

# QUADRANGLE

Volume: 1, Issue: 1

August 2009



Tata Institute of Social  
Science entrance.

## Our Lessons of Life at TISS

**M**uch may be done in those little shreds and patches of time which every day produces, and which most men throw away...thus spoke Colton. We at the Tata Institute of Social Sciences have our own sense of time and space; students of HRM & LR, unlike their counterparts in B Schools across the country, take pride in letting time meander while we soak in the lessons of life, in addition to the finer nuances of managing people. Maybe that is the reason why HRM (and erstwhile PMIR) graduates are known to have that much sought after yet scarce quality of being humane in a profession marked by its cold calculated logic. But whatever TISSians are accused of, being distant to their alma mater is definitely not one of them. The unstinting support offered by the alumni has been one of the singular factors contributing to the success of the course being one of the best of its kind in the country and beyond. It being a social science

institute, TISS has never believed in hard selling its course or its students; it has always believed in depending on the bulwark of its academic excellence and solid professional credentials built by its alumni over decades. This has always ensured that students passing through its hallowed portals are never deprived of valuable opportunities to intern for fieldwork and summers. However a need has been felt now and then that the relationship between the current students and the alumni could be made a more meaningful one by engaging our former students on a more regular basis; this is also an acknowledgement of the fact we look for not only professional support from the alumni but also benefit from their rich experience, culled sometimes over decades of industry experience. This newsletter is a small step in that direction, to reaffirm that link which is omnipresent, even in all its subtlety.

## From the Director's Desk

Greetings from the Tata Institute of Social Sciences. I am writing to inform you on the progress your alma mater made in the recent years.

The TISS has made considerable progress in consolidating its academic program; broaden its research agenda, and strengthening its interface with communities, industry, government and universities and institutions in the country and elsewhere. For the 2009 – 10 academic year, TISS admitted 500 Indian students to its 15 masters programs; 34 students to M. Phil. and 22 scholars to Ph. D. Programs respectively. With the current intake, the number of scholars working towards their doctoral degree has increased to 180.

The TISS admitted 45 international students to its masters and short-term programs (43 won prestigious international scholarships to come to study at TISS) from 26 countries across the world. In addition to this, TISS will receive over 40 short-term exchange students and faculty from Universities in the United States and Europe during the current academic year. In exchange, TISS sends over 20 of its masters' students to the US and European Universities.

The TISS is offering certificate and diploma programs from its upcoming Hyderabad and Guwahati campus. A Diploma in Decentralized Planning and Rural Development was offered from Hyderabad, and a Diploma program in Community Organization and Development Practice has started in Guwahati. TISS's work in Andaman and Nicobar Islands, and Ladakh is being strengthened.

The Tuljapur campus has admitted 55 students to the undergraduate program in Social Work with specialization in Rural Development for the 2009-12 batch. The TISS campus in Tuljapur is now fully developed with academic buildings, library, computer and media centre, hostels, guest house, gymnasium, faculty and staff housing spread over 30 acres. Of the remaining 70 acres, 30 acres have been forested and we have new plantation in 40 acres. In addition to 3 year undergraduate program, we conduct several diploma, certificate and short-term programs for government and civil society personnel. A number of field action projects



**"Our endeavor has been to create HRM&LR graduates with strong understanding on the socio-political and economic context in which business and industry are rooted, along with knowledge and skills on business processes."**

S. Parasuraman

in health, water, sanitation, irrigation and community development are demonstrated from the Tuljapur campus.

In the meantime, the **School of Management and Labour Studies** has considerably expanded its scope of work. The SM&LS has a mission to provide quality human service professionals for a variety of stakeholder groups in the development process. The School has diversified to develop innovative teaching and research programmes that address wider social issues and realities with a special emphasis on the marginalized and vulnerable groups. It offers Master's Degree Programs in Human Resources Management and Labour Relations, Globalization and Labour, and Social Entrepreneurship; and a Diploma programme in Human Resources Management. It is involved in research and consultancy undertaken through its 4 Centres:

- Centre for Human Resources Management and Labour Relations;
- Centre for Labour Studies;
- Centre for Social Entrepreneurship; and
- Centre for Social and Organizational Leadership Development.

TISS's repositioned masters program on Human Resources Management and Industrial Relations (previously Personnel Management and Industrial Relations) has been strengthened considerably. The HRM & LR curriculum was assessed as the best in the country by a jury of eminent HR professionals and awarded Dr. P. N. Singh Foundation prize.

The two-year program has over 90 credits (and several non-credit courses) with strengthened concurrent fieldwork in the three semesters and block field work in the 4th semester. And importantly, HRM & LR students go through four foundation courses(8 credits spread over 1st and 2nd semester) that provide strong grounding on society, culture, state, economy and development along with students from all other schools. We have expanded field placement by including 100 new industries in the service and manufacturing sectors. Some of our most accomplished alumni along with leaders from other business areas teaching our program as visiting faculty and adjunct professors.

