



SAMANVAYA

The Bulletin of BMA



HR Convention 2021

“Tech Whisperer Digital Transformation and the technologies impact in HR”

Date: 11th December 2021

In recent years, technology has greatly automated the typical functions carried out by the HR department. In essence, it has become possible to activate online payroll transmission, record keeping, training, skill management, job interviews, hiring, and compensations. Technology can have a significant impact on hiring, retention, performance, and the overarching growth and success of an organization. Digitization and evolving employee experiences in the new normal are transforming HR and our HR convention laid the framework to understand this disruption.

Prof.(Dr.) Bhavna Mehta, Dean & Professor FSW, MSU.

She welcomed all the dignitaries and students. She explained the meaning of the title in the context of tech whisperers. The felicitation took place and we welcomed the chief guest, guest of honor, and various dignitaries.



Mr. Bhaskar Joshi conceptualized the entire programme successfully. He thanked Bhavna Mehta and the faculty of social work to collaborate with BMA. M.N. Parmar, former dean of the faculty welcomed everyone to the event and also mentioned that FSW and BMA has an old association as many FETs were conducted in the faculty of social work.

Also mentioned is that BMA is an association from where one can get great knowledge and learning.

Mr. Dipak Shah, the President of BMA thanked everyone for supporting BMA and being a part of the event. He acknowledged Bhaskar Joshi as the Bhishmapitama of the event and also thanked him for designing whole of the event single-handedly. He also gave a brief of our upcoming events.

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Mr. Sandeep Purohit, Senior Vice President Human Resource and Services at GSFC Ltd. Vadodara.

He talked about how technology has impacted the field of HR advised to include IT in every sphere of education. He mentioned how humans have evolved from the stone age to this digital age.

Areas where technology has hugely impacted HR:

1. Talent Acquisition: Automation and tools to manage the best of talent
2. Talent Management, which includes PMS, HRIS, WFH, and remote working.
3. Talent Development leveraging AI in the fields of HR.



Dr. Suryanarayan Iyer, Senior Director Oracle India Pvt Ltd Mumbai.

❖ **Digital HR transformation objectives:**

1. Exceptional experience
2. Talent Advantage
3. Centralized Culture
4. Compliance in HR

He showcased an interesting application of using technology to carry out routine processes, such as a person getting transferred and carrying out the formalities through AI.

Ms. Jaynee Kothari, Director of Human Resources Odysseus Solutions.

She spoke about embracing technology and getting rid of the fear of technology and change. Her message was to believe in one's self and adopt changes as the market is teeming with jobs for those who believe in themselves.



Mr. Mahesh Padhke, General Manager HR, Deepak Nitrate.

He talked on;

1. Dealing with GIG workers.
2. Driving diversity & inclusion at the workplace.
3. Employee health & well-being.

Mr. Raghunath Medge, President, Mumbai Dabbawala Since 1890, Dressed in white outfits and traditional Gandhi Cap, the Mumbai Army of 5,000 Dabbawalas fulfilling the hunger of almost 200,000 Mumbaikar with home-cooked food that is lugged between home and office daily. For more than a century the dabbawallas team has been part of this grime-ridden metropolis of dreams.





About 125 years back, a Parsi banker wanted to have home-cooked food in the office and gave this responsibility to the first-ever Dabbawala. Many people liked the idea and the demand for Dabba delivery soared. It was all informal and individual efforts in the beginning, but the visionary Mahadeo Havaji Bachche saw the opportunity and started the lunch delivery service in its present team-delivery format with 100 Dabbawalas.

As the city grew, the demand for Dabba delivery grew too. The coding system created by our forefathers is still prominent in the 21st century. Initially, it was simple colour coding but now since Mumbai is a widely spread metro with 3 local train routes, our coding has also evolved into alphanumeric characters. He explained the underlying strategy and mechanics of the Dabba service and how everyone in the association has excellent time management.



Prof. Jagdish Solanki gave the Vote of Thanks.



Infra Con 2022
Date : 7th January 2022

About Topic:

Infra - means "below;" so the infrastructure is the "underlying structure" of a country and its economy, the fixed installations that it needs in order to function. These include roads, bridges, dams, water and sewer systems, railways and subways, airports, and harbors. These are generally government-built and publicly owned. Some people also speak about such things as the intellectual infrastructure or the infrastructure of science research, but the meaning of such notions can be extremely vague.

