

MADRAS SCHOOL OF SOCIAL WORK

(Autonomous Institution Affiliated to Madras University)

32, Casa Major Road, Egmore, Chennai

P.G. DEPARTMENT OF SOCIAL WORK (SF)



HUMAN RESOURCE PANEL DISCUSSION ON

“HR FLOW IN NEW ECO SYSTEM”

ABOUT THE COLLEGE

Madras School of Social Work, established in 1952, located in Chennai, South India, is an Autonomous Institution, NAAC accredited and affiliated to University of Madras. Madras

School of Social Work was founded by Mary Clubwala Jadhav under the auspices of Madras

State Branch of the Indian Conference of Social Work (renamed the Indian Council of Social Welfare) and the Guild of Service (central). The school is run under the aegis of the Society for Social Education and Research (SSER). Madras School of Social Work is a member of the Association of Schools of Social Work in India and the Asia – Pacific Association of Social Work Education. The School is also affiliated to the International Association of Schools of Social Work. The School is rated 3rd Best Social Work College in India and First in South India by Times of India.

ABOUT THE DEPARTMENT

The Postgraduate Department of Social Work (Shift – II) at the Madras School of Social Work was started during the academic year 2007. It aims to impart quality education for the all-round development of professional social workers through a value-added, market-driven and indigenously relevant course in the fields of Human Resource Management, Community Development, and Medical & Psychiatric Social Work.

The two-year course is focused on providing the students with sound theoretical knowledge along with skills that will enable them to bring about change in the overall quality of life of individuals and communities. A blend of both classroom learning and a variety of fieldwork components facilitates the application of theory to practice and prepares the students in this era of competitive workforce. The strong culture, vibrant atmosphere and robust curriculum help the students to be creative and prepare to excel in today's demanding work environment.

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PANEL DISCUSSION- SUMMARY

Discussion was initiated by **Mr. Arul Dev**, the key note speaker of the panel discussion “HR Flow in New Ecosystem”, where. he started his note by understanding the word "flow". The meaning of flow is interchange or interactiveness. He said that there is also a huge mess due to hurry in recruitment. He spoke about the signs of entity. The speaker used the example of Steve Jobs as he created a good entity by using a certain continuation among the peers. They include clarity, continuation, huge degree of flexibility and adoptability. He also stated that it is very important to know about what to hold constant and what to flex.

He also spoke about the phrase " The most effective strategy which aligns internally and externally". Internal refers to the team and external refers to the stake holders. He also told about the who, what and why of an organization - workforces defines who of the organisation, capabilities define what of the organisation and culture define why of the organisation. With this note, he concluded his speech and passed on to the panellists of the day to continue with the panel discussion.

The panel discussion was initiated by **Mr.V.P. Ponnuswamy**, moderator, started by saying that HR are disruptive in any environment because HR are handling human being, not machines and he begun by asking to explain about sustainable development which was explained by one of the panellists and then he moved on to explain about VUCA world, and finally work life integration was also spoken in the panel discussion.

Mr. Issac Adaikaladoss spoke about the importance of skill building for an employee in an organization because there is flux in terms of technology and how Apple organization being a biggest customer of TCS in Retail. The speaker also spoke about the largest cloud and before covid there was no much need of e commerce but now the covid pandemic have accelerated the need of e commerce and the set up have emerged in various ways and is currently gigantic system in the new world. He also spoke about metaverse which is virtual world and how whole world accelerated in virtual space and getting in flow of disruption and legal issues in India while a person working in three companies while its legal in US and how demand is more than supply. The notice period of ninety days in India while the notice period in US is two weeks which is called as courtesy notice period. Climate Change was also addressed by the new ways of employee engagement with purpose. He also explained about compensation linkage to

performance management system and the compensation management is going away and new methods of appraisal are evolving which will be used in the future.

