



# **MADRAS SCHOOL OF SOCIAL WORK**

(An Autonomous Institution)

Affiliated to University of Madras

Egmore, Chennai – 600 008

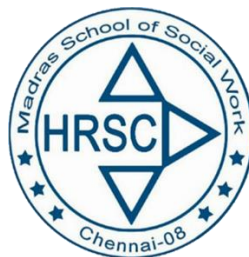
## **DEPARTMENT OF SOCIAL WORK (AIDED)**

### **REPORT ON SEMINARS AND WORKSHOPS CONDUCTED**

**IN 3<sup>rd</sup> SEMESTER**

**Human Relations Study Circle**

**(2018 – 2019)**



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# **INTRODUCTION**

## **About the Department:**

The department of Social Work (Aided) is the oldest department of the college. The department offers programs like PG, M.Phil. and Ph.D. The Master of Social Work (MSW) programme has three specialisations namely Human Resource Management, Community Development and Medical Psychiatric. The MSW HR course is grounded in different components of Social Work methods and HR focus which lays the foundation for effective relationship management, besides being socially relevant strategic business partners.

## **About the HRSC Forum:**

The Human Relations Study Circle started its journey in the year 1996 as the Forum of the students of the Social Work department specializing in Human Resource Management. The forum has served as an active platform for knowledge sharing and exchange among students and professionals of the HR community.

The study circle facilitates the members to be updated on the various trends of HR to develop them as budding HR professionals apart from classroom learning. This serves as a platform where students get to interact with senior HR professionals from various sectors and learn from them.

In line with this, various activities such as workshops, seminars, guest lectures and competitions are carried out by the students themselves under the banner of the forum which in turn gives them the experience of organising and planning programmes professionally. Students use this as a platform to exhibit their leadership skills and try to be innovative in planning events. The emphasis on HR is thus an interface between the institution and the industry.

## ACTIVITIES OF THE FORUM

### INAUGURATION

The Inauguration of Student Forum(s), Social Work Forum and Human Relations Study Circle(HRSC) was held on 24.07.18(Tuesday) at Conference Hall, Madras School of Social Work, Egmore. The Chief Guests were Mr. R. Mohamed Zafrullah, chief community development officer, CD wing, TNSCB and Mr. Michael Rajesh, Talent acquisition head and regional business partner South - Sales and Marketing Dalmia Cements (Bharath limited).

The Inauguration ceremony began with Tamizh Thai Vazhthu followed by College Song. Then, a video presentation on the journey of Social Work Forum and HRSC were played. The welcome address was given by Ms.J. Divya, The president of HRSC. At 10:19 am, The lamp was lighted by the chief guests, Dr. JS. Gunavathy, Dr. Shakeela Basheer and the Presidents of the Forum(S). The presidential address was given by Dr. J.S. Gunavathy.

Mr. R. Mohamed Zafrullah, chief community development officer, CD wing, Tamilnadu Slum Clearance Board (TNSCB). Mr. R. Mohamed Zafrullah, addressed the gathering. The key note of his address was **“Education is not what one studies, it’s what one becomes”** , implying that how we stand as literate and educated individuals in society depends on our efficiency, integrity and values we exercise as professional social workers in the future.

Mr. Michael Rajesh, Talent acquisition head and regional business partner south - Sales and Marketing Dalmia Cements (Bharath limited) Mr. Michael Rajesh, addressed the gathering. He highlighted the purpose of the study circle and the importance of students equipping themselves for placement. he shared that this study circle was started with the purpose of getting the students exposed to the real world and to prepare them at the time of placement.



## **SEMINARS AND WORKSHOPS CONDUCTED**

Total Number of seminars and workshops Organized: 6

<b>S.NO</b>	<b>SEMINAR/WORKSHOP TITLE</b>	<b>DATE</b>	<b>SPEAKER</b>
1	Campus to corporate	24.08.18	Mr. R. Padmanaban, Divisional Manager, Wheels India.
2	Building a career	07.09.18	Mr. Sundar Sankaran, Senior HR Business Partner, Amazon.
3	Workshop on Advance MS Excel	08.09.18	Mr. Karikalvalavan, Trainer
4	Labour law practices	15.09.18	Mr. P. Ramasamy, IR consultant
5	Personal effectiveness for professional success	24.09.18	Ms. Nalini Kumari, Head of Learning and development, Rane.
6	Trade union and Industrial Disputes	05.10.18	Mr. Kuchelan, Trade union head, Working People Trade Union

## **CAMPUS TO CORPORATE**

Guest Speaker: Mr. R. Padmanaban, Divisional Manager, Wheels India.

