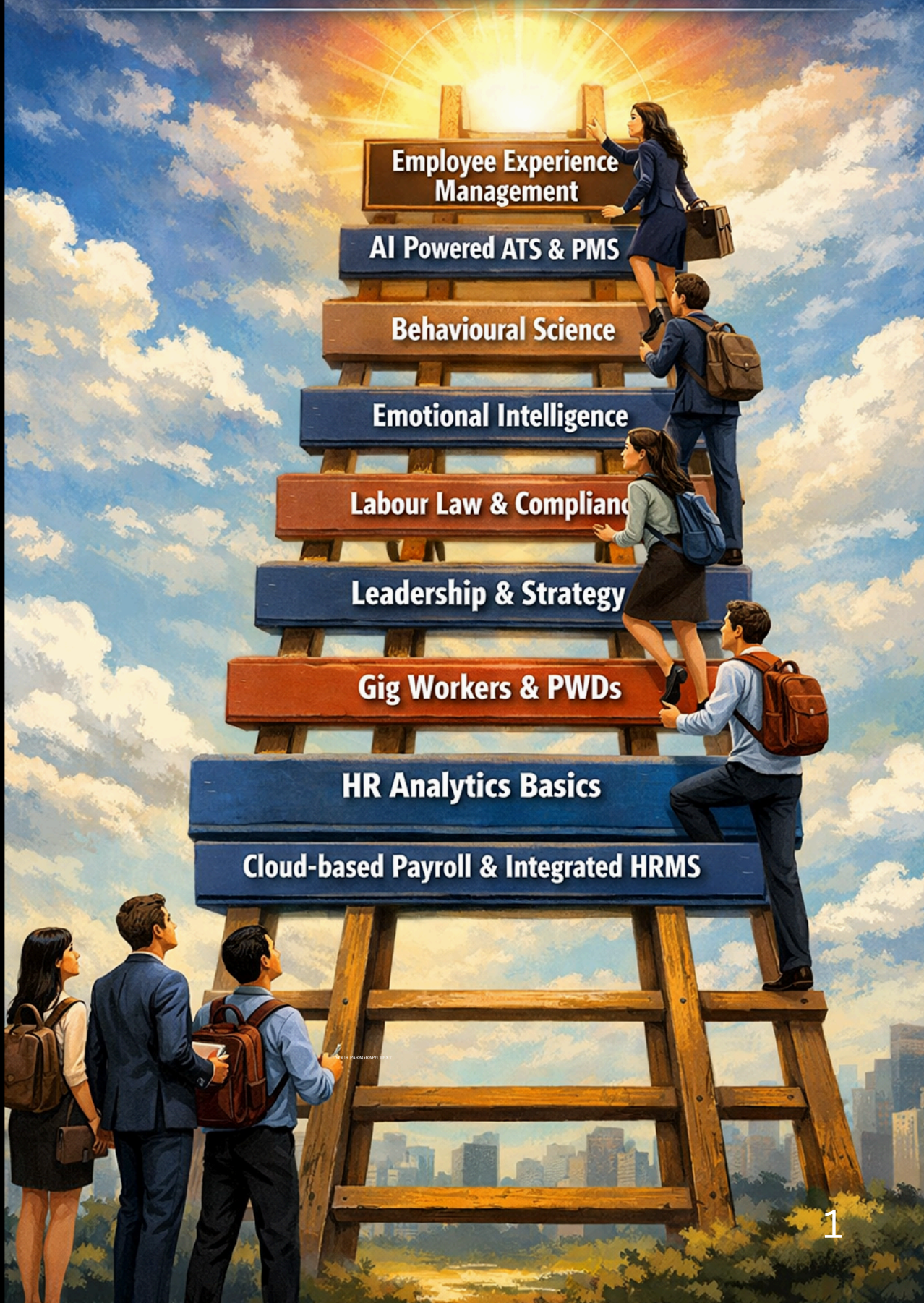


CLIMBING THE LADDER TO BECOME A **PASSIONATE HR**

**The Gen Z Skillbook:
Preparing for the Future of Work**



INDEX

- 01 | THROUGH THE DIRECTOR'S LENS.....
- 02 | FROM THE DEAN'S DESK.....
- 03 | HOD'S REFLECTION.....
- 04 | STUDENT EDITORIAL CREW.....
- 05 | MASTERING THE FUTURE OF WORK:
UPSKILLING & RESKILLING EXPLAINED.....
- 06 | WINNING WITH INSIGHTS: HOW INDUSTRY
EXPERTISE FUELS SUCCESS.....
- 07 | "DEAR JUNIORS" - STORIES FROM OUR
PLACED GRADUATES.....
- 08 | YOUR OPINIONS MATTER : LINKEDIN POLL.....
- 09 | CAMPUS-TO-CORPORATE : ALUM TALK.....
- 10 | HALL OF FAME.....
- 11 | EVENT SNIPPETS.....

THROUGH THE DIRECTOR'S LENS

“The key differentiator for all of us will be the ability to continuously learn, unlearn, and reskill.”



**DR LAKSHMI MOHAN
PRO VC - ISU
DIRECTOR- ITM
BUSINESS SCHOOL**

Dear Readers,

I congratulate the editorial team, faculty mentors, and students who have contributed to bringing out this thoughtful edition. It is encouraging to see you actively engaging with contemporary HR themes and connecting classroom learning with real-world development.

I appreciate the evolving conversations appearing in the form of insightful articles on upskilling and reskilling, perspectives from industry experts, and inspiring stories

We are living in a time when the world of work is undergoing profound transformation. Automation, artificial intelligence, sustainability transitions, and rapidly evolving business models are redefining the nature of jobs and the skills required to succeed. As highlighted in this edition, global reports from institutions such as the World Economic Forum and McKinsey clearly indicate that while certain roles may disappear, many new opportunities will emerge.

The key differentiator for all of us will be the ability to continuously learn, unlearn, and reskill.

I hope Panorama continues to serve as a platform that inspires critical thinking, professional growth, and meaningful engagement with the future of work.

Best Wishes

FROM THE DEAN'S DESK

“We are living in a time when the world of work is undergoing a profound transformation. Automation, artificial intelligence, sustainability transitions, and rapidly evolving business models are redefining the nature of jobs and the skills required to succeed..”



**Dr. Saritprava Das
Dean - Academics**

Dear Readers,

I would like to congratulate the editorial team, faculty mentors, and students for bringing out this thoughtful edition. It is encouraging to see such active engagement with contemporary HR themes and the effort to connect classroom learning with real-world developments.

I truly appreciate the evolving conversations reflected through insightful articles on upskilling and reskilling, perspectives from industry experts, and inspiring stories. We are living in a time when the world of work is undergoing a profound transformation. Automation, artificial intelligence, sustainability transitions, and rapidly evolving business models are redefining the nature of jobs and the skills required to succeed.

As highlighted in this edition, global reports from institutions such as the World Economic Forum and McKinsey indicate that while certain roles may disappear, many new opportunities will emerge. The key differentiator for all of us will be the ability to continuously learn, unlearn, and reskill.

I hope Panorama continues to serve as a platform that inspires critical thinking, professional growth, and meaningful engagement with the future of work.

Best wishes.

HOD'S REFLECTION

“It is encouraging to see our students actively engaging with contemporary HR themes and connecting classroom learning with real-world developments.”



**Dr. Preeti Narendra
HOD-Human Resource**

Dear Readers,

I extend my sincere congratulations to the editorial team, faculty mentors, and students for bringing out this insightful edition of Panorama.

It is encouraging to see our students actively engaging with contemporary HR themes and connecting classroom learning with real-world developments.