Mr. Tamizhselvan enlightened about support required for hospitals and how pandemic have been beneficial from employee perspective because they have been able to spend enough time in their homes also. He also explained that work life balance has now have been changed to work life integration. He spoke about the challenges faced in the industry about how the great resignation have come into today's perspective. This pandemic has now given a chance to introspect ourselves in the current scenario and the organization has to pay three times the market cost and there is an alternate way is to hire freshers and train them for the required skills. Main challenge is to predict patterns to overcome the challenges. The speaker also spoke about pulse survey and importance of feedback. Cross team collaboration is also a part of engagement. HRBP should balance both employee and what is in it for organization. He spoke about outlook and why the employees direct HR mails to spam. He ended by saying it is important to manage recklessness for the upcoming generation.

Mr. Venkatesh spoke about mindset of the labours in today's business world. He said that it is very difficult to get people on track of what the management wants them to be. He stated an example of what his organisation employees did. He said that no manpower were ready to comeback after a conflict. He added that it is highly complex to bring people on track of the work. He also spoke about the importance of culture in an organisation. He said that culture cannot be built in one day. It's a continuous process. He also spoke about crisis management. Crisis management is very important in any organisation- be it manufacturing or service sector. During a crisis how employer treat employees is very important. As HRs we need to build trust for both the organisation and the employees. We are a bridge between both. We have to balance both. He also spoke about the different types of sbudgets like welfare budget and insurance budget. He states that budgeting is very vital in any organisation.

PANEL DISCUSSION - SCHEDULE

(19.04.2022)

TIME SCHEDULE	Inaugural Session
02:08pm - 02:09 pm	Introduction about the topic “HR flow in new ecosystem” – Ms. Mahathi II year
02.09 pm - 02:12pm	Tamizh Thai Vazhthu and College Song
02:12pm - 02:14 pm	Speakers Introduction host – Ms. Divyashree, II year
02:15 pm - 02:18 pm	Welcome Address – Ms. Priya Doris M, Assistant Professor, MSSW
02:19 pm - 02:20 pm	Profile Reading of Mr. R. Arul Dev (Key Note Speaker)
02:50 pm – 02:51pm	Vote of Thanks
02:51 pm – 02:52pm	Felicitation
2.20 pm – 4:30pm	PANEL DISCUSSION : HR FLOW IN NEW ECOSYSTEM Welcome (MC) Keynote Speaker – Mr. Arul Dev (30 min) Moderator: Mr. V. P. Ponnuswamy (25 min) Panelist 1: Mr. Issac Adaikaladoss (30 min) Panelist 2: Mr. Tamizhselvan (30 min) Panelist 3: Mr. Venkatesh (30 min) Question and Answer session Felicitation Vote of Thanks

PANEL DISCUSSION – HR FLOW IN NEW ECOSYSTEM

TIME	ACTIVITIES
2.51 P.M	Panel Discussion Introduction by Mahathi, II Year
2.52 P.M	Introduction of Ponnuswamy by Angeline, II Year
2.53 P.M	Introduction of Issac Adaikaladoss by Deepika, II Year
2.54 P.M	Introduction of Venkatesh by Rooth Karunya, II Year
2.55 P.M	Introduction of Tamizhselvan by Yashwanth, II Year
2.57 P.M – 3.01 P.M	Initiation of panel discussion by moderator
3.01 P.M – 3.06 P.M	Discussion by Issac Adaikkaladoss
3.06 A.M -3.08 A.M	Moderator's view point
3.08 A.M – 3.12 A.M	Discussion by Venkatesh
3.13 A.M – 3.14 A.M	Moderator's viewpoint
03.14 A.M – 03.29 A.M	Discussion by Tamizhselvan
03.30 A.M -03.32 A.M	Moderator's viewpoint
03.32 P.M – 03.40 P.M	Discussion by Issac Adaikkaladoss
03.40 P.M -03.41 P.M	Moderator's viewpoint

