

ST. MARY'S COLLEGE (AUTONOMOUS)
RE-ACCREDITED WITH A+ GRADE BY NAAC
THOOTHUKUDI-628001, TAMIL NADU,

NEWS LETTER: 2021 - 2022

PG DEPARTMENT OF HUMAN RESOURCE MANAGEMENT



HOD's Message:

It is with great pride that I reflect on the remarkable progress and achievements of our Master of Human Resource Management (MHRM) program. Our department has worked tirelessly to ensure that our students are equipped with the knowledge, skills, and professional values required to thrive in today's competitive business environment.

A key feature of our program is the introduction of a Professional Uniform Code. This initiative underscores the importance of professionalism in the workplace, preparing our students to present themselves with confidence and discipline. The uniform code helps foster a culture of respect, responsibility, and readiness for corporate challenges, ensuring our graduates are poised for success.

Additionally, we have made significant strides in providing technical assistance through smartphones. With the increasing integration of technology in education, this initiative has allowed our students to access learning resources, research tools, and academic support in real time, enhancing the flexibility and accessibility of their studies. This technological support aligns with our commitment to research excellence, enabling students to engage in cutting-edge HR research and stay ahead of industry trends.

Our program also places a strong emphasis on management activities. We regularly organize workshops, seminars, and team-based projects that offer students hands-on experience in key HR functions, from recruitment and training to conflict resolution and performance management. These activities are designed to hone their strategic thinking, leadership skills, and decision-making abilities.

Above all, our program's focus on developing Human Resource Management skills ensures that students are not only versed in theoretical knowledge but also equipped with practical expertise. From understanding organizational behavior to mastering employee engagement strategies, we are committed to producing HR professionals who can effectively manage and lead in today's fast-evolving corporate landscape.

As the Head of Department, I am deeply proud of the strides we have made in enhancing the quality of our MHRM program. We remain committed to providing a holistic, forward-thinking education that prepares our students to be tomorrow's leaders in human resources.

Sincerely,

Dr. Mary Judith Reene Fernando

Associate Professor of Commerce & Coordinator of MHRM

EDITORIAL TEAM:

DEPARTMENT OF HUMAN RESOURCE
MANAGEMENT

· DR. MARY JUDITH REENE FERNANDO
ASSOCIATE PROFESSOR OF
COMMERCE & COORDINATOR OF
MHRM

· MRS. M. FATIMA LUCIA SHEEBA
ASSISTANT PROFESSOR OF MHRM

· MS. JESU SAHAYA SHERINA
ASSISTANT PROFESSOR OF MHRM

· MS. ANETTE ROY
ASSISTANT PROFESSOR OF MHRM

· MS. ANANTHI GUNAWATHY
ASSISTANT PROFESSOR OF MHRM
THE EDITORIAL TEAM IS
RESPONSIBLE FOR OVERSEEING THE
PUBLICATION PROCESS, INCLUDING
REVIEWING CONTENT, ENSURING
ACADEMIC QUALITY, AND
MAINTAINING THE STANDARDS OF
THE DEPARTMENT'S MATERIALS. WITH
EXPERTISE IN HUMAN RESOURCE
MANAGEMENT AND A COMMITMENT
TO EXCELLENCE, THE TEAM PLAYS A
CRUCIAL ROLE IN SHAPING THE
DEPARTMENT'S COMMUNICATION,
REPORTS, AND PUBLICATIONS.



Mentor-Mentee System

Our Mentor-Mentee System is designed to support student progression both academically and personally. Under this system, each faculty member is responsible for a small group of (1-4) students. The primary focus is on improving communication, problem-solving, and time-management skills through regular interactions with mentors.

Key Features of the Mentor-Mentee System:

- Personalized Attention: The mentor keeps track of each student's academic progress, addressing both their educational and psychological needs.
 - Regular Meetings: Periodical Tutor-Ward meetings are held every Friday from 2:30 p.m. to 4:00 p.m. where students can discuss their progress and seek guidance.
 - Record Keeping: A detailed record of academic results and bio-data is maintained for each mentee to ensure continuous support.
 - Frequency: Mentors meet with their mentees seven times during the odd semester and seven times during the even semester to provide consistent guidance.
- This system plays a crucial role in enhancing students' overall development, ensuring that each individual receives the support they need to succeed both inside and outside the classroom.

