



THE PEOPLE TREE

HR CLUB OF SIMS

ANNUAL REPORT

(2024-2025)

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 key specialization teams at SIMS, led by dedicated student leaders under the guidance of Dr. Suruchi Pandey. The team, as the HR club, helps build a network of skilled student managers across various domains through its student-driven initiatives. It does believe in the development of these managers with a robust groundwork in HRM, irrespective of specialisation.

The club views HRM as an essential part of every manager's role, which impacts both the professional and personal aspects of life. This belief drives all the events and activities organized by The People Tree. For its consistent efforts, the team has been awarded the Gold Award for 3 consecutive years.

Through years, the People Tree has undertaken a wide variety of events including HR quizzes, debates, and case study competitions. Its flagship events are Colosseum (the Annual HR Colloquium) and Kaleidoscope (the National Level Intra-College Case Study Competition in association with NHRDN - Pune Chapter). The club also publishes Nexus, SIMS' monthly HR magazine, full of insightful content created by the budding HR professionals of the club, showcasing the current industry trends and practices.

CLUB MEMBERS

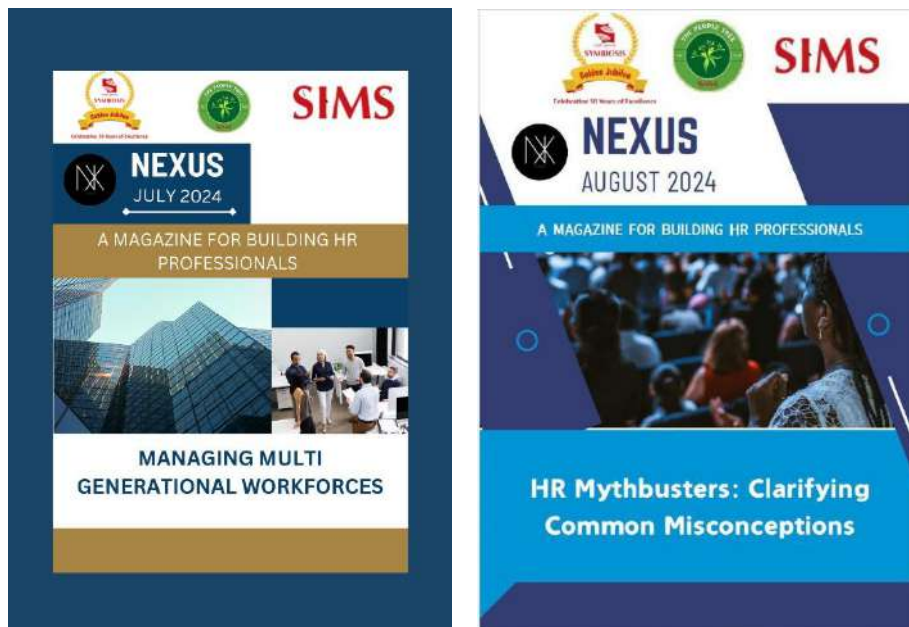
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NEWSLETTER- NEXUS

Link to NEXUS-

https://drive.google.com/drive/folders/1EKAz7dZpm02zjcZIXuCP6D-Pf_g-CKYX

Our newsletter, Nexus, is an all-encompassing HR magazine that explores the latest trends and issues in the corporate HR world. It contains informative articles, interviews with key speakers, case studies, best practices, and other fun elements like crosswords, puzzles, and riddles-all put together for the perfect blend of knowledge and creativity.





EVENTS- 2024-2025

Link of NAAC reports-

<https://drive.google.com/drive/folders/1CC4x8-Pl-n9aqyjtpchl57npiAWlalx?usp=sharing>

The People Tree, the HR Club of SIMS, has been an academic year-long learning and innovative platform with interesting sets of activities it organized during the period 2024-2025. The mission was to provide a platform to explore and understand the latest trends in HR and industry practices for the students. Guest lectures, national-level case study competitions, and workshops with HR stalwarts have always made learning sessions worthwhile for its members. A few notable initiatives taken up by The People Tree are discussed in the subsequent sections below-

LIST OF EVENTS IN THE YEAR 2024-2025



Report on Curtain Raiser 2.0

The **Curtain Raiser 2024** event was successfully conducted on **25th July and 4th August 2024**, engaging participants from both MBA batches in a highly interactive and intellectually stimulating competition. The event was designed to test students' analytical abilities, communication skills, and ability to present structured arguments on thought-provoking topics. It consisted of two rounds, each with a unique format aimed at encouraging critical thinking and debate.

