

MINUTES OF THE BOS (Human Resource Management)

HELD ON 12th JULY 2019

Members present

Sr.	Description	Name	Designation / Organization
01	Chairperson	Ms. Yestrela Vaz	LF HRM IIMP
02	Members	Dr. Pallavi Sajanapwar	Dy. Director IIMP
		Dr. Gayatri Kulkarni	Faculty HRM IIMP
03	Subject Experts from outside Parent University	Dr. Aruna Deshpande	Associate Professor, Alkesh Dinesh Mody Institute for Financial and Management Studies, Mumbai
		Mr. Sudharam Deshpande	Director, GPT – HR/Payroll, Talent Product Development, ADP
04	Expert – to be nominated by VC /Pro VC SPPU	Mr. Atul Nevase	Program Manager – Skills transformation, Shadow Board, Tech Mahindra
05	Alumnus to be nominated by Director	Mr. Sudeep Sharma	Chief Manager, HR Business Partner, IMCD N.V.
06	Member – Secretary*	Dr. Abhijit Chandratreya	Asst. Director IIMP

The following members sought leave of absence

S	Name	Designation	Category
1.	Dr. Sulabha Waghmare	Faculty IIMP	Member
2.	Mr. Sadashib Padhee	Vice President Corp. HR & IT, Kirloskar Pneumatic Company Ltd.	Member

AGENDA

Date: 12.07.2019

Time: 11.00 am to 1.00 pm

Location:

Indira Institute of Management, Pune

- 1. Welcome Note by Chairperson BOS – Prof. Yestrela Vaz**
- 2. Brief about Indira Institute of Management, Pune and its Autonomous Status
by Dr. Pandit Mali, Director, IIMP**
- 3. Introduction of the BOS members by Prof. Yestrela Vaz**
- 4. Discussion on the structure and subjects proposed for the first year.**
- 5. Discussion on the detailed syllabi**
- 6. Any other pertinent issue (confidential or otherwise)**
- 7. Comments and Announcements (if any)**
- 8. Adjournment (followed by lunch)**

Next meeting date: To be decided before adjournment

Item No. 1 (12.07.2019) : Welcome Note

Ms. Yestrela Vaz welcomed all members of the BOS in Human Resource Management constituted as per the guidelines of UGC for autonomous Institutes and approved by SPPU.

Item No. 2 (12.07.2019) Brief on IIMP and autonomous status

Dr. Pandit Mali, Director IIMP then briefed the members about IGI and IIMP. He explained to the members as to why IIMP had decided to apply for autonomous status from UGC. He informed the members that it is academic autonomy. He explained that by being autonomous, IIMP will be able to credit the students for all inputs which till now was not being reflected on their mark sheets.

Item No. 3 (12.07.2019)

Ms. Yestrela Vaz then introduced the members of the BOS in Human Resource Management and thanked them for sparing their valuable time for attending the meeting and requested everyone to contribute wholeheartedly

Item No. 4 (12.07.2019): Discussion on the structure and subjects proposed for the first year.

Ms. Yestrela Vaz then informed the members that there will be a discussion on the structure for the MBA course and subjects proposed for the first year for Human Resource Management Specialization and requested the members to give their valuable inputs and finally approve the structure and subjects.

Proposed by : Ms. Yestrela Vaz

Seconded by : Dr. Pallavi Sajanapwar

Discussion: The members suggested the following changes / additions to the common subjects:

1. The members suggested that a subject like Talent Management be included
2. There should be topics like Visualization.
3. Conflict Management should be included but as a core subject in the third semester
4. Topics like compensation and negotiation management, Learning and Development, Employee engagement, employee value proposition etc. should be included as these are the current needs in the HR department of any organization
5. The members suggested that something like Mind Mapping should be introduced at the time of Induction.
6. All members were of the view that MIS subject should be removed
7. Based discussions, the structure and subjects were approved

Resolution No. 1 (12.07.2019): Resolved that Ms. Yestrela Vaz will look into the suggestions offered by the members and how best it can be incorporated into the subjects.

Item No. 5 (12.07.2019): To consider the detailed syllabus

Ms. Yestrela Vaz requested the members to go through the detailed syllabus for the first year and specifically for the marketing management specialization and suggest changes or approval.

Discussion: The members suggested introduction of the following into the syllabus

1. Compensation management, emerging international trends be included
2. Cross culture and diversity to be included
3. A chapter on Company Law / Shop and Establishment Act should be included.
4. HR Analytics plays a major role and this to be included
5. L & D can be elective
6. Posh and Disability Act to be included
7. Conventional L&D is no more in use. All training is through various platforms. So, types of platforms should be known to the students (E-Learning)

8. Topics like experiential learning, assessment centers, development centers, should be included.
9. How to measure impact of Learning and Development and then aligning of training with the actual needs.
10. Conflict and Negotiation Management should be a core subject and assessment can be scenario based.
11. Topics like hiring matrix, disruptive hiring techniques, applicant tracking, BOTS in the first stage of hiring process should be known to the students.
12. Some other topics suggested by the members – Techniques of engagement, best practices, OD interventions, benchmarking processes, GPTW etc. should also be included.
13. Based the discussions, the syllabus was approved

Resolution No. 2 (12.07.2019): Resolved that Mr. Ms. Yestrela Vaz will look into the suggestions offered by the members and how best it can be incorporated into the syllabus.