Semester	Date
ODD	16.09.2021
EVEN	06.01.2022
	27.01.2022
	11.02.2022
	18.02.2022
	25.02.2022
	11.03.2022
	25.03.2022
	01.04.2022
	22.04.2022
	29.04.2022



BOARD OF STUDIES MEETING – DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

DATE: 26TH FEBRUARY 2021

TIME: 10:30 A.M.

VENUE: DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

The Board of Studies Meeting for the Department of Human Resource Management was convened on 26st February 2021 at 10:30 a.m. in the department. The meeting commenced with a prayer, followed by a warm welcome to all the esteemed members present.

Participants:

- Dr.M. Julias Ceasar (University Nominee)
- Dr.P. Ravi (Subject Expert)
- Dr. Rita Rebekah (Subject Expert)
- Ms. Sylvia John (Industrialist)
- Ms.J. Snowfa Fernando (Alumnae)

The Parents Teachers Association conducted meetings regularly for all the parents and students of the department. The meetings were held respectively II MHRM on 26.03.2022 and for I MHRM on 07.05.2022. The Marian Alumnae Meet was organised on 23. 04. 2023. The Principal and the President of OSA Rev.Sr.Dr.A.S.J.Lucia Rose presided over the meeting. Mrs.ThenmathiDhanushkodi Administrator Thenmani Hospital Thoothukudi was invited as the Chief Guest.



MOOC COURSE RESULT – OCTOBER 2021

Name of the paper: Organizational behavior

Duration: From July to October / No of Weeks 12 Weeks

S.NO	Reg No	Student Name	Status
1	20SPHR01	ANTOFUJI S	RA
2	20SPHR02	ATHI LAKSHMI N	RA
3	20SPHR03	DEEPIKA R	RA
4	20SPHR06	GEETHA S	PASS
5	20SPHR08	HAMITHA NASREEN A	RA
6	20SPHR09	ISWARIYA S	PASS
7	20SPHR10	JAPHINA J	PASS
8	20SPHR11	JEEVA NANCY A	PASS
9	20SPHR12	JERLINMIZPHA J	RA
10	20SPHR13	JULIET SOWMIYA A	RA

11	20SPHR14	KANCHANA R	RA
12	20SPHR16	MARIYA SAHAYA SHYAMILI A	PASS
13	20SPHR17	MUTHU BHARATHI T	RA
14	20SPHR18	MUTHU SANTHIYA S	PASS
15	20SPHR21	NIVETHA A	PASS
16	20SPHR22	PAVITHRA S	PASS
17	20SPHR24	RAMALAKSHMI G	PASS
18	20SPHR25	RASHMI S	RA
19	20SPHR26	RUZAINA SULTHANA S	RA
20	20SPHR27	SAHAYA ABILA S	PASS
21	20SPHR28	SANTHANA LAKSHMI G	RA
22	20SPHR30	SHIVANI R	RA
23	20SPHR32	STEFFINA P	RA
24	20SPHR33	SUBA LAKSHMI S	PASS

SUMMER INTERNSHIP

Reg.No.	NAME	Topic Name	Company Name
20SPHR01	Anto Fuji S	Future trends in Export market and E-commerce adoption in logistics	Inersnack.cashew India Pvt.Ltd.
20SPHR02	Athi Lakshmi N	Wages Fixing Administration	ABI Group of Companies
20SPHR03	Deepika R	Employees Motivational Factors	Ishwariya Flyash Bricks Pvt.Ltd
20SPHR04	Densiya A	A study on Human Resource Information System in an organisation	Linga Container Terminal Pvt.Ltd
20SPHR06	Geetha S	A study on Employee Job satisfaction	Ramesh Flowers Pvt.Ltd.
20SPHR07	Gomathi R	Analysis of Labour welfare schemes and its impact on job satisfaction	PSTS Shipping Services
20SPHR08	Hamitha Nasreen A	A study on the effect of compensation management	Kamal Healthcare Products Pvt. Ltd.
20SPHR09	Iswariya S	The Effect of motivational tools on Employee's morale in an organisation	PSTS Shipping Services
20SPHR10	Japhina J	Performance Management and Appraisal	Transworld
20SPHR11	Jeeva Nancy A	The Effect of employees participation in decision making on organisational performance	Jara EnerTek
20SPHR12	Jerlin Mizpha J	A study on recruitment and selection process	ABI Group of Companies
20SPHR13	Juliet Sowmiya A	A study on stress management among employees	ABI Group of Companies
20SPHR14	Kanchana R	A study on gender equality in the workplace	ABI Group of Companies
20SPHR15	Lakshmi Priya K	A study on organisational culture and its impact on employees behaviour	Ramesh Flowers Pvt. Ltd.
20SPHR16	Mariya Sahaya Shyamili A	A study on training manpower development and employee performance	Linga Container Terminal Pvt.Ltd

