

HR Symphony Investiture Ceremony

Date – 28th September 2022

Time – 10 am to 12:30 pm

Chief Guest – Ms Meghna Bhatt

Participants – MA HRM Students (1st and 2nd year) and faculty, Principal Dr Raja Samuel

The programme commenced at 10:00 AM. The EMCEE for the day was Ms Annarathna from 1st Year MAHRM, who welcomed the Chief guest, dignitaries and all the students of the department. Then the choir was invited to sing the college song after which a motivational video was played which depicted the sufferings of the daily wage labourers and about life. The motto of the video was:

“Life is a mirror.

Life gives us not what we want.

Life gives us who we are.”

All the dignitaries were invited to the dais and the chief guest for the ceremony Ms Meghna Bhatt, Vice president of Tube Investments Ltd India was greeted and was presented with a sapling.

The chief guest Ms Meghna Bhatt, along with Principal Mr. Raja Samuel, Dean Ms Subhashini, Head of the PG department of Human Resource Management Ms Mohana, the HR Symphony Coordinator Mr Hemakumar and the President of HR Symphony forum Mr Someshwar were invited to light the lamp and grace the occasion.

WELCOME ADDRESS

Dr. P. Mohana, the Head of the MA HRM department, delivered the welcome address to the audience gathered. She began by welcoming and thanking the chief guest Ms. Meghna Bhatt for taking time out to deliver the keynote address. She then Welcomed the Principal of Madras School of Social Work, Dr. S. Raja Samuel, and the Dean, Dr. R. Subhashini and thanked them for their support. She welcomed student Forum coordinator Mr. Hemakumar, members from Corporate, Heads of Departments and Program Heads, and the faculty of MSSW. Finally, she welcomed Mr. Someshwar, the student forum president of Symphony, other forum members and students of MA HRM, MSSW.

Ma'am then narrated a story that remarked that the secret of success is to have the drive to succeed as much as a person's drive would be to breathe under water. Success starts with a desire to achieve something. Forums like HR Symphony aim to drive the students' roots into

academic versatility. She talked about the mission of the department, which is to mould strategic and socially sensitive business professionals who will meet the demands of their time. She said that HR Symphony aims at moulding students with a well-rounded personality so that they are emotionally balanced, have a ready to learn attitude and are well equipped with competencies and skills.

ABOUT THE SYMPHONY

Mr. Hemakumar, the student forum coordinator gave a brief introduction about the HR Symphony. He talked about how the word HR prefixed with the word Symphony reverberates as MSSW across industries. He talked about how students with high voltage energy synchronised their thoughts and ideas to discover contemporary themes to be echoes among the HR Arena annually.

Sir talked about how 1st and 2nd year students elected by their classmates act as representatives and work under the banner of HR Symphony. The elected members officially assume office and carry out the forum activities which will be culminated in an annual conference. The annual conference is anchored by both, the faculty and office bearers and speakers from across industries are roped in to deliver their speeches. A miniature research, called Dipstick, is carried out by the team to amplify the theme, and Hurecane, a campus newsletter containing HR and academic expert articles based on a theme is published and presented.

PRESIDENTIAL ADDRESS

Our Principal, Dr. S. Raja Samuel started off by expressing that he was delighted to attend the investiture ceremony for HR Symphony student forum. He appreciated the MA HRM department for its tremendous growth since 2005. He appreciated Students' and Alumni's contribution for their growth in HR Space. He also mentioned that our chief guest studied PMIR in MSSW.

The principal then insisted how the forum activities should involve unorganized workers, and how to engage in structuring the Human Resources. He asked the forum to involve in cutting the edges of human resources. Another thing he suggested was to include work-life balance and stress in work place and make the work pleasurable than a burden. He also suggested involving activities regarding GIG economy, epidemic etc. He then stated about dipstick study and how wonderful to find some interesting research studies to do in tie-up with different organizations.

He congratulated the office bearers and also encouraged the other students to support them in the forum activities. He congratulated our HOD, Dr P Mohana for her consistent and continuous contributions.

THEME REVEAL

Ms Annarathna invited Mr Someshwar, President of the HR Symphony student forum on stage to reveal the Theme of the year 2022.

The Theme: 'Plus Ultra'

Plus ultra is a Latin phrase which serves as the national motto of Spain. The original phrase, 'non terrae plus ultra' is said to have been inscribed as a warning on the pillars of Hercules at the Strait of Gibraltar, which translates to NO LAND FURTHER BEYOND. After Columbus discovered the new world, a reversal of this phrase (PLUS ULTRA) was adopted by the Spanish king. It also carries a metaphorical significance of taking risks and striving for excellence.

