

ST. MARY'S COLLEGE (AUTONOMOUS)

Re-accredited with 'A+' by NAAC(4th Cycle)

Thoothukudi-628001, Tamil Nadu

Newsletter 2018-2019

PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT



Written By : Avery Davis
Editorial Team

Department of Human Resource Management

- Mrs. A. Maria Celine
HOD of Commerce and
Coordinator of MHRM
- Mrs.M.Monisha
Assistant Professor of MHRM
- Ms.A. Rashitha Banu
Assistant Professor of MHRM
- Mrs. R. Initha Rina
Assistant Professor of MHRM



The Editorial Team is responsible for overseeing the publication process, including reviewing content, ensuring academic quality, and maintaining the standards of the department's materials. With expertise in Human Resource Management and a commitment to excellence, the team plays a crucial role in shaping the department's communication, reports, and publications.

HOD's Message

It is with immense pride and joy that I share the latest updates from our dynamic and growing Department of Human Resource Management . This academic year, we have witnessed exceptional achievements from both our students and faculty, demonstrating the strength of our **collective commitment to excellence**.

• **Commitment to Academic and Research Excellence**

The institution is a beacon of academic distinction, with students and faculty consistently achieving outstanding performance in academics and research. Through SSCI, Scopus, and Web of Science publications, participation in conferences, and funded projects, the institution has established itself as a leader in scholarly pursuits. The editorial board, comprising distinguished academicians and industry experts, drives impactful research initiatives and promotes knowledge dissemination globally.

• **Innovative Curriculum and Programs**

Department of Human Resource Management (MHRM) is designed to blend theoretical insights with practical applications. The curriculum incorporates cutting-edge topics such as Emotional Intelligence, psychology and Organizational Culture to ensure students are equipped for leadership in a dynamic corporate environment. With a forward-thinking approach, the institution also emphasizes on summer internship program.

• **Holistic Student Development**

A professional dress code and a vibrant calendar of management activities inculcates discipline and nurture essential skills like leadership, adaptability, and problem-solving. Activities such as business simulations, case study contests, and industry interactions create a hands-on learning experience, preparing students for real-world challenges. These initiatives ensure graduates possess a well-rounded personality and a competitive edge in their careers.

• **Technology-Enabled Learning Environment**

The institution's smart classrooms are equipped with advanced technology to deliver an engaging and interactive learning experience. This modern infrastructure supports creativity and collaboration, enhancing the quality of education. Faculty members, combining academic expertise with industry insights, leverage this technology to mentor students effectively and inspire innovative thinking.

• **A Dynamic and Supportive Ecosystem**

The institution is powered by a vibrant team of dedicated faculty and staff who prioritize academic rigor and holistic development. Their commitment to fostering a nurturing environment ensures students achieve excellence in academics, research, and professional growth. Together, the institution delivers an exceptional educational experience that prepares students to thrive in competitive and ever-evolving industries.

Thank you for being an integral part of this journey.

With best regards,

Mrs. A. Maria Celine

HOD of Commerce and Coordinator of MHRM

MENTOR-MENTEE SYSTEM

Our Mentor-Mentee System is designed to support student progression both academically and personally. Under this system, each faculty member is responsible for a small group of (1-8) students. The primary focus is on improving communication, problem-solving, and time-management skills through regular interactions with mentors.

KEY FEATURES OF THE MENTOR-MENTEE SYSTEM:

Personalized Attention: The mentor keeps track of each student’s academic progress, addressing both their educational and psychological needs.

Regular Meetings: Periodical Tutor-Ward meetings are held every Friday from 2:30 p.m. to 4:00 p.m. where students can discuss their progress and seek guidance.

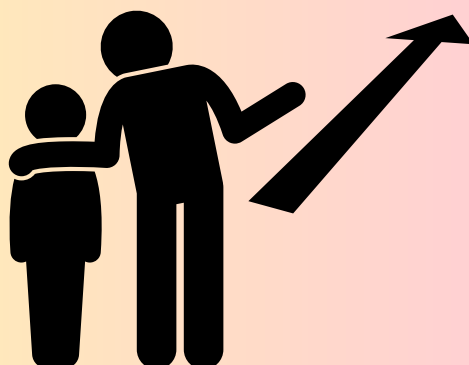
Record Keeping: A detailed record of academic results and bio-data is maintained for each mentee to ensure continuous support.