03.41 P.M – 03.44 P.M	Discussion by Venkatesh
03.44 P.M – 03.48 P.M	Moderator's viewpoint
03.48 P.M -03.59 P.M	Discussion by Tamizhselvan
03.59 P.M – 04.34 PM	Questions and Answers
04.34 A.M -04.37 P.M	Felicitation
04.37 P.M- 04.44 P.M	Vote of thanks by Gautham, II year

ANNEXURE I – BROCHURE

**FOR REGISTRATION SCAN THE QR CODE
OR CLICK LINK BELOW**



<https://forms.gle/X4rQwoc9jdQktP9E7>

PATRON

Dr. S. RAJA SAMUEL
PRINCIPAL, MSSW

CONVENOR

DR. J. DAMEN QUEEN
PROGRAMME HEAD, MSW(SF)

FACULTY COORDINATOR

Prof. A. Priya Doris
Assistant Professor

PEGASUS STUDENT COORDINATORS

Gautham G
President
8891232055

Dharsikaa T
General Secretary

For queries contact-Student Coordinator
Akshitha Manoj - 9994910009



**MADRAS SCHOOL OF SOCIAL
WORK**

(AN AUTONOMOUS INSTITUTION, NAAC A+
ACCREDITED AND AFFILIATED TO UNIVERSITY
OF MADRAS)

**P.G. DEPARTMENT OF SOCIAL WORK
(SHIFT- II)**

**PEGASUS STUDENT'S FORUM
ORGANIZING A SEMINAR ON**

HR FLOW IN NEW ECOSYSTEM

ALIGNING COMPETENCIES, CULTURE & DISRUPTED
WORKFORCE



APRIL 19, 2022

2 PM - 5 PM

VENUE: TAG AUDITORIUM

HR FLOW IN NEW ECO-SYSTEM:

A business ecosystem is the network of different stakeholders—including suppliers, distributors, customers, competitors, government agencies. The pandemic underscores the urgency for a more dynamic talent and work model. Human-resources leaders can help by focusing on identity, agility, and scalability. This seminar will bridge the gap in the market scenario which the Human Resource trainees are prepared for the upcoming.

PROGRAMME SCHEDULE

WELCOME ADDRESS

KEYNOTE ADDRESS

**Mr. Arul Dev
Founder CEO
People First Consultants**



PANEL DISCUSSION

**Mr. V. P. Ponnuswamy
Moderator
HR consultant &
Trustee of Ooruni Foundation**



**Mr. Isaac Adaikaladoss
Global Head of Talent
Development
For Business group in TCS**



**Mr. Venkatesh
HR Manager
Murugappa Group**



**Mr. Thamizhselvan
Manager
Talent Management Dept
GAVS Technology**

MODERATOR CONCLUSIONS

VOTE OF THANKS

INVITE



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& DISRUPTED WORKFORCE



APRIL 19th, 2022

2 PM - 5PM

TAG AUDITORIUM

Click on the link below or scan QR code to register

https://docs.google.com/forms/d/e/1FAIpQLScJR4neHaYYwvUNScAQ9xsj6-A7zbdlgjGxFInJLkO9pTqrtQ/viewform?usp=sf_link



Certificates Will Be Provided
For queries contact -Student coordinator :
Akshitha Manoj - 9994910009

✉ - pegasusstudentsforum19@gmail.com

ANNEXURE II – SPEAKER’S PROFILE

Key Note Speaker – Mr. Arul Dev

Arul Dev aspires to discover, live and share the process of Human Transformation through his works with Individuals, Organisations and Institutions. He is the author of two books - 'Into Great Depth of Your Being' published by Auro Publications and 'The Flame Within' published by Soulscapes. He holds a MCLC (Master Certified Leadership Coach) certification from Coach for Life.

