



THE PEOPLE TREE

HR CLUB OF SIMS

ANNUAL REPORT

(2023-2024)

FACULTY- IN- CHARGE

DR. SURUCHI PANDEY

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ABOUT THE PEOPLE TREE – HR CLUB OF SIMS

The People Tree is one of the many progressive specialization teams run by the transformational student leaders of SIMS under the able guidance of the faculty in-charge Dr. Suruchi Pandey. As the HR club of SIMS, the team strives to engage and build a network of competent student managers across all domains through its student driven initiatives as it believes in equipping the student managers with the knowledge of HRM regardless of their specialization.

The team firmly believes that HRM is a vital part of the job description of any manager, a part of the daily life, both professional as well as personal and hence all the events and activities organized by the team are geared towards this goal. As a recognition of its relentless pursuit of knowledge through practice, owing to the many events and activities conducted by the team, The People Tree was awarded the Gold Award for 3 consecutive years.

Over the years, the team has organized a variety of events ranging from HR quiz to debate competitions to case study competitions. The flagship events of The People Tree include Colosseum (the Annual HR Colloquial) and Kaleidoscope (the National Level Intra-College Case Study Competition conducted in association with the NHRDN - Pune Chapter). Nexus, the monthly HR magazine of SIMS holds a position of pride as the newsletter, curated and created by the budding HR professionals of The People Tree, draws focus on the various important aspects related to HR in the industry.

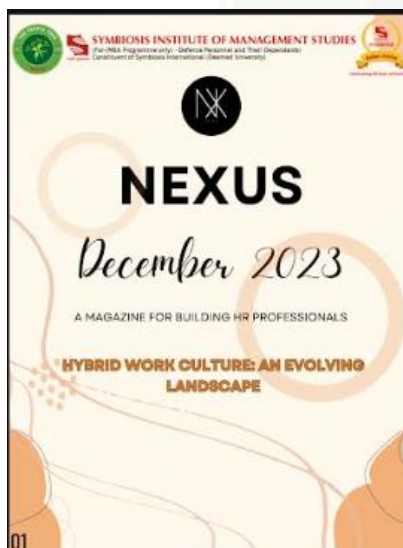
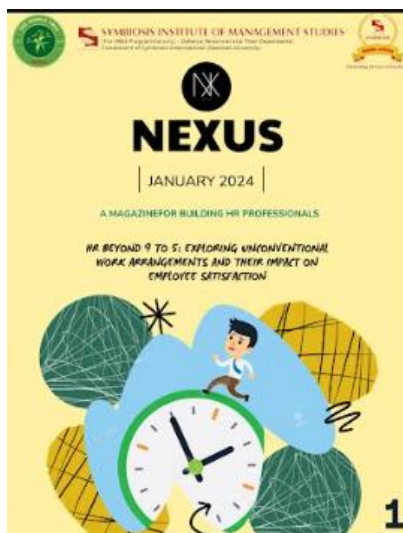
CLUB MEMBERS

Senior Coordinators	Junior Coordinators
Ishita Malaha	Muskan Sharma
Ketki Diwakar	Lucky Singh
Anshuman Patro	Moksh Surange
	Smriti Pradhan
	Jagmohan Singh
	Lovely Singh
	Gowri Lakshmi
	Kruti Suresh
	Sneha K
	Samridh Kaur

NEWSLETTERS – NEXUS

Link to Nexus: https://drive.google.com/file/d/14HrwcMZ9K-1yjOA18_m76PleVctOaVzF/view?usp=sharing

Our monthly newsletter “Nexus”, the HR magazine, discusses in details on current trends and varying topic of interest in the HR corporate world. The newsletter not only includes articles of different topics, but also crosswords, puzzles, interviews of prominent speakers, riddles, case studies and best practices in and around the corporate world.