Round I: Turncoat (25th July 2024)

The first round was conducted through **online video submissions**, where **35 participants** discussed the topic *"AI and the Future of Work: How Automation is Shaping New Career Paths?"*. Each participant was required to present **arguments in favor** of the topic for **30 seconds**, followed by **30 seconds of counterarguments** against their own stance. This format tested their ability to assess multiple perspectives on the topic. Based on their performance, **10 students** advanced to the final round.

Round II: The Grand Debate (4th August 2024)

The final round was held at **Chanakya Hall** and featured the **10 shortlisted participants**, who were divided into teams of two. Each team debated on the topic *“Sustainability vs Profitability”*, with one participant supporting the motion and the other arguing against it. Each speaker had **3 minutes** to present their arguments, followed by **1 minute for the opposition team to discuss and pose a question**. An additional **1 minute** was allotted for the participant to respond to the counter-question.

The debate was judged by **Mr. Ravi Kumar**, who evaluated participants on their ability to articulate arguments, counter opposing viewpoints, and engage in structured discussions. **Dr. Suruchi Pandey** was also present as a spectator. The event saw participants deliver well-researched points, showcasing their understanding on the topic growing role in HR and the corporate world.

Curtain Raiser 2024 was a well-executed event that provided students with an opportunity to **hone their debating skills, enhance critical thinking, and gain deeper insights into the evolving role of AI in HR**. The People Tree (HR Team) looks forward to organizing similar events in the future to encourage intellectual engagement and professional development.

Glimpse of the event



Report on webinar- How to crack SIP process

The People Tree – HR Club of **Symbiosis Institute of Management Studies (SIMS)** successfully conducted a **webinar on "How to Crack SIP Interviews"** to help students navigate the Summer Internship Program (SIP) interview process effectively. The session aimed to equip students with essential strategies, recruiter expectations, and techniques to improve their performance in SIP interviews. Given the significance of internships in building professional careers, this webinar provided students with a **structured approach to preparation, key insights into employer expectations, and actionable strategies to stand out in competitive interviews.**

Resource Persons

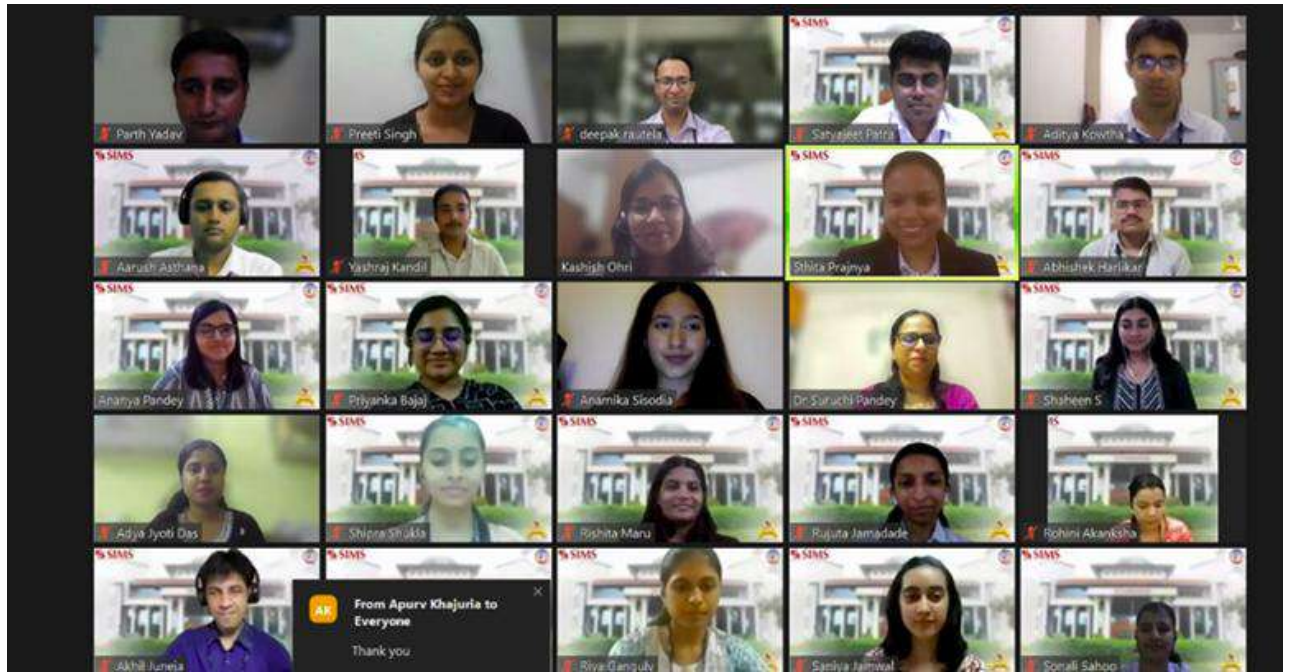
1. **Kashish Ohri** – DXC Technology
2. **Prof. Dr. Suruchi Pandey** – SIMS, Pune