Humans have been constantly exploring beyond limits in every possible domain ranging from minute electrons in an atom to the black holes of the universe. Traditional HRM too, has evolved over the ages to adapt to the ever-changing business world and society. As a discipline, Human Resource Management has been expanding its horizon and going beyond its conventional limits in several areas such as strategic workforce resilience building, corporate social responsibility, diversity and inclusion, automation, gamification, incorporation of artificial intelligence, augmented reality training modules amongst many other fields.

The Sub Themes for this year's conference would be

- Employee experience management
- Artificial intelligence and automation in HR
- Organisational Culture and HR
- New Labour code

Hence, the theme Plus Ultra aims to signify the various means and approaches by which HR managers can surpass limits and ascend beyond conventions to holistically improve the employee experience, innovate existing practices, permeate functional boundaries and propel themselves and corporate towards excellence.

CHIEF GUEST ADDRESS

Ms. Iman Shaw, from 1st year MA HRM, delivered the Chief Guest introduction and handed the dais over to the Chief Guest, Ms Meghna Bhatt, Associate Vice President – HR, Tube Investment of India, Ltd. Ms. Meghna is a seasoned Human Resource Professional with over two decades of work experience across industries. She did her Bachelor of Arts in the University of Mumbai and she is also a proud alumnus of our college with a Post Graduate

Diploma in Personnel Management and Industrial Relations. She was part of the **Fulbright Fellowship** for Leadership in Management at Carnegie Mellon University based in Pennsylvania. She started her career in Housekeeping at The Oberoi Center and has risen to Associate Vice President in Human Resources at Tube Investments India limited.

Her areas of expertise include Talent Management, Leadership Development, Change Management, Organization Design, Succession Planning and Psychometric Assessment Practices. She is an astute HR professional with a strong focus on empowering individuals and has been a leader who has been at the forefront in developing leaders of tomorrow. She was also the Finalist in European Foundation for Management Development and won the Excellence in Practice Award 2019 (Professional Development category).

Eruditions from her Speech

Megatrends

- She stressed upon the need for us to understand the megatrends, the key issues, on which the business will have to address in the future in association with the key trends shaping our economies and the world of work.
- Under this, the various factors to be considered are,
 - The **median age of India** and the drafting of policies keeping in mind the diverse work force which includes the Millennials and the Gen – X.
 - The **tectonic shifts** happening in the enterprise and their effects on the business.
 - The need to understand the meaning of **work, worker** and **the workspace** and their interdependency with each other.
 - The issue of **moonlighting** and the **ethical dilemmas** involved in deciding whether to permit or refute moonlighting.
 - The need to keep us relevant and updated year after year. According to **Gartner, Top Priorities of HR Leader, 2022**, almost **50%** of our **skills become outdated every 4 years**. Hence, it is essential for us to upgrade ourselves in order to achieve **longevity** in the workplace.

Preferred Characteristics in an HR

According to Ms Meghna Bhatt, these are a few characteristics that a HR should inculcate,

- The HR should always keep in mind the **Strategic Business Partners** while making decisions.
- He/she should be a **perpetual learner**.
- He/she should provide for solutions effectively in a shorter time period.
- The need to address the **Digital First Mindset**.
- Should have **empathy** and **agility** in work.
- He/she should be able to **leverage the power of analytics** and should have a **comfort** in dealing with **ambiguities** and in offering solutions.

- The HR should maintain **stakeholder relationships** and ensure the **business continuity**.

FELICITATION AND ADMINISTRATION OF OATH

Dr R Subashini, Dean of MSSW, administered the oath and felicitated the Chief Guest. She appreciated the various innovative programmes which have been organised by the department of MAHRM and congratulated the faculty members and the students for their consistent contributions. She also called upon the student members to contribute more for the department. She briefed about the elements in HR Symphony, such as, Dipstick, Hurecane and Innovatia. She emphasized on the need for students to actively participate in the various arenas established by the Symphony.

OFFICE BEARERS

President – Mr S Someshwar

Vice President – Ms Annarathna

General Secretary – Ms Joshini T

Joint Secretary – Mr Rohan Joshiah

Treasurer – Mr Mithun Adhesh

Associate Treasurer – Mr D Gopalram

Lead, Documentation – Ms Rajita M

Associate Lead, Documentation - Ms Iman Shaw

Lead, Design – Ms Pooja M

Associate Lead, Design – Ms S Jahnavi

Lead, Dipstick – Ms Varsha Rose Mathews

Associate Lead, Dipstick – Ms B Kunguma Nikkitha

Lead, Hurecane – Ms Pooja Gupta L

Associate Lead, Hurecane – Ms N Deepthi

Lead, Innovatia – Ms Vandana PR

Associate Lead, Innovatia – Mr Shiva Prabhu

CONCLUSION

The Inauguration came to an end with the Vote of Thanks, delivered by, Dr P Prabhakaran, Assistant Professor. He thanked the Chief Guest, the Principal, Dean, Coordinators, Faculty Members, and the students for making this event a success.