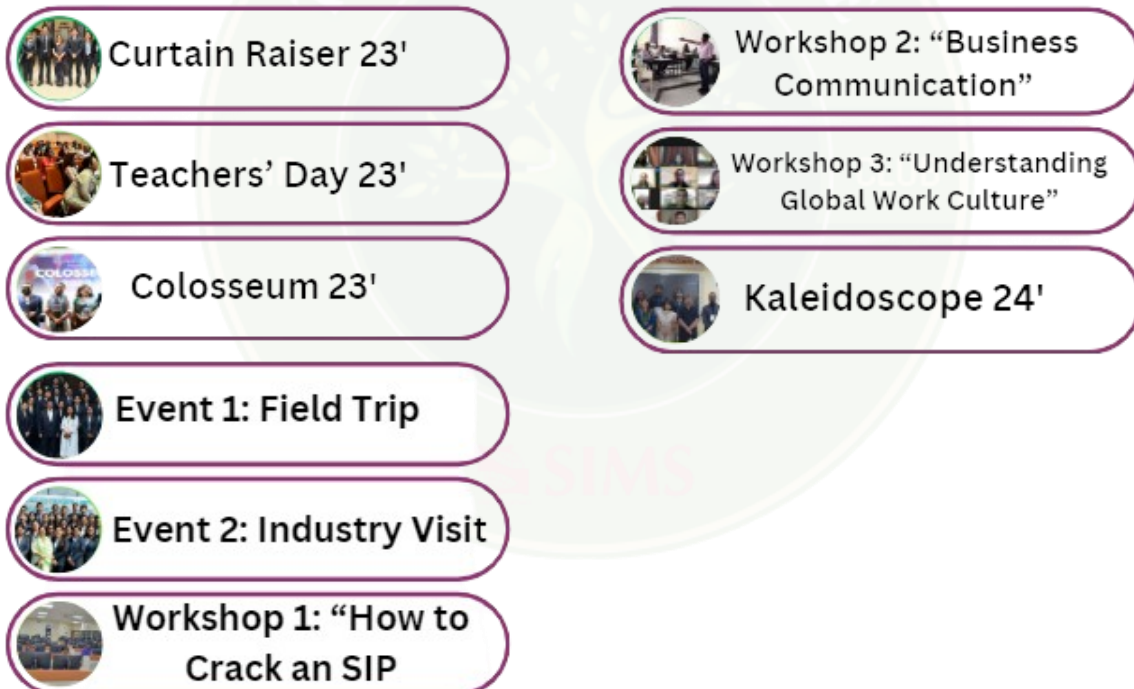


EVENTS 2023 – 2024

Over the academic years of 2023 – 2024, the HR Club of SIMS, The People Tree, has conducted a range of activities, ranging from its flagship events to business communications and cracking interviews. With the goal to provide a platform to its students to understand the current and upcoming trends in the domain of Human Resources and industries pertaining the same, the club strives to conduct guest lectures, national level case study competitions, workshops conducted by prominent members from the field of HR, and many more.

The following are the events, competitions, field visits and workshops conducted by The People Tree, HR Club of SIMS.

LIST OF EVENTS IN THE YEAR 2023 - 2024



Report on Curtain Raiser 2023

NAAC Report:

<https://drive.google.com/file/d/1drNKXf19Z6PmM6IymHO179q8zBujrDE5/view?usp=sharing>

Round I: Turncoat - 17th August 2023

Round I was conducted through online video submission. Total of 14 Participants have contributed videos discussing the topic "Moonlighting: The Art of Balance ". In this video, they spend 30 seconds presenting arguments in Favor of the notion, followed by 30 seconds presenting counter arguments against it. 10 people were promoted to the final round.

Round II: The Grand Debate - 20th August 2023

Topic: AI In HR: Artificial Resources vs Human Intelligence

Round II (Final Round) was conducted on 20th August 2023, from 9:30 AM to 12:00 PM. 10 participants promoted from Round I were divided into teams of 2, where 1 was to speak for the motion and other was to speak against the motion. Each participant was allotted 3 minutes to put their points forward, after which 30 seconds were allotted for the opposition team to discuss and come up with a question and 15 seconds was given to the team to deliver the question and the person got 1:15 minutes to answer the question. Venue for this round 204 (Tutorial Room). The judges for this round were Mr. Amarjeet Singh. To spectate the finale round Dr. Suruchi Pandey was present. The judge was immensely impressed with the points put forward by all the participants and the ease with which students were having an open discussion about the same. We had 2 categories of winners- Best Speaker for the Motion was awarded to Daanveer Singh Minhas (2022-2024), Best Speaker Against the Motion to Dhruv Rathour (2023-2025). All the other 8 participants were awarded with participation certificates.

