











**Agenda for BOS meeting on 06-04-2019**  
**Human Resource Management**

1. Address by the Chairman
2. Introduction of new Members
3. Reporting of minutes of the last meeting
4. Revised syllabus of MHRM for 2019 – Reporting of approval status
5. Result analysis
6. Placement analysis
7. Panel of examiners – addition or deletion if any in the existing list
8. Consideration of NAAC criterion (copy attached)
9. Other items admitted by the Chair

Meeting of the Board of Studies in **Human Resource Management** held at Rajagiri College of Social Sciences (Autonomous), Valley Campus, Kakkanad at 11.00 AM on 6<sup>th</sup> April 2019 (Saturday).

**Members Present**

1	Dr. Manoj Mathew	Chairman	
2	Dr. Imran Ahmed Khan		
3	Dr. Jayasri Indiran		
4	Dr. Jessy Fenn		Leave
5	Mr. Manoj Menon		 6/4/19
6	Mr. Shelly Jose		 6/4/19
7	Ms. Jaya Jacob Alexander		
8	Mr. Mahesh Chandrasekhar		
9	Dr. Sebastian Rupert Mampilly		Leave
10	Mr. Isaac Varghese		
11	Dr. Biju Varkkey		
12	Dr. Zakkariya K A		Leave
13	Dr. Prakash Pillai R		

BOS Meeting: 01/2019

06 April, 2019

**MINUTES OF THE MEETING OF THE BOARD OF STUDIES IN HUMAN RESOURCE MANAGEMENT (HRM) HELD AT RAJAGIRI COLLEGE OF SOCIAL SCIENCES (AUTONOMOUS), KAKKANAD CAMPUS ON SATURDAY, 06<sup>th</sup> April 2019 at 11.00 a.m.**

**Members Present:**

- |                             |                        |
|-----------------------------|------------------------|
| 1. Dr. Manoj Mathew.        | (Chairman)             |
| 2. Dr. Biju Varkkey         | Member (through skype) |
| 3. Dr. Prakash Pillai R.    | (-do-)                 |
| 4. Ms. Jaya Jacob Alexander | (-do-)                 |
| 5. Mr. Mahesh Chandrasekhar | (-do-)                 |
| 6. Dr. Manoj Menon          | (-do-)                 |
| 7. Mr. Shelly Jose          | (-do-)                 |
| 8. Dr. Imran Ahmed Khan     | (-do-)                 |
| 9. Dr. Jayasri Indiran      | (-do-)                 |
| 10. Mr. Isaac Varghese      | (-do-)                 |

**Leave of Absence:**

- |                                   |          |
|-----------------------------------|----------|
| 11. Dr. Sebastian Rupert Mampilly | (Member) |
| 12. Dr. Zakkariya K.A.            | (-do-)   |
| 13. Dr. Jessy Fenn                | (-do-)   |

The second meeting of the reconstituted Board of Studies in HRM, commenced at 11.00 a.m. at the RSOM board room. The meeting was conducted based on a pre-circulated agenda.

**The items of the agenda included:**

- I. Approval of the minutes of the meeting held on 17.11.2018
- II. Briefing on the syllabus presented to the previous BOS, and submitted to MG University for approval on 31.08.2018
- III. Review of Examination results
  - a. Semester 3 (2017 - 19 batch)
  - b. Semester 1 (2018-20 batch).
- IV. Review of placement process for 2017-19 batch.
- V. Review of Summer internship process for 2018-20 batch
- VI. Additions, if any, in the panel of Examiners already presented in the previous BOS for the academic year 2018-19
- VII. NAAC criterion I to VII – Curricular aspects – curricular design and development – regarding
  - a. Mapping existing courses on the basis of focus on building skill
  - b. Discussion on offering value-added courses
- VIII. Subject oriented training/workshop/seminars for teachers

IX. Other items suggested by honourable members and admitted by Chair

**Proceedings of the Meeting**

- I. The Chairman welcomed the members of the Board and briefed the agenda for the meeting. Chairman presented a gist of the discussions and deliberations that were held and the proposals made by the Board in its previous meeting. The actions taken on the basis of these recommendations were reported to the Board:

1. Recommended to provide the students with labour law related documented cases to enrich their understanding of IR in the emerging business environment.

Faculty members were advised to include more labour law cases in class room discussion with the current batch. Value-added course on labour law is proposed for the current (2018-20) and coming batches.

2. Members discussed about the growing attention given to CSR by corporate houses and the opportunities it offers to MHRM students and suggested to give additional inputs both theoretical and practical to all HR students.

Value-added course on CSR to be offered to the current (2018-20) and coming batches

3. Recommended to explore opportunities whereby faculty members can have more intense interphase with industry through conferences, live problem centric studies etc.

Discussed with Principal and in principle approval obtained. Operational modality is to be finalised for the academic year 2019-20 during Bodhi meeting.