Both resource persons brought **valuable industry experience** and **HR expertise**, providing students with practical, real-world perspectives on the SIP interview process.

Key Takeaways from the Webinar

1. **Understanding Recruiter Expectations:**
 - Employers look for candidates who **demonstrate confidence, problem-solving skills, and a clear understanding of industry trends.**
 - **Behavioral and situational questions** are used to assess adaptability, decision-making, and leadership potential.
2. **Effective Preparation Strategies:**
 - Students were advised to **stay updated on industry developments** and be aware of the latest HR and business trends.
 - Emphasis was placed on **revising key academic concepts** to showcase domain expertise during interviews.
 - Practicing **self-introduction, answering common HR questions, and mock interviews** was suggested to enhance communication skills.
3. **Enhancing Professionalism in Interviews:**
 - Maintaining a **professional demeanor, appropriate body language, and active listening skills** was highlighted as crucial.
 - Being **prepared with questions for the interviewer** was suggested to demonstrate enthusiasm and interest in the role.

Glimpse of the event



Report on- Teacher's Day

The People Tree – HR Club of **Symbiosis Institute of Management Studies (SIMS)** successfully organized a **Teacher's Day celebration** to honor and appreciate the contributions of faculty members. The event aimed to instill **gratitude, ethical values, and a spirit of appreciation** among students while recognizing the hard work and achievements of teachers. It also provided an opportunity for students to enhance their **organizational, leadership, and event management skills**, fostering **professional development**.

Objective of the Event

The primary objectives of the event were:

- **To celebrate and appreciate faculty members** for their contributions to student development.
- **To promote ethical and value-based learning**, aligning with the mission of SIU.
- **To enhance employability and skill development** by encouraging student participation in event organization.
- **To inculcate a sense of gratitude among students** and highlight the importance of acknowledging educators.
- **To recognize faculty achievements** during the academic year 2024.

The event was **informative, interactive, and engaging**, providing a perfect balance of **intellectual discussions, appreciation, and entertainment**.

Event Overview

The event commenced with the arrival of esteemed guests, who were welcomed and seated in the **VIP Lounge**. Students filled the **auditorium**, eagerly waiting for the program to begin. The arrival of **faculty members and guests** marked the formal start of the celebration.

The program opened with an **introduction to Teacher's Day**, highlighting the significance of educators in shaping young minds. This was followed by the **Lighting of the Lamp and Felicitation Ceremony**, a symbolic gesture to honor the dedication of teachers.

One of the key highlights of the event was the **Guest Talk by Chief Guest Dr. Partha Ray**, which provided **invaluable insights, motivation, and encouragement** to students, inspiring them to strive for excellence in their academic and professional journeys.