Glimpse of the Event



REPORT ON TEACHERS' DAY 2023

NAAC Report:

<https://drive.google.com/file/d/1ZheWDZTizmH0tUpGk-gR36LfxMD9uvEf/view?usp=sharing>

Teacher's Day 2023 was conducted on 4th September, 2023 from 12pm to 3:30pm. The MBA batch 2023- 2025 was in full attendance for the guest session and the Teachers' Day celebrations. The faculty members too participated enthusiastically in the event. It was celebrated under the banner of "KRISHNA JANMASHTAMI".

Session 1: Power of Gratitude The event started with the Lighting of the lamp by our Director, Brig. (Dr.) Rajiv Divekar, our Guest Speaker for the event, Mr. Arun Wakhlu, the Faculty In-charge of The People Tree, HR Club, Dr. Suruchi Pandey, to begin with the auspicious event. Post lighting of the lamp, Director Sir felicitated the Guest Speaker Mr. Arun Wakhlu. Then Guest Speaker addressed the gathering on the special occasion. He shared the 'power of gratitude' importance in individuals' personal growth and wellbeing. We learnt teamwork and the relevance of time. Expecting the unexpected was another key learning about the bigger scheme of things. The key takeaway from the session was that we all need to set in the chain reaction of happiness to make the world a better place and discover our life's calling to achieve satisfaction in life. Session proved to be enlightening and inspirational. This was followed by a successful Q&A session by the student managers. This was followed by a vote of thanks and lunch.

Session 2: Happy Times The next segment included invigorating performance by the Sur Team, followed by a zealous performance by the Vibes team. It was followed by a heartfelt poem recitation from a student manager. Later, multiple games were organized and cherished by the faculty & staff in the Auditorium & Under the Dome like Dum Charades, Heads Up, Pile it Up, Smash, Fire & Water, The Balloon Race & much more. It was enjoyed by the teaching, non-teaching & camos staff together through the songs and games. Everyone participated enthusiastically and made the event a big success

Glimpse of the Event



REPORT ON COLOSSEUM 2023

NAACReport:

<https://drive.google.com/file/d/1VB9klWqPzEflL2WJU09YVzTjsbY3mhs3X/view?usp=sharing>

The People Tree, HR team of SIMS, Pune has successfully organized our flagship event Colosseum, an Annual HR Conference, “3 Magical Words of 21st Century Business World: D,E & I” on 16th September 2023 between 11:00 am and 1:10 pm.

The esteemed panelists were –

1. Ms. Mellisa Ferrier - Ma'am is an Australian who has been calling India home for the last 14 years. She is a business-orientated, HR director with over 20 years of experience leading HR transformation and the entire talent management cycle. She currently holds the position of HR Head for the Energy, Manufacturing, & Resources segment within the Americas SMU at Wipro Limited. She has a background in Occupational Psychology and Sports Psychology and is a PCC (ICF) certified coach. She has held positions within IT/ITES, consultancy, FMCG, energy generation, travel, recruitment, engineering and manufacturing organizations, in Australia, the UK, and India.

2. Ms. Rashi Anand- is an accomplished HR professional with over two decades of experience spanning across diverse sectors, including IT, Manufacturing, and Pharma, and across different geographies. Ma'am has a solid background in companies like Infosys and Lupin, and is currently a Doctoral Scholar at XLRI, where she delves into the depths of HR research. Her areas of keen interest encompass strategic interventions related to Organizational Effectiveness (OE), Talent Management, Employee Engagement, and OD, as well as exploring digital initiatives to transform the HR landscape. Ma'am is a seasoned HR professional who brings a wealth of knowledge and experience to any organization she collaborates with.

3. Ms. R Balaji - is a TEDx speaker and a queer storyteller whose story has been inspiring many. She is a gender fluid homosexual person who has been influencing the society over the years by breaking the gender stereotypes & by spreading true wisdom about it to the community. Her story has got voice in some of the noted publications like Times Of India (Out n Proud section), Humans Of Bombay, Humans Of Hyderabad many more. She was recently seen in Bajaj Allianz's digital AD "Pyaar Ki Azaadi" during Independence day.

4. Sijin Thomas Jacob - Sir is a seasoned professional with an impressive 20-year track record in the field of Learning and Human Resource Management. Sir's expertise extends beyond conventional roles, as he excels in linking human capital to strategic business outcomes. Sir is a proven leader in driving comprehensive learning interventions that align seamlessly with a company's business and cultural strategies. With a collaborative and influential approach, he serves as a dedicated Learning Business Partner Lead, committed to making a meaningful impact on the strategic priorities of the organization. Currently, Sir wears dual hats at PNB Met Life Insurance Co., where he leads the Corporate Learning and Development function while simultaneously overseeing the learning and development efforts

for the Agency Business Channel. Beyond his professional roles, sir is a passionate facilitator and financial planner, bringing a unique blend of skills and experiences to any panel or discussion.

