



PROSPECTUS

ACADEMIC YEAR 2024-25

Department of

**HUMAN RESOURCE
DEVELOPMENT**

VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT

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ABOUT DEPARTMENT

The Department of Human Resources Development is an elevation of the "Social Studies Cell" that was established in the academic year 1978-79. The main objective of this department is to carry out teaching in the context of social change.

The Department started the Master of Labour Welfare Programme in 1987 and the Master of Human Resource Development in the year 1995. The students who have passed out from the Department with the degree of MA (HRD) or M.LW. are all well-placed in reputed organizations. A Master Degree course: MA in Human Resource Management and Labour Relations has been launched in 2015. Over and above, students are registered under the external mode and there is a provision for the intake of foreign students. The Department introduces new courses and revises existing courses as per the changing needs of the industry.

A Center for Human Development Studies is also set up in the Department to study issues pertaining to various aspects of Human Development. The Department undertakes research-based projects from Government as well as from the corporates.

VISION:

To be the Institution of choice for those committed to building the future through quality education.

MISSION:

To advance world-class human resource practices and build a culture of growth to attract, nurture and develop top talent.



OUR CORE VALUES & THEMES

HRD and Organizational Learning, which explores:

- HR strategy and business partnership
- Organizational learning and knowledge management
- Change and organizational development
- Training development and evolution
- Management Learning, which focuses on: Leadership
- Development and Management development

Themes

Values

- Student-Centred
- Professional Development and Scholarship
- Competence
- Integrity and Ethics
- Innovation and Flexibility
- Quality Enhancement
- Teamwork and Collaboration
- Leadership Development
- Diversity and Pluralism
- Openness, Transparency and Trust



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Message From The Head

It is my pleasure to welcome all those who aspire to make their career in the field of HR & labour welfare. The programs offered by the department are unique in the entire region. These programmes cater to the need of HR professionals in one of the fastest-growing regions of the country. In this fast-changing era, the industry requires not only competent but also an updated professional. The courses are structured in collaboration and consultation with HR experts from the industry.

The Department of Human Resource Development is successfully running three professional master degree programmes. The programmes are Master of Arts-Human Resource Development (MA-HRD), Master of Labour Welfare (MLW) and Master of Arts-Human Resource Management & Labour Relations (MA-HRM & LR). All these three programmes are recognized and widely accepted by the industry. After successful completion of the programme, the students are getting employment in various sectors not only in the south Gujarat region from Bharuch to Vapi but also anyone in the world.

Businesses require to be equipped with efficient human resources to have a competitive advantage. The students of the department are in huge demand by the industry to help the business to attract and retain the best talent. The HR department is the most important department to run a successful business. The students are groomed in the department to work closely as strategic partners to help businesses to deal with challenges.

The department believes in developing strong learning culture as well as developing them as competent HR professionals. We welcome students who are prepared to work for longer hours and ready to take the challenges who have an aptitude for hard and focused work and those who see them as future HR professionals.

We are happy to provide a great and exciting time at the Department of Human Resource Development and wish you your success.

Dr. Digvijaysinh G. Thakore
Professor & Head



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POST GRADUATE PROGRAMMES

- M.A. (HRD) (Master of Arts in Human Resource Development)
- M.L.W. (Master Of Labour Welfare)
- M.A. (HRM & LR) (Master Of Arts In Human Resource Management And Labour Relations)

Total Seats: 75 for MA(HRD) Programme

38 for MLW Programme

38 + 10 sponsored candidates from industry or organisation.

Industry Sponsored candidates should have minimum 5 years of experience to take admission in MA(HRM & LR) Programme.

Eligibility: Any graduate from a recognized University.

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Selection: Admission to MA (HRD), MLW and MA in (HRM & LR) Programme.

The candidate should submit an online application for admission in the prescribed form, attached with the prospectus, duly filled in within the stipulated period with all necessary documents. The candidate will have to present the following documents at the time of counselling.

- Bachelor's degree mark-sheet
- Caste certificate [if applicable]
- Non-creamy layer certificate [if applicable]
- For physically handicapped students a certificate from the civil surgeon is required.
- Students from other Universities are required to submit a provisional eligibility certificate upon getting admission. Without the submission of the certificate, admission will not be confirmed.
- Students are required to submit the application form in the prescribed format. Application form can be Apply from the website (www.vnsgu.ac.in) of the university. Filled up application form along with necessary documents should be submitted with processing fees.

Medium of Instruction: English

Reservation of Seats: Reservation as per Government norms.

Fees Structure: Fees for MA (HRD)/MLW programme is Rs. 20000/- per semester plus University Registration Fees Rs. 1935/- Students are required to pay the fees fixed by the University.

Fees for MA (HRM & LR) are Rs. 20000/- per semester plus University fees. Fees for foreign students is US \$1000 per semester plus University Registration Fees.

Duration of the Programme: The MA (HRD), MLW and MA in HRM (HRM & LR) courses are two-year full time Post Graduate Degree courses leading to the Master's Degree.



