

DSPSR REVIEW

Vol. 1 No. 3 April 2015 – June 2015

A QUARTERLY NEWSLETTER

INDUSTRY VISIT: UNITED BREWERIES (KINGFISHER), GOA

The students of DSPSR visited the operations and production facility of United Breweries Group (Kingfisher) at Goa, under the guidance of Dr. Supreet Singh, Associate Professor, Management Studies, DSPSR,



Storage of finished products

on 2nd April 2015.

The students were acquainted with the manufacturing process of the company and as to how the company manages its



Students of DSPSR at the Kingfisher Facility in Goa

production targets both at the National and the International levels. The various departments of the plant were shown to the students and their queries on different aspects were discussed in a small seminar session organized by the



DSPSR Students enjoying the beaches of Goa

management. The students learnt how to manage a huge pool of employees in such a monumental operation as that in United Breweries, Goa. They were also given an orientation on the maintenance of quality standards and hygiene at the factory premises including observing the complete flow of operations involving the receipt of raw materials, inspection of its quality, production process and storage of finished products. The students appreciated the diversity in the manufacturing and packaging processes adopted by the industry.

As a part of the academic tour, the students also visited several places of tourist importance in and around Goa, including its breathtaking beaches and resorts.

GUEST LECTURE SESSION

A guest lecture session was organized for the final semester students of PGDM and BBA(G). Mr. Govind Singh, Management Consultant, Roots Education Private Limited was invited as the speaker to address the students on the topic "SWOT Analysis for success in Campus Placements" on 30th April 2015. He discussed various issues and challenges faced by students in making their career choice and responded to the queries raised by the students regarding preparation for placement.

FAREWELL PARTY 2015

The 2015 Farewell party for the final semester students was organized with huge fanfare and excitement on 11th May 2015 at the Agni Club, The Park, (15, Parliament Street, Connaught Place, New Delhi) from 1:00 P.M. to 6:00 P.M.



BBA (G) 2012-2015 Batch Students

Students of the outgoing PGDM 2013-2015 Batch and BBA (G) 2012-2015 Batch were felicitated by the students and faculty members of the institution.



Fun activities during the Farewell event

Mr. Ashish Uppal, student of BBA (G) 2012-2015 Batch was given the responsibility of capturing the moments of the event. Innovative games and fun activities were organized to make the program attractive. Many students shared their



BBA (G) 2012-2015 Batch Students Students participated wholeheartedly in the Dance Tracks played during the Party

experiences and learning moments they had at DSPSR. The program ended with a high tea party and vote of thanks proposed for the organizing student committee and faculty members.

FIRST INTERNATIONAL YOGA DAY CELEBRATIONS DSPSR

DSPSR celebrated the First International Day of Yoga in its premises with enthusiasm and zeal on 21st June 2015. An orientation program for teaching and non teaching staff of the college was organized one day before the main event on 20th June 2015. Two Teachers from The Art of Living Foundation, Ms. Janvi Sajnani and Mr. Nihar Khurana were



invited to share the importance of yoga in modern urban lifestyle. The session comprised of few yoga postures, pranayam, and a short session on meditation.

On the early morning of 21st June 2015, students, teaching

and non teaching staff of DSPSR congregated in the Seminar hall to celebrate the First International Day of Yoga. Mr. Nihar Khurana, Teacher at The Art of Living and 2 volunteers conducted the session.

The participants were briefed about the history of yoga in the cultural heritage of India and its reach across the globe was shown to the participants through videos. The myth about yoga as a physical exercise where people twist, turn, stretch, and breathe in the most complex ways, these are actually only the most superficial aspect of this profound science of unfolding the infinite potentials of the human mind and soul”, shared Nihar with the participants. The relevance and benefits of yoga in day to day activities were also explained.

Yoga Postures as per the Common Yoga Protocol published by Ministry of AYUSH, Government of India were exhibited in the hall and all the participants enthusiastically practiced the postures.

The participants were then taught pranayam techniques and their impact on mind, body, and emotions. After that all participants were led into a short and deep meditation.