Frequency: Mentors meet with their mentees seven times during the odd semester and seven times during the even semester to provide consistent guidance. This system plays a crucial role in enhancing students’ overall development, ensuring that each individual receives the support they need to succeed both inside and outside the classroom.

| ODD SEMESTER | |
|--------------|------------|
| | 13.07.2018 |
| | 20.07.2018 |
| | 27.07.2018 |
| | 03.08.2018 |
| | 10.08.2018 |
| | 24.08.2018 |
| | 31.08.2018 |
| | 14.09.2018 |
| | 28.09.2018 |
| | 05.10.2018 |
| | 12.10.2018 |
| | 26.10.2018 |



| EVEN SEMESTER | |
|---------------|------------|
| | 30.11.2018 |
| | 07.12.2018 |
| | 14.12.2018 |
| | 21.12.2018 |
| | 18.01.2019 |
| | 01.02.2019 |
| | 08.02.2019 |
| | 23.02.2019 |
| | 02.03.2019 |
| | 08.03.2019 |



BOARD OF STUDIES MEETING - DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

DATE: 23RD FEBRUARY 2018

Time: 10:30 a.m.

Venue: Department of Human Resource Management

The Board of Studies Meeting for the Department of Human Resource Management was convened on 23rd February 2018 at 10:30 a.m. in the department. The meeting commenced with a prayer, followed by a warm welcome to all the esteemed members present.

Participants:

- Dr.G.Illankumaran, (University Nominee)
- Dr.C.L.Jeba Melvin (Subject Expert)
- Dr.Kingslin (Subject Expert)
- Dr.Bini (Subject Expert)
- Mrs.M.Lakshmi Preethi (Industrialist)
- Ms.Annette Roy (Assistant Professor)



Agenda:

The key focus of the meeting was to discuss and review the following academic matters:
PG Course Structure (2018-19):

The Postgraduate (PG) course structure for the academic year 2018-19 was also reviewed, with emphasis on advanced topics, research methodologies, and practical applications in the field of Human Resource Management.

Syllabus Review:

The syllabus for MHRM was discussed in detail. The meeting included deliberations on:

Course Descriptions: Clear outlines of the subjects and modules.

Vision and Mission: The department's vision to foster critical thinking and analytical skills in students, and its mission to prepare students for diverse career paths in Human Resource, policy analysis, research, and business.

Course Objectives: To provide a strong foundation in HR, emphasizing both theoretical and empirical aspects.

Career Opportunities: Exploring career avenues in HR, including government services, corporate sector, research organizations, and academia.

Evaluation Pattern:

The evaluation system was reviewed, ensuring it aligns with the department's objectives to assess both theoretical understanding and practical application. Discussions also focused on making the evaluation process transparent, fair, and comprehensive.

The Board of Studies Meeting concluded with constructive feedback from the faculty and members, ensuring that the updated course structures and syllabi meet the evolving demands of the academic and professional world. The collective inputs from subject experts, industry professionals, and student representatives were invaluable in shaping the direction of the department's curriculum.

This meeting reinforced the department's commitment to academic excellence, curriculum innovation, and holistic student development.

PTA-MEETING

The Parents Teachers Association conducted meetings regularly for all the parents and students of the department. The Parents Teachers Association conducted meetings regularly for all the parents and students of the department. The meetings were held respectively II MHRM. on 11.08.2018 and 28.03.2019 and for I MHRM on 08.02.2019. The Marian Alumnae Meet was organised on 02. 03. 2019. The Chief Guest Dr.RajeshwariAlagesan, Obstetrician &Gynecologist, Rajeswari Hospital, Thoothukudi, and the Guest of Honour Dr.K.SathyaBama, Principal A.P.C Mahalaxmi College for Women, Thoothukudi shared their wonderful memories and emphasized on the importance of the bond between the Alumna and the Alma Mater.