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COURSE CURRICULUM

MASTERS OF ARTS IN HUMAN RESOURCE DEVELOPMENT- M.A (H.R.D.)

Semester - I	Semester - II
<ul style="list-style-type: none"> • HR-C-01 - Fundamentals of Psychology • HR-C-02 - Applied Economics • HR-C-03 - Industrial Sociology • HR-C-04 - Human Resource Management • HR-C-05 - Principles of Management • HR-C-06 - Research Methodology 	<ul style="list-style-type: none"> • HR-C-07 - Industrial Psychology • HR-C-08 - Labour Economics • HR-C-09 -Social Processes and Behavior Issues • HR-C-10 - Organizational Development • HR-C-11 - Human Resource Development • HR-C-12 - Applied Statistics
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • HR-ECT-01 - Business Communication • HR-ECT-02 - Management and Financial Accounting 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • HR-ECT-01 - Business Law • HR-ECT-02 - Office Management • HR-ECT-03 - Legal Framework Surrounding CSR

Semester - III	Semester - IV
<ul style="list-style-type: none"> • HR-C-13 - Human Resource Information & Control System • HR-C-14 - Economics of Human Resources • HR-C-15 - Labour Legislation - I • HR-C-16 - Industrial Relations • HR-C-17 Global Human Resource Management • HR-C-18 - Human Development and Human Rights 	<ul style="list-style-type: none"> • HR-C-19 - Emerging Trends in HR • HR-C-20 - Labour Legislation - II • HR-C-21 - Compensation Management • HR-C-22 - Strategic Human Resource Management • HR-C-23 - Project Work
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • HR-ECT-01 - HRD in Service Sector • HR-ECT-02 - Law and Economics • HR-ECT-03 - Designing Effective CSR Strategy 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • HR-ECT-01 - Data Mining • HR-ECT-02 - Total Quality Management • HR-ECT-03 - CSR Management and Sustainability Accounting

Career Opportunity: Human Resource Manager, Human Resource Generalist, Human Resource Director, Human Resource Assistant, Teaching & Research, Business Analyst, HR Project Manager, Talent Acquisition Specialist, HR & Business Consultant.



COURSE CURRICULUM

MASTER OF LABOUR WELFARE- (MLW)

Semester - I	Semester - II
<ul style="list-style-type: none"> • LW-C-01 - Fundamentals of Psychology • LW -C-02 - Applied Economics • LW -C-03 - Principles of Management • LW -C-04 - Human Resource Management • LW -C-05 – Labour Laws-I • LW -C-06 - Research Methodology & Labour Statistics 	<ul style="list-style-type: none"> • LW -C-07 – Organisational Psychology • LW -C-08 - Labour Economics • LW -C-09 -Social Processes and Behavior Issues • LW -C-10 – Industrial Relations • LW -C-11 – Labour Laws II • LW -C-12 – Organisational Development
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW -ECT-01 - Business Communication • LW -ECT-02 – Financial Cost Accounting • LW -ECT-03 Computer Application 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW -ECT-01 – Knowledge Management • LW -ECT-02 – Legal Framework Surrounding CSR • LW -C-03 - Industrial Sociology

Semester - III	Semester - IV
<ul style="list-style-type: none"> • LW-C-13 - Human Resource Development • LW-C-14 - Business Laws • LW-C-15 - Human Resource Management II • LW-C-16 - Performance Management and Talent Management • LW-C-17 - Interpersonal Conflict and Managing Stress • LW-C-18 - Labour Laws III 	<ul style="list-style-type: none"> • LW-C-19 - Labour Welfare and Social Security • LW-C-20 - Compensation Management • LW-C-21 - Strategic HRM • LW-C-22 – Corporate Leadership • LW-C-23 - Project Work
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW-ECT-01 - HRD in Service Sector • LW-ECT-02 - Industrial Safety • LW-ECT-03 - Designing Effective CSR Strategy 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW-ECT-01 - Training and Development • LW-ECT-02 – Emerging Trends in HRM • LW-ECT-03 - CSR Management and Sustainability Accounting

Career Opportunity: Human Resource Manager, Human Resource Generalist, Human Resource Director, Human Resource Assistant, Teaching & Research, Business Analyst, HR Project Manager, Talent Acquisition Specialist, HR & Business Consultant, Labour & IR Officer.