At the conclusion of the session, the participants shared their experiences and many of them pledged to inculcate the practice of yoga, pranayam, and meditation in their daily lives.

The students who participated in the event were given participation certificate.

In the afternoon, an Online Essay Writing Competition on the topic ‘**Relevance of Yoga in Modern Age**’ was organized for all the students of DSPSR. Rishi Raj Kohli, student of B.Com (Hons.) IInd Semester was selected as winner of the competition and was given a certificate for the same.

The event not only enriched the mind of participants but also made them realize the richness of heritage of India which has offered such a treasure of yoga to the whole world.

PLACEMENT NEWS

Placement Activity for Post Graduate Students

Reputed companies like Aditya Birla Group, Aegon Religare, Bajaj Capital, Capital Via, Ceasefire Industrites Ltd., Guardian Life Care Pvt. Ltd., HBJ Capital, iACT Global, Jaro Education, Job Line, Lifeline Solutions, Limetray.Com, Marino International, Right Step Consulting Pvt. Ltd., and Vodafone offered jobs to the outgoing PGDM (2013-2015 Batch) students and a phenomenal result of hundred percent placement was achieved.

Placement Activity for Under Graduate Students

Twenty seven companies including E & Y and HDFC Bank offered job opportunities to students of BBA (G) batch 2012-2015. Only two students had shown their interest to accept the job offers. Mr. Manzar Siddiqui accepted the offer given

by ABP Holding and Ms. Kiran Gupta joined HDFC Bank. The rest of the outgoing BBA (G) (2012-2015 Batch) students decided to pursue higher studies.

MANAGEMENT INSIGHTS

Growing Popularity of HR Analytics in HR Decision Making


Human resource analytics (HR analytics) is an area in the field of business analytics that refers to applying analytic processes to the human resource function of an organization in order to enhance employee performance and achieving effective return on investment made by the organization on its human resources. HR analytics does not just deal with gathering data on employee efficiency. HR analytics helps to integrate critical data from across the organizational value chain transforming minutest of HR related information into relevant, timely, and actionable insights essential for decision making. Infact it also provides indepth insights into each HR processes by collecting and analyzing data which is then used to make relevant HR decisions about how to improve such processes for resulting organizational effectiveness. In organization executives, managers, or line managers, users can get relevant, timely, and actionable information directly through personalized dashboards, metrics, and alerts facilitating robust HR decision making in the organization. To illustrate the growing importance of HR analytics, the case study of Black Hills Corp. can be cited.

Black Hills Corp. is a 130-year-old energy conglomerate. The organization doubled its workforce to about 2,000 employees after an acquisition. Like many energy companies, a combination of challenges — an aging workforce, the need for specialized skills, and a lengthy timeline for getting employees to full competence — created a significant talent risk. In fact, forecasts showed that, within five years, the firm could lose 8,063 years of experience from its workforce. To prevent a massive employee turnover, the organization used HR analytics to assess how many employees would go for separation annually due to retirement, the types of workers needed to succeed them, and where those new hires which could be expected for the organization would come. The outcome of this strategy resulted in effective Human Resource Planning and organizational effectiveness.

Common HR Analytics applications include those of Oracle Human Resources Analytics, IBM HR Analytics etc.

RESULTS OF GLOBAL TALENT SEARCH EXAMINATION (GTSE) APRIL, 2015

In order to identify and award the meritorious students, Delhi School of Professional Studies and Research (DSPSR) conducts the Global Talent Search Examination twice every year, in the beginning of every semester. The merit list on the basis of the marks scored in the examination is prepared and the top three scorers are given cash prize of Rs. 2000, Rs. 1000



QUOTABLE QUOTES

“Live as if you were to die tomorrow. Learn as if you were to live forever.”
—Mahatma Gandhi

“Educating the mind without educating the heart is no education at all.” – Aristotle

“Children must be taught how to think, not what to think.” – Margaret Mead

and Rs. 500 respectively. Also, the book bank facility is given to all the meritorious students.