Department Activities

| Activity | Date | Resource Person | Beneficiaries |
|---|---------------------------------|--|-------------------------|
| HR Training Programme on Employability Skills | 15/02/2018 and 16/02/2018 | Mr. Oliver Abel Vikrant, MD of SEED, Miss. Sowmiya Shree, MD of Avama Careers. | I&II MHRM students |
| Seminar on Work-Life Balance. | 07/09/2018 | Mrs. Rajamenakshi, GM (HR) | I & II MHRM Students |

Summer Internship

| NO. | Reg. No | NAMES | TOPIC | COMPANY NAME |
|-----|----------|------------------------|---|--|
| 1. | 17UPHR01 | Anto Herin Aarni. S | A Study On Organisation Citizenship Behaviour | Dhrangadhra Chemical Works Limited, Sahapuram. |
| 2. | 17UPHR02 | Crossline Babiyana. G | A Study On Women Empowerment through Self-help Group In TMSSS | Thoothukudi Multi Purpose Social Service Society. |
| 3. | 17UPHR04 | Diana. M | A Study On Employee Training | Madura Coats Private Limited, Tuticorin. |
| 4. | 17UPHR05 | Divina Mary. A | A Study On Emotions at Workplace | Dhrangadhra Chemical Works Limited, Sahapuram. |
| 5. | 17UPHR06 | Iswariya. R | A Study On Perception of Employees at Workplace | Infac India Private Limited, Chennai. |
| 6. | 17UPHR07 | Janani Priya. S | A Study On Work life Balance and Quality of Work life Among Employees | Diamond Sea Foods Private Limited, Tuticorin. |
| 7. | 17UPHR09 | Kavitha. R | A Study On Organisational Health and Safety Practices followed at VASP Salt | VASP Salt Refineries, Tuticorin. |
| 8. | 17UPHR10 | Maria Messiah Sherin.S | A Study On Supply Chain Management | Infac India Private Limited, Chennai. |
| 9. | 17UPHR11 | Mariammal. R | A study On Statutory Compliance with Reference to Venus Water Heaters | Venus Home Appliance Private Limited, Sennilampennai, Pudukottai, Tuticorin. |
| 10. | 17UPHR12 | Mary Sahaya Vathani. R | A Study On Rehabilitation of Child Labour | Thoothukudi Multi Purpose Social Service Society. |
| 11. | 17UPHR14 | Monisha. R.S | A Study On Human Resource Information System | Idhayam Frozen Foods Pvt Ltd, Tuticorin. |
| 12. | 17UPHR15 | Murugeswari. C | A Study On 360 Degree Performance Appraisal | Madura Coats Private Limited, Tuticorin. |
| 13. | 17UPHR16 | Muthulakshmi. A | A Study On Employee State Insurance Scheme | Coastal Energen Power Plant Pvt Ltd, Tuticorin. |
| 14. | 17UPHR17 | Muthumari. T | A Study On Ethics in Workplace | Madura Coats Private Limited, Tuticorin. |
| 15. | 17UPHR18 | Nandhini. R | A Study On Employee Effectiveness | Idhayam Frozen Foods Pvt Ltd, Tuticorin. |
| 16. | 17UPHR19 | Nicholas Vergin. A | A Study On Human Resource Payroll Management System | Coastal Energen Power Plant Pvt Ltd, Tuticorin. |
| 17. | 17UPHR20 | Pavithra. V | A Study On Prevention of Industrial Accident Measures and Challenges | Madura Coats Private Limited, Tuticorin. |
| 18. | 17UPHR21 | Preethi. P | A Study On Evaluation of Training | Dhrangadhra Chemical Works Limited, Sahapuram. |
| 19. | 17UPHR23 | Rajalakshmi. U | A Study On Impact of Effective Communication on Organisational Performance | Sibaflor Natural Decoration Private Limited, Kurukusalai, Tuticorin. |
| 20. | 17UPHR24 | Sathya Bama. N | A Study On Interpersonal Skills in Workplace | Idhayam Frozen Foods Pvt Ltd, Tuticorin. |
| 21. | 17UPHR27 | Srija. R | A Study On Manpower Planning | Sibaflor Natural Decoration Private Limited, Kurukusalai, Tuticorin. |
| 22. | 17UPHR28 | Subashini. A | A Study On Contract Labour Act | Shelton Shirt Private Limited, Valliyoor. |
| 23. | 17UPHR30 | Surthi. K | A Study On Benchmarking Practices | Madura Coats Private Limited, Tuticorin. |
| 24. | 17UPHR31 | Vinothini Agnet. K | A Study On Green HRM | Venus Home Appliance Private Limited, Sennilampennai, Pudukottai, Tuticorin. |