This edition reflects thoughtful conversations on upskilling, reskilling, and the evolving expectations of the modern workplace, enriched by perspectives from industry experts and student contributions.

Such initiatives strengthen academic engagement and help bridge the gap between theory and practice.

As the world of work continues to transform with advancements in automation, artificial intelligence, and changing business models, the ability to continuously learn, unlearn, and adapt will be the defining capability of future professionals.

I hope Panorama continues to inspire critical thinking, knowledge sharing, and meaningful dialogue on emerging HR practices and the future of work.

With Best Wishes.

Student Editorial Crew

*Abel
John*

MBA HR 25-27



*Sarthak
Bodke*

MBA HR 25-27



*Snehal
Yallawad*

MBA HR 25-27



*Hasti
Thakkar*

MBA HR 25-27



*Aakansha
Kothare*

MBA HR 25-27



*Prachi
Boramanikar*

MBA HR 25-27



*Dr. Priya Bennett
Faculty Mentor*

MASTERING THE FUTURE OF WORK : UPSKILLING & RESKILLING EXPLAINED

Among the most dramatic changes that have occurred in modern history is taking place in the world of work. Automation, generative AI, the green transformation, and new economics are fundamentally transforming work and skill sets in this new world. A McKinsey study forecasts that automation is expected to replace as many as 400 to 800 million jobs worldwide by 2030. But it also stresses that this does not mean that employment levels will necessarily suffer as long as workers are able to shift and adapt to new-age jobs.

This is supported by the World Economic Forum (WEF). According to Saadia Zahidi, "Governments and businesses need to invest in supporting the transition to the jobs of the future through education, reskilling, and social infrastructure that puts workers at the center of the future of work." This is a clear recognition of the need for shared responsibility when it comes to the readiness of the workforce. The changing world of work requires that qualifications attained in the past, as well as a university degree, can no longer measure future readiness. The capacity to learn, adapt, and reskill is the bottom-line factor for future success. Skills have become the new money in the world of work.



The need for this transition is quite evident from the WEF Future of Jobs Report 2023, which reveals that six out of ten workers need to be trained by 2027. It also reveals how, though 83 million jobs are about to be displaced, 69 million new jobs are also to be created, and almost 23% of total jobs are to be structurally transformed. This also reveals how the future of work and jobs is about evolution and not about displacement and creation alone.





The driving force within this shift is generative AI. It began as a cyber support aid and is now a work associate in areas of engineering, finance, marketing, and human resources. According to Gartner, 80% of the engineer workforce will need to improve their skills in using generative AI by 2027. Its importance is gauged by the fact that workers are embracing the changes brought about by AI. According to a PwC global survey, "82% of frequent users of generative AI expect improved productivity and increased earning capacity." There has been a complete shift in attitude here. Technology is no longer a danger or a hindrance; it is an enabler.

Although this adaptability is desired, a reskilling framework within an organization can be ineffective. Conventional methods that involve long classroom sessions, generic modules, and standard reskilling programs take a long time to react to the pace at which technology is moving. Gartner further indicates that 77% of organizations have had limited success in reskilling.

To mitigate this, a paradigm shift is required in the sourcing and utilization of skills in organizations. McKinsey & Company, for instance, highlights the need for the evolving roles of digital transformation, financial expertise, and skills-centric workforce strategy, specifically for HR functions. The future of HR is in the field of Skills Intelligence, which entails the early identification of skill shortages, the generation of competency-based learning routes correlated with performance, and a culture of continuous improvement integrated into the work environment.

Consequently, the HR function is evolving from an administrative role to a strategic one and from training provider to enabler of lifelong employability. Job security will no longer come from tenure or static qualifications but rather through the continuous acquisition of relevant skills. Upskilling used to be optional, but nowadays, it has become an expectation from today's workforce.

Winners in the future of work may not be those with the most experience or the most technically competent, but rather those who can stay adaptable and curious. Continuous learning is, thus, the bedrock of adaptability and the key to long-term success in a world where there is never-ending technocycle diffusion.



WINNING WITH INSIGHT



HOW INDUSTRY EXPERTISE FUELS SUCCESS



Director @ EY India | Business Development, Marketing Strategy | Skill Enabler | Growth Architect | Ex-KPMG |

HR ANALYTICS: A STRATEGIC ENABLER FOR RESKILLING, UPSKILLING AND BOOSTING WORKFORCE PRODUCTIVITY

In today's talent-driven economy, skills—not just roles—define success. As industries evolve rapidly, companies are under pressure to build agile, future-ready workforces. HR Analytics is a strategic enabler, transforming people practice into data-driven capabilities that directly impact productivity, performance, and organizational growth.

HR Analytics is no longer limited to dashboards or reporting. It has become a core strategic function that helps leaders answer critical questions:

- **Where are our skill gaps?**
- **Which teams need immediate upskilling?**
- **How do we predict attrition?**
- **Which learning interventions truly work?**
- **How can we optimize HR costs while boosting productivity?**

1. Identifying skill gaps with precision

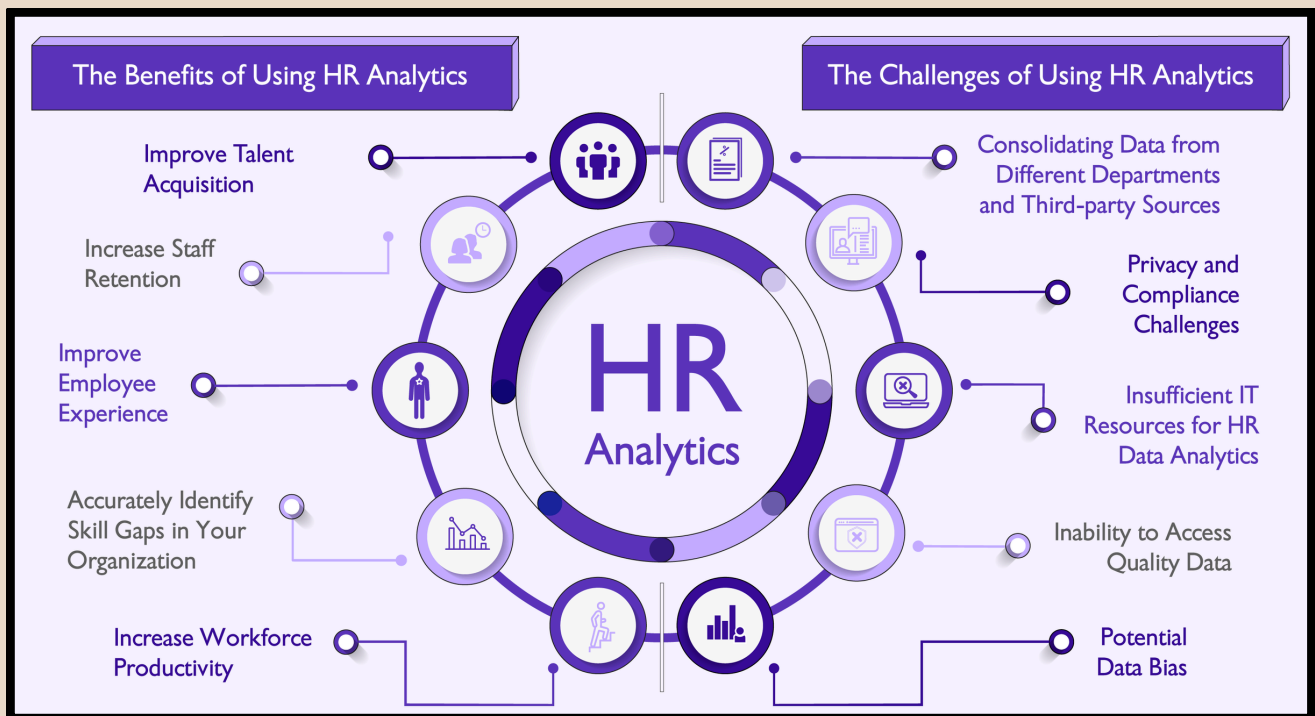
Organizations often invest heavily in training, but without analytics, these investments may be misaligned. HR Analytics pinpoint skill gaps across roles, teams, and future needs. Through evidence-based insights, companies can design focused upskilling programs rather than adopting generic one-size-fits-all approaches