COURSE CURRICULUM

MASTERS OF ARTS IN HUMAN RESOURCE MANAGEMENT & LABOUR RELATIONS- M.A. (HRM & LR)

Semester - I	Semester - II
<ul style="list-style-type: none"> • LW-C-01 - Fundamentals of Psychology • LW -C-02 - Applied Economics • LW -C-03 - Principles of Management • LW -C-04 - Human Resource Management • LW -C-05 – Labour Laws-I • LW -C-06 - Research Methodology & Labour Statistics 	<ul style="list-style-type: none"> • LW -C-07 – Organisational Psychology • LW -C-08 - Labour Economics • LW -C-09 -Social Processes and Behavior Issues • LW -C-10 – Industrial Relations • LW -C-11 – Labour Laws II • LW -C-12 – Organisational Development
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW -ECT-01 - Business Communication • LW -ECT-02 – Financial Cost Accounting • LW -ECT-03 Computer Application 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW -ECT-01 – Knowledge Management • LW -ECT-02 – Legal Framework Surrounding CSR • LW -C-03 - Industrial Sociology
Semester - III	Semester - IV
<ul style="list-style-type: none"> • LW-C-13 - Human Resource Development • LW-C-14 - Business Laws • LW-C-15 - Human Resource Management II • LW-C-16 - Performance Management and Talent Management • LW-C-17 - Interpersonal Conflict and Managing Stress • LW-C-18 - Labour Laws III 	<ul style="list-style-type: none"> • LW-C-19 - Labour Welfare and Social Security • LW-C-20 - Compensation Management • LW-C-21 - Strategic HRM • LW-C-22 – Corporate Leadership • LW-C-23 - Project Work
<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW-ECT-01 - HRD in Service Sector • LW-ECT-02 - Industrial Safety • LW-ECT-03 - Designing Effective CSR Strategy 	<p><i>Any one of the following:</i></p> <ul style="list-style-type: none"> • LW-ECT-01 - Training and Development • LW-ECT-02 – Emerging Trends in HRM • LW-ECT-03 - CSR Management and Sustainability Accounting

Career Opportunity: Human Resource Manager, Human Resource Generalist, Human Resource Director, Human Resource Assistant, Teaching & Research, Business Analyst, HR Project Manager, Talent Acquisition Specialist, HR & Business Consultant, Labour & IR Officer.



POST GRADUATE DIPLOMA PROGRAMMES

Post-Graduate Diploma In Research Methodology (Regular) (GIA)

Eligibility and Admission:

Any graduate from a recognised university will be eligible for admission to the diploma course. A person who is already enrolled for any other course in the university will also be eligible to get admission to this course. A person who is working in any research institute, NGO or in any organisation will also be considered for admission.

Total Seats: 38 (Regular)
38 (External)

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Medium of instruction: English

Duration: One year consisting of two semesters. Students are required to submit application form in prescribed format. Application form can be applied from the website (www.vnsgu.ac.in) of the university. Filled up application form along with necessary documents should be submitted with processing fees.

Semester - I	Semester - II
<ul style="list-style-type: none">• 101 Research Process & Philosophical Foundations• 102 Statistical Methods• 103 Survey Methods• 104 Qualitative Research• 105 Indian Statistics	<ul style="list-style-type: none">• Dissertation/Project report• Viva-voce

Career Opportunity: Teaching & Research, Business and Data Analyst, Project Manager, Business Consultant, Human Resources Manager, Human Resources Generalist, Human Resources Director, Human Resources Assistant, Talent Acquisition Specialist, HR & Business Consultant.



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POST GRADUATE DIPLOMA PROGRAMMES

Post-Graduate Diploma in Human Resource Management (Regular)

Objectives:

This One year Post Graduate Diploma In Human Resource Management is designed to

- To make students aware of the real needs of the fastest growing and changing HR environment.
- To provide an opportunity to study to those who are working in HR field but do not possess a professional qualification.
- To provide an opportunity to study to those who want to make a career in HR field.
- To cater for the need for HR Qualified person for the industries in South Gujarat. While offering this program. A perfect balance is maintained between intellectual stimulation, practical application and theoretical studies.

Total Seats: 38

Course duration: One year consisting of two semesters

Eligibility Criteria: Any graduate from a recognized University.

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Assessment: The Degree will be awarded on the basis of the Performance of students in Internal and External Examinations. Students can write tests/semester examinations/assignments in the English language.

Programme Structure: This programme will be 1 year (two Semester) programme. The Course structure will be as follows:

Semester - I	Semester - II
<ul style="list-style-type: none">• PGDHRM-01 Human Resource Management• PGDHRM-02 Organisational Behaviour• PGDHRM-03 Organisational Development• PGDHRM-04 Labour Laws• PGDHRM-05 Industrial Relations	<ul style="list-style-type: none">• PGDHRM-06 Project report• PGDHRM-07 Viva-voce

Career Opportunity: Human Resource Manager, Human Resource Generalist, Human Resource Director and Human Resource Assistant, Teaching & Research, Business Analyst, Project Manager, Talent Acquisition Specialist, HR & Business Consultant.



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POST GRADUATE DIPLOMA PROGRAMMES

Post-Graduate Diploma In Corporate Social Responsibility (Regular)

Objectives: One year Post Graduate Diploma in Corporate Social Responsibility is focused on providing knowledge regarding responsibilities of the corporate sector towards society and the environment. This course focuses on CSR programmes designing evaluating and monitoring. The programme also makes students aware of the legal aspects of CSR implications.

Total Seats: 38

Course duration: One year consisting of two semesters.

Eligibility criteria: Any graduate from a recognized University.

Merit list for the admission will be prepared on the basis of marks obtained in graduation.

