

# ST. MARY'S COLLEGE (AUTONOMOUS)

Re-accredited with A+ Grade By NAAC

Thoothukudi-628001, Tamil Nadu,

## Newsletter 2019-2020

### PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

#### EDITORIAL TEAM

##### Department of Human Resource Management

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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 great pride that I reflect on the remarkable progress and achievements of our Master of Human Resource Management (MHRM) program. Our department has worked tirelessly to ensure that our students are equipped with the knowledge, skills, and professional values required to thrive in today's competitive business environment.

A key feature of our program is the introduction of a Professional Uniform Code. This initiative underscores the importance of professionalism in the workplace, preparing our students to present themselves with confidence and discipline. The uniform code helps foster a culture of respect, responsibility, and readiness for corporate challenges, ensuring our graduates are poised for success.

Additionally, we have made significant strides in providing technical assistance through smartphones. With the increasing integration of technology in education, this initiative has allowed our students to access learning resources, research tools, and academic support in real time, enhancing the flexibility and accessibility of their studies. This technological support aligns with our commitment to research excellence, enabling students to engage in cutting-edge HR research and stay ahead of industry trends.

Our program also places a strong emphasis on management activities. We regularly organize workshops, seminars, and team-based projects that offer students hands-on experience in key HR functions, from recruitment and training to conflict resolution and performance management. These activities are designed to hone their strategic thinking, leadership skills, and decision-making abilities.

Above all, our program's focus on developing Human Resource Management skills ensures that students are not only versed in theoretical knowledge but also equipped with practical expertise. From understanding organizational behavior to mastering employee engagement strategies, we are committed to producing HR professionals who can effectively manage and lead in today's fast-evolving corporate landscape.

As the Head of Department, I am deeply proud of the strides we have made in enhancing the quality of our MHRM program. We remain committed to providing a holistic, forward-thinking education that prepares our students to be tomorrow's leaders in human resources.

Sincerely,

Dr. Mary Judith Reene Fernando  
Associate Professor of Commerce & 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 (1-4) 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.

| Semester | Date   |
|----------|--|
| ODD      | 12.07.2019<br>09.08.2019<br>13.09.2019<br>27.09.2019<br>04.10.2019<br>18.10.2019 |



| SEMESTER | DATE   |
|----------|--|
| EVEN     | 29.11.2019<br>06.12.2019<br>20.12.2019<br>03.01.2020<br>07.02.2020<br>28.02.2020<br>06.03.2020<br>13.03.2020 |

**BOARD OF STUDIES MEETING - DEPARTMENT OF HUMAN  
RESOURCE MANAGEMENT**

**DATE: 23RD FEBRUARY 2019**

**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 2019 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.Kingslin (University Nominee)
- Dr.Bini (Subject Expert)
- Mrs.M.Lakshmi Preethi (Industrialist)

**Agenda:**

The key focus of the meeting was to discuss and review the following academic matters:

**PG Course Structure (2019-20):**

The Postgraduate (PG) course structure for the academic year 2019-20 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.

## P T A MEETING

The Parents Teachers Association conducted meetings regularly for all the parents and students of the department. The meetings were held respectively

II MHRM on 27.09.2019 and for I MHRM on 08.02.2020.

### MOOC COURSE RESULT -NOVEMBER 2019

Name of the paper: Entrepreneurship

Duration: From July to October / No of Weeks 12 Weeks

| S.NO | Reg No   | Student Name                | Internal | External | Total | Status       |
|------|----------|-----------------------------|----------|----------|-------|--------------|
| 1    | 19SPHR01 | A.Christeena<br>Mascarenhas | 30       | 53       | 83%   | Pass         |
| 2    | 19SPHR03 | G. Gowri @<br>Aswini        | 30       | 46       | 76%   | Pass         |
| 3    | 19SPHR04 | T.Infanta<br>Motha          | 30       | 28       | 58%   | Pass         |
| 4    | 19SPHR05 | J.Maria<br>Jeroslin Snow    | 30       | 37       | 67%   | Pass         |
| 5    | 19SPHR06 | P.Marieswari                | 30       | 36       | 66%   | Pass         |
| 6    | 19SPHR08 | A.Praba<br>shamili          | 30       | 35       | 65%   | Pass         |
| 7    | 19SPHR09 | A.Raja<br>Tamil Selvi       | 30       | 47       | 77%   | Pass         |
| 8    | 19SPHR10 | S.Selva<br>cinthana         | 30       | 44       | 74%   | Pass         |
| 9    | 19SPHR11 | M.Shalini                   | -        | -        | 34%   | Re<br>appear |
| 10   | 19SPHR12 | T.Shanmuga<br>Priya         | 30       | 40       | 70%   | Pass         |
| 11   | 19SPHR13 | W.Sherina                   | 30       | 40       | 70%   | Pass         |
| 12   | 19SPHR14 | A.Vinnarasi<br>Divya        | -        | -        | ab    | Re<br>appear |