The celebration then transitioned into the **Certificate Distribution Ceremony**, where faculty members were recognized for their achievements in **academics, research, and student development**. This was followed by the **Gratification Ceremony**, emphasizing the importance of **recognition and appreciation** in both academic and professional settings.

Glimpse of the event



Report on- Colosseum

Colosseum 2024 was successfully conducted as a panel discussion aimed at fostering intellectual engagement and knowledge exchange among students. The event brought together industry experts and students from different batches to discuss emerging trends and developments in various industries.

The panel discussion was an interactive and insightful session where students actively participated, engaging with experienced professionals to gain valuable perspectives on evolving industry landscapes.

Objective of the Event

The event was organized with the following objectives:

To initiate discussions on emerging topics relevant to the corporate world.

To enhance students' understanding of recent trends across various industries.

To promote knowledge-sharing and learning by facilitating direct interactions between students and industry professionals.

Through expert insights and real-world experiences, students were able to gain a deeper understanding of industry expectations, challenges, and best practices.

Resource Persons (Panelists)

The event featured three esteemed industry experts, who shared their insights and engaged in discussions with students:

Mr. Ravindra Varma – RVR Projects

Mr. Shailesh Banaet – Cybernetik

Mr. Vinod Bidwaik – Sakal Media

Each panelist brought diverse expertise and industry experience, enriching the discussion with practical knowledge, case studies, and strategic insights.

Event Overview

The panel discussion was well-structured and interactive, encouraging participation from both senior and junior students. The panelists engaged in meaningful discussions, covering key aspects of industry trends, career opportunities, challenges, and future innovations.

The session facilitated open dialogue, where students were able to ask relevant questions, clarify doubts, and understand the nuances of different industry sectors. The panelists emphasized the importance of adaptability, continuous learning, and professional networking in today's competitive job market.

Glimpse of the event



Report on- Neuro-Linguistic Programming (Nlp)

Workshop

The People Tree – HR Club of **Symbiosis Institute of Management Studies (SIMS)** successfully conducted an **online workshop on Neuro-Linguistic Programming (NLP)** to provide students with insights into **mental programming, behavioral transformation, and problem-solving techniques**. The session was **interactive, informative, and engaging**, offering students practical tools to apply NLP principles in their daily lives.

Objective of the Event

The workshop was designed with the following objectives:

- **To impart knowledge about Neuro-Linguistic Programming (NLP)** and its applications.
- **To understand the benefits of NLP** in personal and professional growth.
- **To learn how to apply NLP techniques** in daily life for self-improvement.
- **To develop a positive belief system** through affirmations and mindset training.

The event focused on **skill development, personal well-being, and employability**, aligning with the mission of SIMS to foster holistic growth among students.

Resource Person

The session was conducted by **Ms. Satyamvada Sharma, Lead HR Consultant at Orange Business**, who provided expert insights on **the role of NLP in professional and personal transformation**.

