 am to 12 noon
Venue:	Board room 2
Guest/Speaker Name:	Vardaraj. AV
Guest/Speaker Designation	Director, Operations, SAP labs
Guest/Speaker Contact No & Email Id:	vardaraj.av@sap.com
Guest/Speaker Company/ Institute Name:	SAP Labs
Faculty Coordinators Name:	Dr Uma Warrier
Topic:	Latest trends in HRM
Moderator (if any)	Dr Uma Warrier
No. of Attendees	10
Feedback:	Feedback attached
Brochure: (if any)	Brochure attached
Budget of the Program (if any):	NA
Revenue Collected: (if any)	NA

1. Introduction:

It is imperative for any business to satisfy a need that makes it relevant in the value chain for sustainable development. To meet the evolving needs of the business environment, the industry and academia must adapt and collaborate so as to match the industry expectation and academic curriculum. Hence the department of OB & HRM conducts regular Faculty Corporate meet to update the faculty members on the latest knowledge, skill and development needs of the industry so as to equip the academia with sufficient inputs to modulate the teaching curriculum.

The topic chosen for the FCM for the semester June 2022-December 2022 is "Top trend in HRM. "People need to be treated as resources and their aspirations need to be integrated with corporate

objectives in the current human resource management trends. Hence it imperative to know the top HR trends. In the coming years, HR management will be driven by artificial intelligence, diversity, the gig economy, and cloud-based HR technology. A resource person , who can share authentic knowledge on these areas are identified, Vardaraj A. V, Director Operations, SAP Business Networks, SAP LABS.

2.   Venue (Outside/Inside the campus): Board room 2, CMS Bschool, JAIN University

3.   Program Objectives:

To help the faculty members understand the latest terminologies used in the industry post covid, with reference to HRM

 To help the faculty leverage the knowledge on HR Trends to drive change and add more business value

4.   Relevance to PO, Relevance to PEO and PSOs

PO	Program Objective (PO)
PO1	PO1 - Apply knowledge of management theories and practices to solve business problems
PO2	PO2 - Develop analytical and critical thinking abilities for data-based decision making
PO3	PO3 - Understand, analyse and communicate global, economic, legal and ethical aspects of business
PO4	PO4 – Identify and apply trans-disciplinary tools and techniques for projects and solving problems
PO5	PO5- Lead oneself and others in the achievement of organizational goals and contribute effectively to a team environment
PO6	PO6 - Inculcate entrepreneurial mind-set for sustainability
PO7	PO7 - Imbibe value-based leadership for Excellence
PSO	**Program Specific Objective (PSO)**
PSO1	Demonstrate effective response to industry challenges by applying managerial tools and techniques for a sustainable society
PSO2	Appraise the complex specificities of Indian Business to garner global reputation
PSO3	Develop a holistic thinking solopreneur for a self-sufficient society

5. Activity Overview:

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The faculty members of OB & HRM across different departments of the university were invited for the session . The event started at 10 am at board room 2, CMS Bschool, Sheshadri road. Dr Uma Warrier, faculty coordinator for FCM introduced the guest speaker to the audience . The session started with an introduction to the new terminologies which came in to relevance post covid with specific reference to OB & HRM area. Some of the terminologies discussed were: Great resignation, Quiet quitting, Moon lighting, Stay interviews, Unconscious bias, Diversity, Inclusion, Equity and Belongingness and employee experience. Then the resource person delved deep in to the latest trend in HR, discussing 10 top along with relevant corporate examples. HR as a product, Collaboration by design , Talent market place and Talent acquisition, Career experience etc. Dr Nanda, Dr Ujjal, Dr Pallavi , Dr Neena and Dr Uma asked pertinent questions based on the discussion. The interactive session was concluded with participant oral feedback from Dr Nanda, Dr Pallavi and Dr Uma. Dr Uma Warrier thanked the resource person and Area coordinator Dr Dinesh felicitated the resource person . Dr Uma Warrier circulated the feedback form for the participants to fill in their opinion about the program

6. Guest/Speakers' Profile: Summary and Key Learnings of the session:

Vardaraj is a Senior technology executive and head of Operations for SAP Business Networks at SAP LABS. He is the alumni of Massachusetts Institute of Technology - Sloan School of Management.
He has vast experience in Human Resource domain. Worked in Human resources, business consulting and as Product Owner, Go to Market & Customer Management in HCM field.