20SPHR17	Muthu Bharathi T	A study on work measurment and wage payment plans	ABI Group of Companies
20SPHR18	Muthu Santhiya S	A comprehensive study on worklife balance	Seamax Shipping India Pvt.Ltd
20SPHR19	Muthuprathipa U	To analyse staff suggestion	Seamax Shipping India Pvt.Ltd
20SPHR21	Nivetha A	A study on attrition analaysis and retention strategies	Diamond Seafood Pvt.Ltd.
20SPHR22	Pavithra S	The impact of Teamwork on organisational productivity	Jara Enertek
20SPHR23	Priyanka S	The effect of financial and non-financial incentives and special training on staff performance	Intersnack Cashew India Pvt.Ltd.
20SPHR24	Ramalakshmi G	The impact of Human Resource planning on organisation performance	Seamax Shipping India Pvt.Ltd
20SPHR25	Rashmi S	A study on impact of employee commitment on organisation performance	Vaspal Salt and Company
20SPHR26	Ruzaina Sulthana S	A study on management strategy towards employees development	Kamal Healthcare Products Pvt. Ltd.
20SPHR27	Sahaya Abila S	HR activities in an organisation	Jeya Engineering and Infrastructures Pvt. Ltd.
20SPHR28	Santhanalakshmi G	A study on impact of motivational incentives on employee performance	Seamax Shipping India Pvt.Ltd
20SPHR30	Shivani R	A study on talent managemet	RT safe Ballast Pvt.Ltd.
20SPHR32	Steffina P	A study on organisational structure	Kamal Healthcare Products Pvt. Ltd.
20SPHR33	Suba Lakshmi S	A study on quality of worklife among employees	Maris Associates Pvt. Ltd.

PROJECT

Reg.No.	NAME	Topic Name
20SPHR01	Anto Fuji S	A study on employee motivation
20SPHR02	Athi Lakshmi N	A study on employee' relationship management
20SPHR03	Deepika R	A study on employee welfare facilities among employee
20SPHR04	Densiya A	A study on green human resource management
20SPHR06	Geetha S	A study on safety measures ofemployees
20SPHR07	Gomathi R	A study on induction process
20SPHR08	Hamitha Nasreen A	A study on effectiveness of workplace counselling
20SPHR09	Iswariya S	A study on change management
20SPHR10	Japhina J	A study on 360-degree performance appraisal
20SPHR11	Jeeva Nancy A	A study on employees work ethics
20SPHR12	Jerlin Mizpha J	A study on recruitment and selection process
20SPHR13	Juliet Sowmiya A	A study on employee perception
20SPHR14	Kanchana R	A study on employee morale
20SPHR15	Lakshmi Priya K	A study on grievance handling
20SPHR16	Mariya Sahaya Shyamili A	A study on talent management in human resources

20SPHR17	Muthu Bharathi T	A study on employee benefits an effects on employee productivity
20SPHR18	Muthu Santhiya S	A study on human resource audit
20SPHR19	Muthuprathipa U	A study on job satisfaction
20SPHR21	Nivetha A	A study on disciplinary management
20SPHR22	Pavithra S	A study on promotion and transfer
20SPHR24	Ramalakshmi G	A study on job evaluation
20SPHR25	Rashmi S	A study on training and development
20SPHR26	Ruzaina Sulthana S	A study on quality of work life
20SPHR27	Sahaya Abila S	A study on effective teamwork in organization productivity
20SPHR28	Santhanalakshmi G	Contribution of quality management system to the employees and company' growth
20SPHR30	Shivani R	The effect of non-monetary benefits on employee' performance
20SPHR32	Steffina P	A study on organisation culture
20SPHR33	Suba Lakshmi S	A study on employee turnover and retention strategies

PASS PERCENTAGE

I MHRM	100%
II MHRM	100%

PLACEMENT

Name of the Students Placed	Package Received (per annum)	Name of the Employer
Christeena Mascarenhas A	1,20,000	St. Mary's College (Autonomous)