He plays multiple roles:

- He is the Founder CEO of People First Consultants for last 27 years, guiding the organization to be value-centered providers of L&D and Talent Hiring services.
- He is a guest faculty at IIT Madras for the 'Self Awareness' and 'Self Awareness and Higher Goals in Education' courses since 2011.
- He offers experiential workshops and retreats on 'New Creation', 'Conscious Leadership', 'Discovery of Essence & Vision', 'Nurturing Culture & Teams' and 'Sadhana' (Inner Practices). He coaches leaders, coaches, educators and healers.
- He is the key anchor and facilitator of the Level 1 and 2 'Coaching with Depth' ten-month programs.
- He runs EYES Trust along with other trustees. EYES anchors five projects - Integral Education, Nature Connect, Natural Health, SHE Evolves and 'Youth Above 60'.



Arul Dev, Founder CEO, People First Consultants
Leadership Coach, OD Facilitator, Integral Educator
Essence & Vision Consultant and Author

aruldev@peoplefirst.co.in | +91 9840755049



Moderator: Mr. Ponnuswamy

Profile

Name : V.P. Ponnuswamy
HR Professional,
Trustee of Ooruni Foundation

Qualification : B.Sc (Computer Science)
: Masters in Sociology
: Executive MBA
: Post Graduate Diploma in Human Resources (Symbiosis)
: Post Graduate Diploma in Personnel Management
: Graduation in Law (LLB)

Experience : 30 Years of experience in various capacities in the field of Human Resource.

The Coimbatore Pioneer Mills Ltd ,
Visaka Industries Ltd (Head HR - South),
Hindustan Unilever Ltd,
Hyundai Motor India Ltd,
Reckitt Benckiser India Pvt Ltd (Head HR - South),
Renault Nissan Automotive India Pvt Ltd as GM – HR
Currently working as freelance HR & Business consultant



Speaker 1 – Mr. Issac Addaikkaladoss

Isaac Adaikaladoss



Isaac Adaikaladoss is the Global Head of Talent Development for Life Sciences, Healthcare, Energy and Resources, Public Services Business Group in Tata Consultancy Services. He has an extensive experience of over 20 years in TCS, leading people strategy, Talent building, workforce management and Talent Development resulting in employee delight and business results for Tata Consultancy Services in Europe, USA, and India. In his earlier role, he was heading HR for the Pacific Region in the USA and was based out of California, USA.

He has a master's in social work specializing in Human Resources from Madras School of Social Work, Chennai and is a graduate from St Joseph's College, Trichy. His interests include watching and playing sports and enjoying the genre of comedy programs. He is based out of Chennai, India.

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Speaker 2 – Mr. Venkatesh

Mr. Venkatesh Completed Master of Social specialized in Human Resource management from Madras school of Social, Chennai. Has over 10 Years of HR experience in various manufacturing and retail industries like Chemical, Paint, Engineering and Industrial products. And currently working as Manager – Human Resource in Murugappa Group.

Mr. Venkatesh has rich experience in Leadership and Middle management hiring, Organization development initiatives, Sales employee's intervention, organization structure and design, competency assessment and Union workforce management.

Mr. Venkatesh is certified in Thomas PPA Assessment from Thomas International, Certified in HR Analytics from SHRM and Trained in Hay Method Job Evaluation.



Speaker – 3 – Mr. Tamizhselvan

THAMIZHSELVAN G

✉: tamizhselvang@gmail.com ☎ +919962439118

No.54, KSS Street, Kelambakkam, OMR, Chennai – 603013.

PROFESSIONAL SUMMARY

A dynamic HR professional with 10+ years of experience in Talent Management focusing on strategic HR initiatives and partner with business for intended people outcomes.