## SUMMER INTERNSHIP

| Name                    | Register Number | Internship Title  |
|-------------------------|-----------------|---|
| Amala Joe<br>Praveena.J | 18SPHR01        | A study on induction and orientation programme with special reference to S. Thartius Engineering Contractors, Thoothukudi                       |
| Aswini.M                | 18SPHR03        | An internship report on the impact of motivation on workers efficiency with special reference to Dhrangadhra Chemical work PVT, LTD. Sahupuram. |
| Ayammal<br>Anitha.B     | 18SPHR04        | An internship report on the retention strategy with special reference to Dakshin Bharat gateway terminal Pvt Ltd Thoothukudi.                   |
| Dishni .P               | 18SPHR05        | An Internship return on quality of work life at SIBA Flor Natural decorations pvt. lt. Thoothukudi  |
| Mariya Sagana.P         | 18SPHR07        | A study based on employee working conditions in Venus home appliances private limited Thoothukudi   |
| Maria Franela.S         | 18SPHR08        | An Intenship report on leadership skills in abi groups of companies Thoothukudi   |
| Maria Luin Kiruthika.A  | 18SPHR09        | An internship report on various incentive scheme jeya engineering and infrastructure private limited, Thoothukudi                               |
| Mary Helen<br>Ashmi.A   | 18SPHR10        | An internship report on grievance procedure and settlement of grievance in jeya engineering and infrastructure Pvt, Ltd., Thoothukudi           |

|                  |          |   |
|------------------|----------|---|
| Mibisha.V        | 18SPHR11 | A study on female leaders to work with poor community with special reference to Thoothukudi Multipurpose social service society                   |
| Michael Sonia .A | 18SPHR12 | An internship report on industrial relationship between employee and employer of jaya engineering and infrastructure private limited, Thoothukudi |
| Radha.R          | 18SPHR13 | An internship report on employee commitment of Dakshan Bharat gateway terminal pvt. ltd. Thoothukudi  |
| Reshma.S         | 18SPHR14 | A study based on performance appraisal towards the employee motivation in Abi Group of companies, Thoothukudi                                     |
| Rubithra.Y       | 18SPHR15 | A study on promotion and welfare policy with special reference in DCW.  |
| Sahaya Preethi.S | 18SPHR16 | A study on Training and Development in Venus Home Appliances limited,Thoothukudi.   |
| Stany Rafia.R    | 18SPHR17 | A study on risk management on Cosco Shipping pvt ltd.,Chennai.  |
| Vergin Shilpa .I | 18SPHR18 | An Internship Report on stress management of employees to Dakshin bharat gateway terminal pvt, ltd, Thoothukudi.                                  |

## PROJECT

| Name                    | Register Number | Project Title   |
|-------------------------|-----------------|---|
| Amala Joe<br>Praveena.J | 18SPHR01        | A study on impact of intra organisational relationship on organisational efficiency with special reference to V. O. C Port Trust , Tuticorin. |
| Aswini.M                | 18SPHR03        | A study on mental health among the employees working at VOC port trust, Thoothukudi   |
| Ayammal<br>Anitha.B     | 18SPHR04        | A Study on Attitudes and motives of employees towards ASIR Automobiles private Ltd Thoothukudi  |
| Dishni .P               | 18SPHR05        | A study on employee satisfaction level in HR function at Jeya Engineering and Infrastructure pvt. ltd. Thoothukudi                            |
| Mariya Sagana.P         | 18SPHR07        | A study on emotional intelligence on career success in pantaloons fashion and retail limited,Thirunelveli                                     |

|                        |          |   |
|------------------------|----------|---|
| Maria Franela.S        | 18SPHR08 | A study on performance management at pothy's Tirunelveli.   |
| Maria Luin Kiruthika.A | 18SPHR09 | A study on employee involvement towards job in Asir automobiles private limited, Thoothukudi  |
| Mary Helen Ashmi.A     | 18SPHR10 | A study on impact of job rotation in venus home appliances pvt. ltd. Thoothukudi.   |
| Mibisha.V              | 18SPHR11 | A study on employee relations and communications at Pantaloons tiruneveli   |
| Michael Sonia .A       | 18SPHR12 | A study on skill matrix among employees in Maruti Suzuki private limited, Thoothukudi   |
| Radha.R                | 18SPHR13 | A study on employee absenteeism in jeya engineering and infrastructure pvt. ltd. Thoothukudi.   |
| Reshma.S               | 18SPHR14 | A study on recruitment and selection process on pothys,Tirunelveli  |
| Rubithra.Y             | 18SPHR15 | A study on group dynamics and team work among the employees at VOC port trust.thoothukudi   |
| Sahaya Preethi.S       | 18SPHR16 | A study on Employee Morale in Pantaloons Fashion and Retail limited,Tirunelveli.  |
| Stany Rafia.R          | 18SPHR17 | A study on workforce management and its impact on employees performance at Pothys,Tirunelveli   |
| Vergin Shilpa .I       | 18SPHR18 | A study on employee perception about corporation social Responsibility with reference to Jeya engineering and infrastructure pvt, Ltd, Thoothukudi. |



**PASS PERCENTAGE**

|                |             |
|----------------|-------------|
| <b>I MHRM</b>  | <b>100%</b> |
| <b>II MHRM</b> | <b>100%</b> |

**PLACEMENT**

| <b>Name of the Students Placed</b> | <b>Package Received (per annum)</b> | <b>Name of the Employer</b>  |
|------------------------------------|-------------------------------------|------------------------------|
| <b>Maria Messiah<br/>Sherin S</b>  | <b>1,08,000</b>                     | <b>Krishya logistics LLP</b> |
| <b>Vinothini Agnet K</b>           | <b>1,25,000</b>                     | <b>Balaji Medical Centre</b> |