He is also an active member in various Start-ups in HR domain.

7.   Participant details:

10 faculty members from OB & HR area of CMS Bschool attended the prohram. Dean of Bschool, Dr Harold , Area chair Dr Ujjal, Area coordinator Dr Dinesh and 7 faculty members attended the program

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8. Participants' Feedback, Feedback Analysis, and Attainment Calculation:

Questions to Map Pos	List of Pos & PSOs	Wt Score 5 Strongly Agree	4 Agree	3 Neutral	2 Disagree	1 Strongly Disagree	Wt. Score				Max score	%age
1. Was the topic relevant for your department of CMS Bschool	PO1 PO7 PSO1	7	0	0	0	0	35				35	100%
2. Was industry expert able to deliver the session based on the expected contents of the session	PO2 PO4 PO7 PSO1PSO2	7	0	0	0	0	35				35	100%
3.The sessions provided faculty with an opportunity to reinvent learning strategies in the classroom to help make students future ready	PO1 PO3 po4PSO2	7	0	0	0	0	35				35	100%
4.The FCM helped faculty to update and renew learning with the recent trends in the industry	PO1 PO2 PO5 PSO1PSO2	7	0	0	0	0	35				35	100%
5. Was session interactive enough to clarify doubts / queries and share your perspectives	PO1 PO2 PO3 PO4 PSO1PSO2	7	0	0	0	0	35				35	100%
6. The FCM helped faculty to understand real-world management learnings that I can apply to my classroom teaching	PO1 PO2 PSO1	7	0	0	0	0	35				35	100%
9. Overall rating of the faculty-corporate meet		7	0	0	0	0	35				35	100%

Faculty Corporate meet

POs	Q1	Q2	Q3	Q4	Q5	Q6			Q7	Q8	Captured By	Total Attainment Score	Level Achieved
PO1	100%		100%	100%	100%	100%					Q1 Q3 Q4 Q5 Q6	100%	3
PO2		100%		100%	100%	100%					Q2 Q4 Q5 Q6	100%	3
PO3			100%		100%						Q3 Q5	100%	3
PO4		100%	100%		100%						Q2 Q3 Q5	100%	3
PO5				100%							Q4	100%	3
PO6													
PO7	100%	100%									Q1 Q2	100%	3
PSO1	100%	100%		100%	100%	100%					Q1 Q2 Q4 Q5 Q6	100%	3
PSO2		100%	100%	100%	100%						Q2 Q3 Q4 Q5	100%	3

PSO3													

9.   Minutes of Meetings: photograph and brief profile of the speaker

- Dr Dinesh to follow with the designer for brochure and follow up on participant invitation

16. Trailing Emails/communications:

JAINUNIVERSITY
Center for Management Studies

Uma Warrier <umawarrier@cms.ac.in>

Thank you note

Uma Warrier <umawarrier@cms.ac.in>
To: Vardaraj Acharya <vardaraj@gmail.com>

Mon, Sep 5, 2022 at 9:50 AM

Dear Varda

On behalf of the OB & HRM department of CMS Bschool, JAIN University, I extend a heartfelt thanks to you for accepting our invitation and conducting a Faculty Corporate meeting for the benefit of the faculty members of our area.
The session was very helpful for all of us who teach different subjects connected to different HR functions. We all made note of information applicable to our respective topics in the coming semester.
Sending you a few photos and the feedback google sheet output. We all are looking forward to many sessions from you in the future too
Thanks again Varda
Thanks and Regards,

Dr. Uma Warrier

Professor & Area Chair (Research, Training, Consultancy & Projects- OB & HR), CMS B-School
Chief Counselor, Jain University, Bangalore

