

Managing Human Resources

4th & 5th April 2012: A two-day National Level Seminar on 'Managing Human Resources', was organized by Pillai's College of Education and Research, New Panvel. Dr. K. M. Vasudevan Pillai, CEO & Secretary, Mahatma Education Society, was the chief guest and the key note speaker. In his key note address, Dr. Pillai shared examples from his life and highlighted how his institutions are connected not through LAN and WAN but with care and commitment of the human resources which ensures a successful future.

The guest-speaker for Session-I on Work engagement and commitment was Mr. Anil Thomas, Founder & Management Consultant Mustard seed training & assessment systems. Mr. Thomas took a lively session, where he discussed the 20-80 principle of life and shared valued inputs and theories related to work engagement and commitment. He highlighted the five levels of employee engagement, with a sound psychological basis for the same. He also discussed the 6 needs of human beings as crucial concepts for better human resources management. He kept his audience active through his mastery in experiential learning.

Mr. Suresh D Patil, Vice-president, Calyx Pharmaceuticals and chemicals, Thane, was the resource person for Session-II on 'Psychological well-being of employees for peak performance'. Mr. Suresh Patil brought out an excellent reason to value employees by underlining the fact 'Employee first'. A satisfied employee only would lead to the satisfaction of his customers. He discussed the various strategies to motivate employees and the benefits of reward mechanism strategy.

Session-III was a Panel Discussion on 'Role of Quality Assurance Agencies in the Management & Sustenance of Human Resources'. The first panelist Dr. Shirish Chindhade is a very learned and experienced person and a Member & Co-ordinator of NAAC Peer Team. He explained how institutions can prepare themselves to receive NAAC accreditation and the important aspects that every college should look into. The second panelist, Dr. Susanta Kumar Pradhan presently posted at S.C.E.R.T., Goa, is the recipient of Jr. & Sr. Research Fellowship of UGC. He threw light on UGC as an agency of quality assurance. Mr. Zubin Batliwalla, the third panelist, is on the Expert Panel of the Certification Bodies for conducting ISO 9000 Audits. He

gave details of how an ISO based management system, if correctly implemented will drive improvements in processes, products & the value of services imparted.

All the guest speakers and the paper presenters gave valuable insight into the theme, 'Managing Human Resources'. Overall the seminar triggered new ideas that will benefit the audience for years to come.