The event was initiated with a video prepared on the topic DE&I, specifically for this event by the SIMS HR Club, The People Tree, following which the Faculty-in-Charge, Dr. Suruchi Pandey's Address was invoked at the beginning of the event. The People Tree coordinators briefly introduced the moderator and the panelists, highlighting their work profiles, professional achievements as well as current appointments. The discussion was initiated by the moderator, Mr. Sijin Thomas Jacop. Sir began with the introduction to the theme of what DE&I is, the relevant changes adopted by industries to incorporate DE&I in the workplace, and the importance of HR functions revolving around DE&I.

Following this, Mr. Sijin Thomas Jacop sir started his discussion on how HR is evolving and transforming within the industry. He also spoke about how DEI (Diversity, Equity, and Inclusion) works in an organization, what could be the future of DEI, and what initiatives can be taken for its growth. He emphasised on how DE&I are critical in organizations as they foster innovation and creativity by bringing together individuals with diverse perspectives and experiences.

Sir discussed initiatives taken in consideration through DE&I that promote fairness and equality, ensuring that every employee has an equal opportunity to succeed, regardless of their background. He spoke about how diverse teams better reflect the diverse customer base, enhancing the organization's ability to connect with and understand its clients.

Ultimately, a commitment to DE&I not only strengthens workplace culture but also drives sustainable business growth and competitiveness in today's globalized world. Sir began the panel discussion addressing questions taken up from the students prior to the session, through a google form circulated by the People Tree Team. He posed the questions to the panel available, who further answered them in detail. The first question was posed to our panelist, Miss Maelissa Ferrier, with regards to her experience in India for the past 14 years and the difference in DE&I factors among various geographical locations. She stated that during her initial years of working in Indian, she had a unique experience with Diversity, Equity, and Inclusion (DE&I).

She continued stating that she found that Indian workplaces are diverse, with employees from various cultural backgrounds, languages, and regions. However, navigating the intricacies of local customs and hierarchies was a bit of a challenge. Currently Indian companies are increasingly recognizing the importance of DE&I, but there can still be room for improvement in terms of creating truly inclusive environments where employees feel fully integrated and valued. Overall, her experience working in India, regarding DE&I was very fruitful and she looks forward to many more projects in the country. The second question was posed to Miss Rashi Anand as to what training programs do organisations offer in the field of diversity and inclusion.

Her response began with how organizations recognize the paramount importance of diversity and inclusion in today's globalized world, and they offer a variety of training programs to promote these values. Ma'am spoke in detail about how these programs provide emphasis to diversity awareness training, designed to educate employees about the significance of diverse perspectives and backgrounds. Anti-bias training provided to managers and employees of each department helps them recognize and mitigate unconscious biases, fostering a more inclusive environment.

Ma'am spoke about how leadership programs in diversity and inclusion empower managers to lead by example, ensuring these principles are embedded in the organization's culture. Additionally, organizations may offer cultural competence training to enhance cross-cultural communication and understanding, promoting a more harmonious and inclusive workplace.

The next question was directed to Miss R. Balaji as how one should respond to incidents of bias or discrimination in the workplace. Miss Balaji narrated her personal experience where in spite of being selected based upon her skill sets and personality, she was not provided with the role by the general manager of a media firm due to her transgender identity. She spoke about how being a transgender she faced multiple challenges such as using the public washroom which are labeled in terms of hetero sexual identity. She mentioned how organisations must be inclusive and mindful of the needs of their employees of different backgrounds, race, caste, colour, gender etc.

The moderator, Mr. Sijin Thomas Jacob concluded the panel discussion by stating the current situation regarding Diversity, Equity, and Inclusion (DE&I) in India, showing signs of positive progress. He provided facts about many Indian companies and organizations which have begun to acknowledge the importance of DE&I initiatives and are actively working to promote diversity in their workforce. Government regulations and corporate policies are increasingly emphasizing the need for gender diversity and inclusivity.