2. Predicting workforce risks—before they impact productivity

Attrition, disengagement, and performance dips are the biggest productivity killers. With descriptive statistics, turnover projection, and regression modelling, HR teams can anticipate risks early and intervene proactively. Predictive insights help organizations protect their most important asset—their people

3. Optimizing training investments through data-driven decisions

HR analytics enable leaders to identify which training programs deliver the highest ROI, which employees benefit the most, and where learning pathways drive performance improvements. This creates a culture of continuous learning, supported by measurable outcomes.



4. PERSONALIZING LEARNING PATHWAYS THROUGH INSIGHTS

HR Analytics enable personalized reskilling and upskilling journeys. Using data visualizations, performance evaluations, and Python-based analysis, HR teams can gain insights into each employee's strengths, aspirations, and potential. These insights enable tailored learning experiences that empower individuals and elevate organizational capability.

5. Enhancing workforce productivity with evidence-based actions

HR Analytics help leaders move from intuition to intelligence—improving performance appraisals, forecasting HR costs, and identifying drivers of engagement. Data-backed decision-making improves efficiency, reduces operational bottlenecks, and aligns talent strategy with business goals.

EMPOWERING STUDENTS WITH INDUSTRY-READY HR ANALYTICS SKILLS

The HR Analytics skills capability should reflect the real-world practices used in top organizations. By mastering tools such as **Power BI for dashboards, Python for data analysis and visualization, and statistical modelling for workforce forecasting**, students can build strong analytical foundations. These skills will enable them to:

- Decode complex HR data
- Present insights through dashboards and visual storytelling
- Predict workforce trends using machine learning techniques
- Support HR teams in strategic reskilling & upskilling initiatives
- In a world where every business is becoming data-driven, these competencies position students as
- Strategic HR analysts – ready to drive productivity and transformation.



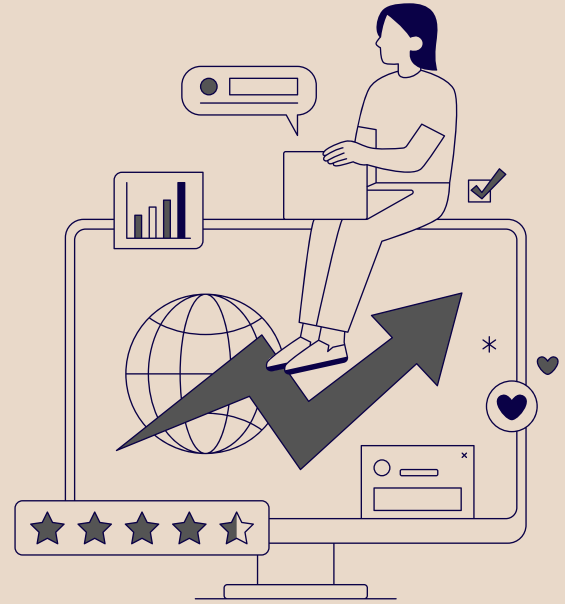
Yuvraj Thombre
Sr.HCM Consultant Technoriya

SAP in Today's Market: A Strategic Imperative with Transformative Impact on Human Resources

In today's rapidly evolving business environment, the ability of an organization to adapt, scale, and make informed decisions in real time defines its success. Over the years, I have seen technology shift from being a support function to becoming the backbone of strategic decision-making. Among the many technological advancements, SAP stands out as one of the most influential platforms shaping modern enterprises.

SAP has fundamentally changed how organizations operate by integrating multiple business functions into a single, cohesive system. In the past, departments often functioned in silos, leading to inefficiencies, delays, and inconsistencies in data. Today, SAP eliminates these barriers by creating a unified ecosystem where information flows seamlessly across finance, operations, supply chain, and human resources. This integration is not just about convenience—it is about empowering leadership with accurate, real-time insights that enable faster and more confident decision-making.

From a leadership standpoint, one of the most significant advantages of SAP is its ability to bring transparency and accountability into the organization. With centralized data and advanced analytics, we are no longer relying on assumptions or delayed reports. Instead, we are equipped with live dashboards and predictive insights that allow us to anticipate challenges and respond proactively. In a competitive market, this level of agility is not just beneficial—it is essential.



The impact of SAP becomes even more profound when we look at the field of Human Resources. Traditionally, HR was viewed as an administrative function, largely focused on payroll processing, attendance tracking, and compliance. However, with the adoption of SAP, HR has undergone a remarkable transformation into a strategic partner that directly contributes to business growth.

By automating routine processes, SAP frees HR professionals from transactional responsibilities and allows them to focus on what truly matters—people. Talent acquisition, employee engagement, leadership development, and organizational culture are now at the forefront of HR priorities.



SAP enables this shift by providing powerful tools for data-driven decision-making. Today, HR leaders can analyze workforce trends, identify skill gaps, predict attrition, and design targeted interventions that align with organizational goals.

Another critical area where SAP has created a strong impact is employee experience. Modern SAP platforms are designed with a user-first approach, enabling employees to access information, manage their own data, and engage with HR processes seamlessly. This not only improves efficiency but also fosters a sense of empowerment and transparency within the workforce. An engaged employee is a productive employee, and SAP plays a crucial role in creating that engagement.

For organizations operating in multiple regions, SAP also ensures consistency while accommodating local requirements. Managing a global workforce comes with complexities, from regulatory compliance to cultural differences. SAP simplifies this by providing standardized processes with the flexibility to adapt to local needs, ensuring both efficiency and compliance

As we look toward the future, the role of SAP will only become more significant. With the integration of artificial intelligence, machine learning, and advanced analytics, SAP is poised to further enhance how organizations manage talent and drive performance. HR, in particular, will continue to evolve into a highly strategic function, leveraging technology to shape the workforce of tomorrow.

In my view, SAP is not just a system that supports business operations—it is a catalyst that drives transformation across the organization. It enables leaders to think strategically, act decisively, and build resilient, future-ready enterprises. In the realm of HR, it has redefined the function entirely, positioning it as a key driver of organizational success.