Date: 24.08.2018 (Friday)

The guest lecture on “Campus to Corporate” was held on 24th August, 2018 at 10.00am in MSSW Conference hall. The event was organized as an initiative of the student forum, Human Relation Study Circle (2018-19). The MC for the session was done by Ms.H. Kanagalakshmi, student member of the HRSC forum. The session started with the welcome by Dr. J. Chandrasekhar, forum coordinator which was followed by the principal note by Dr.S.Raja Samuel and the felicitation of the guest speaker. The guest speaker was introduced to the audience by Ms.E.Bhuvana, forum member HRSC. The session continued with the key note address by the guest speaker thereafter.

Mr.R.Padmanaban has a degree in Commerce from Loyola College, a post-graduation degree in PM and IR from Madras School of Social Work and master degree in HRM from Loyola college. He currently holds office as the Divisional Manager HR with Wheels India Limited and is heading the HR division for Sriperumbudur and seven other factories of Wheels India.

The main focus of the session was on how one should prepare themselves to face the corporate world and what difference it has from the campus which is also an institution. The speaker started the session by asking the participants, what is a campus and what is corporate? He advised the participants that the behaviour generated by the people in the campus should be unlearned and it must be relearned in the organisation.

The guest insisted on the following ways to succeed in a career:

1. Understand and diagnose the culture of the organization.
2. The organization is a social system, understand how it functions and build relationships
3. Understand and diagnose the business and the business environment.
4. Diagnose what are the things that the organization accepts and what it doesn't.
5. Understand the expectation of not only your mentor but also the expectation of CEO/ MD/ COO, whoever is the head of the organization.
6. Learn the manufacturing process and about the products manufactured in the

organization.

7. Learn about the progress of the organization.

8. Know about the organization's business, profit and loss.

9. As an HR professional one should always be in augment and alignment with the business.

10. Have a thorough knowledge of the company's policies.

The speaker patiently explained the doubts of the students, the session came to an end at 11:30 am.





## **BUILDING A CAREER**

Guest Speaker: Mr. Sundar Sankaran, Senior HR Business Partner, Amazon.

Date: 07.09.2018 (Friday)

The guest lecture on “Building a Career” was held on 7th September, 2018 at 1.00 pm in MSSW, NSS Room. The event was organized as an initiative of the student forum, Human Relation Study Circle (2018-19). The session started with the key note address by the guest speaker.

Mr. Sundar Sankaran has a degree in Business Administration from University of Madras, a post-graduation degree in Social Work from Madras School of Social Work. He currently holds office as the Senior HR Business Partner with Amazon.

The speaker started with a small activity for the participants, where five sticky notes were distributed to each student and a series of questions were asked, for which the students have to write a reply on the sticky note and pass on the paper to the volunteers. The questions asked were as follows,

1. Why did you choose this course?
2. Why did you choose MSSW?
3. Why did you choose HR?
4. What is your expectation from your first job opportunity?
5. What is your biggest blocker that you see from being placed in campus?

The exercise was conducted to find out what are the emerging trends from the group of participants. The collected stick notes were pasted on the board and read out. The answers to the first question were that they wanted knowledge, they are passionate about the profession and because they wanted to be an entrepreneur. The answers to the second question were because MSSW is the best college for social work, because they did their undergraduate here and suggestion of parents or seniors. The answers to the third question were that they chose HR because they wanted to give jobs to others, because its challenging and because of influence from other people. The answer to the fourth question was that they expect learning, career and development in HR. He commented to this answer stating that “This is the sole difference between a MBA graduate and a MSW graduate.” Why would anybody give you money and teach you? You are expected to keep up to the need and expectation the organization.

Further the speaker shared his answers to these questions, after his undergraduate he wanted to be a HR, but no one offered him a HR job. He worked for a few months in BPO and then realized that he has to do a degree to become a HR. Compared to the other management schools in India, MSSW gives a cheap HR degree and the course done well can land you in a good job. The best part of the course is the fieldwork component which you have to use as your strength. During his summer vacation, while doing the course, he visited IIM Bangalore to understand the difference between what we study and they study. Some of the questions that you need to ask yourself are,

- Do you have clarity in what you want?
- Is it something that keeps you awake at night?