Assessment: The Degree will be awarded on the basis of the performance of students in the Internal and External Examination. Students can write tests/semester examinations/assignments in the English language.

Programme Structure: This programme will be 1 year (two semesters) programme. The Course structure will be as follows.

Project and dissertation Work: The students will have to undergo in semester II, one-month project training in any establishment and will have to prepare a project report on the same.

Medium of Instruction: English

Semester - I	Semester - II
<ul style="list-style-type: none">• PGDCSR.01 Corporate Social Responsibility (CSR)• PGDCSR02 Legal Framework surrounding CSR• PGDCSR-03 Designing effective CSR strategy• PGDCSR-04 CSR Management and Sustainability Accounting• PGDCSR-05 CSR: Business model for development• PGDCSR-06 Social Research	<ul style="list-style-type: none">• PGDCSR-06 Project report• PGDCSR-07 Viva-voce

Career Opportunity: Teaching & Research, Project Manager, CSR Manager, Consultant, CSR Director, Program Officer, CSR Executive, Community Liaison Officer, Sustainability Manager



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Ph. D. Doctor of Philosophy

The students who have completed post-graduation in Social Sciences can pursue research work in the Department for the award of Doctor of Philosophy. The department encourages research in areas of Human Resource Development, Human Resource Management, Personnel Management, Labour and Industrial Relations and related areas in HR. The students can also pursue research in any other areas in consultation with the supervisor.

Admission: The Students will get admission as per the V.N.S.G. University rules and regulations.

The department has an excellent environment for undertaking research. The department has started a 'Working Paper' series to disseminate the research work done by the research scholars and faculty. The students can have access to a computer laboratory, electronic journals and departmental library.



Research And Industry Interface Cell

The department has launched two different Cells in the year 2016. These are:

- 1. Training and Development Cell**
- 2. Corporate Social Responsibility (CSR) Cell**

Training and Development Cell

Objectives

- To organize workshops, conferences and seminars with joint participation of the Department and the industries.
- To involve experts from industries in curriculum development as per the global competency requirement.
- To provide professional consultancy by the faculty members.
- To arrange carrying out project works in industries under the joint guidance of the faculty members and experts from industries.
- To conduct soft skills training programmes for industries.

Corporate Social Responsibility (CSR) Cell

Objectives

- To establish a research-based Institute/Cell to assist corporates and other organizations in Corporate Social Responsibility (CSR).
- Building a bridge and rapport between industry and academic interface and providing practical exposure to students in the ground of CSR.
- Provide CSR consultancy services to corporates and non-corporate sectors.
- Assisting corporates to make CSR policy, design CSR activities, the process of implementation and framing CSR monitoring mechanism.
- To provide awareness on CSR and its legal requirements and other training on international standards on CSR like ISO 26000 on Social Responsibility.
- Baseline Survey/Need Assessment and Social Impact Evaluation on CSR. Mapping community needs to company resources and interest and making suggestions and recommendations for CSR programs.
- Conducting CSR related Seminars/Conferences/Expert talks from the industry.



Faculty Profile



Dr. Digvijaysinh G. Thakore

**MPA. Ph.D. (HRD)
Professor & Head**

Ph.D. Degree in the subject area of Human Resource Development and Master Degree in Public Administration, Diploma in IR & PM from Indian School of Labour Education. Having 23 years of teaching experience as faculty of Human Resource Development with specialization of Human Resource Management, Organisational Behaviour, Training and Development.

Published research papers in journals and presented research papers in National and International Conferences. Invited as Resource person/Session chair in the technical session of conferences and seminars, workshops. Six scholars have completed Ph.D. and five are pursuing their doctoral research under his guidance. Conducted many research studies in the area of Human Resource Development and Corporate Social Responsibility. Currently Member of various cells/committee like Internal Quality Assurance Cell (IQAC), College Development Council, Women Development Cell, Indian Society for Training and Development (ISTD) and University Publications Committee.

Ph.D, MBA (Gold Medal), LLB, MA(Clinical Psychology), Post Graduate Diploma in Research Methodology, HRM and Business Analytics from IIT-Kharagpur.

Authored 9 books and presented and published over 108 research papers at conferences and refereed journals. Conducted over 60 workshops and completed four sponsored research projects. Received awards for Best Doctoral Research and Best Paper Awards. His interests include Strategic HRM, Research Methodology, Quantitative Analysis, Cognitive Science, Neuromarketing, and Behavioral Science.



Dr. Bhavesh Vanparia

Assistant Professor & Coordinator

Faculty Profile



Dr. Minasree Saikia

Assistant Professor & Coordinator

Ph.D. in Sociology with a specialization in Corporate Social Responsibility from The M. S. University of Baroda and Master's Degree in Sociology. Has experience in CSR, ISO/CSR audits, certifications, and training programs. Has presented research papers and published in renowned journals, focusing on Sociology, Industrial Sociology, Legal CSR, CSR Strategy, Corporate Sustainability, Employee Welfare, and Social Security.