Event Overview

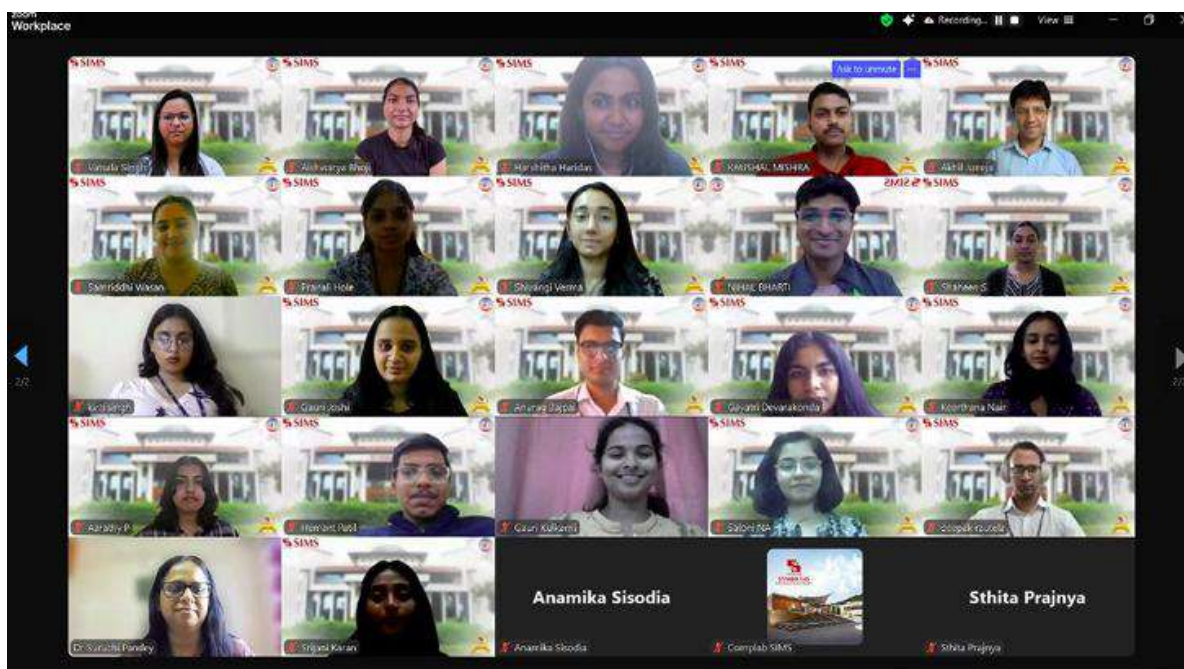
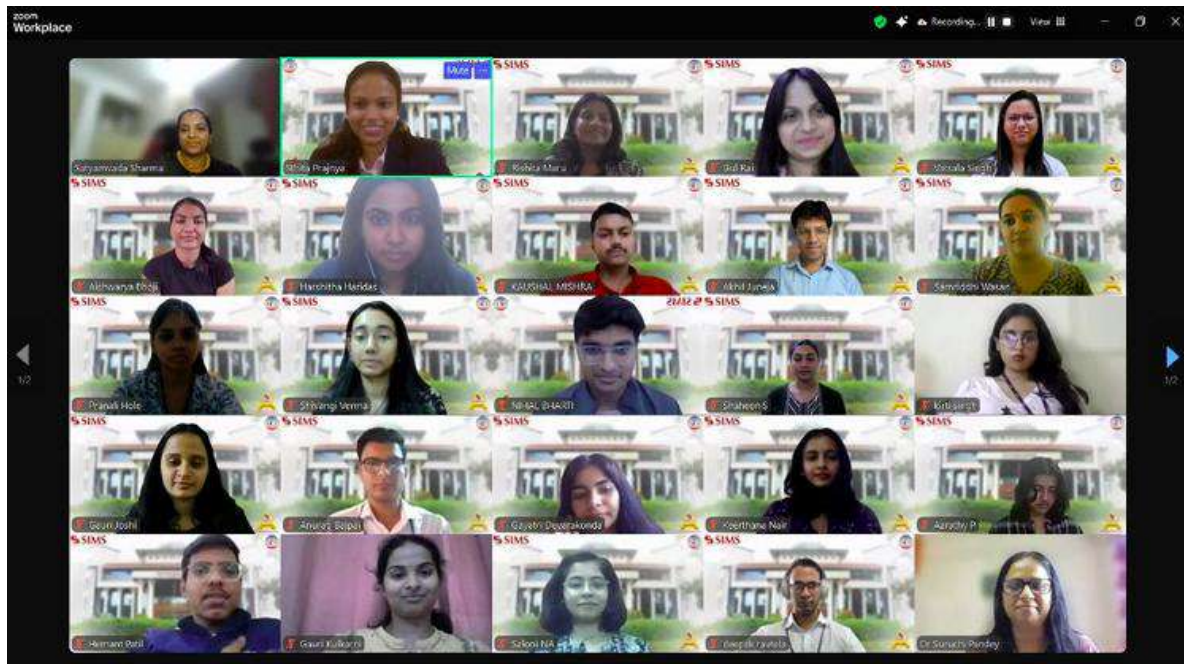
The workshop introduced students to **the core concepts of NLP**, emphasizing its **impact on mindset, behavior, and decision-making**. The session included a **detailed presentation**, where participants explored methods to **reprogram their thought patterns, enhance problem-solving skills, and develop an innovative approach to challenges**.