He also talks about how he still works for NHRD and that has given him a good set of friends whom he can call anytime for help. All this cannot be done without passion. So the baseline is that you need to be passionate about your job. He then shared his experience about working in Lucas TVS, his first job as a HR.

He then discussed about the answers to the last question which was either stating problems of themselves or others as blockers from being placed in campus. He stated that when an opportunity comes it means that the organization has a need for which you are going to give your skills and competencies, you have to do what the organization wants. He continued to share how he landed himself in four opportunities even before campus placement. The do's and don'ts he did properly during his fieldwork.

He also added that you need to do things only if you have interest in it. He shared his experience of an interview he conducted in IIT Madras, where nobody was selected but two boys from Chennai Institute of Mathematics aced the interview and had an interesting profile, that had a list of coding competitions they have won globally.

The speaker thus concluded stating that always ask for feedback only then you will grow.



## **WORKSHOP ON ADVANCE MS-EXCEL**

Date : 08 September 2018, Saturday

Trainer : Mr. Karikalvalavan

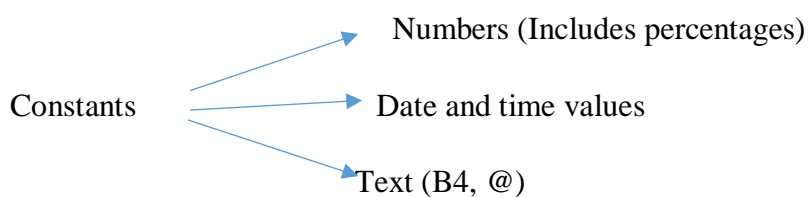
### **Inauguration of the session**

The session began at 09:30 am with 25 students, 3 participants from outside college and the speaker assembled in the Conference hall. The MC for the session was Ms. Akshaya R, Treasurer HRSC. Mr. Samuel J as student representative welcomed the chief guest with a momento.

### **Topics covered during the session:**

- A) Examining Excel environment: the framework of excel was explained including customizing the task bar.
- B) Building worksheets: the steps in building a worksheet, the number of rows and columns were explained
- C) Functions and Formulas: Naming the cells by giving the particulars in the name bar for selected cell aids in easy search of the term from any other worksheet by pressing Fn + F5  
Creating own formula

Data inputs to excel are of the following:



- a) Logical functions: The logical functions in excel and the formulae were explained,
- b) Report generation: The students were taught how to generate reports in excel.

It was a full-day practical training session where the students had practical training on MS-Excel. Each student shared their learnings and matters that they couldn't understand out of the session. The trainer asked each one to mail the concepts they couldn't understand so that clarifications can be provided in that area.



## LABOUR LAW PRACTICES

Guest Speaker: Mr. P. Ramasamy, IR consultant

Date: 15.9.18

The guest lecture on Labor Law practices was held on 15.9.18(Saturday) at 10.00 am in MSSW Conference hall. The event was organized as an initiative of the student forum, Human Relation Study Circle (2018-19). The MC for the session was done by Ms. Malathy, student member of HRSC. The guest was introduced by Ms.Keerthana.

Mr. Ramasamy is a well-experienced IR professional. He has over 35 years' experience in IR. He is an alumnae of Madras School of Social Work. He was the head of Industrial relations in TVS Sundaram Clayton before starting his independent IR consultancy. During his employment in TVS Sundaram Clayton he has closed over 4 long term settlements.

The session started with a mock interview to show the students a demo of how an IR interview would be. The interview gave an insight of how questions can be asked in labor law. Mr. Dinakar was the participant of the mock interview he was asked questions on various acts such as social security act and Industrial Dispute act. He gave some the students tips on how to face the interviews. He then proceeded by explaining the Industrial Disputes Act, 1947. The speaker gave an overview of the ID act through a presentation. The main topics he explained deeply in the presentation were

Settlement

Strikes

Lockouts

Closure

Retrenchment

Mr. Ramasamy also touched upon trade unions. He clearly explained about the implications of the act with real life examples. He talked about the difference between termination, discharge and dismissal. The speaker also talked about the practical difficulties in the law.