Project

| NO. | Reg. No | NAMES | TOPIC |
|-----|----------|------------------------|--|
| 1. | 17UPHR01 | Anto Herin Aarni. S | A Study on job stress among women employees in it sectors with reference to jouve india private limited, chennai |
| 2. | 17UPHR02 | Crossline Babiyana. G | A Study On careeer development of employees at venus home appliance private limited , thoothukudi |
| 3. | 17UPHR04 | Diana. M | A Study On internal service quality in srm hotel private limited, thoothukudi |
| 4. | 17UPHR05 | Divina Mary. A | A Study On development of child personality at st. joseph's charity institute,adaikalapuram |
| 5. | 17UPHR06 | Iswariya. R | A Study On student self-esteem and their grades at st.joseph's institute, adaikalapuram |
| 6. | 17UPHR07 | Janani Priya. S | A Study On the impact of teamwork on organisational productivity at srm hotel private limited, thoothukudi |
| 7. | 17UPHR09 | Kavitha. R | A Study On job analysis and job design of employees at venus home appliances private limited, thoothukudi |
| 8. | 17UPHR10 | Maria Messiah Sherin.S | A Study On training need analysis at srm hotel private limited, thoothukudi |
| 9. | 17UPHR11 | Mariammal. R | A study On knowledge management of teachers in bharat ratna kamarajar matriculation higher secondary school, thoothukudi |
| 10. | 17UPHR12 | Mary Sahaya Vathani. R | A project report On welfare schemes for fishermen folk of radhapuram taluk at fisheries department, radhapuram |
| 11. | 17UPHR14 | Monisha. R.S | A Study On effect of leadership on employee performance at avm maris associates private limited, thoothukudi |
| 12. | 17UPHR15 | Murugeswari. C | A Study On role of hr in quality management system at avm maris associates private limited,thoothukudi |
| 13. | 17UPHR16 | Muthulakshmi. A | A Study On environmental management system in my home industries private limited, thoothukudi |
| 14. | 17UPHR17 | Muthumari. T | A Study On the effectiveness of grievance handling procedure at maharaj masala company, thoothukudi |
| 15. | 17UPHR18 | Nandhini. R | A project report On employee retention at sathya park and resorts private limited, thoothukudi |
| 16. | 17UPHR19 | Nicholas Vergin. A | A project report On sources of recruitment in my home industries private limited,thoothukudi |
| 17. | 17UPHR20 | Pavithra. V | A Study On human resources development at avm maris associated private limited, thoothukudi |
| 18. | 17UPHR21 | Preethi. P | A Study On organisational culture and its impact on employees behaviour at jeya engineering infrastructure private limited, thoothukudi |
| 19. | 17UPHR23 | Rajalakshmi. U | A Study On effectiveness of time management with reference to jeya engineering and infrastructure private limited, thoothukudi |
| 20. | 17UPHR24 | Sathya Bama. N | A Study On human resources audit in sathya parks and resorts private limited, thoothukudi |
| 21. | 17UPHR28 | Subashini. A | A Study On effect of job enrichment on employee motivation at maharaj masala private limited, thoothukudi |
| 22. | 17UPHR30 | Surthi. K | A project report On imapct of human resource management practices on organisational performance at nila sea foods private limited, thoothukudi |
| 23. | 17UPHR31 | Vinothini Agnet. K | A Study On emotional intelligence and job satisfaction as predictors of commitment among school teachers, |

Pass Percentage

| | |
|---------|------|
| I MHRM | 100% |
| II MHRM | 100% |

Placement

| Name of the Students Placed | Package Received(per annum) | Name of the Employer |
|------------------------------------|------------------------------------|--------------------------------|
| Snowfa Fernando J | 1,20,000 | St.Mary's college (Autonomous) |
| Reshma Fernando C | 1,20,000 | St.Mary's college (Autonomous) |
| Mahalakshmi S | 2,16,000 | Ramesh flower Pvt.ltd |
| Vinisha Gomez K | 1,25,000 | St.Thomas CBSE school |