Our endeavor has been to create HRM&LR graduates with strong understanding on the socio-political and economic context in which business and industry are rooted, along with knowledge and skills on business processes. In addition to strong grounding in basic HR areas, they also do specialized courses in employee relations, learning and development; and compensation and benefits. (Please see the attached brochure for the richness of our curriculum). In the fast changing and increasingly turbulent social, political and economic environment, the HR professionals will be called upon to deal with societal processes as much as their role in enhancing productivity and welfare of the labour and capital from within. TISS's HRM&LR graduates come with capabilities to effectively deal with business and societal processes.

TISS along with four international partners namely, University of Kassel and Berlin School of Economics (Germany), University of the Witwatersrand (Johannesburg, South Africa) and State University of Campinas (Brazil), and International Labour Organization, Geneva cooperate to develop and implement an international Master's Programme "Labour and Globalization". The course aims to strengthen trade union experts as well as to create a cadre of trade union professionals for the informal sector with expertise on sustainable development, social justice and international labour standards. This qualification will enable workers' representatives to engage more effectively in social dialogue, public debate and policy implementation on key human development objectives like employment creation, gender equality, workers' rights and social justice as central pillars to combat poverty and social exclusion. The SM&LS has been offering M.A. in Globalization and Labour since 2007.

The Centre for Human Resources Management and Labour Relations has set up Adecco – TISS Labour Market Research Initiative (ATLMRI) with an objective to analyze and understand growth trajectories in the Indian economy and the character of labour force. The idea is to provide pivotal Linkage between the government, industries, education training providers, and prospective employees. The ATLMRI produces a number of working papers and annual publication every year to provide valuable analysis to stakeholders in organized and unorganized sectors. The faculty of the SM&LS is engaged in research initiatives on a number of cutting – edge areas of employment in the formal and informal sectors, labour justice, wealth creation for the poor and marginalized, and others.

We invite you to visit the campus for interaction with the students and faculty, and you are most welcome to contribute to the teaching, research, field work and outreach programs. The students of the SM&LS will be in touch with you to brief you on the Annual HR Conference in September 2009, and Students Festival in December 2009.

With warm regards,  
**S. Parasuraman**  
**Director**

# Events and Conferences

The MA HRM & LR program of TISS became the first program in Human Resources in India to receive an accreditation from the Society of Human Resource Management (SHRM), the world's largest association in the area of Human Resource Management. The SHRM represents more than 250000 members in over 140 countries. Based on an analysis of the content of the program, the MA in HRM & LR program was recognized as being in alignment with the SHRM guides.

## Highlights

- The Social Network Analysis Conference (SNAC) was organized by the School of Management and Labour Studies in December 2008, revolving around the themes of organizational dynamics, knowledge and innovation.
- The Global Labour University and TISS Conference on Financialization of Capital Deterioration of Working Conditions was held at TISS on April 23-24, 2009 and involved 3 plenary sessions: the Impact of the Financial Crisis on Labour and Possible Responses; National Trade Unions Facing the Challenge of a Global Crisis; and Organizing the Unorganized: Strengthening the Voice of the Poor.
- The Adecco TISS Labour Market Research Initiative (ATLMRI) released the India Labour Market Report 2008. An exercise by the ATLMRI, the Adecco-TISS Labour Market Information Cell is endeavoring to provide a link between job seekers and employers, covering urban and rural India.

Adecco TISS Labour Market Research Initiative and The Global Labour University and TISS conference



## Alumni Events and Interactions

- Held at Mojo Blue, Gurgaon the **ALTIDA** was attended by 40 alumni. The event witnessed experience sharing and enjoyment amidst a ‘virtual TISS campus’.
- The **ALTIHA** was sponsored by ALLEGIS Consulting and held at Zafran, Banjara Hills and attended by 30 alumni. An informal event, the ALTIHA included general interaction among the attendees.
- The **ALTIBA** was held at the Karnataka Badminton Association. With the participation of 40 alumni the event included interactive exercises like a ‘TISS Quiz’. This year, the meet was sponsored by Mr. Solomon Ravikumar from the Batch of 1984. For decades, the ALTIBA is being sponsored by Mr. Pravin Shastry from the Batch of 1971.
- Alumni who have recently been involved in guest lectures and seminars at the institute include **Mr. Sardar Joshi** from the Batch of 1984, **Mr. Jayaram Shetty**, **Prof RSS Mani** and others. **Mr. P. Vijayan** from the Batch of 84 , who has been playing a part in the design of the course curriculum, became a member of the Board of the School of Management and Labour Studies this year.