However, he continued, challenges still persist in ensuring equal representation for marginalized communities, particularly in leadership roles. With the evolution of DE&I landscape in India, various industries making strides, continued efforts are required to create truly inclusive workplaces and address systemic inequalities. With this the floor was open to the audience for a question and answer session. The panelists facilitated the students who were able to answer their questions accurately and by bringing up novel solutions. The panelists were facilitated by the Director (SIMS) Brig. (Dr.) Rajiv Divekar.

Glimpse of the Event



Report on the field visit of industry 4.0 at c4i4 laboratory in Pune

NAAC Report:

<https://docs.google.com/document/d/1S61B9zDh04ABM4hFbWdzrs6HUFcAf7pc/edit?usp=sharing&oid=114484451797979923330&rtpof=true&sd=true>

The Industry 4.0 and C4i4 Lab visit was a transformative experience for Human Resource Specialization students, offering a unique blend of theoretical knowledge and practical applications. Our exploration of cutting-edge technologies reshaping industries left a lasting impact.

SAMARTH (Smart Advance Manufacturing and Rapid Transportation Hub), an initiative by The Ministry of Heavy Industry, Government of India, underscored the concept of the "smart factory." This visit revealed the integration of digital technologies like artificial intelligence, machine learning, data analytics, and the Internet of Things (IoT) into production processes. The emphasis was on optimizing output, boosting productivity, and enabling predictive maintenance. Notably, these technologies were showcased across small and medium enterprises (SMEs) and large-scale industries, highlighting the democratization of Industry 4.0 solutions.

The C4i4 Laboratory deepened our understanding of intelligence and cybersecurity. We delved into the pivotal role of command-and-control centers, secure communication networks, and cyber threat intelligence in protecting organizational and national interests. Real-time monitoring and response capabilities took center stage, with C4i4 offering services such as assessments, roadmap consulting, capability building, and digital partner support. Projects in Data Analytics for maintenance optimization and quality control were also explored.

Interactive workshops with industry professionals were a standout, providing pragmatic insights into the challenges and opportunities posed by Industry 4.0 and cybersecurity. Discussions touched on evolving job trends and ethical considerations related to data security and privacy.

This company visit prompted profound reflections on the future trajectory of businesses, adding depth to our academic program. The need for professionals to continually adapt and enhance their skills in the face of rapid technological advancements became evident. Our understanding of the evolving landscapes of cybersecurity and Industry 4.0 was significantly shaped by hands-on training and dialogues with industry leaders.

Glimpse of the Event



Report on The Industry Visit at Fiat, Ranjangaon

On 20th January, The People Tree (HR Club), under the guidance and support of Dr. Suruchi Pandey organized the industrial visit to Fiat Ranjangaon, Pune for the HR students of batch 2023-25 to understand how the production activity, management process, and technology work. 55 students were in attendance on the visit along with one faculty (Dr. Suruchi Pandey). At present, Fiat India Automobile Private Limited operates in three shifts with a duration of 8 hours each and produces about 700 vehicles every day. Buses were deployed for the students to take them to the venue. The bus left the campus by 07:30 AM and reached the venue at 09:00 AM on 19th January 2024.

After the security check, the students were taken to the seminar room inside the Powertrain Plant and were given a briefing on rules and guidelines to be followed by everyone inside the industry, conducting the initial briefing. The students were divided in a set of two groups and were accordingly given the opportunity to witness the process of Powertrains production; Engine and Transmission. Mr. Piyush Bhide and Mr. Ashwin Karni of Fiat India Automobile Private Limited introduced all the students to the various functions of both the processes in the manufacturing unit etc. Miss Shaila Pingle also helped the students get around the factory comfortably. During the visit, the students were thrilled to learn about the on-ground functioning of a manufacturing plant and learned about the fundamental layout of the plant.

Post the engine assembly unit, the students were introduced to the car assembly unit. The students were shown around the shop floor and explained the relevance, functions, and procedures of vehicle assembly.

The industrial visit to Fiat India Automobile Private Limited enriched students' knowledge and experience and also presided a great opportunity to learn practically through demonstration, interaction, exchange of information, and employment practices.