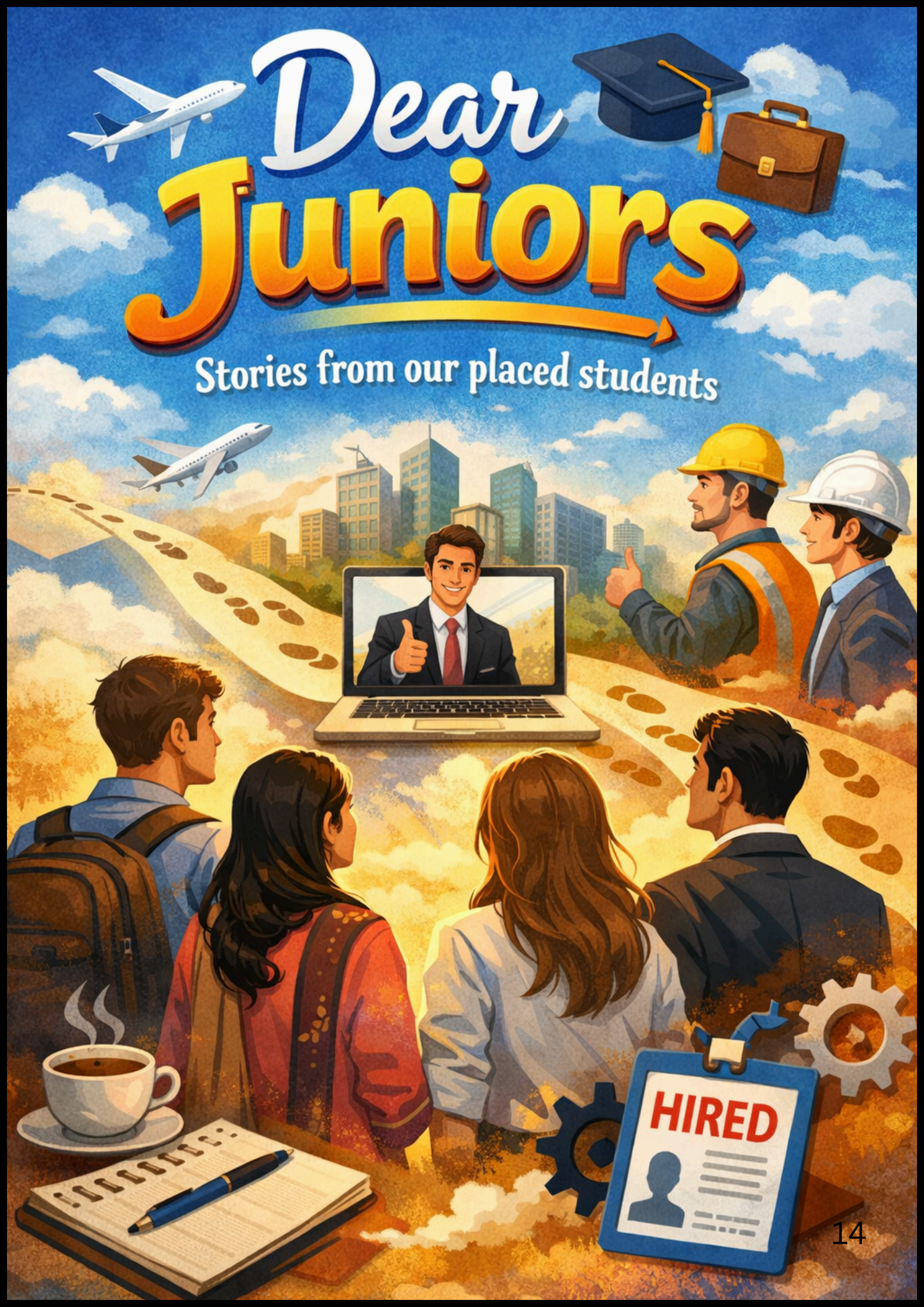
Organizations that recognize and harness the full potential of SAP will not only stay competitive but will lead the way in shaping the future of work.

Top of Form

Bottom of Form

Dear Juniors

Stories from our placed students





Ananya S. Kurup
HRM (2024-26)
Edgistify

Stepping Inward Before Stepping Forward

Dear Juniors,

When I prepared for my first internship, I believed I was entering an organisation. What I truly stepped into was a new version of myself. The shift was not just professional—it was emotional and personal. Moving from classroom learning to the workplace demands awareness, adaptability, and intention.

As Gen Z professionals, we are entering environments that constantly evolve. Roles shift, expectations change, and learning never stops. In such a world, adaptability and learning agility are essential. What helped me most was not trying to feel completely “ready,” but choosing to remain open.

A mindset that grounded me was keeping expectations low and hopes high. Expectations create rigidity; hopes create movement. When I shifted from asking “What will I gain?” to “What can I learn?,” I became calmer and more curious.

Preparation meant becoming useful, not appearing knowledgeable. Revising HR concepts and understanding why processes exist gave me clarity. During my internship at Edgistify, I chose enthusiasm over perfection. I asked questions, accepted feedback, and stayed open.

Avoiding role fixation enriched my journey. Every task taught me about systems, people, and myself. More than technical skills, I gained consistency, patience, persistence, and resilience—lessons lived, not taught.

Most importantly, I gained clarity—about my strengths, challenges, and growth areas.

If you are beginning this journey, stay open, stay curious, and be kind to yourself. Growth happens slowly—but it happens surely.

With belief in your journey,

Ananya S. Kurup



Nicole Shaji
HRM (2024-26)
Radiance
Renewables

Where Classroom Theory Meets Workplace Reality

Dear Juniors,

Internships taught me that readiness is not about knowing everything—it's about being open to learning. The transition from classroom certainty to workplace ambiguity felt uncomfortable at first, but that discomfort became my greatest teacher.

HR is a vast field, and introspection helped me approach my internship with purpose. Knowing what I wanted to observe made even routine tasks meaningful. Understanding organisational culture—beyond websites—helped me adapt faster and feel grounded.

The initial confusion was inevitable. Accepting it with curiosity rather than fear changed my learning experience entirely. Refreshing HR fundamentals and basic tools helped me contribute confidently, not perfectly. What mattered most was emotional intelligence. Asking questions, listening actively, and communicating clearly shaped my experience far more than technical skills alone. I also learned to shift my mindset from proving myself to allowing myself to learn—this built resilience and self-awareness.

As I move closer to the professional world with a placement opportunity, I carry clarity about how organisations function and how people grow within them.

If you feel unsure, remember—uncertainty is not weakness. It is the beginning of growth.

*With warmth,
Nicole Shaji*



Akanksha Kandhare
HRM (2024-26)
Atul Ltd

Winning the Workplace Before Winning the Marketplace

Dear Juniors,

Before my first internship, I believed success at work meant completing tasks well and meeting expectations. Over time, I realised it begins earlier—with mindset, self-awareness, and the willingness to grow. That is what truly shapes a professional journey.

As Gen Z professionals, we enter workplaces that constantly evolve. Roles shift, expectations change, and learning never stops. In such an environment, adaptability is essential. Every unfamiliar task and unexpected challenge is an opportunity to grow beyond your comfort zone.

Patience became one of my strongest lessons—patience with people, processes, and myself. Not everything unfolds as planned, but staying calm and reflective during uncertainty builds resilience. I learned to see confusion not as failure, but as the start of clarity.

Communication shaped my growth deeply. HR is about people—listening carefully, speaking clearly, and engaging with empathy. Asking questions is not weakness; it is curiosity in action. Many valuable lessons came from conversations I once hesitated to initiate.

Building a professional foundation also mattered. Grooming, presence, and conceptual clarity—especially in labour laws—helped connect academics to practice. Continuous upskilling through certifications, reading, and collaboration strengthened my readiness while reminding me that relationships matter more than tools.

As I step into my professional role at Atul Ltd., I carry not just a placement outcome, but clarity about my values and responsibilities.

Be open. Stay adaptable. Invest in your mindset as much as your skills.

*With belief in your journey,
Kanksha Kandhare*



Yash Pokharna
Finance (2024-26)
MOTILAL OSWAL

Elevating Your Edge: A Blueprint for Internship and Placement Success

Dear Juniors,

Internship and placement season taught me something important – preparation is not just about interviews, it is about self-awareness. The pressure tests how you think, adapt, and present yourself when uncertainty is high.

As Gen Z professionals, adaptability became my strongest skill. Grooming and professional presence create a first impression, but clarity of thought sustains it. Building strong fundamentals in Finance, staying updated with business news, and approaching problems analytically helped me feel grounded rather than anxious.