Qualification: Master Of Human Resource Development, Currently pursuing her Ph.D in H.R.D

Teaching Experience: 7 Years



Mrs. Firuzi Bhathena
Teaching Assistant



Ms. Henal Parikh
Teaching Assistant

Qualification: Masters of Human Resource Development. P. G Diploma in Research Methodology and Currently pursuing her Ph.D in H.R.D

Teaching Experience: 5 Years

Qualification: M.A in Human Resource Management and Labour Relations, P.G Diploma in Corporate Social Responsibility and P.G Diploma in Research Methodology.

Teaching Experience: 1 Year



Ms. Akshata Jain
Teaching Assistant & Placement Officer



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FACULTIES

VISITING FACULTIES

ADV. MAYANK MEHTA

ADV. HEMANT DESAI

ANIRUDH MAHESHWARI

DR. DHAVAL PANDYA

DR. RADHA VYAS

BHAUTIK SHETH

DR. NEHA RAVAL

KHYATI BHATT

DIPALI PATEL



INFRASTRUCTURE

Library

The Department has a library with a vast collection of books, journals, magazines, international reports, educational CDs, DVDs, and newspapers covering various subjects. It also subscribes to major newspapers. The library features a computer desk with two PCs and broadband internet connection, a comfortable reading and research environment, and a well-furnished reading room surrounded by nature.



Conference Room

The Department has a conference room to accommodate around 50 participants. The conference room is equipped with a LCD projector, a flat-screen TV, and multimedia devices and is air-conditioned. Students, teachers and experts from different areas regularly use conference room for meetings, discussions and deliberations. It is even used by students and faculties during activities like group discussion, meetings, mock interviews and viva.



INFRASTRUCTURE

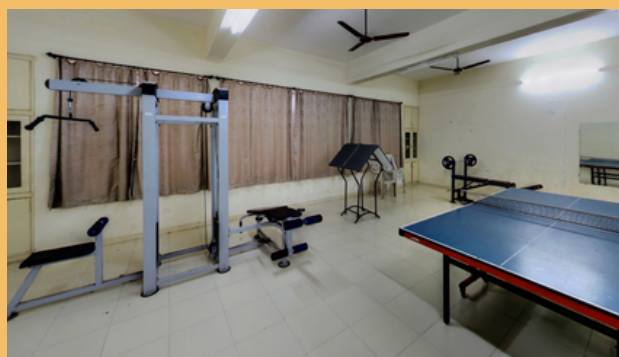
Seminar Halls

The Department has two seminar halls which can accommodate 300 and 100 students respectively. Both halls are equipped with a LCD projector, well versed sound systems, white boards, multimedia devices, cushioned chairs and is air-conditioned. Both the halls are regularly used for conducting various seminars, workshops, competitions, festival celebrations and guest lectures. Various faculty development programs are also organized here.



Activity Room

“All work and no play makes Tom a dull boy”. An activity center is set up in the Department in order to allow students to rejuvenate themselves by participating in sports and cultural activities. The activity center has facilities like gym, table tennis, carrom, chess and it has equipments for outdoor games like cricket, football, volley ball etc. Inter-class sports tournament is organised once a year.



INFRASTRUCTURE

Computer Laboratories

The Department has two air-conditioned computer laboratories with 30 computers in each laboratory. All these computers are equipped with the latest license as well as open-source software for data processing, data analysis and documentation. The computers have an sound internet connection and access to e-journals subscribed by University. The students use the laboratories for learning, preparing project reports & documentation. There is a dedicated server room with two IBM X-series servers with a high storage capacity.



Class Rooms

There are nine spacious classrooms with a capacity of 100 students in each classroom. All classes are highly ventilated, luminous and equipped with PC, LCD Projector, sound system. Typically, the day at the Department starts at 9:00 AM and students of various Master Degree Programmes and Post Graduate Courses occupy these classes.



LEARNING THROUGH INTERACTION

INSIGHTFUL SEMINARS

PROACTIVE I.R



Dr. Pankaj Chavda conducted a session on Industrial Relations on 23 December, 2023, discussing the nature of grievances, industrial disputes, collective bargaining, discipline, and disciplinary actions. The session covered grievance handling, industrial disputes, collective bargaining, wage settlement, and indiscipline, providing participants with a holistic view of managing industrial relations and understanding the principles of natural justice.

IMPACT OF T&D AND KEY ASSESSMENT



Mr. Bhaskar Patil discussed the definition, necessity, objectives, and types of Training and Development. It detailed the process, including stages like Training Need Identification, Planning Learning, and Driving Learning. The assessment of Training Effectiveness and its impact were also discussed. Mr. Hardik Jariwala from Aarti Drugs highlighted the importance of Learning and Development in nurturing a strong talent pipeline.

LEARNING THROUGH INTERACTION

O.D INTERVENTION FOR CAPABILITY ENHANCEMENT



The session on Organization Development Intervention on August 12th, 2023, led by Mr. Hemant Bahura, provided a comprehensive understanding of OD's foundations in psychology, culture, innovation, social sciences, HRM, and change management. The session connected OD to tangible outcomes like market share, profits, morale, and cultural values, fostering intellectual growth and practical application of OD principles.