Glimpse of the Event



REPORT ON WORKSHOP- "HOW TO CRACK SIP INTERVIEWS"

NAAC Report: <https://drive.google.com/file/d/1ANL5pxLgw6UL-rZJXUVRsHZtkXAeSeuo/view?usp=sharing>

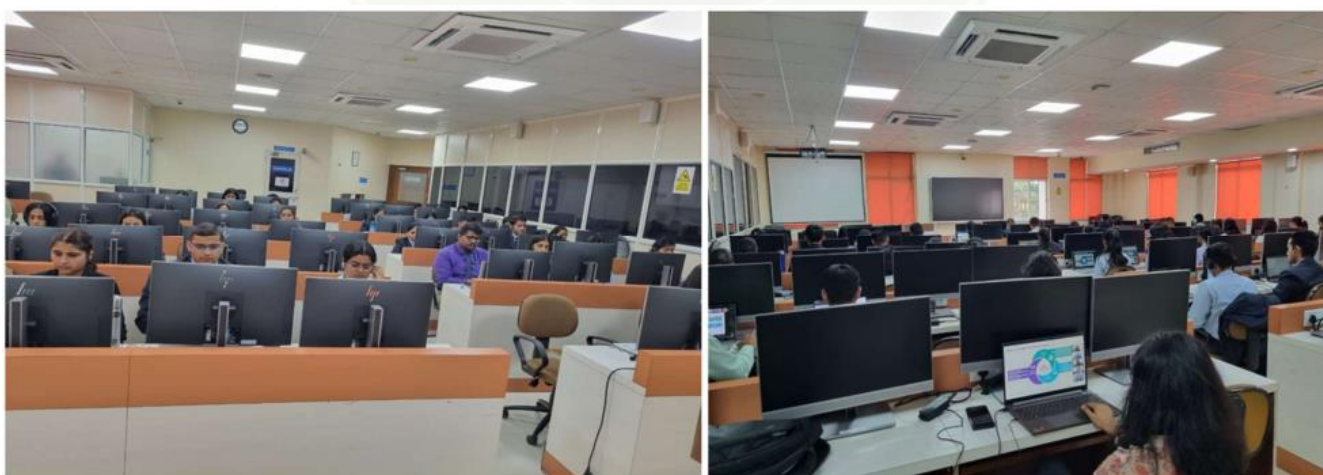
The – "How to crack SIP interviews " an online guest session was conducted on 25th September 2023, from 10:45 AM - 12:10 PM. The MBA HR batch 2023-2025 was in full attendance for the session. The session was based on the concept "How to crack SIP interviews "

It was ideated by Kashish Ohri and facilitated by Dr. Suruchi Pandey. It saw active participation from the enthusiastic student managers. The event started with an introduction to what the session entails, by the members of The People Tree, after which there was an interactive conversation where Ms. Ohri asked the students about the challenges they were facing in preparing for SIP. The students shared their concerns about finding the right project, preparing for the interview, and managing their time effectively.

Ms. Ohri then addressed each of the challenges in detail. She provided tips on how to find the right project, how to prepare for the interview, and how to manage time effectively during SIP. She also shared some general tips for success in SIP, such as being proactive, being communicative, and being willing to learn. After which the session was concluded by the Q&A session .

The session was very informative and insightful. The students appreciated the opportunity to learn from Ms. Ohri's experience and to get her advice on how to be successful in SIP. The event went on for 1.5 hours and was enjoyed by both the students and the guest speaker.

Glimpse of the Event



REPORT ON WORKSHOP: BUSINESS COMMUNICATION

The acquisition of knowledge for personal and professional development is of utmost importance. One particularly effective method for achieving this is through the use of storytelling in the workplace. Stories possess a unique ability to establish connections with others, convey information, and inspire action. Within the professional setting, stories can serve as a valuable tool for cultivating relationships, persuading colleagues, and motivating employees.

To master the art of business storytelling, Mr. Arora outlined a comprehensive four-step process. This process begins with the identification and collection of stories from personal experiences, as well as the experiences of others. Once stories have been gathered, it is essential to organize and structure them in a manner that ensures clarity, conciseness, and engagement. The next step involves delivering the stories in a manner that is both informative and captivating.

Lastly, in order to maintain relevance and engagement, it is necessary to regularly revisit and update the stories. The advantages of utilizing storytelling for personal and professional growth are substantial. Through the act of storytelling, individuals are able to develop their communication and presentation skills, build their personal brand, increase their influence and persuasiveness, enhance their creativity and problem-solving abilities, and become more effective leaders.