Item No. 6 (12.07.2019): Discussion on any other pertinent issue (confidential or otherwise)

- i. Ms. Yestrela Vaz requested the members to give suggestions on the examination and evaluation pattern that needs to be followed.

Discussion

All members suggested that pen and paper and practical (field work, viva-voce etc.) should be the method of examining and evaluating the students.

Resolution 3 (12.07.2019): It was resolved that Ms. Yestrela Vaz will consider the suggestions and work out how to incorporate them into the examination and evaluation system.

Item No. 7 (12.07.2019): Comments and Announcements (if any)

There were no announcements

Item No. 8 (12.07.2019) Adjournment

As there was no other topics brought to the table, Ms. Yestrela Vaz proposed that the meeting be adjourned

Proposed by : Ms. Yestrela Vaz

Seconded by : Dr. Gayatri Kulkarni

Ms. Yestrela Vaz then gave the Vote of Thanks. She thanked the members for attending the meeting and giving good insights for the functioning of the Institute under Autonomy.

=====OO=====

MINUTES OF THE BOS (Human Resource Management)

HELD ON 29.11.2019

Members present

Sr.	Description	Name	Designation / Organization
01	Chairperson	Ms. Yestrela Vaz	LF HRM IIMP
02	Members	Dr. Pallavi Sajanapwar	Dy. Director IIMP
		Dr. Gayatri Kulkarni	Faculty HRM IIMP
		Dr. Sulbha Waghmare	Faculty HRM IIMP
03	Subject Experts from outside Parent University	Dr. Aruna Deshpande	Associate Professor, Alkesh Dinesh Mody Institute for Financial and Management Studies, Mumbai
04	Expert – to be nominated by VC /Pro VC SPPU	Mr. Atul Nevase	Program Manager – Skills transformation, Shadow Board, Tech Mahindra
05	Alumnus to be nominated by Director	Mr. Sudeep Sharma	Chief Manager, HR Business Partner, IMCD N.V.
06	Member – Secretary*	Dr. Abhijit Chandratreya	Asst. Director IIMP

The following members sought leave of absence

S	Name	Designation	Category
3.	Mr. Sudeep Sharma	Chief Manager, HR Business Partner, IMCD N.V.	Member
4.	Mr. Sadashib Padhee	Vice President Corp. HR & IT, Kirloskar Pneumatic Company Ltd.	Member

AGENDA

Date: 29.11.2019

Time: 11.00 am to 1.00 pm

Location:

Indira Institute of Management, Pune

- 1. Welcome Note by Chairperson BOS – Prof. Yestrela Vaz**
- 2. Reading and approving MOM of last meeting**
- 3. Discussion on the detailed syllabi for the second year MBA course**
- 4. Any other pertinent issue (confidential or otherwise)**
- 5. Comments and Announcements (if any)**
- 6. Adjournment (followed by lunch)**

Next meeting date: To be decided before adjournment

Item No. 1 (29.11.2019) : Welcome Note

Ms. Yestrela Vaz welcomed all members of the BOS in Human Resource Management for the second meeting of the BOS (HRM) constituted as per the guidelines of UGC for autonomous Institutes and approved by SPPU.

Item No. 2 (29.11.2019) Reading and approving MOM of last meeting

Prof. Yestrela Vaz then read out the minutes of the last BOS meeting and informed the members that IIMP has accommodated most of the suggestions given and requested that the members approve of the minutes

Proposed by : Prof. Yestrela Vaz

Seconded by : Dr. Pallavi Sajanapwar

Resolution 1 (29.11.2019): Resolved that the minutes of last BOS meeting are approved as it is.

Item No. 3 (28.11.2019) Discussion on the detailed syllabi for the second year MBA course including major / minor specialization

Prof. Yestrela Vaz then informed the members that there will be a discussion on the syllabi of the third and fourth semester. She also informed that there will be discussion on the major and minor subjects to be offered to the students during the second year.

Dr. Pallavi Sajanapwar requested the members to go through the major / minor subjects being offered and approve of them. She also requested the members to pay particular attention to the COs of each subject and see that whether the units are in line with them.

Discussion

1. Changes suggested by the members were incorporated into the syllabus.
2. Members suggested that more cases should be discussed in the class room
3. Members suggested that the specialization electives should be project based.

Prof. Yestrela Vaz assured the members that the suggestions will be included as far as possible. Based on the discussion, the members approved the syllabus

Resolution 2 (29.11.2019) Resolved that the syllabus and major and minor subjects for the second year of Human Resource Management Specialization is approved.

Item No. 4 (28.11.2019): Discussion on any other pertinent issue (confidential or otherwise)

Prof. Yestrela Vaz informed the members that Mr. Sudharm Deshpande has informed that he will not be able to attend the BOS meetings and requested the members to suggest few names.

Item No. 5 (29.11.2019): Comments and Announcements (if any)

There were no announcements

Item No. 6 (29.11.2019) Adjournment

As there was no other topics brought to the table, Prof. Yestrela Vaz proposed that the meeting be adjourned

Proposed by : Prof. Yestrela Vaz

Seconded by : Dr. Pallavi Sajanapwar

She then gave the Vote of Thanks. She thanked the members for attending the meeting and giving valuable inputs

=====OO=====