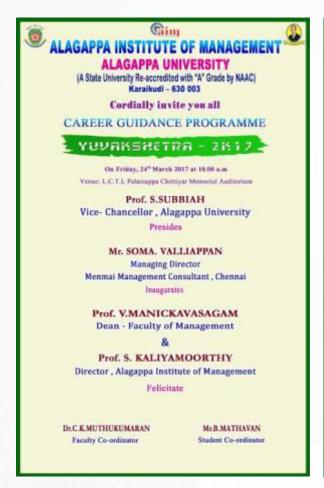


NEWSLETTER OF ALAGAPPA INSTITUTE OF MANAGEMENT



## Career Guidance Programme



Friday March 2	10)7
SESSION	THEME
1	Inauguration
	Tea Break
п	Mr. SOMA, VALLIAFPAN Managing Director Memmai Management Consultant, Chennai.
	Cultural Events
m)	Mr. V. GANAGA SABAPATHY Co- founder & Managing Director, Enteccon, Madurai.
	Lunch Bresk
IV.	Mr.U. PETER SAHAYARAJ Director & Co-founder Jeyam Academy, Chennai
	Tea Break
v	Mr.PR.M. SUNDARAN KATHIRENA Practising Company Secretary Chennal.
	Cultural Events
VI	Br.G. HANKUMARAN Assistant Professor, Alagappa Institute of Mangement.
	Valediction
ALACHA! gistrar - niversity	NDRAN
	SESSION  I  II  IV  VI  Ctory Fu  ALACHAN gistrar- niversity

The II MBA aimers are organizing a Career Guidance Programme for the College Students on March 23, 2017





### Kolam





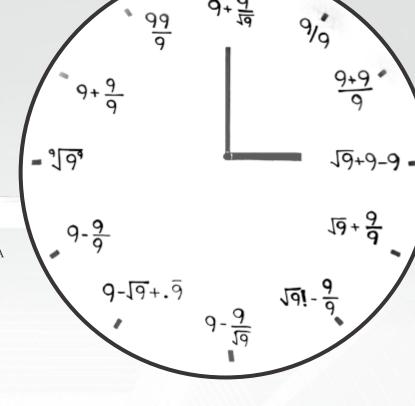
by P. Revathy - I MBA

## Aimers Holi on 13.03.2017





## Mathematical Clock



by K. Swathi, I MBA



#### What is a Degree?

University is a train,
Department are the Carriages,
Students are the Passengers,
Vice chancellor is the Guard,
Lecturers are the Drivers,
Lecture is the Track,
Examiners are the Ticket collectors,
Result is the crossing,

**DEGREE** is the Function.

B. MATHAVAN,II MBA

# Recent advancement in Human Resource Management

Human resource management is one of the crucial areas of overall business management. In fact, it can be aptly called as the backbone of an organization because it provides the human capital without which it is simply not possible to conduct business. Changes in technology combined with a shift in industries dynamics and attitudes of people have transformed the role of HR into a more demanding, more agile one.

Here we have compiled 4 trends that are shaping the way HRM is evolving:

#### Big Data:

Big data is being used in two ways. On the hand, recruiters are using analytics to predict what kind of employees will be best in a job. Say by finding the correlation between employee productivity and academic performance. On the other hand, with big data producing so much information, the onus is on HR to present all that information in way that becomes comprehensible and engaging say by storytelling.

#### **Career Development:**

Gone are the days when organizations could take employee loyalty

for granted. Attitudes have changed as people have become more career centric. They wants job that not only compensate them, but also help them grow professionally. HRM must either chalk out career development paths for their employees or bear the brunt of losing them. The developments is "learning technology "are further making it possible for HR manager to dissolved the traditional "training" programs and make learning and talent development an inherent part of the work culture.

#### Social Media Skills and Employer Branding:

The two way communication that social media facilitates is making it possible for organization in a much better manner.

#### Work life Balance:

The rise of technology as made it possible for employee to maintain better work life balance. Skills your employees in a manner that is most relevant to their job also has a huge bearing on their involvement and productivity. Thus HRM must collaborate with the learning department to ensure that the training and development programs being delivered to employees are in synchronization with the need of the organization.



Arbitratio An alternative dispute resolution method that uses a neutral third party (i.e. arbitrator) to resolve individual, group or labor-management conflicts and issue a binding decision.

**Bumping** The practice of allowing more senior level employees whose positions have been slotted for elimination or downsizing the option of accepting an alternative position within the organization, for which they may be qualified to perform and which is currently occupied by another employee with less seniority.

**Cafeteria plan** A benefit plan which allows employees to choose between one or more qualified tax-favored benefits and cash.