Alumni events :  
ALTIDA, ALTIHA,  
ALTIBA



Adiam condimentum Purus, in consectetuer Proin in sapien. Fusce urna magna, neque eget lacus. Maecenas felis nunc, aliquam ac, consequat vitae, feugiat at, blandit vitae, euismod vel.

## Student and Faculty Achievements

- TISS has become a member in a Consortium of 12 European and 8 Indian universities receiving a grant for an academic exchange under the Erasmus Mundus External Co operation Window India. **4 TISS faculty members and 12 students received fellowships** under the grant.
- **Anvesh Kharbanda and Supratik Bose from 1st year, HRM & LR were awarded the 2nd Rank** in the Acrux HR case study competition held as a part of Samanvay 2008 in IIT Madras. "Education Infrastructure for Complementary' Health Practice in India" is an award-winning research paper co-authored by students (Amanpreet Kaur, Nitya Pant) and faculty (Noel Machado). In February 2009, this paper won an award at the Confederation of Industry (CII) Young Indians' competition about "Next Practices" for India's vision of the year 2025.
- Publications by faculty include articles in journals, chapters and other publications by Prof Sharit Bhowmik (in The State of Labour, Labour File; Politics of Tea in Dooars, Economic and Political Weekly, Labour Organizations in the Twenty-first Century, Indian Journal of Labour Economics)
- While **Dr. Bino Paul authored Educational Attainment of Youth and Implications for Indian Labour Market: An Exploration through Data, Indian Journal of Labour Economics**, other publications by him include Employment in Retail Sector: A Comparison of Organized and Unorganized Retail, ATLMRI Discussion Report 7 (co-author). Employability in Small Scale Sector, ATLMRI Discussion Report 8. India Labour Market Report, 2009, ATLMRI Report (co-author).
- **Publications by Dr Zubin Mulla include Wages and Industry Characteristics: The Impact of Value Added Per Employee, Establishment Size, and Industry Growth**, Management & Labour Studies along with the co authoring of articles in Vision: The Journal of Business Perspective, Karma-Yoga, the Indian Work Ideal and its Relationship with Empathy, Psychology and Developing Societies (co author)



**"We now believe that the time is ripe to carve out this confluence from under the umbrella brand and give it a distinct identity of its own."**

#### Highlights



## Manthan 2009

**M**anthan has been a happy point of convergence for the current students and the alumni. It has also provided a much needed platform for students to interact with the industry. In addition to the above, this is also an opportunity for students to showcase their literary and cultural skills. In the greater context of the HRM & LR course being an integral part of TISS, a need has been felt to align it better with the overall socio-cultural objectives of the institute. Hence, a decision has been taken at the institute to chalk out a week long calendar of cultural and literary events where each of the schools at TISS organize their respective fests. Manthan, being an integral part of the cultural calendar at TISS, has now been shifted to be held during this week. The Corporate Sessions have been the crowning glory of Manthan. This has been at the heart of our interface with the industry and apart from the obvious involvement of the HRM students being the organizers, members of other schools have also benefitted from such events as Key Note addresses and HR round table discussions featuring the best and the brightest from the corporate world. It is because of this that the Corporate sessions have always

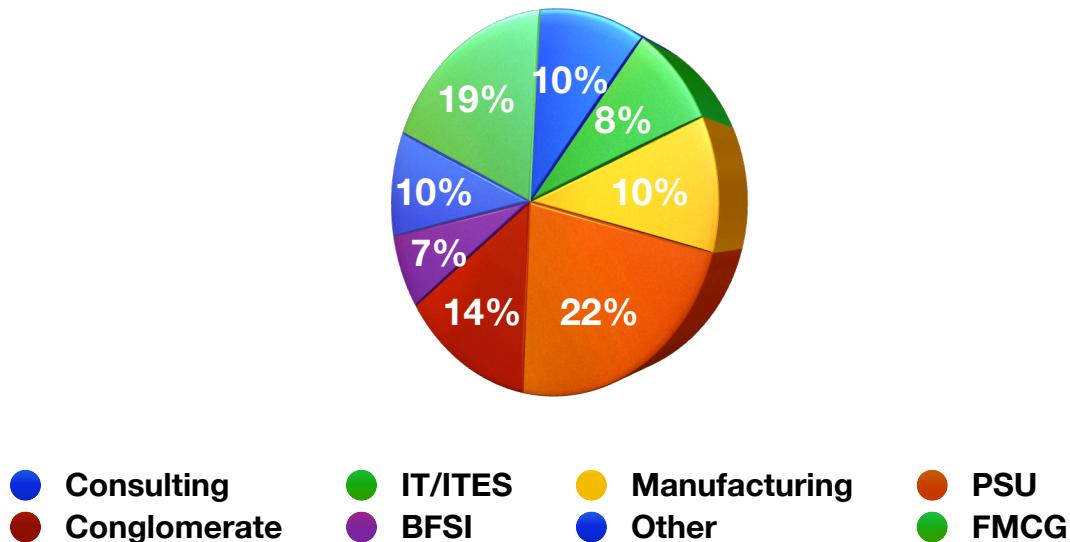
had a distinct flavor of its own. We now believe that the time is ripe to carve out this confluence from under the umbrella brand and give it a distinct identity of its own. Organized under the aegis of the HRM & LR section, we have given it a more defined agenda by rechristening it as the 'HR Conclave'. To reaffirm its standalone status, the conclave has been scheduled to be organized in September with the theme being 'Leading through Change: People, profits and planet'. As always, this event can only succeed with the unstinting support that our distinguished alumni have always displayed. It is this bond that we seek to strengthen as we take the first step in a new direction.

