

From,
Dr.Anupama.K.Malagi
Professor
Dept of HR
RVIM, Bangalore

06.05.2020

To,
The Director,
RVIM,
Bangalore

Respected Sir,

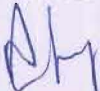
Sub: Proposal to offer certification program in Applied HR Practices for IV Sem HR Specialization students

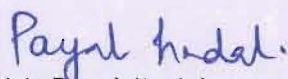
With reference to the above, I would like to bring to the notice of your goodself that we, the faculty members of HR department, in association with Centre for Training and Placements propose to offer Certification Program on Applied HR Practices to the IV sem HR Specialization students. The resource person for this program is Mr Vishwanadh Raju, Global Head, Talent Acquisition, Axiscades Technology Ltd. The proposed dates are from 11th May 2020 to 18th May 2020. This will facilitate the students to understand the practical implications of various HR Functions. I am also enclosing the list of topics to be covered as part of this certification program.

I request you to kindly approve this programme and do the needful.


Thank You,

Yours' Sincerely,


Dr Anupama K Malagi


Ms Payal Jindal



Approved




RashtrveeyaSikshanaSamithi Trust

R.V. Institute of Management

CA-17, 26th Main, 36th Cross, 4th "T" Block, Jayanagar, Bangalore-560041

Certification Program on "Applied HR Practices" for 4th Semester MBA students held at RVIM between 11th may 2020 to 18th May 2020

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| Date: 11th may 2020 to 18th May 2020 | Venue: Webinar |
| Time: 11:00am to 12::00 noon | To : 4th Semester MBA students |
| No. of Participants: 60 | Event Coordinator: Dr. Anupama Malagi & Ms. Payal Jindal, |
| Objectives: <ul style="list-style-type: none">• To facilitate the students to understand the practical implications of various HR functions. | |
| Certification Program on "Applied HR Practices" for 4 th Semester MBA students held at RVIM between 11 th may 2020 to 18 th May 2020 by Mr. Vishwanadh Raju , Global Head of Talent Acquisition, AXISCADES Engineering Technologies Limited | |
| <u>Agenda/Flow of the Event</u> | |
| Topic 1- Evolution of HR- 1 HR Case Study-1 | |
| Topic 2- New Generation HR(AI enabled): 1 HR Case Study-2 | |
| Topic 3- HR Analytics: 4 HR <ul style="list-style-type: none">Ø Data collection, tracking, entryØ Understanding HR indicators, metrics and dataØ Assess IT requirements to meet HR needsØ Relational databases and HR systemsØ Statistical analysis for HR (regression analysis, measures of central tendency)Ø Graphs, tables, spreadsheets, data manipulation (using Excel) Case Study -3 | |
| Topic 4- HR Information Systems: 2 HR | |

Ø Planning and implementing a new HRIS
Security and privacy considerations
Case Study -4

Topic 5- HR Intelligence: 4 HR

Ø Benchmarking and best practices
Ø Competitive Intelligence (Added subject)
Case Study -5

Topic 6- Talent Acquisition: 4 HR

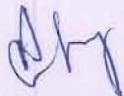
Ø Staffing, supply and demand forecasting
Ø University Relations(Added subject)
Ø Build/Buy/Borrow/Bridge Analysis(Added subject)
Ø Talent Analytics / Metrics and Budgeting(Added subject)
Case Study -6

Topic 7- Total Rewards/ Compensation and Benefits: 4 HR

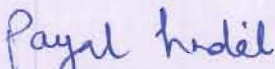
Ø Total compensation modeling /analysis
Ø Cost justification – return on investment- Gross Margin
Ø Communicating recommendations
Case Study - 7

Take away from the session:

This Certification Program on “Applied HR Practices” aimed to understand the practical implications of various HR functions.