What mattered equally was communication. Group discussions and presentations taught me that clarity often matters more than speed. Emotional intelligence – listening carefully, responding thoughtfully, and staying composed – quietly shaped my confidence.

Placement season also brings competition. I learned to see it as learning rather than comparison. Observing others helped me identify my own gaps. Taking up unfamiliar responsibilities built resilience and learning agility far more than staying comfortable ever could.

As I move forward with a placement outcome, I carry perspective – on how learning never stops and growth rarely follows a straight line.

So prepare intentionally. Build your skills, but also build your mindset. That balance will stay with you long after campus life ends.

*With belief in your journey,
Yash Pokharna*



Samaya Rayaprolu
Marketing (2024-
2026)
LANDMARK

From Classroom Curiosity to Corporate Confidence

Dear Juniors,

One quiet realisation stayed with me through this journey – becoming a professional is not defined by one big achievement, but by small shifts in how you think, learn, and grow. My placement at Landmark Home Centre, Dubai feels less like a destination and more like a continuation of learning that began long before interview day.

As Gen Z, we step into a world where industries evolve rapidly and roles remain fluid. I learned that adaptability and learning agility matter more than knowing everything. Openness to feedback, change, and unfamiliar experiences shaped my MBA journey.

Classroom learning built my foundation, especially when Marketing theory was connected with real business contexts. Live projects and case discussions trained me to analyse problems and apply frameworks practically, helping me think like a professional.

Campus platforms and clubs strengthened leadership, communication, and emotional intelligence. Listening, articulating ideas, and working with diverse perspectives proved as valuable as technical knowledge.

My internship at RK Swamy exposed me to corporate discipline, deadlines, and accountability. It demanded resilience and continuous upskilling in communication and analysis. Guidance from the Talewind team refined my articulation and personal branding, turning preparation into confidence.

As I step into Landmark Home Centre, I carry not just an offer, but clarity about growth and lifelong learning. Trust the process. Build skills and mindset equally. Stay curious and adaptable – that balance sustains growth beyond campus.

*With belief in your journey,
Samaya*



Nishita Mistry
HRM (2024-26)
ABC

The Steps That Took Me Forward

Dear Juniors,

A year ago, I believed internship preparation meant résumés, interview answers, and company research. Today, I understand it is far more personal. True preparation is not just being ready on paper, but being ready to grow, adapt, and stay open when the path feels uncertain.

No one ever feels completely ready – I certainly didn't. But I was willing. Willing to learn, to feel uncomfortable, and to step beyond what was familiar. That willingness became my first real skill.

As Gen Z professionals entering constantly evolving workplaces, adaptability and learning agility matter as much as knowledge. Saying yes to projects, presentations, and campus opportunities built confidence, communication, and teamwork in ways I only later recognised.

HR frameworks gave me structure, but experience gave them meaning. Researching organisations, following industry developments, and continuously upskilling helped bridge the gap between classroom and corporate reality. Emotional intelligence shaped me deeply. Internships are about people as much as tasks – listening carefully, asking thoughtful questions, and staying grounded during uncertainty built my professional identity.

Rejections and waiting tested my resilience, yet every interview refined my clarity and articulation. I began seeing the process not as judgment, but as growth.

As I step into my role at Aditya Birla Chemicals, I carry not just an offer, but clarity about who I am becoming. Stay curious. Build your skills and your mindset. That is what sustains growth beyond campus.

*With belief in your journey,
Nishita Mistry (MBA 24-26)*



Shamita Shetty
Business Analytics
(2024–2026)
Praxis Home Retail

Learning to See the Story Behind the Data

Dear Juniors,

When I began preparing for my Business Analytics internship, I thought the biggest challenge would be tools and formulas. Gradually, I realised the real shift was mental. I wasn't just analysing data – I was learning to think differently, ask sharper questions, and see patterns in people and processes.

As Gen Z professionals, we enter a world rich in information but scarce in insight. Data is accessible; interpretation creates value. Organisations need individuals who can connect numbers to business realities and communicate them meaningfully.

My preparation began with understanding how businesses function – how decisions are made and value is created. Analytics supports strategy and action. Seeing my role as someone who enables clarity, not just handles data, changed my perspective.

Technical skills matter. I strengthened my comfort with Excel and dashboards. Tools like SQL, Power BI, or Python help, but logical thinking and structured problem-solving matter equally. Learning agility – the ability to adapt and apply new tools with purpose – proved more important than mastery.

Developing technical awareness without losing people skills was essential. Understanding workflows and user journeys improved collaboration. Communication, I realised, is central to analytics. Listening carefully and explaining insights simply builds trust.

Uncertainty, changing requirements, and imperfect data built resilience. Growth came from staying calm and curious. If you are preparing for this journey, don't aim to know everything. Aim to think clearly, stay adaptable, and keep learning.

*With belief in your journey,
Shamita Shetty*



Mehul Gupta
Marketing
(2024-26)
LANDMARK

The Journey That Made Sense Later

Dear Juniors,

For a long time, I believed progress was linear – the right role, the right company, steady growth. My journey was different. It was shaped by uncertainty, doubt, and lessons that only made sense later. What once felt like delays were actually preparation.

After graduation, I began in the insurance sector with SBI General. It was fast-paced and target-driven. While I was performing, I quietly questioned my direction. In hindsight, that phase built discipline, accountability, and emotional resilience. Handling customers and pressure taught me adaptability and composure – lessons no classroom could offer.

Joining the MBA programme at ITM Business School became a turning point. Internships across marketing, e-commerce, retail, and social initiatives helped me discover my strengths. Each experience added perspective and clarity.

Campus life shaped me equally. Serving as Class Representative and leading large-scale events strengthened my leadership, communication, and conflict management skills. Representing the institute in competitions enhanced my strategic thinking and confidence.

An on-field exposure at Landmark Group deepened my understanding of operations and customer experience. When Landmark Group – Home Centre (Dubai) visited campus, I approached the process with belief. Clearing the stages felt like validation of a journey I once questioned.

Growth is rarely loud. It feels slow and uncertain, yet resilience and adaptability shape you quietly. If your path feels delayed, trust that it may be preparing you for something greater.

*With belief in your journey,
Mehul Gupta*



Hardhik Machaiah,
MBA (2024–26)
Deloitte

Becoming Work-Ready Before Becoming Work- Successful

Dear Juniors,

When I began my MBA, I believed I was starting an academic journey. What I did not realise was that I was stepping into personal transformation. This phase was not only about earning a degree, but about becoming more aware, adaptable, and prepared for professional life. The shift from student to professional is gradual and internal – and that is where real growth happens.

The classroom gave me structure. Subjects like finance, strategy, and economics strengthened my analytical thinking and decision-making. Case studies and group projects taught me teamwork, leadership, and perspective. More importantly, they taught me how to think critically and communicate ideas clearly. Knowledge matters only when applied thoughtfully.

My five-month internship tested that learning. Concepts became real. Deadlines and accountability carried weight. I learned to work under pressure, accept feedback constructively, and improve consistently. Mistakes were not failures, but part of growth.

Professional communication and emotional intelligence shaped my confidence. Listening carefully, asking questions, and collaborating respectfully proved as important as technical skills.

Through live projects and reflection, I gained clarity about my strengths and growth areas. Continuous upskilling and learning agility became habits, not obligations.

*As I move forward, I carry not just knowledge, but perspective and responsibility.
Stay curious, humble, and open. Build your mindset along with your skills.*

*With belief in your journey,
Hardhik Machaiah*

YOUR OPINIONS MATTERS : LINKEDIN POLL

To understand which competencies truly matter in real workplace situations, a poll was conducted among students and professionals. The question focused on identifying the most useful skill in MBA HR graduates when handling day-to-day workplace challenges.