The guest gave examples from his experience to help the students understand the provisions of the law and the practical application of them. The session was indeed lively and enlightened the students. Mr. Ramasamy clearly clarified the doubts of the students. It was a

great opportunity to learn from an experienced professional. The session came to an end around 1pm



## **PERSONAL EFFECTIVENESS FOR PROFESSIONAL SUCCESS**

Guest Speaker: Ms. Nalini Kumari, Head of Learning and development, Rane.

Date: 24.09.2018 (Monday)

The workshop on personal effectiveness for professional success was held on 24.9.18(Monday) in MSSW Conference hall. The event was organized as an initiative of the student forum, Human Relation Study Circle (2018-19). The MC for the session was done by Ms.Janani.MV. The guest speaker was introduced to the audience by Ms.Devishri, forum member HRSC. The session continued with the key note address by the guest speaker thereafter.

The session was interactive as the guest started the workshop by asking questions about the latest trends in the industry. The focus of the session was to help the students understand what are the essential skills for a HR. The session started with an activity the speaker gave 2 charts to the group, divided them into 2 teams and asked them to write the skills required for a good HR to find out what the mindset of the audience was. After this, the speaker wanted the students to write about their dreams with respect to the career. Ms. Nalini, then explained how the industry is evolving from a support service to being a business partner and How an HR is expected to be in tune with the business. She also shared her personal experience

The speaker asked the participants to write their strengths and also the positive of other participants. So each student went around writing of positives of themselves and their fellow students. It helped the students realize where they were actually strong. The students could see the gap between their expectation and the view of others. The speaker shared her experience to explain how a HR adds value to an organization and how the role of a HR is important to Retain employees. The speaker also conducted an activity on listening skills and explained how listening should be done. The session ended with the mock interview, where one participant was the Interviewer and other was a candidate. The speaker explained how an interviewer will see the candidate based on the responses. It was indeed a Session that provided an insight on Building a profession.





## **TRADE UNION AND INDUSTRIAL DISPUTES**

Guest speaker: Mr. Kuchelan, Trade union head, Working People Trade Union

Date: 05/10/2018 (Friday)

The guest lecture on " trade union and industrial disputes"was held on 5th october, 2018 at 10 .30 a.m at MSSW, conference hall. The event was organized as an initiative of the student forum, Human relation circle (2018-2019).

The speaker Mr kuchelan, is the head of working people Trade union. He was the head of trade unions in Ashok Leyland and Royal Enfield, He was a blossoming lawyer doing a lucrative legal practice before he entered trade unionism. He was first hesitant to take a plunge into trade union movement as he was not interested to enter public life. But the persistent pressures from workers and their plight made him to enter into Trade union. scores of workers on whom, number of cases were foisted by the management for their genuine trade union activities and they sought his legal assistance to free themselves from the cases foisted on them. This was how he came in contact with the workers at first instance.

Ms. Anandhi, a student of MSSW welcomed all and continued with the profile of guest and our professor Mr. Chandrasekhar, felicitated the guest with the memento. shri. kuchelan spoke about his experiences and the struggles he faced while fighting for the workers. shri. Kuchelan has urged the multiple unions to form one union per unit/factory. He explained the history of trade unions in 3 timelines,

pre-independence era,

post-independence era, and

globalization era.

The speaker explained how trade unionism was influenced by the employers and how workers were denied their rights. Mr. Kuchelan explained how the trade unionism bloomed in Tamil Nadu before Mr. Kuchelan entered trade unionism the trade unions were divided. There were multiple trade unions in one organization. Heeding by his advice the workers united under one union. He also urged the workers to form a common union for an industry. He believed that the workers were divided among themselves and this division was the advantage for the employees. so he united the workers.

The speaker also highlighted how brought the practice of conducting elections to select the union office bearers. The speaker talked about his struggles in uniting the trade unions. Mr. Kuchelan also highlighted the implication created by legal regulations such as the Industrial Disputes Act on trade unionism. He talked about current industrial practices and how they affected trade unionism.



On the whole the Human Relations Study Circle was vibrant and active in the 3<sup>rd</sup> semester (June-November, 2018). The members plan to conduct many more events in the subsequent semester.