Ms. Avi Sabavala was the Chairperson and program Moderator for the Event. **Mr. Dhrumesh** - CEO of Abstract Design Pvt. Ltd. was the director of an infrastructure committee.

The speakers for the event included **Mr. Vivek Kapadia**, Director- Civil Sardar Sarovar Narmada Nigam Ltd (A wholly-owned Government of Gujarat Undertaking). He spoke on "Resilient Infrastructure".





Another speaker was **Mr. Arun Sankhat** (Head, Engineering and Design Division, Post Tension Services India Pvt. Ltd. Vadodara). His topic was “**Unbounded Post- Tensioning Technology - a step towards**”.

Mr. Ajith Prabhakar (CAD Specialist & Technical Solutions Specialist Tech Data (A TD SYNEX COMPANY)). His topic was “**Use of Autodesk products in Developing Infrastructure**”



National Girl Child Day 2022

Date : 24th January 2022

About Topic:

Every year 24 January is celebrated as National Girl Child Day in India. Today the daughters of the country have a share in almost every field, but there was a time when people used to kill daughters in their wombs.

Baroda Management Association wanted to send out a very clear message to the society by celebrating the National Girl Child Day on 24th January 2022 - Monday by calling very successful and proud parents to the forum.

Parents of a single girl child participated in this event and spoke about their decision and journey. There were some interesting takeaways and feedback from this event.

The Program Co-Ordinator for the event was **Dr. Lopa Shah**, Physiotherapist & **Ms. Sarita Sinha**, International Trainer. The following were the speakers and participants of this event.

Mr. Prashant Shah and Mrs. Purvi Shah

& Daughter

Ms. Varija Shah



Mr. Pulin Chokshi and Mrs. Jasmine Chokshi

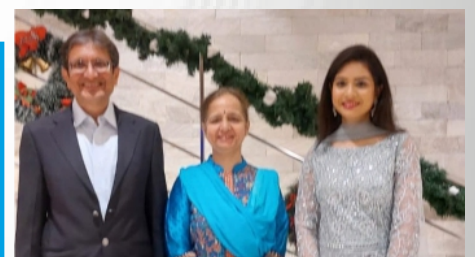
& Daughter

Ms. Sara Chokshi

Mr. Sagar Mehta and Mrs. Nirzari Mehta

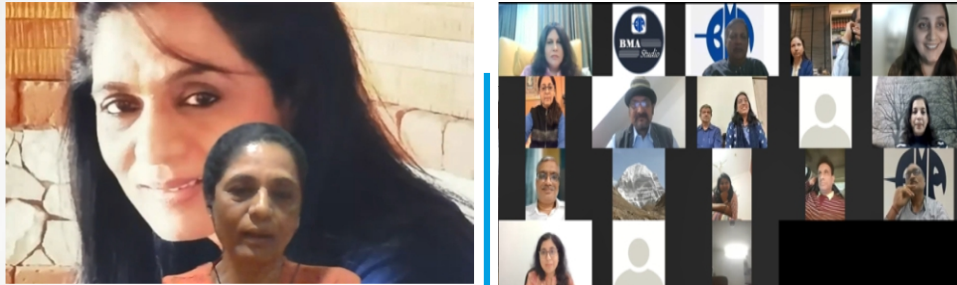
& Daughter

Ms. Devanshi Mehta





Mr. Vipul Shah and Mrs. Naina Shah
& Daughter
Ms. Pankti Shah



Women's Workshop, 2022

Date : 29th January 2022

About Topic:

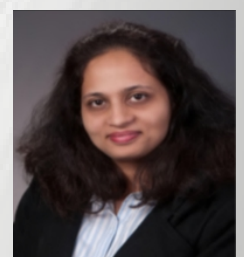
It's a myth that women can't handle money - we handle it every day. Then why does it stop there? Money has so much control over our lives, so isn't it time to take that power back? This workshop aims to empower women with both the knowledge and practical application of how to invest in the best possible way for them. It also seeks to create a confident investment mindset.

There were many eminent speakers who gave important and useful advice about financial investments and methods to save for any age group of women. This workshop was basically to educate women on their financial investments and how to easily use digital banking.