H.R BUSINESS PARTNER- OPPORTUNITIES AND CHALLENGES



The session on August 5, 2023, discussing the role of HR Business Partners. Speaker Dr. Rajiv Shah discussed the importance of HR in business, the evolution of the HR profession, and the specialized expertise required for these roles. The session also discussed current HR trends for 2023 and the advantages of adopting HR 5.0. Participants gained a comprehensive understanding of HR Business Partnering opportunities and challenges.

LEARNING THROUGH INTERACTION

EFFECTIVE ENGLISH COMMUNICATION



Mr. Sunil Shah, Head of the English Department, VNSGU, led a seminar on improving English speaking skills. He discussed the challenges of learning a new language, and the importance of English in the corporate world. Mr. Shah suggested engaging with various English mediums like movies, books, and newspapers to start the learning journey. He also emphasized the role of vocabulary in language learning and provided steps to enhance a more effective grasp of English.

LEARNING THROUGH INTERACTION

VALUE ADDING WORKSHOPS

THE NEW LABOUR CODE



The 5-day workshop on "The New Labor Code" from 8th January 2024 to 12th January 2024, led by Mr. Sohail Sawani. The workshop focused on the compliance of labour laws with the latest amendments, which are converted into CODES. The workshop provided an insightful exploration of various aspects of labor laws and practices in India, including wages, industrial relations, safety, welfare, and social security. The workshop covered topics such as Minimum Wages Act, Payment of Bonus Act, Payment of Gratuity Act, Gujarat Labor Welfare Fund, ESI Act, EPF & MP Act, Social Security Agreements, Factory Act, updates to Gujarat Shops & Establishment Act, Apprenticeship Act, and the Code on Wages.

The concluding day explored the Code on Occupational Safety, Health, and Working Conditions, 2020, Contract Labour Management System, Interstate Migrant Workers, and Industrial Relations Code, 2020. The workshop provided insights into negotiating with unions, Worker's Re-skilling Fund, and the Code on Social Security, 2020.



LEARNING THROUGH INTERACTION

S.P.S.S. WORKSHOP



Organized a six Days Workshop on SPSS from 24th to 29th July 2023. The experts were Dr. Neha Raval, Dr. Gaurang Rami, Dr. Ushma Desai and Dr. Radha Vyas from different institutes.

It was an interactive and hands-on session. Essential subjects covered in the workshop included Types of Data, Data Entry into SPSS, Correlation, Regression, t-test, ANOVA, and Factor Analysis. The conversation revolved around these principles of statistical analysis. Through the use of these statistical tests, the participants were given full guidance through these topics, acquiring a solid comprehension of each subject and learning how to use data analysis practically. The goal of the workshop was to give participants the information and abilities needed for efficient data analysis. All things considered; it was a rewarding event that gave participants insightful knowledge about statistical methods.

LEARNING THROUGH INTERACTION

ORGANISATIONAL DEVELOPMENT WORKSHOP



The three-days workshop on Organisational Development, hosted by Mr. Ojas Bhatt, started on 4/4/2023. Through interactive activities and games, students delved into crucial concepts like the meaning and significance of OD, diagnosing problem areas, identifying levels for OD implementation, and exploring Cummings and Worley's 18 interventions.

Mr. Ojas Bhatt underscored the importance of recognizing pain areas and managing resistance to change, highlighting the pivotal role of designing and implementing OD interventions in the overall process. Additionally, participants gained insights into diverse techniques for evaluating OD interventions. The workshop's focus on activity-based learning made the experience enriching, fostering a deeper understanding of Organisational Development among the students.

LEARNING THROUGH INTERACTION

WORK WITH EXCEL



The 2-day workshop on the topic of “Work with Excel” on 16th & 17th January’23 for MA(HRM&LR)/MLW students and on 27th January’23-Friday for MA(HRD) students. The workshop was conducted by Dr. Bhavesh Vanpariya. Workshop was initiated with an introductory overview of the practical applications of Microsoft Excel. The workshop was thoughtfully structured into two sessions for focused learning:

Session 1 delved into the intricacies of Pivot Tables, providing participants with a comprehensive understanding of this powerful Excel feature.

Session 2 covered essential functions such as SUM, PRODUCT, AND (True/False), OR (True/False), and IF (True/False), offering practical insights into their application.

Concluding the workshop, Dr. Vanparia elucidated the relevance of Microsoft Excel in the field of HR, demonstrating how these skills are instrumental for professionals in human resources.