The event covered:

- **Understanding how NLP helps in self-improvement** and overcoming limiting beliefs.
- **Practical techniques for positive affirmations** and restructuring thought processes.
- **Developing a structured approach** to identifying problems and finding effective solutions.

The session concluded with a **Q&A segment**, allowing students to clarify doubts and gain further insights from the speaker.

Glimpse of the event



Report on- International HRM

The People Tree – HR Club of **Symbiosis Institute of Management Studies (SIMS)** successfully conducted an **International HRM Session**, providing students with valuable insights into **cross-cultural workplace behavior and global HR practices**. The session was **interactive and informative**, equipping students with the **knowledge and skills necessary to navigate international HRM challenges** in a diverse and globalized workforce.

Objective of the Event

The session was designed to:

- **Enhance understanding of cultural and workplace behavior differences** across international organizations.
- **Provide career-relevant insights into global HRM practices**, including talent acquisition, development, and retention.
- **Develop skills for effective communication and adaptability** in multinational work environments.
- **Highlight the role of HR in fostering inclusive workplace cultures** that value diversity and belonging.

The session emphasized **real-world applications** of HRM strategies in international business settings, making it highly **relevant for students pursuing careers in global organizations**.

Resource Persons

The event featured two distinguished speakers:

1. **Mr. Radha Jayaraman**
2. **Mr. Ramanathan Kannan**

Both speakers brought **extensive expertise in international HRM**, sharing practical knowledge on managing global workforces, handling cultural differences, and implementing effective HR strategies across borders.

Event Overview

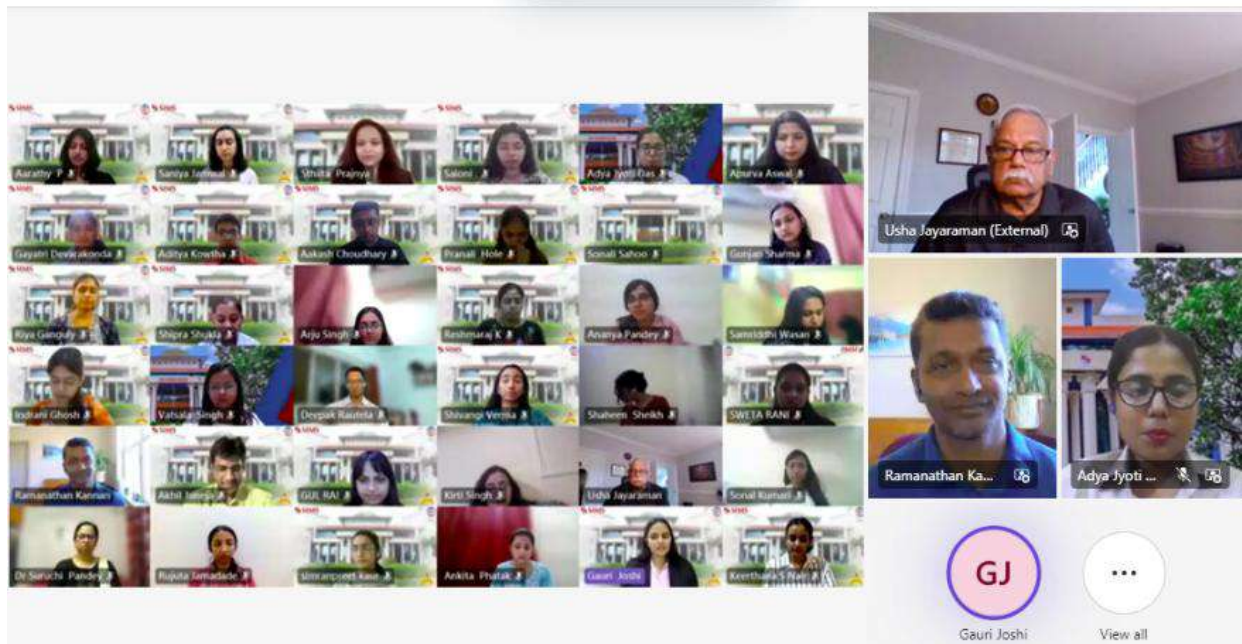
The session covered key topics such as:

- **Cross-Cultural Dynamics in Global Organizations:** Understanding diverse cultural norms, communication styles, and collaboration techniques.
- **International Talent Management:** Recruitment, onboarding, training, and retention strategies for a multinational workforce.