Dr Anupama Malagi




Ms. Payal Jindal



Dr.Purushottam Bung
Director-RVIM

| Sl. No | University Registration Number | Name of the Student | 3rd sem | 4th sem |
|--------|--------------------------------|--------------------------------|---------|---------|
| 1 | MB187606 | AKASH B K | Finance | HR |
| 2 | MB187608 | AKSHATHA L V | Finance | HR |
| 3 | MB187610 | AMAL TOM | Mkt | HR |
| 4 | MB187611 | AMAR O | Mkt | HR |
| 5 | MB187625 | BAKKESH V ALUR | Mkt | HR |
| 6 | MB187633 | CHAITHRA V | Mkt | HR |
| 7 | MB187634 | CHAITRA S | Mkt | HR |
| 8 | MB187636 | CHANNAMALLAYYA | Mkt | HR |
| 9 | MB187637 | CHIMMILI LOKESH KUMAR | Mkt | HR |
| 10 | MB187638 | DANISH SHARFUDDIN KHAZI | Mkt | HR |
| 11 | MB187639 | DHARSHINI V T | Mkt | HR |
| 12 | MB187651 | JEVITA ZILPHA M ACHADO | Mkt | HR |
| 13 | MB187652 | KAJAL A DARBAR | Mkt | HR |
| 14 | MB187653 | KALLESH D K | Mkt | HR |
| 15 | MB187657 | KAUSHIK BHAT | Finance | HR |
| 16 | MB187664 | MADAN T S | Finance | HR |
| 17 | MB187675 | MOHAMMED TOUSEE QAHMED SHARIFF | Mkt | HR |
| 18 | MB187676 | MUDIAM KRISHNA SAI | Mkt | HR |
| 19 | MB187680 | NIKHIL DEVANAND WALVEKAR | Finance | HR |
| 20 | MB187683 | NISHANT SHARMA | Mkt | HR |
| 21 | MB187684 | NISHI BORGHAIN | Mkt | HR |
| 22 | MB187690 | PAVITHRA S | Finance | HR |
| 23 | MB187691 | PHALGUNI PRABHU | Finance | HR |
| 24 | MB187692 | POOJA | Finance | HR |
| 25 | MB187693 | POOJA RAMANNAV AR | Mkt | HR |
| 26 | MB187695 | POORVIK GOWDA N N | Mkt | HR |
| 27 | MB187697 | PRADYUMNA KUMAR | Mkt | HR |
| 28 | MB187701 | PUNEETH P GOPALAPURA | Mkt | HR |
| 29 | MB187703 | RAJMONI KONWAR | Mkt | HR |
| 30 | MB187704 | RAKHENDU KANAKVIDU | Finance | HR |
| 31 | MB187707 | RAMKRISHNA SHIVAPPA WATHARE | Mkt | HR |
| 32 | MB187711 | REDDAMMA D S | Finance | HR |
| 33 | MB187712 | ROHAN KRISHNA KULKARNI | Mkt | HR |
| 34 | MB187713 | ROJA V | Finance | HR |
| 35 | MB187715 | S SRIKANTH | Mkt | HR |
| 36 | MB187720 | SAGARIKA BANERJEE | Mkt | HR |
| 37 | MB187733 | SHARATH V | Mkt | HR |
| 38 | MB187734 | SHASHIDHAR PATIL | Mkt | HR |
| 39 | MB187735 | SHREYA L BHAT | Finance | HR |
| 40 | MB187738 | SHUBHAM HANGARA GI | Mkt | HR |
| 41 | MB187742 | SMITHA SUDHEER SWADI | Finance | HR |
| 42 | MB187744 | SNEHA S V | Mkt | HR |
| 43 | MB187745 | SOMESH A SHET | Mkt | HR |
| 44 | MB187746 | SOUJANYA HEGDE | Finance | HR |
| 45 | MB187747 | SOUMYA ASHOK ANGADI | Finance | HR |
| 46 | MB187748 | SOWJANYA BHAT B | Finance | HR |
| 47 | MB187751 | SUDEEP B HONNALLI | Mkt | HR |

| | | | | |
|----|----------|-----------------------|---------|----|
| 48 | MB187752 | SUDHIR BALAPPA HONOLE | Mkt | HR |
| 49 | MB187753 | SUJAY WADGAVE | Mkt | HR |
| 50 | MB187755 | SUMANTH SURESH BHOVI | Mkt | HR |
| 51 | MB187757 | SURABHI R | Finance | HR |
| 52 | MB187763 | TAWKEER AKRAM B HAT | Mkt | HR |
| 53 | MB187764 | TIMMAREDDY | Mkt | HR |
| 54 | MB187768 | VAIBHAV S NAGARAL | Mkt | HR |
| 55 | MB187769 | VARIJA MADHURANATH | Finance | HR |
| 56 | MB187771 | VARUN MENASHINAKAI | Finance | HR |
| 57 | MB187775 | VINAYAK KALLOLI | Mkt | HR |
| 58 | MB187777 | VISHNU S | Mkt | HR |
| 59 | MB187778 | VISHRAM R WALVEKAR | Mkt | HR |
| 60 | MB187779 | VISHVAS T V | Mkt | HR |



DIRECTOR