Ms. Sonal Kotak, Founder of the firm INTEGRITI INVESTMENTS Solutions. She talked about What should I Invest In? Know the Investment Tools. The takeaway was to understand all different investment options and their pros and cons, Tips for investments for self, kids, family, and senior citizen parents. And to understand the basics of insurance and succession planning (Will and Nominations).

Ms. Dipti Parikh, Software Engineer at MasterCard. She talked about Digital Money & Busting the Myths. She gave hands-on training on using net banking and other digital payment options and keeping your net banking safe and secure.





Ms. Rajal C., Founder and CEO at GRAVITAS. Ms. Rajal was the chairperson of the Women's committee. She talked about her 20+ Years of Journey to Successful investments. She made a very inspiring case for managing your own finances citing that anyone can do it. She motivated all to create an investment mindset and gain the confidence to be a part of the family's financial management and investments.

Friday Evening Talk

December 2021 - January 2022



“Green & Sustainable Building”

Baroda Management Association organized its evening talk on 3rd December 2021 on the topic **"Green & Sustainable Building"** with **Mr. Bhavesh Mehta**.

You can watch this event in our Youtube Channel by clicking this link: ["Green & Sustainable Building"](#)

“ ‘Video Marketing’ unfolding business by omnipresence”

Baroda Management Association organized its evening talk on 24th December 2021 on the topic **"Video Marketing - unfolding business by omnipresence"** with **Mr. Karanvir Bhullar**. He talked about Digital Video Marketing and how it has the power to change lives. He shared how to use video marketing to increase brand visibility and awareness, making it easier to reach and evaluate target audiences.



You can watch this event in our Youtube Channel by clicking this link: [" ‘Video Marketing’-unfolding business by omnipresence"](#)





"Introspection - Self Reflective Tool"

Baroda Management Association organized its evening talk on 7th January 2022 on the topic **"Introspection - Self Reflective Tool"** by **Mr. Kamlesh Thakkar**. He covered topics such as Try to Reach the Root of the Problem, Find Solution within You and Make Harmony in Your Life.

You can watch this event in our Youtube Channel by clicking this link: ["Introspection - Self Reflective Tool"](#)

Special Evening Talk

December 2021 - January 2022

"Finance for Non-Finance Professionals"

Baroda Management Association organized its Special Evening talk on 29th November 2021 on the topic **"Finance for Non-Finance Professionals"** with **Dr. CA Chaitanya Shah**. He talked about the basics of understanding financial statements and to understand the implications of financial decisions.



You can watch this event in our Youtube Channel by clicking this link: ["Finance for Non-Finance Professionals"](#)



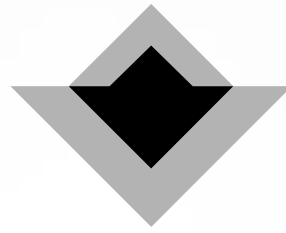
Late Dr. S Srikanthia Memorial Lecture

Baroda Management Association organized its Special Friday evening talk on 28th January 2022 on the topic **"A Myth or Science, Vastu Shastra"** by **Mr. Ravi Vairagi**. He covered topics such as Panch Mahabhoot, Emergence of Vastu, Vastu and Shiv Slokas, Vastu and Swastika, and Misconception of Vastu.

You can watch this event in our Youtube Channel by clicking this link: [Late Dr. S Srikanthia Memorial Lecture](#)



Upcoming Event



33rd ANNUAL MANAGEMENT CONVENTION 2021-22

Act: Merely ruminating over an idea will not deliver results. Indecisions lead to delays. In this matter, it is best to follow the advice of Johann Wolfgang von Goethe: 'What you can do, or dream you can, begin it; boldness has genius, power, and magic in it.' Not only must you act soon and decisively, you must also act often.

A word of caution - do not apply these rules blindly. Intelligently adapt them to suit your business requirements.

Customer's expectations are changing. They are getting used to the delightful experience by Amazon, Flipkart, Uber, Ola, Oyo Rooms, Netflix. et al. They expect the same from you. If you fail to provide it, then they are likely to shift their loyalty to those who do. you run a real risk of becoming irrelevant and gradually extinct. It will ensure that you secure your company's future.