**De-layering** An organizational restructuring strategy meant to reduce the organization's existing levels of managers or supervisors.

**EEOC guidelines** Interpretations of Title VII expressed by the EEOC that don't have the force of law, but tend to be supported by the courts. These positions are outlined in various EEOC publications ("Discrimination Because of Religion," etc.)

**Featherbedding** An unfair labor practice occurring when a union requires an employer to pay an employee for services he or she did not perform.

**Glass ceiling** Used to describe the invisible barrier keeping women from advancing into executive-level positions.

**Hot-desks** A method of saving office space in which workers do not have their own desk but share the same desk at different times during the day or week.

**Interpretive** Guidelines on Sexual Harassment EEOC issued guidelines defining sexual harassment and the employer's responsibility for maintaining a workplace environment which is free from sexual harassment or intimidation.

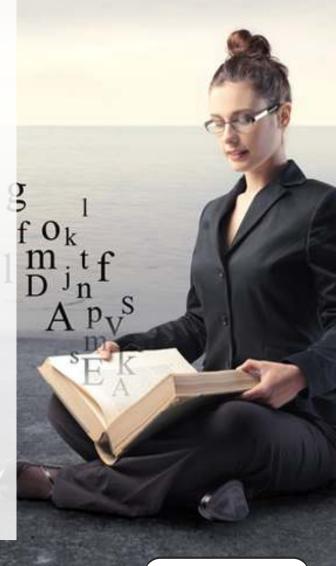
**Job scraping** Refers to the process of migrating job listings to a job board from job boards where they were initially posted to enhance job site listings or hits. Knowledge broker: The individual who facilitates the creation, sharing and use of knowledge in an organization by linking individuals with providers.

**Litigation** A legal proceeding occurring in a federal or state court of law to determine and enforce legal rights.

**Moonlighting** Working one or more full- or part-time jobs in addition to an individual's regular full-time job.

**Negligent hiring** A claim made against an employer based on the premise of an employer's obligation to not hire an applicant the employer knew or should have known was unsuitable and likely to behave inappropriately toward other employees.

# Human Resource Glossaries



Oh beauty oh beauty!

How green you are

You give me a pleasure mind

And for you there is no end

You make me feel energetic

You make me feel optimistic

You are the one to make everyone happy

You made me sometimes feel sleepy

You are the only friend to share my sorrow

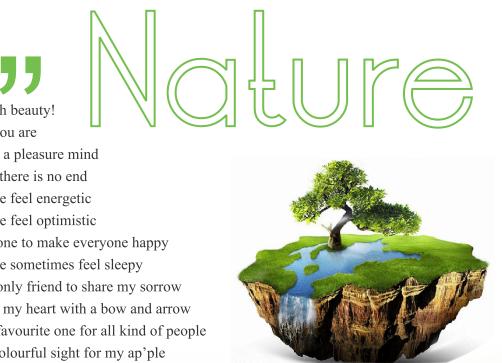
You touched my heart with a bow and arrow