- **Culturally Intelligent Leadership:** The role of HR professionals in fostering inclusion and managing cultural differences.
- **Global HR Practices and Challenges:** Addressing the complexities of international assignments, legal considerations, and employee engagement in a global context.

The speakers provided **real-life scenarios and case studies**, helping students gain **practical perspectives on HR challenges in multinational organizations**.

Glimpse of the event



Report on- Industrial Visit to Wipro

Event Report: Industrial Visit to Wipro PARI

Organized by: Symbiosis Institute of Management Studies (SIMS)
Date: 8th February 2025
Mode: Offline
Total Participants: 55 (53 students, 2 faculty members)

Introduction

An industrial visit to **Wipro PARI**, located in **Dhangarwadi, Khandala**, was conducted to provide students with **practical insights into automation, workforce management, and HR practices** in an industrial setting. The visit was organized under the guidance of **Dr. Suruchi Pandey** and was attended by **Human Resources students from the Batch of 2024-26**.

Objective of the Event

The visit aimed to:

- Provide **firsthand exposure to automation and industrial workforce management**.
- Enhance **understanding of HR functions, employee relations, and industrial policies**.
- Explore **technological advancements and innovation in manufacturing**.
- Increase awareness of **sustainable manufacturing practices**.

The event contributed to **SDG 4 (Quality Education)**, **SDG 8 (Decent Work & Economic Growth)**, **SDG 9 (Industry, Innovation & Infrastructure)**, and **SDG 12 (Responsible Consumption & Production)** by offering insights into **HR policies, automation trends, and fair workplace practices**.

Event Overview

Upon arrival at **Wipro PARI**, students attended an informative session conducted by **Mr. Shinde and HR Ms. Nisha Shinde**. The session covered:

- **Wipro's business structure** and collaboration with **PARI through Wipro Infrastructure Engineering (WIN)**.
- **PARI's vision to be a global leader in automation solutions by 2027**, focusing on **electric vehicles, powertrain, and assembly automation**.
- **HR policies, employee welfare programs, and workforce scheduling**, including shift structures and leave policies.

Following the session, students toured the **manufacturing plant and office spaces**, observing **automation workflows, operational efficiency, and HR practices in action**.

Glimpse of the event



Report on- Kaleidoscope- 2025

Kaleidoscope 2025 was a structured **case study competition** designed to enhance **employability, innovation, and professional ethics** among students. The event provided a platform for participants from **prestigious institutes** to engage in **real-world problem-solving, strategic decision-making, and teamwork**. By analyzing complex business scenarios, students **bridged the gap between theoretical knowledge and practical applications**, preparing them for future industry challenges.

Objective of the Event

The event aimed to:

- **Enhance employability skills** through problem-solving, critical thinking, and decision-making.
- **Promote professional ethics and teamwork** by fostering integrity and strategic collaboration.
- **Encourage innovation and skill development** by inspiring creative solutions and practical application of management concepts.

The event aligned with **Sustainable Development Goals (SDGs):**

- ✓ **SDG 4 (Quality Education):** Promoted experiential learning, critical thinking, and analytical skills.
- ✓ **SDG 8 (Decent Work & Economic Growth):** Equipped students with industry-relevant skills and decision-making capabilities.
- ✓ **SDG 9 (Industry, Innovation, & Infrastructure):** Encouraged innovative solutions for real-world business challenges.