EXTRA CURRICULUM ACTIVITIES

SPORTS DAY



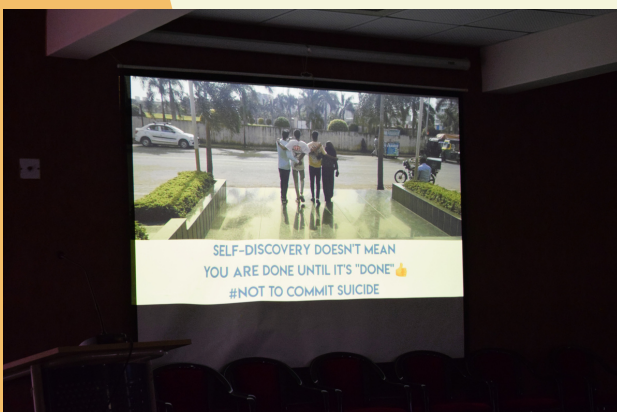
Sports day was organised from 18/01/24 to 19/01/24. The sports activities were cricket, badminton, sack race, seven stones, volley ball, three-legs, chess, and carom. Students and teachers participated in different activities and collectively enjoyed every activities.

NAVRATRI CELEBRATION



Navratri celebration and garba competition was organised on October 17, 2023. Students participated actively, earning awards like best-dressed and top performer. The Department successfully planned the event, enhancing the atmosphere. The prize-distribution event followed, recognizing achievements in various categories.

SHORT FILM MAKING COMPETITION



Short Film Making competition was organised on September 1, 2023, featuring five creative groups. The films covered various themes, including Lifestyle Disease, Self-Discovery, True Reflection-LGBTQ+, and Team Work. Winners were honored in categories like Best Actor Male, Best Actor Female, Best Post Production, and Best Short-Film Making.

EXTRA CURRICULUM ACTIVITIES

ELOCUTION COMPETITION



Elocution competition was organised on August 4, 2023, where participants discussed various topics, including the impact of OTT platforms on entertainment, smartphone use in e-training, and workplace dynamics. Winners received certificates, and the event was praised for its success.

ORIENTATION



On June 22, 2023, orientation session was held for new enrolled students of MA(HRD), MA(HRM&LR), and MLW programs. The Head of the Department provided students with information about the Department, programs, and placement opportunities. They were also informed about the examination system and assessment criteria. The session concluded with a tour of the Department's facilities.

FAREWELL



Farewell was organised for final year students on March 24, 2023, where the Head of the Department and faculty members wished them well for their future. Students expressed gratitude through songs and poetry, and a delectable lunch was served, fostering a warm atmosphere.



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EXTRA CURRICULUM ACTIVITIES

BEST OUT OF WASTE



On December 16, 2022, Best out of Waste competition was held where students created decorative items from discarded materials like fruit peels, plastic bottles, and old T-shirts. The winners were announced immediately, showcasing their artistic talents and emphasizing the importance of recycling and sustainability.

ADANI PORT VISIT



Organized an industrial visit to Adani Port and Adani Wilmar Ltd. plant from December 13th to 15th, 2022. The educational excursion provided students with insights into port management and oil refining and packing procedures. Special sessions by Senior-Manager HR provided a comprehensive understanding of HRM functions.

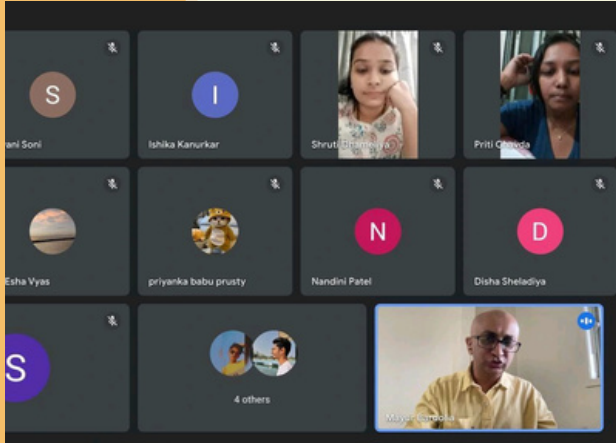
POSTER MAKING COMPETITION



Poster Making Competition organised on July 30, 2022, focusing on various contemporary topics like Digital Empowerment, HR Gamification, and Mental Wellness. Participants showcased their artistic skills and raised awareness, with winners recognizing outstanding interpretations. The event was a vibrant platform for student creativity.

PLACEMENT ACTIVITIES

MASTERCLASS- FRESHERS INTERVIEW BLUEPRINT



Masterclass on 'The Freshers Interview Blueprint from Interview to Offer' for MA-HRD, MLW, and MA-HRM & LR last year students, led by former placement officer Mr. Mayur Bardoia. The class covered common interview questions, preparation tips, stress handling, company knowledge, accomplishments, hobbies, teamwork, conflict resolution, and complaints. Students learned how to address mistakes, receive positive feedback, discuss motivations, handle salary expectations, and showcase uniqueness.

R.I.S.E.



Hosted an event introducing IVIPANAN, a program focusing on Real-world Internship for Skill Enhancement (RISE). The event highlighted the interconnectedness of HR and Digital Marketing fields, emphasizing the importance of RISE in bridging theoretical knowledge with practical application. The event provided a comprehensive guide for students interested in joining RISE and its educational benefits and MoU was signed.

