



ALUMNI LETTER

In Search of Excellence

A News letter of Department of Management Studies JNCE
Shivamogga-577201



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Alumni Profile

Name : **CHANDANA HOSURKOPPA**
Batch : 2003-05
Educational profile : BSc in Computers MBA in HR
Current Designation : Associate
Manager : Talent Acquisition
Company Name : Indegene Pvt Ltd
Previous Company name : AstraZeneca



ACHIEVEMENTS:

- ✓ As POC, Played multiple roles for both Talent management and Talent Acquisition, responsible to hire and retain talent.
- ✓ Building high performing teams from zero
- ✓ Coaching managers on agile way of team management, competency and performance based reviews.
- ✓ Competitive intelligence and market trends
- ✓ Leading process, streamlining and automation of recruitment process in as part of digital transformation.

" Failure is the opportunity to begin again more intelligently"

1. Tell us some of your happy moments of college life during MBA.

Every moment of my life is happy because I live life in present and the happiest moments are when I achieve something new in my life!!

Happiest moment's list during my JNNCE college life would not have been complete without some note worthy moments such as, winning the BEST HR award at inter and intra college fest held at BIET, Davangere.

I wanted to be a leader and by saying so, I was selected as the first girl secretary of management club. During the process, I enjoyed learning new things and managing responsibilities of each and every happenings of the club. I cherish the moments working alongside with lecturers while planning for an event, organizing and keep things ready for the execution. Those were some of the happiest moments.

2. Tell us how you approached the MBA program.

I was a person who was not interested in marketing and was fine with scientific mathematics and I wanted to take up subject related to organizational development and management which made me choose HR and I picked up every opportunity that knocked my door.

3. Tell us about the Incentive plans which are generally followed and on which basis they are planned.

There is nothing called as incentives in corporate. An incentive program is a formal scheme used to promote or encourage specific actions or behavior by a specific group of people during a defined period of time. Incentive programs are particularly used in business management to motivate employees and in sales to attract and retain customers.

Usually it is called so when a certain amount or coupons are paid for the marketing and sales that happen or when a pre set target is achieved. In corporate it is called as performance pay or variable pay since the variable pay varies based on the individual performance. Scientific literature also refers to this concept as pay for performance.

4. How was protection of employees in your company during the pandemic?

I work in a healthcare company and employee's wellbeing is very important. In my company, the HR team formed a team of internal doctors called as CR (Covid Response) team.

This team helped employees and their immediate family members by resolving any enquires during Covid and even consultation was provided through calls and mails. During the 2nd wave various sessions were conducted to provide vaccination for the employees and their immediate family members. They also provided for Covid insurance which was very useful. Various sessions were conducted for employees mental and physical well-being and doctors were made available round the clock.

5. How would you create a work environment that employees find motivating?

Companies should perform CTC benchmarking every year with various companies. People should have a proper goal and proper purpose of what they are doing. If the employee knows that their performance will be evaluated then there, then automatically the employee would be self motivated to perform better. Hence, creating the value and purpose for a role becomes more important.

I believe providing flexibility, learning, creating more agile team and getting rewarded are more essential things for a person be motivated to work in the company. Mainly creating awareness and making the employee aware of their role and responsibility works wonders. Employees will be motivated through everything. If there's no flexibility or work life balance the employee would automatically desire for a change. So the employers should think about everything.

6. What is generally expected from Commerce, Science and Arts graduates?

Company don't look at background educational courses alone, rather they look at the knowledge. If it is a fresher, then how comfortable are they, how flexible they in learning, their interest areas and so on matters the most.

And, what exactly does your company expect from B schools affiliated to universities?

Some companies look for the skills that are job ready kind so that training period of the employee gets reduced but the functional roles get more learning ability, looks for challenges & confidence. So these are all the basic soft skills what they would judge in a student and later come all your technical abilities.

HR is not only about training, or to bring out solutions. It is also about building performing teams, value edition for each employee's career journey.

7. Along with curriculum what should the University students practice and adopt to match expectations of the company.

Internships are offered to students which is generally of a small duration in order to make the students understand what is the company is all about, its working processes, company structure and so on. I would like to say that do not miss on the internship opportunities while you are a student as it bridges the gap between students to tomorrow's corporate ready life, in other words making students from campus to corporate ready.

Additionally, there is lot of new programs, online certification courses such as analytics, AI based skills, data sciences and EXCEL..... This are all the basics but adds a cutting edge during the selection process. I feel this should be added to the curriculum.

8. How exactly does the training program go on in your company?

There are different types of trainings that go on in our company. They are on soft skills, technical skills, programming sessions which keep happening with in the company and based on the individual interest an employee can go and attend. With the self learning/trainings the employee gets and insight on to betterment on the job or role they are being associated with. Since training programs are generally based on job requirements. Sometimes certain trainings, modules of training help to take up extra job or to switch over career.

9. What are the changes that you think are happening due to work from home option.

Employer has to take care of employee's wellbeing and family wellbeing also. With work from home option being given, it gives freedom to complete the deliverables so in that way employer are given that kind of freedom saying that yes employees will work better as long as you trust them by enforcing authority, empowerment to take decisions and ultimately. And empathy plays wonders since pandemic, all are sailing on the same boat.

