

Performance Evaluation Parameters for an Organization

Resource person: Mr. Abhinav Kumar, Vice President Barclays.

Mr. Abhinav explained the importance and interrelationship of an organizational mission and vision with corporate strategy and its relationship with investment cost. He detailed out how an investment decision is viewed by the corporate board in terms of expected sales, market expansion and Return on Investment.

He dwelled upon organizational structure and its relation with Costing and Capital model; how cost and revenue centers are aligned to organizational structure. He explained how costing model works in corporates, profit calculation of each SBU and evaluation of SBUs on parameters such as Net Profit, Net Marginal Profits and Total Assets/Equity. He also introduced the concepts of Risk Weighted Assets.

While explaining costing models, he introduced Direct and Indirect costs and how business uses the information to drive operating cost efficiency and business initiatives. He summarised by explaining how these performance parameters are applied across various sectors/industries – Banking and Financial Services, Manufacturing, and E-Commerce. 40 Students had attended the session.



Mr. Abinav Kumar, Vice President Barclays delivering a lecture on Performance Evaluation Parameters for an Organization on 11<sup>th</sup> March 2018

## Attendance for Lecture on Performance Evaluation Parameters for an Organization

Attendance - 2018-19.			
Sr.No.	Roll No.	Name of Students	Signature
1.	17140	Manomita Dash	
2.	17135	Dipeshri Kadam	
5.	17144	Shalini Kumari	
6.	17128	Prajakta Nagar	
7.	17124	Priya Ramchandani	
8.	17165	Akhada Bangaria	
9.	17152	Naveena Ankula	
10.	17155	Chaitali Palab	
11.	17114	Ashwarya Bhalgat	
12.	17104	Megha Hargunani	
13.	17161	Julie Jeswani	
14.	17102	Hansika Pujari	
15.	17162	Neha Panjwani	
16.	17151	Charmelina Pant	
17.	17164	Rakhi Shendge	
18.	17154	Roshni Dhumal	
19.	17108	Nansata Kumari	
20.	17130	Shradha N. Ghute	
21.	17116	Minal D. Waghmare	
22.	17118	Souandarya Parari	
23.	17148	Nikita Dalviya	

*B. Nanwani*

Dr. B.H. Nanwani

Director

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## Automations and Innovations know-how in HR for Start-ups

Resource Person: Ms. Awantika Bhardwaj

Ms. Awantika Bhardwaj, HR Head at Tieto, Pune, discussed how Automation is invading the HR space, and very soon everything that can be automated, will be automated. She justified her statement by giving examples of a restaurant in Nagoya, Japan where all systems are automated and chefs too are robots and a bank in Shanghai, China which is fully operated by robots.

Ms. Awantika shared both the sides of the coin by explaining that although automation will increase efficiency and reduce costs there will be an increasing need of managing emotions at workplace as robots will lack these skills

Responding to a query by a student 'whether automation would eliminate workers', Ms. Awantika stated that automation would change the nature of jobs and in fact create new ones such drone traffic controllers, human and technology integration specialists and human opportunity spotters. Hence, she advised students to strengthen their skills by taking specific courses in the area of their interests. 37 students had attended the session.



Ms. Awantika Bhardwaj delivering a lecture on Automations and Innovations know-how in HR for Start-ups on 22<sup>nd</sup> February 2019

## IPR Management

Session 1:

Speaker: Dr. Bharati Dole

As a part of activities under IPR cell, Dr. Bharati Dole who is an IPR consultant was invited to deliver a series of sessions on IPR Management. Her first session included Introduction to IPR management & laws related with IPR. Students learn the various concepts associated with IPR.

Dr. Dole made the topic very simple for the students to understand.

Session 2:

Date & Time: 8th March 2019, from 11 am to 1 pm

Speaker: Dr. Bharati Dole

Dr. Dole continued to discuss about the Patents & Copy Rights under the IPR Management in session 2 under the activities of IPR cell. The students were surprised to know that even the cooking recipes can be patented. They had many questions for what can be patented. When and how? Dr. Dole tried to answer all of them.

Students found the sessions as knowledge enhancing & helpful.



Day 1 - Dr. Dole delivering Lecture on IPR on 5<sup>th</sup> March 2019



Day 2 – Dr. Dole delivering lecture on Patents & Copy Rights on 8<sup>th</sup> March 2019