Profile Summary

Strategic HR Practices

- Understand the business balance score card parameters and align the HR initiatives with it for the targeted outcome (Financial, Customer, Innovation & Capability, and Internal business Process perspectives)
- Periodical interaction with the leadership to align, evaluate and realign the people strategies as per the evolving business needs and enable a high-performance organization culture
- Successfully built an early warning signal model focusing on five key employee touchpoints to retain the top talent
- Successfully built a RAG based early warning signal for the entire organization targeting overall people retention with the support from line managers
- Periodically publish the Talent Metrics to the BU Heads and Leadership Team on Attrition, learning progress, pyramid, span of control, cost of hiring vs cost of retention and rewards & recognition parameters to enable the leadership to make critical talent related business decisions
- Efficiently launched the Individual development plan as part of the performance management program to better engage the growth oriented top talents, in line with the business outcomes
- Currently working on Organization's role matrix and Career architecture framework
- Hands on experience with Zero base budgets and incremental budgets for the Talent Management function
- Identify the training interventions required and co-ordinate with the Learning Academy for the Learning arrangements
- Optimized the onboarding experience for all the new joiners across the organization for a positive head start and impression
- Manage the employee feedback mechanisms and resolve talent related concerns aiming for a positive employee experience throughout their journey with the organization
- Partnered with the consulting firms like AON, Great Place to Work and Great Manager Institute for Performance Management program revamp, Employee Engagement Survey, and Capability building workshops for People managers respectively to foster a high performing organization culture
- Employee value proposition through initiatives like "Moonshot Goals", "Target based Incentive programs" for high potentials

ANNEXURE III

Pictures





ANNEXURE IV – PARTICIPANT DETAILS

IMSW (SF)

Date: 19.09.2022

Attendance Sheet

MADRAS SCHOOL OF SOCIAL WORK			
MASTER OF SOCIAL WORK (SELF-FINANCE)			
NAME	Sign	NAME	Sign
ALKA JACOB		VINOTH I	T. V. S.
ARUNESWAR M	<i>[Signature]</i>	JACK CLINTON	<i>[Signature]</i>
CHRISWIN JOY T	<i>[Signature]</i>	ANWESHA BORUAH	<i>[Signature]</i>
DINESH A	<i>[Signature]</i>	DEEPAK KUMAR R	
FRANCA VIOLET R		ESTHA EMILY THOMAS	<i>[Signature]</i>
GAYATHRI S	<i>[Signature]</i>	HARINEE VR	<i>[Signature]</i>
GAYATHRI S KUMAR	<i>[Signature]</i>	HARINI S	<i>[Signature]</i>
KARISHMAA D	<i>[Signature]</i>	MARTINA SHERIN	<i>[Signature]</i>
KIRUTHIKA N M	<i>[Signature]</i>	RAJI ZEPHRIN C	<i>[Signature]</i>
KRITHIKA S	<i>[Signature]</i>	SANGEETHA N	<i>[Signature]</i>
MALAN V S	<i>[Signature]</i>	SHREYA GUPTA	<i>[Signature]</i>
MANTHRA B. V.	<i>[Signature]</i>	SROMONA CHAKRAVARTHY	<i>[Signature]</i>
MIRUNALINI M	<i>[Signature]</i>	VIGNESHWARAN D	<i>[Signature]</i>
MOHAMMED KHALIF MALIM	<i>[Signature]</i>	AARTE S	<i>[Signature]</i>
RAASHMIKA V	<i>[Signature]</i>	AMRITA PREETHI A	<i>[Signature]</i>
RAHAEL A	<i>[Signature]</i>	GAURAV RAJENDRA POL	<i>[Signature]</i>
RESHMA S	<i>[Signature]</i>	MEHNAZ BASHIR	<i>[Signature]</i>
SESHATHRI T. S. P	<i>[Signature]</i>	NANDITA R	<i>[Signature]</i>
SHIVANI J	<i>[Signature]</i>	RAKSHANA J S	<i>[Signature]</i>
SWETHA SRI R	<i>[Signature]</i>	SAGHANA R	<i>[Signature]</i>
TARUNYA S	<i>[Signature]</i>	SHIBIN BINOY	<i>[Signature]</i>
VAISHNAVI S		SHIVANGI	<i>[Signature]</i>

Date: 19.04.2022.

