

Performance Management System (PMS)

Date: 11th & 12th January 2015 No. of Days 2 Time from 10.00am to 5.00pm

Name of Workshop: Performance Management System (PMS)

Event Coordinator: Dr Seema Sant

Name of Guests/ Dignitaries/ Ind. Expert_: Mr Ashish Chaurasia: DGM Corporate HR Reliance Ltd

Participants: MMS & PGDM SEM IV (HR) 22 Students

Aims & Objectives : •Providing an Industry experience & hands on training on Performance management system, this is not a part of College academics.

•Hands on training on Implementation of PMS right from Goal Setting stage to Year End evaluation, Moderation, Training Need Analysis.

•Basic expertise to independently handle Performance management system in an organization using complex process of Balance Score Cards & tools of normalization such as Bell curve.

•Only theoretical Knowledge of PMS without Practical implementation of PMS is like a Pilot without requisite flying hours.

Outcome: Employability benefit to the HR student

•Of the different profiles available as a choice for HR professional, PMS administrator are considered to be niche skills in HR domain.

•HR professional having expertise in PMS are difficult to find in market.

•Survey says that HR MBA fresher's CV having PMS expertise gets attention from large Corporate & MNC for interview call.

•HR MBA fresher's having hands on training in PMS have better probability of getting selected in interview & better compensation as compared to HR generalist & recruiters

HR Excel Module

Date: 21 & 22 feb 2015 No. of Days 2 Time From 10.00am to 5.00pm

Name of Workshop: HR Excel Module

Event Coordinator: Dr Seema Sant

Name of Guests/ Dignitaries/ Ind. Expert_: Mr Ashish Chaurasia: DGM Corporate HR Reliance Ltd

Participants: MMS & PGDM SEM IV (HR) 17 Students

Aims & Objectives: • Objective of conducting a 2 days Hands on Training program on MS - Excel for HR specialization students is as follows:

- 80% of HR work in an HR Field such as Recruitment, PMS, C&B, Training & Development, HR Engagement initiatives, HR Budgets etc, makes use of MS-Excel as Platform.
- Training Program will focus exclusive on needs of HR Specialization from Industry aspect with case studies.
- HR Analytics is today's Corporate happens on MS Excel.
- HR Analytics can be performed using other platforms such as SAS, SPSS, etc but rarely are these available in an Industry & hence what remains in MS Excel
- MS Excel can help HR Professional to reach highest level of Professional Excellence.
- This training Program will ensure students of Vivekanand to compete with their counter parts in TISS , XLRI, IIM's where MS Excel for HR specialization is given high importance

Outcome: Employability benefit to the HR student

Employability benefit to the HR student?

- Of the different profiles available as a choice for HR professional, PMS administrator, C &B administrator, HR Analytics are considered to be niche skills in HR domain.
- These Skills cannot be performed without a thorough knowledge of MS Excel in HR Domain.
- As per various Surveys' MS Excel, PPT & Word are looked upon as basic requisite for HR Fresher's.
- HR Professionals having hands on training in HR Specialized MS Excel have fast track career Path due to Improved Efficiency.



Advance Excel Training for HR specialization

Date: 18th October 2015

No. of Days 1

Time From 9.30.am to 5.30pm

Name of Workshop: **Advance Excel Training for HR specialization**

Event Coordinator: Dr Seema Sant

Name of Guests/ Dignitaries/ Ind. Expert_: Mr Ashish Chaurasia: DGM Corporate HR Reliance Ltd

Participants: MMS & PGDM SEM III (HR) 7 Students

Aims & Objectives : • Objective of conducting a 1 days Hands On Training program on MS - Excel for HR specialization students is as follows:

- 80% of HR work in an HR Field such as Recruitment, PMS, C&B, Training & Development, HR Engagement initiatives, HR Budgets etc, makes use of MS-Excel as Platform.
- Training Program will focus exclusive on needs of HR Specialization from Industry aspect with case studies.
- HR Analytics is today's Corporate happens on MS Excel.
- HR Analytics can be performed using other platforms such as SAS, SPSS, etc but rarely are these available in an Industry & hence what remains in MS Excel
- MS Excel can help HR Professional to reach highest level of Professional Excellence.
- This training Program will ensure students of Vivekanand to compete with their counter parts in TISS , XLRI, IIM's where MS Excel for HR specialization is given high importance

Outcome:Employability benefit to the HR student
Employability benefit to the HR student?

- These Skills cannot be performed without a thorough knowledge of MS Excel in HR Domain.
- As per various Surveys' MS Excel, PPT & Word are looked upon as basic requisite for HR Fresher's.
- HR Professionals having hands on training in HR Specialized MS Excel have fast track career Path due to Improved Efficiency.



Workshop on Performance Management System (PMS) Hands on Training

Date: 17th & 18th September 2016 (Two Days) Timing: 10.00 to 5.00

Venue: B 501 (Harvard Classroom)

No of students: 07

Objective of the program: Objective of conducting a Workshop on Performance management system to HR students is as follows:

- Providing an Industry experience & hands on training on Performance management system, this is not a part of College academics.
- Hands on training on Implementation of PMS right from Goal Setting stage to Year End evaluation, Moderation, Training Need Analysis.
- Basic expertise to independently handle Performance management system in an organization using complex process of Balance Score Cards & tools of normalization such as Bell curve.



ERP-HR training

ERP-HR training conducted at RCF, Mumbai from 9th – 11th Jan 2017 VESIM participated in the training which included six students from MMS - ,five students from PGDM-BA and two faculty members.

Objectives: To provide the students hands on exposure to ERP HR Module with a view to make them proficient End Users. The participants shall be able to understand the complex architecture of the module and also shall be able to generate information from the system. The participant shall get enabled to exploit the powers of ERP from day one of their career in the Corporate World

Topics Covered: Project Planning, Business Blue Print Preparation, Data migration from legacy system to ERP system, ERP Architecture, DBMS system, Overview of ERP System, Overview of ERP HR. Hands on exposure to various HR sub modules including Recruitment, Life Cycle activities of Employees, Maintaining Organograms, Performance Management System, Time Management, Payroll processing, Learning and Development, Travel Management, Accessing Personnel File of Employee, Generating Queries, Firing Standard Reports, Manager's HR Dashboard, Employees' HR Dashboard

Outcomes: Students were allowed to dabble with the SAP tool which has familiarized them with the interface. This will help them in future to save the time spent in getting used to the software environment.

Booklet of information was shared in which all the demonstrations done in class (Training) and all the presentations used. In addition to the SAP sessions, they also had a light session on stress relieving and mind stilling techniques. This session aptly placed after the lunch hour served to break the monotony of the technical sessions and helped us concentrate better. They were also taught some very useful techniques to be more positive, to focus better and hence to perform better in both our personal and professional lives.