New Rules of Business:

- Disrupt Your Own Business at Regular Intervals
- Select Profitable Business Models.
- Better before Cheaper: Revenue before Cost
- Transform Your Workplace into a Fun Place
- Create a Supercool Brand
- Transform into an Admired Leader
- Treat Your Employee As You Treat Your Best Customer
- Love Your Customer, Serve Your Customer

Earlier companies either ranked these rules lower on their list of priorities or merely paid lip service to them. Times have changed. The best run companies are placing these and other 'new' rules at the centre of decision-making. So, should you.

Date : 25th & 26th February, 2022.

Time : Day 01 - 03:00pm to 05:00pm
Day 02 - 10:00am to 05:00pm

Venue : Virtual Platform - BMA Studio (Live Webinar)





New Patron Member



ParulTM
University

BMA
welcomes our
New Patron Member

Gujarat's Leading Private University Creating An Atmosphere For Student Excellence About the University

Parul University, Gujarat's first self-financed private academic establishment, with the foundation of its first Institution laid in 1993, and later on established and incorporated under Gujarat Private Universities (Second Amendment) Act of 2015 as Parul University. The University's outstretched state of the art campus, situated in Gujarat's cultural capital Vadodara, is home to over 35,000 students, from all the 29 States of India and 64 Nationalities. The University is an amalgamation of 36 Institutions offering 450 diploma, undergraduate and postgraduate programs along with over 250 skill centered certificate programs. From the date of its inception, Parul University has been making strides of academic excellence in the areas of entrepreneurship, internationalization, student placements, research and innovation.

Accreditation or Awards.

As a mark of quality academic assurance, Parul University has been a recipient of notable accreditations and awards. Due to its impeccable placement records which have provided career opportunities to over 17,000 students, the University was awarded the Best University in Placements by Assocham. Owing to its efforts towards research, the University's Research Centre bears the mark of recognition from the DISR. Parul University is the only University in India to have its 6 Ayush Hospitals Accredited by the NABH, as a result of its contribution to the healthcare sector. Atal Ranking of Institutions on Innovation Achievements (ARIIA) ranked Parul University among the top 50 Private Universities of India in recognition of its contribution to the scope of entrepreneurship.

Research & Entrepreneurship Highlights.

The extramural and intramural research efforts The University's International initiatives have materialized into various research project partnerships such as the European Union funded CABCIIN project, which focused on the capacity building of teachers in India's higher educational institutions. The University Centre of Research For Development has had over 1,100 research publications, and has filed over 130 intellectual property rights. To further enhance its teaching standards, the University has a league of over 110 professors from India's leading IITs and IIMs and 450 Ph.D. guides making it the only private University in Gujarat with the highest number of research guides.

Key USPs

- ❖ The culturally global atmosphere with students from 64 nationalities.
- ❖ Strategic international collaborations with eminent institutions worldwide.
- ❖ Highly equipped laboratories and practical workshops for research.
- ❖ 110 expert faculties from reputed IITs and NITs across the Nation.
- ❖ Impeccable Placement records, and Milestone packages of up to 18 Lacs.
- ❖ 750 Bedded Multispecialty Hospital and 6 Ayush Hospitals.





Upcoming Event



THE ANNUAL AWARDS FOR OUTSTANDING YOUNG MANAGERS (AAOYM) season is back with options between “COMPETE VIRTUALLY” “COMPETE PHYSICALLY” once again for coveted title.

AAOYM challenges the enthusiastic young budding managers of your organization to come prepared with innovative presentation on one of the topics and display their in-depth research (beyond google experience) and present their analysis of FOR, AGAINST or TREAD THE MIDDLE SAFE PATH to charter an impressive take on these burning agenda for the country and corporates. The topics are mainly from

current affairs, business & economy, social issues and abstract ideas. The AAOYM team's virtual week-days virtual ruminations on ongoing current trends, picked up from print and digital media, lead to short-list these topics of relevance to young leaders and managers. The prize is growing so is the challenge to face focused audience and well prepared and informative jury members from various walks of life. The message of AAOYM is strong, present original ideas, out of box solutions, creative way of presentation, bring in relevance to their Organization's success strategy, CSR efforts, team motivation and give the team's best shot while leaving a strong value impression on jury members and participating audience in a tight time-frame. Participants are free to make the presentation in their own way (English and Hindi as language option is acceptable). However, there are certain guidelines which indicate what the jury and audience is looking for. Real world examples of your own and/or your own organization may be a useful addition to substantiate your point. Avoid giving theoretical aspects. THE MAIN CHALLENGE BEFORE PARTICIPANTS IS TO BE READY PHYSICALLY.