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Attendance Sheet.

Names		Sign
Aarthi M x	2015782091001	Aarthi M
Abhinaya Raju	2015782091027	
AISHWARYA N	2015782091002	Aishwarya N
Akshitha Manoj	2015782091003	Akshitha
Akshya R	2015782091004	Akshya R
Andrew Jai Raj A	2015782091005	Andrew
ANGELINE GD x	2015782091039	Angeline
ANUSHA R	2015782091041	Anusha R
Banti Rani Patgiri Kachari	2015782091019	Banti Rani
Debajani Gohain	2015782091020	Debajani
Deepika G	2015782091006	Deepika G
DHARSIKAA T	2015782091028	Dharsika T
DIVYA SHREE M x	2015782091007	Divya Shree
GAUTHAM G	2015782091029	Gautham G
IPSHITA FREEDA SOILE A	2015782091026	Ipsita
Jaishree S	2015782091044	Jaishree S
Jayashree J	2015782091022	Jayashree J
Kaviyaa A	2015782091023	Kaviyaa A
KRIPA MATHEW POOVATHUR	2015782091030	Kripa
Levanya S K	2015782091031	Levanya S K
Mahathi K x	2015782091009	Mahathi K
MAHENDRA BHARATHI S x	2015782091010	Mahendra
Malini	2015782091011	Malini
Manimozhi S	2015782091032	Manimozhi S
Maria Zita M	2015782091012	Maria Zita M
Mathivanan S	2015782091033	Mathivanan S
Mokshavathi A x	2015782091024	Mokshavathi A
MOUKTHIKA SNIGDHA KASHYAP	2015782091034	Moukthika
Namrata Ajay	2015782091025	Namrata
Narmatha Preetham G	2015782091013	Narmatha
Preetha Alice R	2015782091035	Preetha Alice R
Rooth Karunya J H x	2015782091014	Rooth
SAMPREETHA S	2015782091036	Sampreetha S
Saravanan K x	2015782091015	Saravanan K
SHARATHNARAYANAN S	2015782091016	Sharath Narayan
SINDYA T x	2015782091017	Sindya T
SREYA S NAIR	2015782091037	Sreya S Nair
Tobina Akhter	2015782091041	Tobina Akhter
VANARASA SOORAJ	2015782091043	Vanarasa Sooraj
VINDHYA T x	2015782091018	Vindhya T
Vishnupriya V	2015782091038	Vishnupriya V

Certificate released

Dharsika T
Gautham G
Ipsita
Jaishree S
Kaviyaa A
Kripa

Manimozhi S.

Malini

Maria Zita M

Mathivanan S

Mokshavathi A

Moukthika

Namrata

Narmatha

Preetha Alice R

Rooth

Sampreetha S

Saravanan K

Sharath Narayan

Sindya T

Sreya S Nair

Tobina Akhter

Vanarasa Sooraj

Vindhya T

Vishnupriya V

ANNEXURE V - REFRESHMENT COUPONS



ANNEXURE VI – CERTIFICATE



MADRAS SCHOOL OF SOCIAL WORK
An Autonomous Institution, NAAC A+ accredited and affiliated to University of Madras

POST GRADUATE DEPARTMENT OF SOCIAL WORK (SHIFT-II)
PEGASUS STUDENT'S FORUM



CERTIFICATE OF PARTICIPATION

This is to certify that _____
from _____
has participated in the HR PANEL DISCUSSION on " HR FLOW IN NEW ECOSYSTEM -
ALIGING COMPETENCIES, CULTURE & DISRUPTED WORKFORCE " on 19th April 2022.



DR. DAMEN QUEEN
PROGAM HEAD
POST GRADUATE DEPARTMENT OF SOCIAL WORK (SHIFT-II)
MADRAS SCHOOL OF SOCIAL WORK

DR.S.RAJA SAMUVEL
PRINCIPAL
MADRAS SCHOOL OF SOCIAL WORK



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