In the GTSE examination held in the month of April 2015, 95

students participated out of which 10 students (who topped in the list) were provided with the facility of Book Bank for all the subjects. The rest of the students were given participation certificates and partial book bank facility:

Sl No.	Name of the student	Course	Sem	Award
1	Sonal Dang	BBA	4 th Sem	Cash Rs 2000 + Book Bank
2	Arun Chaudhary	BBA	4 th Sem	Cash Rs 1000 + Book Bank
3	Raghav Tyagi	BBA	4 th Sem	Cash Rs 500 + Book Bank
4	Gaurvi Gupta	B.Com (H)	2 nd Sem	Book Bank
5	Sakshi Jain	B.Com (H)	2 nd Sem	Book Bank
6	Yogesh Goyal	BBA	4 th Sem	Book Bank
7	Divya Pahwa	B.Com (H)	2 nd Sem	Book Bank
8	Nikhil Kedia	B.Com (H)	2 nd Sem	Book Bank
9	Srishti Tiwari	B.Com (H)	2 nd Sem	Book Bank
10	Shaifali	B.Com (H)	2 nd Sem	Book Bank

FACULTY ACHIEVEMENTS

It is a constant endeavor at DSPSR to promote faculty development by providing them ample opportunities for growth and development. To achieve the same, various workshops, seminars, conferences, and programmes are conducted and attended by the distinguished faculty members that provide them a platform to enhance their knowledge and gain world-

class exposure. Along with this, the faculty members also publish books, articles and research papers related to their respective fields from time to time.

SEMINAR/CONFERENCE/FDP/WORKSHOP ATTENDED BY THE FACULTY MEMBERS OF DSPSR DURING APRIL , 2015 – JUNE, 2015

Sl. No.	Dates	Duration	Programme Detail	Organisation	Participants
1.	17-18 April, 2015	2 days	National Conference on Make in India: Emerging Trends in Trade and & Innovations for Effective Entrepreneurship	Rukmini Devi Institute of Advanced Studies (RDIAS), Rohini, Delhi in collaboration with MSME-Technology Development Centre, Agra	Ms. Bhawna Manyal
2.	5-6 May, 2015	2 days	UGC Sponsored National Seminar on 'Reaping Demographic Dividend in India: Challenges for Employability and Employment'	Magadh University, Bodh-Gaya, Bihar	Dr. Sima Singh Ms. Shipra Singh
3.	18-22 May, 2015	1 week	Workshop on Data Analytics	USMS, GGSIPU	Ms. Simran Kaur
4.	2-6 June, 2015	1 week	Research Methodology and Data Analysis using SPSS	RDIAS	Ms. Mukta Katyul Ms. Simran Kaur
5.	13-14 June, 2015	2 days	International Conference on "Managing Uncertainties of Business: A Strato Techno Approach"	Technia Institute of Advanced Studies, New Delhi.	Ms. Bhawna Manyal
6.	June 21, 2015	1 day	Yoga Day	Delhi School of Professional Studies and Research, Delhi.	All Faculty members and Students of DSPSR
7.	26-29 June, 2015	4 days	FDP on Structural Equation Modelling (SEM) using AMOS	Delhi School of Professional Studies and Research, Delhi.	Dr. Sima Kumari Ms. Shipra Singh Ms. Simran Kaur Ms. Bhawna Manyal

FDP @ DSPSR

DSPSR has organized a Faculty Development Programme (FDP) on "Structural Equation Modeling (SEM) using AMOS" from June 26, 2015 to June 29, 2015. The resource person for the FDP was Dr. Neeraj Kaushik, Associate Professor, Department of Management Studies, National Institute of Technology (NIT) Kurukshetra (Haryana). In the 4-day program, the participants learned the fundamentals of

Structural Equation Modeling using SPSS and AMOS and the basic concepts of Regression Analysis, Reliability Analysis, Exploratory Factor Analysis and Confirmatory Factor Analysis. The workshop was attended by thirty three participants including faculty members of DSPSR and various other Management Institutes, Colleges and Deemed Universities. The participants highly appreciated the information from the workshop.