# Placements at TISS HRM and LR

Rumors of recession taking its toll on placements across most of the top B schools in the country is very much a reality many campuses are living with now. However in spite of the lack of branding TISS suffers from as a conscious choice and given the ethos the institution believes in, quite surprisingly TISSians have done much better in terms of both the summer and final placements in the last year.

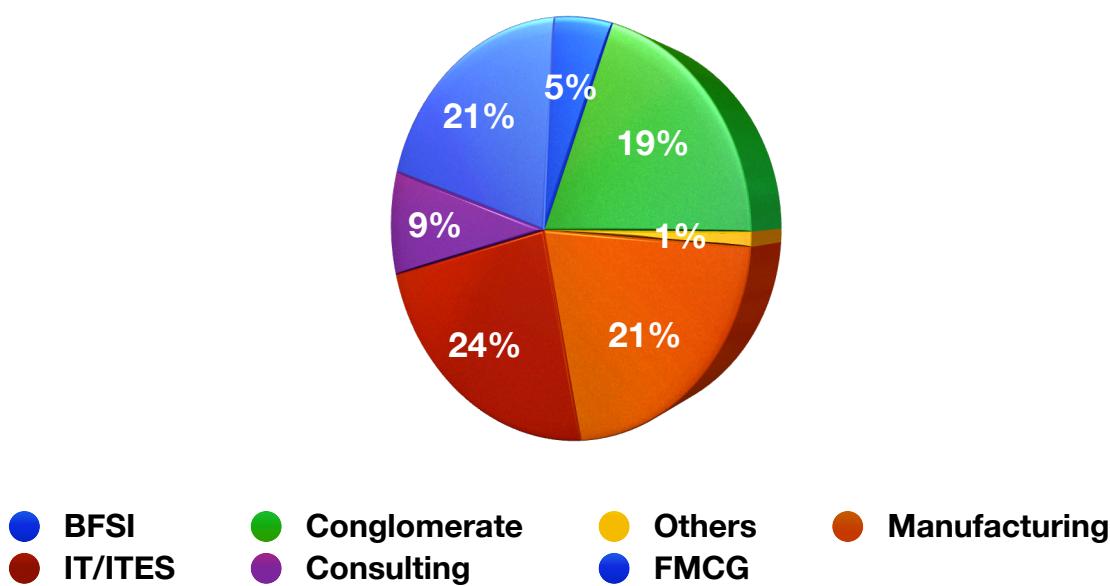
To take a quick glance the current batch of 2010 comprised of 54% engineers, 19% from commerce and economics background, 15% from the arts background and last but not the least 6% each from the management and sciences and maths background. In terms of prior experience a whooping 66% of the batch had people with work experience ranging from 11 to 36+ months. For the final placements for the senior batch the sector wise split is as indicated below:

**Sectorwise split of companies Final placement 2009**



In terms of offers accepted the average Offer Accepted was INR 10.12 Lakhs p.a., the Highest Offer being INR 16.75 Lakhs p.a. with a Median Offer of INR 10.31 Lakhs p.a. The Minimum Accepted Offer was INR 5 Lakhs p.a. Given a batch Strength of 59, 12 Pre Placement Offers were made all of which were accepted. The Summer placements for the batch of 2010 was equally exciting. The average stipend was of INR 25,873 p.m. with a highest stipend of INR 50,000 p.m. For a batch of 64 the number of recruiters who participated in the process was 31. The sector wise split is mentioned below

**Sectorwise split of companies Summer placement 2008-09**



# Thank you!

The Alumni of TISS, HRM & LR are invited for the '**Homecoming Session**' in September. Spread over 19th and 20th of September the session seeks to recreate the essence and the experience of TISS, HRM & LR for its alumni.

The Quadrangle **invites active contribution** from alumni for subsequent issues you on themes, current issues and experiences pertaining to this field and the institute. The institute hopes to benefit from the invaluable inputs from experience and expertise provided by its alumni.



TISS Convention Center

## QUADRANGLE

ALCOM ID: [tisshrmlr.alcom@gmail.com](mailto:tisshrmlr.alcom@gmail.com)