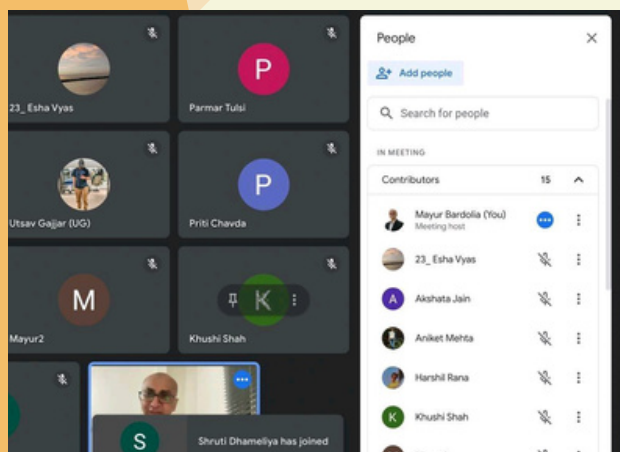


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PLACEMENT ACTIVITIES

MASTERCLASS- EMAIL ETIQUETS



Masterclass on effective email communication, led by former Placement Officer Mr. Mayur Bardolia. The session focused on the layout and subject focus of emails, emphasizing the importance of a well-crafted Subject Line, avoiding common salutation errors, and understanding the audience. It also stressed the importance of brevity, proofreading, and follow-ups in effective communication. The interactive session provided practical examples, emphasizing the irreversible nature of emails and the critical role of learning in communication.

FORMATION OF PLACEMENT COMMITTEE



On August 5, 2023, conducted interviews for the establishment of the Placement Committee, led by Placement Officer Ms. Akshata Jain. Placement officer along with faculty members Mrs. Firuzi Bhathena and Ms. Henal Parikh, conducted the interviews, with over 30 students participating. The interview focused on exploring the candidates' strengths, weaknesses, opportunities, and threats. Additionally, students were questioned about how they envisioned contributing to the placement committee.

PLACEMENT ACTIVITIES

MOCK INTERVIEWS



Mock interviews were organised for final year students to face themselves for actual job interviews. External members were also involved in interview panel along with the internal faculties. The panel resolved their shortcomings and loopholes and gave various suggestions at the same. This activity helped students to increase their confidence for facing interviews.

PROFESSIONAL SKILLS



Hosted a session on "Professional Skills" on December 17, 2022, focusing on "Soft Skills and Hard Skills." The session discussed essential skills for individual development, including public speaking, flexibility, teamwork, communication, time management, leadership, and personal skills. Ms. Smita highlighted the importance of soft skills as personality traits, social competencies, and knowledge for effective interpersonal activities and task performance. The event aimed to equip students with a comprehensive understanding of professional skills.

PLACEMENT ACTIVITIES

JOURNEY TO PROFESSIONAL DEVELOPMENT



On December 10, 2022, Organized a session on "Journey to Professional Development" featuring Smita Paramguru. The session, attended by students from various programs, discussed the impact of behavior patterns on professional impressions. The speaker provided valuable insights on professional behavior tips, emphasizing the importance of business and in-person etiquettes for success in the professional world.

OUR RECRUITERS

- **Aarti Industries, Vapi**
- **Adani Pvt. Ltd.– Total Gas, Ahmedabad**
- **Aditya Birla Group.**
- **Al Mawaid Al Saifiya, Surat**
- **Anubhav Technology, Surat**
- **Arcelor Mittal Nippon Steel India (Essar), Hazira**
- **Arkray Healthcare, Sachin**
- **Bankers Heart Institute**
- **Bhakhari Tradelink, Sachin**
- **Bigsca Technologies Pvt. Ltd., Surat**
- **Damani mart (D'mart)**
- **DCM Shriram Ltd., Jhagadia**
- **G.N.F.C, Bharuch**
- **Harshal Electrical Pvt. Ltd., Udhana**
- **Jay Bhagwan Group (JBG) Organisation, Surat**
- **Jinam fabrics, Sahara Darwaja**
- **Kaapro management Solutions.**
- **Kiran Gems, Surat**
- **Krishak Bharti Co. Ltd. (KRIBHCO), Hazira**
- **La Net Software solutions pvt ltd., Surat**
- **Larsen & Toubro Limited(L & T), Hazira**
- **Macleods Pharmaceutical Ltd., Athwa, Surat**
- **Mastermind Consultancy, Bamroli Rd., Surat**
- **NJ Group, Surat**
- **Reliance Industries, Hazira**
- **Reliance Industries, Jamnagar**
- **Reliance JIO, Surat**
- **RSM Astute Consultancy, Surat**
- **Sahajanand Technologies, Surat**
- **Shell, Hazira**
- **Shott Amusement Ltd.**
- **Shree Ramkrishna Exports (SRK) exports, Sachin**
- **Significant Infotech, Lal Darwaja Station Rd., Surat**
- **Silicon Brain Technologies Pvt Ltd, Surat**
- **SISA group, Pandesara, Surat**
- **SNF Flopam, Gandhidham**
- **Solex Energy Ltd.**
- **Sun Shine Global Hospital**
- **Torrent Power, Kamrej**



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