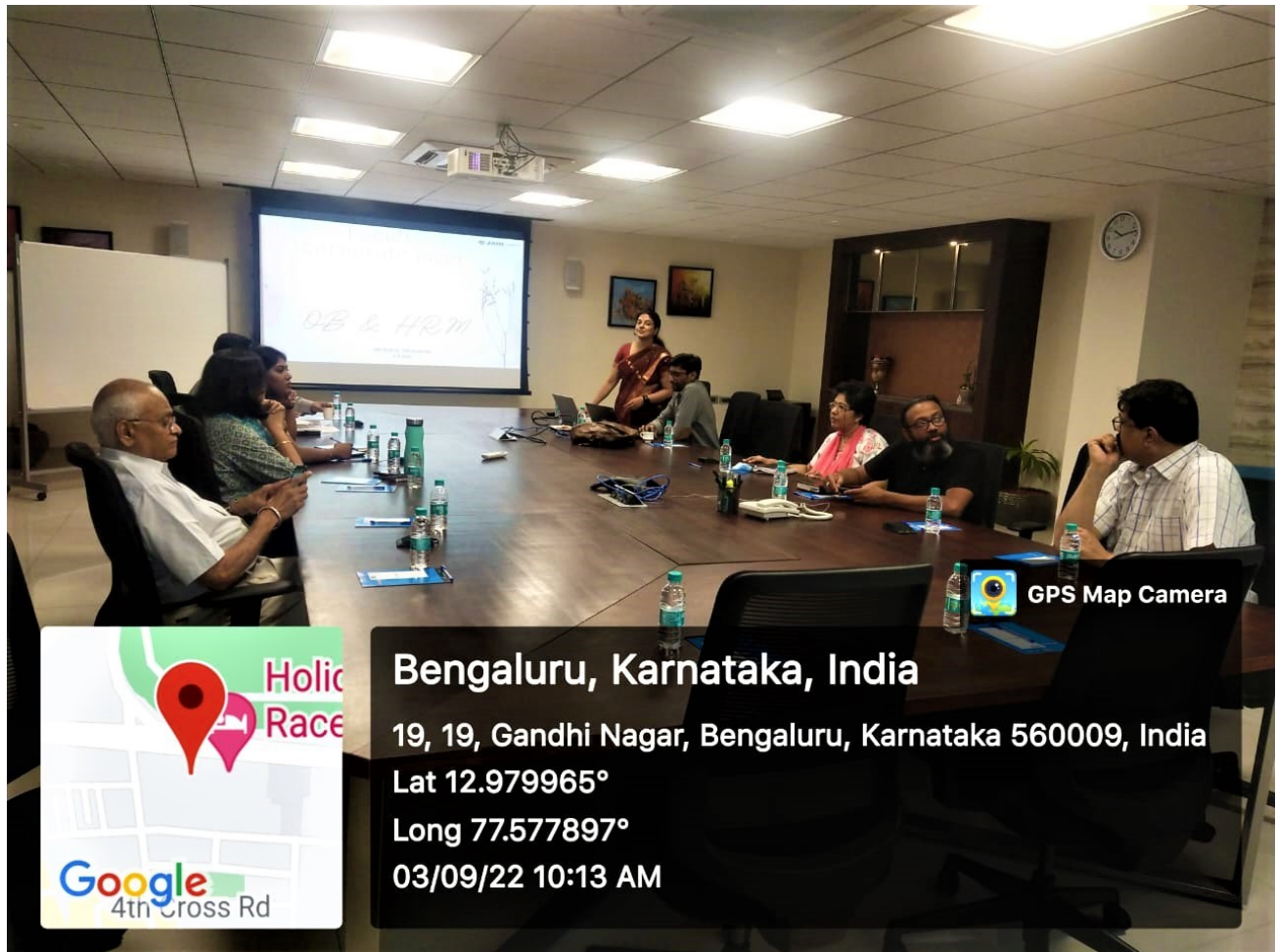**10.** **Brochure :**

11. Pictures for the Event:

Fig : 1.1 Resource person of FCM , Vardaraj AV is being introduced by Dr Uma Warrier, faculty coordinator for the FCM