In day-to-day work, which skill do you find most useful in MBA HR graduates when handling real workplace challenges?



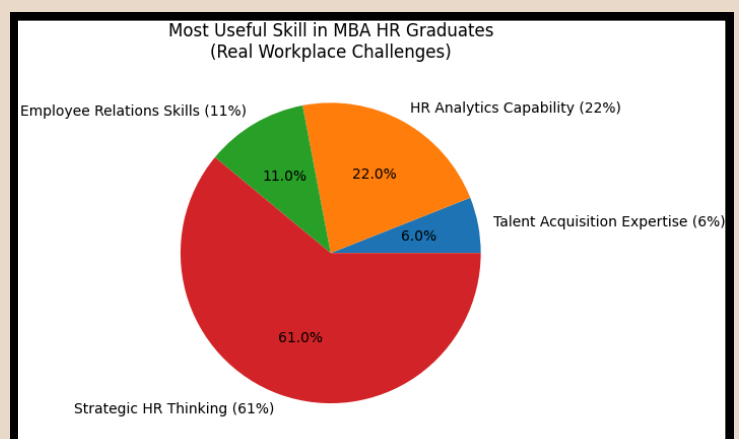
The findings suggest a shift in how HR roles are perceived today. Organizations value HR professionals who can think strategically, align people practices with business goals, and influence long-term organizational success. The dominance of strategic and analytical skills highlights the urgent need for upskilling and reskilling among HR professionals. Traditional HR knowledge is no longer sufficient. Professionals must upskill in areas such as HR analytics tools, digital HR systems, strategic workforce planning, and change management. Reskilling becomes important when HR roles shift from transactional tasks to strategic responsibilities.

As automation handles routine processes, HR professionals must develop higher-order skills like critical thinking, leadership capability, emotional intelligence, and data interpretation. In today's dynamic business environment, continuous learning is not optional—it is a competitive necessity. The chart clearly reflects that future-ready HR professionals must combine strategic vision with analytical expertise to stay relevant and impactful.

The results reveal a clear preference for Strategic HR Thinking, which emerged as the top skill with 61% of the votes. This highlights the growing expectation for HR professionals to move beyond routine operations and actively contribute to business decision-making.

HR Analytics Capability secured 22%, indicating the increasing importance of data-driven insights in workforce planning and performance management. However, analytics is largely seen as an enabler rather than a replacement for strategic judgment.

Employee Relations Skills (11%) and Talent Acquisition Expertise (6%), though essential HR functions, were perceived as more operational in nature compared to strategic competencies.





CAMPUS-TO-CORPORATE

Alumni Success Stories

From Lecture Halls to Boardrooms

Celebrating the inspiring journeys of our alumni who transformed their academic foundations into impactful professional careers.



Dream. Learn. Lead.

Once students in these halls, now leaders across industries.



PRATYAY SENGUPTA, GLOBAL HR SERVICE DELIVERY SPECIALIST, ACCENTURE OPERATIONS (UNITED KINGDOM)

Preparing for HR Internships in a Technology-Driven Era

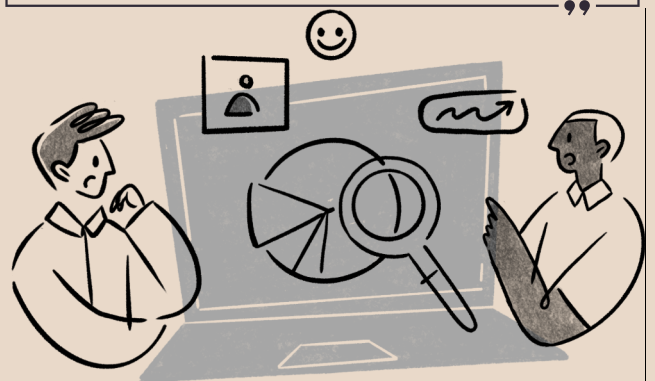
(Bridging Classroom Knowledge with Corporate Reality)

The transition from classroom learning to corporate practice marks a defining milestone for every aspiring HR professional. An internship is no longer just an academic requirement – it is the first meaningful exposure to organisational realities. Today, preparing for an HR internship demands more than interpersonal skills; it requires technological fluency, analytical thinking, and strategic awareness.

Human Resources has evolved into a strategic business partner. Interns now enter workplaces shaped by hybrid models, global talent ecosystems, and a growing focus on diversity, equity, and inclusion. Expectations extend beyond communication and empathy. Organisations assess interns on their ability to interpret workforce analytics, navigate digital HR platforms, and contribute to employee experience initiatives.

Technology is at the centre of this transformation. AI-enabled recruitment tools streamline hiring by automating résumé screening and improving candidate matching. Cloud-based HRIS platforms ensure real-time workforce data, enabling faster and more accurate decisions. Advanced analytics dashboards support evidence-based strategies for attrition management, engagement, and performance tracking. In this landscape, HR is no longer driven by intuition alone – it is guided by data.

“Internships are the bridge between theory and organisational reality.”



Companies like Accenture illustrate this shift clearly. Digital platforms such as Workday and SAP SuccessFactors power their HR operations, while AI tools enhance recruitment efficiency and workforce planning. For aspiring interns this signals a clear direction: generative AI literacy, comfort with cloud systems, analytical capability, and ethical awareness are becoming essential competencies.

“
**SKILLS, STRATEGY &
THE FUTURE OF HR
INTERNSHIPS**
*WHAT TODAY'S ASPIRANTS
MUST KNOW*
”

One of the most significant shifts in hiring is the move toward skills-based evaluation. Organisations increasingly prioritise demonstrated capability over degrees alone. Certifications, live projects, internships, and applied exposure often hold greater weight than academic credentials.



At the same time, demand for power skills — communication, adaptability, collaboration, and problem-solving — continues to rise. Technical expertise may open the door, but emotional intelligence sustains growth within organisations.



For students preparing to enter HR roles, readiness must be holistic. Strengthening core HR foundations — recruitment, employee relations, performance management, and labour laws — remains essential. However, this must be complemented by digital fluency, analytical comfort with tools like Excel or Power BI, and an understanding of change management.

Internships should be approached as professional auditions. Curiosity, proactiveness, and the ability to balance empathy with analytics can distinguish an intern from a candidate. Asking thoughtful questions, seeking feedback, and demonstrating learning agility often matter as much as technical proficiency.

In a technology-driven era, HR is emerging as a hybrid function — where human insight meets digital intelligence. For aspiring professionals, the message is clear: build skills, embrace technology, cultivate emotional intelligence, and stay adaptable.

The future of HR belongs to those who can think strategically, act ethically, and learn continuously.



SOUMI MANNA,
ASSOCIATE CONSULTANT
SAP, ROLLING ARRAYS

BEFORE YOU ENTER CORPORATE JUNGLE: READ THIS FIRST!

“Class to corporate”—I don’t know why this phrase always fascinated me. Maybe because it gave me that Bollywood-level thrill, like finally the time has come to close the books, step out of the classroom, and enter the wild jungle of real work life. But one small suggestion: don’t let that thrill turn into anxiety. Instead, channel all that excitement into performing better—because trust me, nervous energy can either make you shine or make you Google “How to breathe properly” at 2 AM.