You are the favourite one for all kind of people

You give a colourful sight for my ap'ple

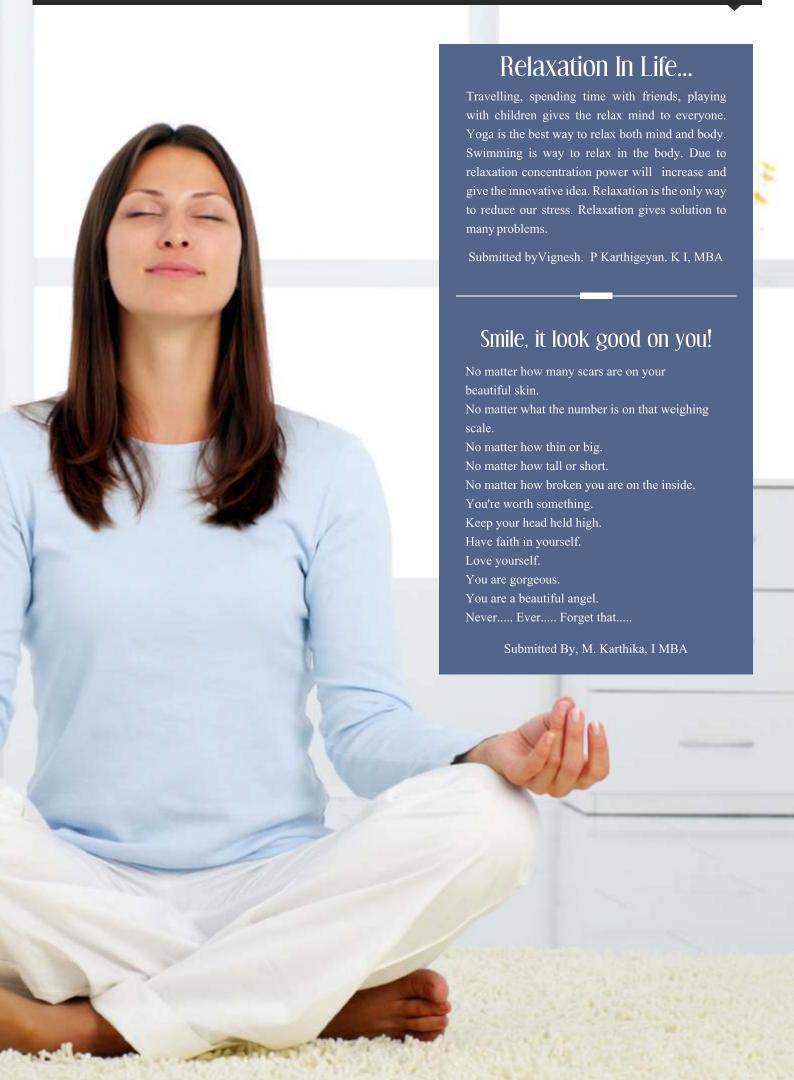
There is no substitute for you

You are preserved by only a few



B. SIVAPRIYA - 1st MBA









Walmart

HQ: Bentonville Arkansas, America

## World Retail Leaders

11500 28 2.3 MILLION Branches Countries Employees

Annual Revenue 482.13 Billion



Costco Issaquah, Washington, America

700 8 2 lacs Branches Countries Employees

**Annual Revenue 116.199 Billion** 



Kroger Cincinnati, Ohio, America

2770 1 4,31,000 Branches Country Employees

**Annual Revenue 109.83 Billion** 



Carrefour Boulogne Billancourt, France

10,102 30 3,81,220 Branches Countries Employees

**Annual Revenue 104.4 Billion** 



The Home Depot Atlanta, Georgia, America

2270 3 3,71,000 Branches Countries Employees

**Annual Revenue 83.176 Billion** 



Target Minneapolis
America

1790 1 3,41,000 Branches Country Employees

**Annual Revenue 73.785 Billion** 



Lidl Stifung Neckarsulm, Germany

10,000 25 3,15,000 Branches Countries Employees

**Annual Revenue 64 Billion** 



Tesco Hertfordshire, England, UK

6800 12 5,00,000 Branches Countries Employees

**Annual Revenue 62.284 Billion** 



Metro Ag

Dusseidorf, Germany

750 30 2,26,900 Branches Countries Employees

Annual Revenue 59.219 Billion



Aldi Batavia, Germany

10,000 30 2 lacs Branches Countries Employees

**Annual Revenue 53 Billion** 

## Famous CEO's in India





**Rahul Sharma** Micromax Informatics HQ: Gurgaon





**Pradeep Jain** Karbonn Mobiles HQ : Bengaluru & Noida



Hero

**Pawan Munjal** Hero Motocorp HQ: New Delhi





**Rajiv Bajaj** *Bajaj* HQ : Pune



Sunil Bharti Mittal
Bharti Enterprises

HQ : New Delhi





**Dr. Santrupt Misra**Aditya Birla Group
HQ: Mumbai





**Sunil Duggal** Dabur HQ : Ghaziabad





**G. V. Prasad** Dr. Reddy's Laboratories HQ : Hyderabad





**Sanjiv Mehta** Hindustan Unilever Limited Mumbai





**Venu Madhav** Café Coffee Day Bengaluru

## Famous CEO's in India





**Varun Berry** Britannia HQ : Bengaluru





Schauna Chauhan Parle Agro HQ : Mumbai





Dinesh K. Sarraf
ONGC
HQ: Dehradun









Anant Gupta
HCL Technologies
HQ: Noida



Infosys®

**Vishal Sikka** Infosys HQ : Bengaluru





Abidali Neemuchwala Wipro HQ: Bengaluru





**Debnarayan Bhattacharya** Hindalco Industries HQ : Mumbai





**Tulsi Tanti** Suzlon Energy HQ : Pune





**J. P. Chalasani**Punj Lloyd
HQ: Gurgaon







## ALAGAPPA INSTITUTE OF MANAGEMENT ALAGAPPA UNIVERSITY, KARAIKUDI-630004

## PROCLAIM - THE VOICE OF AIMERS NEWSLETTER OF ALAGAPPA INSTITUTE OF MANAGEMENT

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