

## **MINUTES OF THE MBA-HRM ADVISORY BOARD MEETING HELD ON 07.10.2023.**

**Venue:** Board Room **Time:** 10:00 - 01:00 pm

**Date:** 07<sup>th</sup> October 2023

Meeting called by: Prof. Shruthi J Mayur, Chairperson, MBA-HRM.

### **Members Present:**

Mr. Yogi Sriram

Ms. Dedeepya Ajith John

Ms. Shraddhanjali Rao

Ms. Sunita Rebecca Cherian

Prof. Durga Prasad                      Director-in-charge

Prof. Tathagata Ghosh                Associate Dean-Academics

Prof. Shruthi J Mayur                Program Chair

Prof. Rahul Sukumaran              Program Co-Chair

Prof. Srinivasan Tatachari        Area Chair - HROBC

Prof. Rajiv Shah                      PGP Chair

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After the initial introductory remarks, Program chair, Prof. Shruthi J Mayur, set the context for the meeting. The board members Mr. Yogi Sriram, Ms. Dedeepya Ajith John, Ms. Shraddhanjali & Ms. Sunita Rebecca Cherian joined the meeting virtually. Prof. Shruthi informed the Board Members that Mr. D N Prasad has stepped down from the Advisory board due to his personal commitments. Prof. Durga Prasad briefly explained to the members about some of the events that had taken place since the last meeting in August 2022. Introduction of UG Programs like, 4 years BBA program in MAHE Bangalore campus, IPM Program in Manipal. Hence planning to change the Mission of TAPMI Mission "To Excel in Post-Graduate Management Education, Research and Practice" as "Excel in Management Education, Research and Practice". He also mentioned the discussions with AMBA & AACSB. AACSB has clearly stated that the mission should be aligned with both programs. Ms. Sunita Cherian & Mr. Yogi Sriram suggested analyzing the mission statement of other top management institutes in India to help in formulating the mission statement. Prof. Durga Prasad informed the members the mission will be renamed only after taking consent from the stakeholders, alumni, student forum & industry. Prof. Durga Prasad also gave a brief view of the admissions into different programs including MBA-HRM program. He gave an in-depth description of the program structure of the BBA Honors & IPM programs being offered at Bangalore & TAPMI respectively. He also gave a detailed presentation on NIRF 2023 ranking and presented the institute's performance in NIRF ranking over last three years. He presented data on the various rankings by different agencies such

as QS Ranking, IIRF, Business Today, Careers 360 ranking etc. He presented the faculty publications in ABDC journals by TAPMI faculty members from 2011-12 till 2023-24 (till September 2023). Prof. Durga Prasad updated the board members of the placements and SEVA Projects, and status of executive education at TAPMI. He concluded his presentation with Journey forward and Vision 2030 opportunities and challenges.

Mr. D N Prasad joined the meeting virtually to thank the members. Prof Shruthi, Prof. Durga Prasad and other members thanked him for his great support and contributions in the past few years.

Prof. Shruthi presented about the placement update of MBA-HRM batch, internships, SHRM certifications. She gave details regarding the placement figures, recruiters and profiles offered for the graduating batch and its comparison with previous batch to show the improvement. Mr. Yogi questioned the difference/Change in perception after merging with MAHE University. Prof. Shruthi replied to the query that the University will not interfere with TAPMI curriculum. Prof. Rahul explained the increase in admission application numbers after merger. Ms. Dedeepya John asked about how students are being addressed about Analytics & Digital combination courses. Prof. Shruthi informed the members the course on analytics and digital transformation has a balanced blend of theory and practical elements being delivered by faculty and industry experts. Mr. Yogi advised to focus on specific domains and build a brand in that specific domain which supplies good talent to the industry and depending on the interest of the students, they could have major and explore to the area in terms of pedagogy. Prof. Shruthi gave an update on internships offered in this which gives an opportunity in placements as well. Ms. Dedeepya suggested to look for the skills that companies are looking for when the companies coming for Internship/placement and to incorporate the same in the existing curriculum. Ms. Sunita advised to change the perception if the companies are looking for the same roles from different institutions. Mr. Yogi and Ms. Dedeepya gave the opinion to invite PSU companies (eg. Oil companies) for placement/Internships. Mr. Yogi said to check on the MBA recruitment through some common test for shortlisting the students for PSUs. Prof Shruthi gave a brief description of live projects carried out by HRM students. Mr. Yogi suggested a few interesting areas for live projects (ex. Gig workers, Contract labors etc). Ms. Shraddhanjali suggested to understand the live projects more in depth to expose students in HR/labor code. Ms. Sunita suggested to have live projects in ESG (Environmental, Social and Governance) area, especially those that are socially relevant. Mr. Yogi advised to have a Professor of Practice for HRM Program.

Prof. Shruthi gave updates about the Industry Interactions and explained the skill development and career support being given to the students by Kubos Consulting and Career carve. She also gave an update on SHRM certification by both first- and second-year students of HRM Program. Prof. Shruthi Mayur described the changes made (courses and electives added) in HRM program for 2022-24 batch. She informed the members of the actions taken based on inputs given in the previous meeting. She gave an overview of the MBA-HRM batch 2023-25. She also gave a brief to the members about NBA Accreditation applied for HRM program.

Open discussion: Key objectives for AY 2023-24 was taken up for discussion.

*How to improve visibility of HRM program and get better admissions:* Ms. Suneetha suggested to differentiate TAPMIs placement perception by becoming a niche for specific roles and how to filter the number of admission applications. For the query raised by a member, Prof. Shruthi provided a detailed explanation about the admission process followed for the selection of HRM students. Ms. Shraddhanjali suggested creating awareness of the HRM Program through social media, branding, etc. for increasing the number of placements.

There being no other matter to discuss, Prof. Shruthi thanked the HRM Advisory board members for their suggestions and concluded the meeting.

Sd/-

Prof. Shruthi J Mayur  
Program Chair – MBA-HRM