10. How did your company support for work from home.

Proper instructions were given, work related information such as including when to take break, take set and how to use laptop and how to balance mental health and physical health, well being sessions were conducted. HR Bps connected with people on how they can help, whether the internet connection problem or any other connectivity issues, they provided for support assurance.

11. For HR specialization, what kind of certifications adds value.

Additional HR courses like HR analytics and some of the very unique courses as LLP program, Euro learning programs and OD certification adds a lot of value.

HR specialization doesn't need any other certificate course than add ons as stated above, because what's been taught in MBA program is itself sufficient.

12. How can be the performance of an employee assessed.

Now, employee performance assessment is a different theme all together but in my view this is all about data driven approach, so based on different types of goals that I have already mentioned additionally would be percentage of data and client satisfaction data what are their learning score, their personal learning score, it all depends on the data driven approach these days.

ALUMNI - ACCOMPLISHMENTS

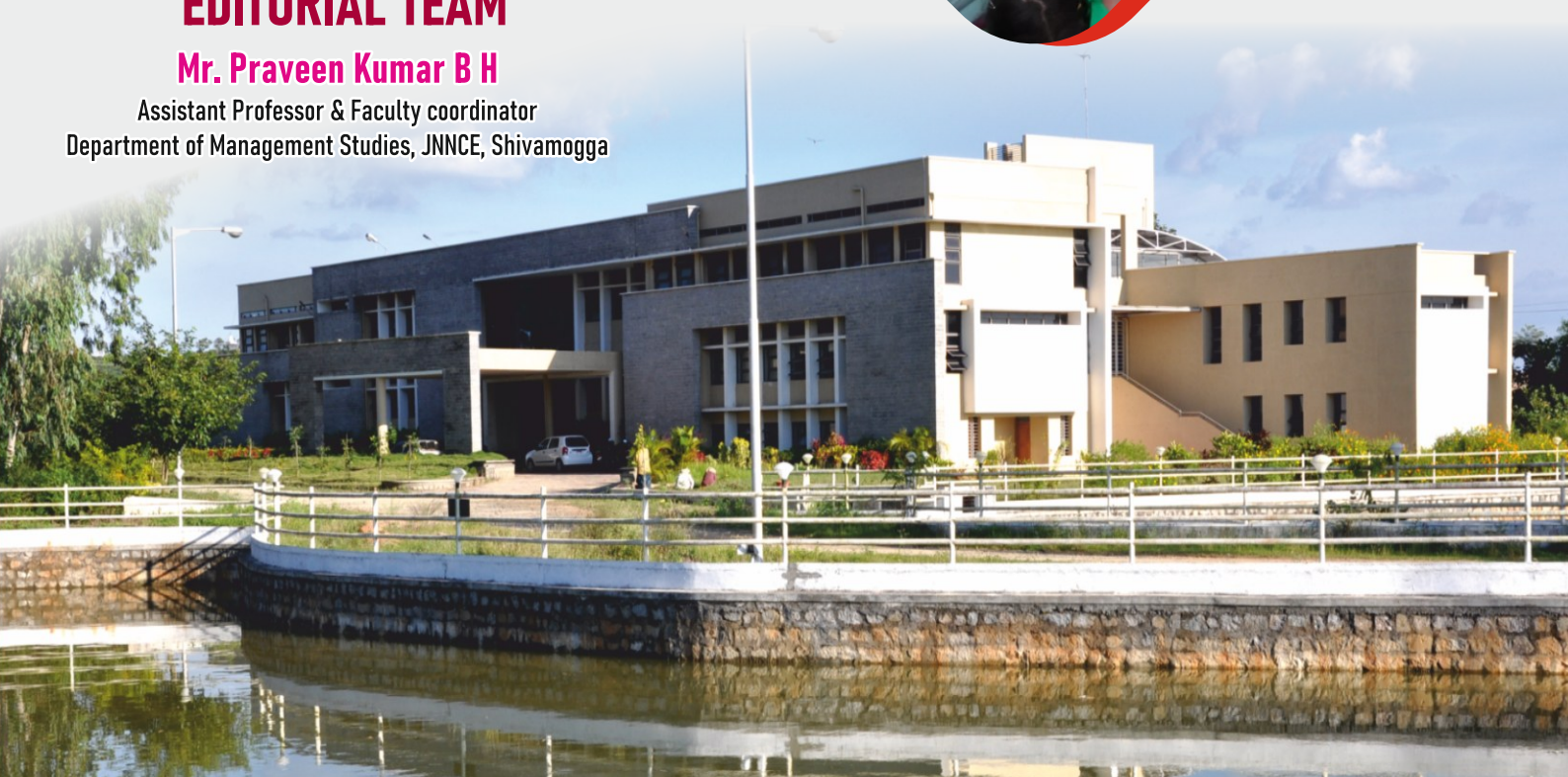


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“Coming together is a beginning. Keeping together is progress. Working together is success.”