Timeline

Registration	: On or Before 11 th March 2022
Submission of written synopsis	: Before 21 st March 2022
Training on Presentation Skill	: On 15 th March 2022
Preliminary round of competition	: 23 rd , 24 th , 25 th March 2022
Final round of competition	: 26 th March 2022
Time for preliminary & final rounds	: 9:00 am to 6:00 pm
Award ceremony	: 26 th March 2022

Venue

Preliminary round of competition	: BMA Hall
Final round of competition &	
Award ceremony	: Hotel Vivanta (Taj), Akota, Vadodara.





From the Desk of Editor

Dear Readers,

The heat is on. Not just literally. As things gradually trudge back to normalcy, our professional and social calendars are suddenly abuzz with great activity and a sense of urgency to achieve the most in the least time. Lest another wave strike us again.

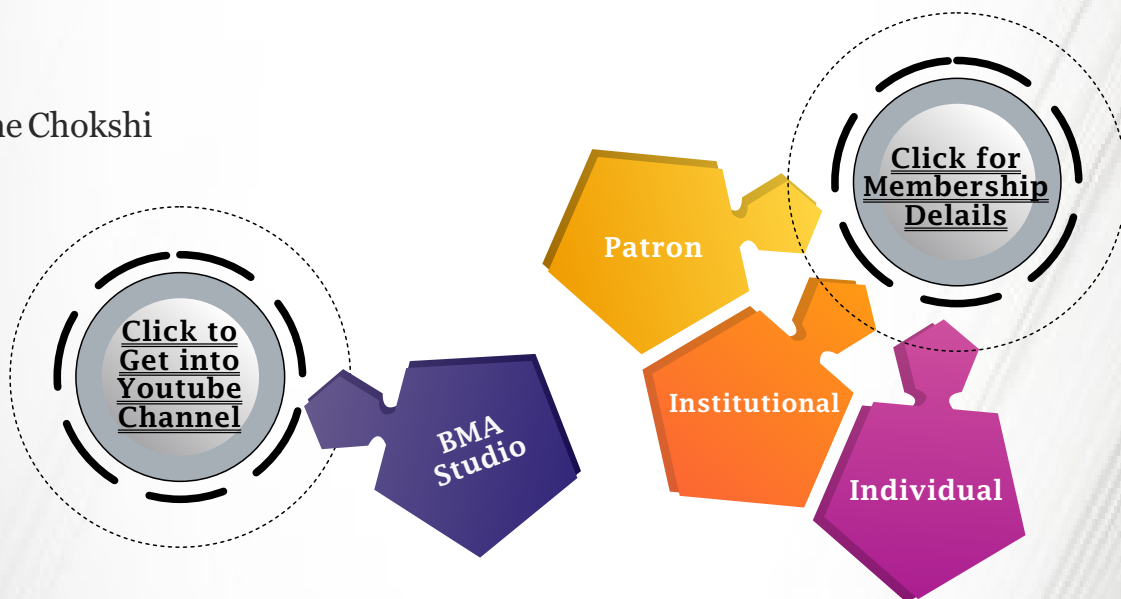
At BMA we feel fortunate to witness this flurry of activity. We have lined up a series of FETs, events and programs such as the HR Convention. As always, we take pride in delivering the finest content and programs, industry best practices, rewards and recognition and much more to ignite minds and accelerate innovation.

As you can see from the series of unique events and programs, we have lined up some of the finest minds in business to share a unique perspective on some of the most pressing themes today, be it digital transformation, disruption, change management, sustainability or diversity and inclusion.

Our HR convention for example, touched upon the recent trends and use of cutting-edge technology to enable strategic HR and the evolving dynamics within the industry. Similarly, our webinar on A Practical Workshop on Financial Investments was a massive hit, attended by participants nationally



Ms. Jasmine Chokshi



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