4. Suggested to organize periodic knowledge sharing session with HR practitioners and alumni to enrich students and faculty.

Discussed with Principal and in principle approval obtained. Operational modality is to be finalised for the academic year 2019-20 during Bodhi meeting.

5. Recommended to organise fraternity meet for the practicing HR professionals of Cochin by inviting expert practitioners to deliberate on cutting edge HR practices

Hosted Rajagiri HR Fraternity Meet on campus in collaboration with NIPM Kerala Chapter. 75 senior HR professionals from 47 Companies participated in the event. Mr. Siddiqui, Executive Advisor, Maruti Suzuki India Ltd was the chief guest on the occasion. He spoke on "Building HR capability for the new work place" on 18 Dec 2018. Session was well appreciated by the participants.



## II. Briefing on the syllabus presented to the previous BOS, and submitted to MG University for approval on 31.08.2018

As per the initial communication received from the Expert committee of MG University, the proposed MHRM syllabus and scheme is to be modified to grading system instead of existing mark system since the University follows the grading system for evaluation of PG courses. The official communication regarding the same is expected very soon.

## III. Review of Examinations result: Oct - Nov 2018

Result of the examinations conducted in Oct 2018 for 1st and Nov 2018 for 3rd Semesters were reviewed. The members expressed their appreciation for the excellent academic performance of students.

Programme	Sem	No. of Candidates Appeared	Final Pass	Final Pass %	First Class with Distinction	First Class	Second Class	Failed
MHRM 2017-19	I	47	42	89%	2%	85%	2%	11%
	II	47	42	89%	4%	83%	2%	11%
	III	47	44	94%	2%	91%	0%	6%
MHRM 2018-20	I	35	22	63%	6%	54%	3%	37%

## IV. Review of placement statistics for 2017-19 batch

The placement statistics (process is still going on) of the batch was discussed in detail to understand the quality and quantity of campus placements and also to suggest areas of improvement for the next batch of students.

HR recruitment 2016-18	
TOTAL STRENGTH	47
PLACED	11
NOT PLACED	23
OPT OUT	4
CONDITIONAL OPT OUT	6
INACTIVE	2
DISCONTINUED	1
HIGHEST CTC	16.05
LOWEST CTC	3.3
AVERAGE CTC	5.8
MEDIAN CTC	6
TOTAL NO. OF COMPANIES	29
CORE HR COMPANIES	11

## V. Review of summer internship statistics for 2018 -20 batch

The 2018-20 batch was able to achieve reasonably good summer internship opportunities in terms of the company and internship profile offered.

Summer Internship 2018-20 Batch MHRM Batch	
Total Number of Students	36
Number of companies visited campus and offered HR internship	18
Number of students placed through campus	16
Number of students opted out of campus internship programme	20
Number of stipendiary internship	2
Average stipend	5000
Companies Visited	
Allianz Cornhill Information Services, Apollo Tyres, Aster DM, CGH Earth, Courtyard Marriott, Eben Telecom, Electro Group, FullContact, Future Group, HML, IBS, IREL, Landmark Group, Schneider Electric, Synthite, VKL spices, Wabco, Yum! Brands	

## VI. Additions to the panel of Examiners already presented in the previous academic year.

No additional members were added to the existing panel of Examiners in Board of Examiners

## VII. NAAC criterion I – VII Curricular aspects – curricular design and development

**Mapping existing courses on the basis of focus on building skill**

The matter was discussed in detail and the various courses were mapped against appropriate skill sets students will acquire after completion of the course.

List attached as Annexure 1

**Discussion on offering value-added courses**

The proposal was discussed in details and members recommended to offer value-added courses (Annexure 2) to make the MHRM programme more relevant and contemporary. Members opined that the value-added courses may be categorized into two – one focusing on personal growth and the other, functional development of students. It was further suggested to explore the possibility of associating with national or international agencies (such as International Coach Federation, Ministry of Corporate Affairs etc) for certification of these courses wherever appropriate. Certification is intended to enhance quality of placements for students to more prominent multi-national corporations. Regarding the modality of implementation of value-added course, the following suggestions were made by members:

- ✓ Each academic year a minimum of two such courses may be offered.
- ✓ Each student may opt for atleast one course.
- ✓ Cost of the externally certified program shall be borne by respective students.

**VIII. Subject oriented training/workshop/seminars for teachers**

Members had suggested to organize FDP/workshop/seminars for faculty members to enhance subject matter expertise and to be abreast of the latest development in subject area from both theoretical and practical perspective.

**IX. The following additional recommendations were made at the BOS meeting:**

- ✓ HR fraternity meet may be conducted minimum twice a year. One such meeting shall be organized as a conference
- ✓ For future meetings of Board of Studies, members who may be constrained to travel shall be encouraged to participate through Skype or similar virtual assistance.
- ✓ The meeting concluded at 1.10 p.m. with vote of thanks by Chairman to all members.

  
Manoj Mathew, Ph.D.  
Chairman