Resource Persons

The event featured distinguished industry experts, including:

- **Aman Rajabali** – President, **NHRD Pune Chapter** (Chief Guest)
- **Vishal Bhagat** – Mergers & Acquisitions, HR Transformation, **Abdul Latif Jameel** (Anchor)
- **Ms. Rati Choundawar** – CHRO, **Posiview Digital Technologies** (Judge)
- **Mr. Kaustubh Joshi** – Head of Talent Acquisition, **Yazaki India Pvt Ltd** (Judge)
- **Ms. Shweta Patil** – Head of Inclusion & Diversity, **Eaton Asia Pacific** (Judge)
- **Mr. Girish Kanitkar** – Senior Talent Acquisition Leader, **Ecolab India GBS** (Judge)

Their expertise and industry experience provided **valuable insights into business strategy, leadership, and problem-solving**.

Event Overview

The competition was structured into multiple **elimination rounds**, allowing participants to showcase **their analytical and strategic skills**:

- **Registrations:** 121 teams
- **Completed Registrations:** 59 teams
- **Round 1:** 29 teams
- **Round 2:** 24 teams
- **Round 3 (Finals):** 8 teams

Throughout the event, participants were required to **analyze complex business problems**, present structured case solutions, and engage in discussions with industry leaders. The competition not only encouraged **skill development** but also **reinforced professional ethics** by ensuring fairness and integrity in decision-making.

Outcome of the Event

- **Enhanced Employability:** Participants developed **critical thinking, problem-solving, and teamwork skills**, essential for corporate careers.
- **Strategic & Ethical Decision-Making:** The case study format encouraged participants to **evaluate ethical dilemmas and propose responsible business strategies**.
- **Innovation & Industry Readiness:** Students were challenged to **create practical, real-world solutions**, making them more competitive in the job market.

The event proved to be a **transformative experience, bridging academia and industry expectations**, and preparing students to become **future-ready professionals**.

Glimpse of the event



Report on- Diversity, Equity and Inclusivity Workshop

A comprehensive **Diversity, Equity, and Inclusion (DEI) Workshop** was conducted to educate students on the importance of workplace inclusivity and bias mitigation. The session provided valuable insights into fostering equitable workplaces and implementing inclusive HR practices. **Ms. Tanvi Nair**, Consultant Officer at **Northern Trust Corporation**, led the session, sharing her expertise and experiences in promoting DEI initiatives within organizations.

Objective of the Event

The workshop aimed to:

- **Develop a strong understanding of DEI principles** and their significance in modern workplaces.
- **Help participants identify unconscious biases** that influence workplace interactions and decision-making.
- **Provide strategies to mitigate biases** through structured policies and inclusive hiring practices.
- **Encourage critical thinking and practical application** through case study discussions on real-world DEI challenges.

The event contributed to **SDG 5 (Gender Equality)**, **SDG 8 (Decent Work & Economic Growth)**, and **SDG 10 (Reduced Inequalities)** by emphasizing fair employment practices and fostering an inclusive learning environment.

Resource Person

- **Ms. Tanvi Nair** – Consultant Officer, **Northern Trust Corporation**

Her experience as a **transgender woman (she/her)** brought a valuable perspective on inclusivity, workplace diversity, and equitable opportunities.

Event Overview

The session covered key DEI concepts, including:

- **Understanding workplace diversity**, focusing on race, gender, age, disability, and socio-economic background.
- **Distinguishing between equality, equity, and inclusion** to create fair opportunities in organizations.
- **Identifying and addressing unconscious biases**, such as:
 - ✓ **Group Bias** – Preference for similar individuals.
 - ✓ **Affinity Bias** – Favoring those with shared backgrounds.
 - ✓ **Confirmation Bias** – Interpreting information to support existing beliefs.

- ✓ **Halo Effect** – Overgeneralizing positive traits.
- ✓ **Stereotyping Bias** – Making assumptions based on group identity.
- ✓ **Attribution Bias** – Misjudging reasons for behaviors.

A case study exercise allowed students to analyze real-world DEI challenges, including:

- **Gender diversity targets in fintech companies.**
- **Addressing inappropriate workplace behavior.**

The session concluded with a **Q&A discussion**, where participants explored strategies for implementing DEI-focused HR policies.

Glimpse of the event