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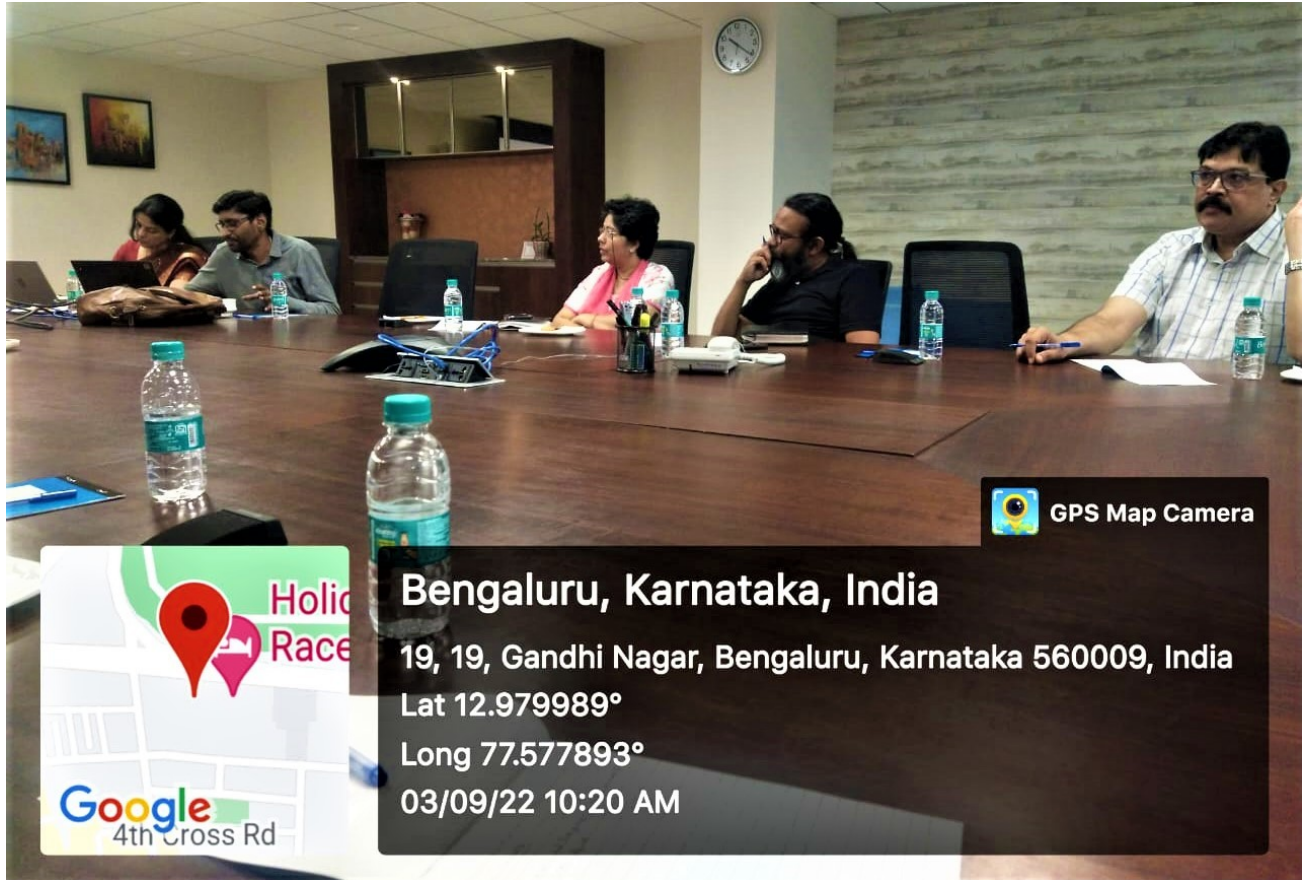

Fig : 1.2 Resource person of FCM , Vardaraj AV conducting the session

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Fig : 1.3 Resource person of FCM , Vardaraj AV answering queries of the participant faculty members

![JGI JAIN Deemed-to-be University | CMS Business School logo]

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Fig : 1.4 Resource person of FCM , Vardaraj AV being felicitated by area coordinator Dr Dinesh Nilkant Rao and Dr Uma Warrier

Fig : 1.5 Group photo of the participants along with resource person