Numerous examples were provided by Mr. Arora to illustrate how storytelling can be integrated into the workplace. For instance, storytelling can be employed to share customer success stories, explain complex concepts, motivate employees, build relationships with clients, and inspire innovation.

In conclusion, Mr. Arora's presentation provided invaluable insights into the power of storytelling in the workplace. The knowledge gained from this presentation can assist individuals in honing their storytelling skills and utilizing them to accomplish their personal and professional aspirations. Specifically, the following lessons can be applied to personal and professional grooming: the utilization of storytelling to build one's personal brand, the employment of storytelling to establish connections with others, the implementation of storytelling as a means to persuade and influence others, and the utilization of storytelling to inspire and motivate others towards the attainment of their goals.

Glimpse of the Event



REPORT ON WORKSHOP: UNDERSTANDING GLOBAL WORK CULTURE

NAAC Report:

https://docs.google.com/document/d/19RzKezB4IZoPKBQVpwXtVcsO_MPqLhA1/edit?usp=sharing&oid=114484451797979923330&rtpof=true&sd=true

The People Tree (HR Club), with the guidance and support of Dr. Suruchi Pandey, orchestrated an online session titled "Understanding Global Work Culture". The session aimed to unravel the intricate layers of global work culture and provide indispensable insights into cross-cultural work ethics. The session was graced by 59 enthusiastic students from the HR batch (2023-2025) and Batch 2022-24 accompanied by the faculty incharge, Dr. Suruchi Pandey and Director Sir Brig.(Dr).Rajiv Divekar. The esteemed speakers for the session were two distinguished alumni of SIMS, Ms. Shraddha Goyal (Batch 2011-2013), currently working in Infosys UK as Geo HR, and Ms. Amna Husain (Batch 2009-2011), holding the position of HR manager in UAE.

During the session, students actively engaged with the speakers, posing insightful questions and exchanging perspectives on global work culture. Through the personal anecdotes and professional experiences shared by Ms. Goyal and Ms. Husain, students gained valuable insights into the distinct work cultures of the UK and UAE. They delved into various nuances and intricacies, such as communication styles, organizational hierarchies, and workplace norms, enhancing their understanding of global work dynamics. The interactive discourse fostered a deeper appreciation for cultural diversity and equipped students with practical knowledge to navigate and thrive in diverse professional environments, reflecting the holistic learning objectives of the session.

Glimpse of the Event



Report on Kaleidoscope 2024: The Human Resource National Case Study Competition

NAACReport:

https://drive.google.com/file/d/19Bz2007Ns_x1P2sWcUbiDo420AcsxAD0/view?usp=sharing

The People Tree - HR Club of SIMS, successfully hosted the Grand Finale of its flagship event - Kaleidoscope 2024 the National Level Human Resource case study competition, in association with the National Human Resource Development Network - Pune Chapter on the 25th of February, 2024. Kaleidoscope is not just a competition; it acted as a platform that brought imaginative minds together to showcase their prowess in Human Resource management.

With three dynamic rounds - a challenging questionnaire on Business called Executive Edge Challenge-Quiz Round, an HR Manager's Dilemma Dash, and a Strategic Human Resource Case Study on campus - participants were made to tackle real-world HR challenges, putting their skills to the test. Brief on the Rounds: Executive Edge Challenge-Quiz Round The Online Quiz Round that was centred around business acumen. It tested the business knowledge of participants and acted as the invitation for all students interested in Business to showcase their strategic thinking and quick decision-making abilities. It comprised of 20 questions which were to be solved in 20 minutes.

HR Managers Dilemma Dash (Situation Based Question) Here, students were put in difficult situations in the area of Human Resources and were made to work through real life challenges that they would face in the future. This was a unique segment designed to test participants' ability to navigate through real-world HR challenges swiftly. The Strategic Human Resource In today's world, the Human Resource Domain has turned into a strategic linchpin. HR professionals now have a seat at the table and have metrics to provide real data on how problems are to be solved.

This case study took into consideration not just AI, but the overall shift that is expected due to the coming revolution of Industry 4.0. Participants were tasked to create a 5 slide presentation lasting 12 minutes and prep for a rebuttal round that would go on for 5 minutes on how "Falcon Dynamics" a budding Aerospace and Defence company can implement the changes in all its functions and how the HR Manager (Participant) is going to navigate through them. The Judges acted as the CEO of the organization to whom they were making their presentations.

Glimpse of the Event