Summer internships are not just a fancy line on your resume—they’re often your first real window into the world you want to build for yourself. And if you’re applying on your own, please don’t start shooting applications like arrows in the dark. First, take a moment (maybe several) to understand what you genuinely want to explore. Identify industries, roles, and companies that match your long-term dreams. Relax—you don’t need to have your whole life planned. Just enough clarity so you’re applying smartly, not randomly.

“THE CORPORATE JUNGLE DOESN’T REWARD THE MOST QUALIFIED — IT REWARDS THE MOST ADAPTABLE.”

As companies start knocking on the door, this is your moment to show the best version of yourself. Update your CV and LinkedIn—flex your achievements, highlight your projects, flaunt your certifications, and showcase the skills that make you “you”. A well-written resume will always increase your chances of being shortlisted.

Now comes the fun part—interviews. Let me tell you, they don’t just judge the lines on your CV. They look for clarity, confidence, curiosity, and that spark of a person who’s ready to learn.



PRANAV BHAMBHANIYA
HR OFFICER JYOTHI LABS

BEFORE YOU ENTER CORPORATE JUNGLE: READ THIS FIRST!

Dear Ma'am,

Thank you so much for reaching out. It truly means a lot to be part of the HR Panorama – Alum Talk: Class to Corporate initiative.

If I had to share my perspective on gearing up for internships, I would say this: preparation is less about being perfect and more about being prepared to learn.

Before stepping into the corporate world, students should work on three fundamentals – clarity, confidence, and curiosity.

Clarity about their strengths and career interests helps them ask the right questions. Confidence enables them to take ownership of tasks, even when they feel inexperienced. And curiosity ensures continuous learning beyond what is assigned.

For Gen Z especially, adaptability is the biggest differentiator. Corporates value professionals who are proactive, responsive, and solution oriented.

“
BEFORE STEPPING INTO THE
CORPORATE WORLD,
STUDENTS SHOULD WORK ON
THREE FUNDAMENTALS —
CLARITY, CONFIDENCE, AND
CURIOSITY.
”

My advice would be to treat the internship like a prolonged interview – be punctual, communicate clearly, volunteer for responsibilities, and most importantly, observe. Soft skills like professionalism, time management, and stakeholder communication often create a stronger impression than technical knowledge alone. Every task, even the smallest one, contributes to building credibility.

Lastly, internships are not just about adding a brand name to your resume – they are about building mindset, discipline, and accountability. Go in with humility, absorb as much as possible, build genuine relationships, and always ask for feedback. The right attitude during internship often shapes long-term career direction.

HR EVENTS CATALOGUE



Empowering Talent | Enabling Growth | Inspiring Leadership

Industry Connect Series



Bridging Academia & Industry

HR Skill Development Workshops



Building HR Skills

Campus-to-Corporate Programs



Transition Ready

HR Competitions & Case Challenges



Compete & Innovate

Leadership & Behavioral Science



Future Ready Leaders

Diversity, Equity & Inclusion



Inclusive Workplaces

Industrial Visits & HR Immersion



HR Tech Trends

Alumni Connect & Success Stories



Learn from the Best

HR Conclave & Summit



HR Thought Leaders

★ Where Future HR Leaders Are Built”

From Classroom to Boardroom”

★ Shaping People, Powering Organizations”

Wilton Weaver DEI



The Department of Industrial Relations organized a special session on Diversity and Inclusion in collaboration with Wilton Weaver. The session, titled “The Fabric of Belonging: DEI in Action,” was presented by Ms. Malini. In her address, she explained the meaning of Diversity, Equity, and Inclusion (DEI). She shared insights on how an organization can create an inclusive environment by embracing different cultures, experiences, and perspectives. She emphasized that when people from diverse backgrounds come together, they form a stronger and more united organization. She highlighted that diversity refers to recognizing and respecting differences in background, culture, gender, experiences, and perspectives.

Equity ensures fair opportunities for everyone, while inclusion creates an environment where individuals feel valued, respected, and heard. Ms. Malini also discussed practical strategies implemented at Wilton Weaver to foster an inclusive work environment. According to her, when employees feel a sense of belonging, their confidence, engagement, and productivity significantly improve. The session proved to be highly informative and inspiring for HR students. It enhanced their understanding of workplace inclusivity and provided meaningful insights into modern management practices, making it a valuable learning experience.



Industry Visit - AM/NS India



The industry visit offered valuable insight into how HR functions within a manufacturing environment. It began with a formal orientation and safety induction, where strict compliance measures and a strong safety-first culture were emphasized. This highlighted that discipline and risk prevention are fundamental to operational success.

A corporate presentation outlined the company's vision, global presence, and sustainability commitments, demonstrating alignment between global standards and local execution. During the supervised plant walk-through, students observed key processes such as cold rolling, galvanization, automation systems, and IT-enabled monitoring. The experience showcased how technology and skilled manpower work together to ensure efficiency and precision.

Interactive sessions with HR and Industrial Relations leaders provided understanding of consultant-driven recruitment, structured onboarding, performance metrics, employee engagement initiatives, grievance redressal systems, and preventive IR practices.

Overall, the visit reinforced that HR in manufacturing serves as a strategic partner, integrating safety, compliance, workforce coordination, and structured communication to maintain productivity and industrial harmony.

Industry Visit - Chitale Bandhu Plant, Khed



Students visited the manufacturing facility of Chitale Bandhu at Khed Shivapur to gain practical exposure to food processing operations. During the visit, students observed the production process of the popular snack Bhakarwadi, where the company follows strict hygiene and quality standards in accordance with regulations of the Food and Drug Administration.

A corporate presentation outlined the company's vision, global presence, and sustainability commitments, demonstrating alignment between global standards and local execution. During the supervised plant walk-through, students observed key processes such as cold rolling, galvanization, automation systems, and IT-enabled monitoring. The experience showcased how technology and skilled manpower work together to ensure efficiency and precision.

The HR team also conducted an informative session explaining the company's vision, mission, and people practices. An interesting insight shared was that the organization maintains an attrition rate of below 5%, which reflects strong employee satisfaction. Flexible working hours and supportive leave policies contribute to making the company a comfortable and employee-friendly workplace. Students were also given the opportunity to taste freshly prepared products from the shop floor, which made the experience engaging and memorable. However, due to statutory and hygiene norms, the group was not permitted to visit the dairy-based product manufacturing section. Overall, the visit provided valuable industry exposure and a deeper understanding of large-scale food manufacturing operations.

Industry Visit - Chitale Bandhu Plant, Khed



Students visited the manufacturing facility of Chitale Bandhu at Khed Shivapur to gain practical exposure to food processing operations. During the visit, students observed the production process of the popular snack Bhakarwadi, where the company follows strict hygiene and quality standards in accordance with regulations of the Food and Drug Administration.

A corporate presentation outlined the company's vision, global presence, and sustainability commitments, demonstrating alignment between global standards and local execution. During the supervised plant walk-through, students observed key processes such as cold rolling, galvanization, automation systems, and IT-enabled monitoring. The experience showcased how technology and skilled manpower work together to ensure efficiency and precision.

The HR team also conducted an informative session explaining the company's vision, mission, and people practices. An interesting insight shared was that the organization maintains an attrition rate of below 5%, which reflects strong employee satisfaction. Flexible working hours and supportive leave policies contribute to making the company a comfortable and employee-friendly workplace. Students were also given the opportunity to taste freshly prepared products from the shop floor, which made the experience engaging and memorable. However, due to statutory and hygiene norms, the group was not permitted to visit the dairy-based product manufacturing section. Overall, the visit provided valuable industry exposure and a deeper understanding of large-scale food manufacturing operations.

Experiential Learning

Heartfulness Centre, Panvel



The Experiential Learning Model session, by Mr. Tushar Pradhan, was conducted on 20th February 2026 at the Heartfulness Meditation Centre, Panvel, Navi Mumbai, under the Learning Hub initiative of the HR Department, ITM Business School. The session aimed to provide practical exposure to leadership and self-development concepts through interactive and reflective learning methods.

Key themes discussed included leadership and various leadership styles, the importance of Spiritual Quotient (SQ) in management, teamwork and collaboration, and the role of Heartfulness meditation in enhancing wellness. Mr. Pradhan emphasized that effective leadership begins with self-management, emotional stability, and inner clarity before extending to team alignment and organizational influence.

A guided Heartfulness meditation session was conducted, where students were asked to sit comfortably, close their eyes, relax, and gently focus on the heart without forcing concentration. This practice encouraged natural thought flow, emotional balance, mindfulness, and stress reduction. Students experienced a sense of calmness and improved concentration.

Interactive activities, including a ball coordination exercise, strengthened teamwork, communication, trust-building, and collective responsibility.

The session reinforced that experiential learning is an impactful HR training method that enhances self-awareness, emotional intelligence, collaboration skills, and holistic leadership development, bridging theoretical concepts with real-life managerial application.

CHRO TALK SERIES - CHAI PE CHARCHA

The CHRO Meet, popularly titled “Chai Pe Charcha,” was hosted by Mrs. Pooja Minocha and provided valuable insights into leadership philosophy and workplace culture at Bata. The session was conversational and engaging, allowing students to understand leadership beyond textbooks. Mrs. Minocha emphasized that modern leadership is not about authority alone but about empathy, adaptability, and strong communication. According to her, effective leaders must be approachable, transparent in decision-making, and committed to nurturing talent within the organization. She discussed how Bata fosters a positive and balanced work-life culture. A significant highlight of the discussion was Bata’s innovative workplace initiative where seating arrangements are changed every week. This rotational workspace model encourages cross-functional interaction, reduces departmental silos, and strengthens collaboration among teams.



Mrs. Minocha also spoke about the importance of employee engagement, open dialogue, and trust-building in sustaining long-term organizational growth. She emphasized that when employees feel valued and heard, their productivity and commitment naturally increase.

Overall, the session offered practical exposure to contemporary HR leadership practices. It reinforced that progressive initiatives, inclusive culture, and people-centric leadership are essential in building a dynamic and resilient organization in today’s corporate environment.



Certifications & Workshops



The HR & IR Academy successfully conducted a series of certification programs aimed at enhancing practical HR competencies among students. The certifications covered key areas such as Prevention of Sexual Harassment (POSH), CTC (Cost to Company) Calculation, and Skill Matrix Development, each designed to bridge the gap between academic knowledge and industry expectations.

The POSH certification provided participants with a comprehensive understanding of workplace ethics, legal frameworks, and organizational responsibilities in creating a safe and inclusive work environment. Students gained insights into complaint redressal mechanisms, roles of Internal Committees, and the importance of fostering a culture of respect and sensitivity at the workplace.

The CTC Calculation certification focused on building strong fundamentals in compensation structuring. Participants learned how to break down salary components, understand statutory deductions, and design competitive and compliant salary packages. This session equipped students with practical skills essential for roles in payroll, compensation, and HR operations.

The Skill Matrix certification emphasized workforce planning and competency mapping. Students were trained to identify skill gaps, create structured skill matrices, and align employee capabilities with organizational goals. This module highlighted the importance of data-driven HR practices in improving productivity and talent development.

Overall, these certifications provided a hands-on learning experience, enabling students to develop industry-relevant skills and prepare themselves for dynamic HR roles.

SAP HCM WORKSHOP

Where Future HR Leaders Meet Digital Excellence

In a world where HR is rapidly evolving beyond traditional boundaries, technology is the new backbone of human resource management. The SAP HCM Workshop brought this transformation to life, offering MBA students an immersive dive into the digital side of HR.

From understanding organizational structures to managing employee lifecycles, the session unfolded as a practical gateway into the world of SAP HCM. Students explored key modules such as Personnel Administration, Time Management, and Payroll—gaining a 360-degree view of how modern organizations function seamlessly through integrated systems.

What set the workshop apart was its hands-on learning approach. Rather than just theory, participants actively engaged with the SAP interface, performing real-time HR operations and experiencing the precision and efficiency that technology brings to people management.

◆ Workshop Highlights

- Live demonstration of SAP HCM modules
- Hands-on practice with real-time HR transactions
- Insights into payroll processing & compliance
- Exposure to HR data management systems
- Understanding integration of HR with business strategy

CERTIFICATIONS & WORKSHOP

HR & IR ACADEMY CERTIFICATIONS

	A	B	C	D	E	F	G	H	I
21	K	EPF Admin Charges	0.5% of EPF wage (min as per EPFO)	Provision in CTC. Employer only.					
22	L	ESIC - Employer	3.25% of ESIC wages	Count only for eligible employees; included in CTC. Eligibility: employee gross wages > ₹21,000/- month (₹25,000/- for persons with disability).					
23	M	ESIC - Employee (deduction)	0.75% of ESIC wages	Eligibility as above. Deduct from employee earnings (not an employer cost).					
24	N	Gratuity (provision)	4.81% of (Basic+DA) as monthly provision	Add to CTC as provision. Law pays 15/26 = last drawn (Basic+DA) * years on exit. 4.81% is a provisioning heuristic.					
25	O	Statutory Bonus (provision)	Commonly 8.33% of statutory bonus wage (or as policy)	Many salaried employees above ceiling are ineligible. Payable 8.33%-20% where eligible; calc base = ₹7,000/- or minimum wage (whichever higher); eligibility ceiling ₹21,000/- (Basic+DA). Example: Maharashtra - men > ₹10,000/- : ₹200/- pm, ₹300/- pm in Feb. women > ₹25,000/- : ₹200/- pm (₹300/- in Feb).					

Sl. No.	Skill Area	Required Level	Employee 1	Employee 2	Employee 3	Employee 4
1	Recruitment and Selection	Advanced	✓	✓	-	-
2	Onboarding	Intermediate	✓	-	✓	✓
3	Employee Relations	Basic	-	✓	✓	-
4	Performance Management	Intermediate	✓	✓	-	✓
5	Compensation and Benefits	Advanced	-	✓	✓	-
6	HR Information Systems (HRIS)	Intermediate	✓	-	✓	✓
7	Compliance and Labour Laws	Intermediate	✓	✓	✓	-

Sl. No.	NAME	QUALIFICATION	Date of joining	DESIGNATION	Basic Technical knowledge		CAD				CAM (CNC manufacturing) knowledge				Conventional machining knowledge				Others				
					Manufacturing of parts using CAD	Assembly of parts using CAD	Auto CAD	Unigraphics	CAD, TeraCAD	Corel Draw	Basic CNC	Advanced CNC	Basic CNC operations	Advanced CNC operations	Job setting on VMC	Job Setting on HMC	CNC manual Programming	Manual lathe operation	Manual lathe Machine	High speed lathe operation	Conventional lathe operations	Surface Grinding	Surface Grinding Machine
1	Mr. Sandeep	SSLC	0	10-10-2001	Sr. Supervisor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Mr. Nitish	SSLC	1	10-10-2002	Supervisor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Mr. Vimal	SSLC	8	09-10-2002	Supervisor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	Mr. Ritesh	PUC	1	09-10-2002	Supervisor	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	Mr. Krishna	SSLC	0	06-09-2004	Tn. Technical Assistant	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	Mr. Veeresh	PUC	0	05-10-2004	Technical Assistant	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

SAP HCM WORKSHOP (TECHNORIYA)

