

6.5.2

IQAC Improvement Activities / Initiatives to improve teaching learning process and learning outcome.

Sapere Aude: SIP Orientation Programme

In this event, the students are prepared for their upcoming SIP in the domains of Finance, human Resources and Marketing. In the arena of finance, the orientation is termed as “Fintern”. CMA Satya Sunder Mahasuar, AGM (Finance, Nalco) and Mr. Nihar Ranjan Swain, State Head, National Pension scheme, AXIS Bank delivered talks on the importance of finance in everyday life. The marketing space carries the same as “Mercadeo”. The dignitaries Mr. Amiya Dhal, Area Sales Manager, Gemini Edibles and Fats, India, Pvt. Ltd and Mr. B. Santosh Kumar, Life Style International, Odisha discussed about the need to understand the intertwining of marketing with the economy. The Human Resources domain has “Melioration” to their credit. The experts Ms. Sony Mehta, Unit HR Head, United Breweries Ltd and Ms. Zeba Taj, Deputy Manager- Learning and Development, Bazaar Retail Pvt. Ltd stressed upon human resources as vital assets to the organization.



Tharnika
Principal
Astha School Of Management

**ASTHA School of Management
Bhubaneswar**

**Report
SAPERERE AUDE
(SIP Orientation Program)
Date: 23.05.2023**

SAPERERE AUDE: SIP Orientation Program of ASTHA is unfolded on 23rd May 2023 with the objective of providing suitable platform for SIP. This event served as a platform for students are guided about Summer Internship Project preparedness of reports, research and presentation skills.

The **SAPERERE AUDE: SIP (Student Induction Program) Orientation Program** is a widely adopted approach in many educational institutions to help newly enrolled students transition smoothly into the academic environment. The name "Sapere Aude," a Latin phrase meaning "Dare to Know," aligns with the program's objectives: to inspire intellectual curiosity, self-awareness, and a sense of responsibility among students.

Objective: To orient students with institutional values, curriculum, policies, and extracurricular opportunities. The SIP Theme is provided for fostering self-awareness, teamwork, and academic readiness. The target company is introduced to newly admitted students across various disciplines.

In this event, the students are prepared for their upcoming SIP in the domains of **Finance, Human Resources and Marketing**. The domain wise experts from industry have imparted the importance of SIP and basic guidelines.

In the arena of Finance, the orientation is termed as “**Fintern**”.

- CMA Satya Sunder Mahasuar, AGM (Finance, Nalco) and Mr. Nihar Ranjan Swain, State Head, National Pension scheme, AXIS Bank delivered talks on the importance of finance in everyday life.

The Marketing space carries the same as “**Mercadeo**”.

- The dignitaries
Mr. Amiya Dhal,
Area Sales Manager, Gemini Edibles and Fats, India, Pvt. Ltd and
Mr. B. Santosh Kumar, Life Style International, Odisha, discussed about the need to understand the intertwining of marketing with the economy.

The **Human Resources** domain has “**Melioration**” to their credit.

- The experts **Ms. Sony Mehta**,
Unit HR Head, United Breweries Ltd and Ms. Zeba Taj, Deputy Manager- Learning

and Development, Bazaar Retail Pvt. Ltd stressed upon human resources as vital assets to the organization.

Initially, 178 students' participants are mapped as per the domain, where 53 students (Finance), 53 Students (HR) and 70 Students (Marketing) and 1 student (Operation), 1 student (System) took their active participation in the event.

SAPERE AUDE- 2024 was successfully carried out on 23rd May 2024. Students are going to join in various companies mapped as per the specialization domain from 3rd June 2024 onwards. All the necessary mail correspondences and Authorization letters are generated accordingly.


Principal
Astha School Of Management

Principal

ASTHA School of Management

Collaborative Teaching

Astha School of Management has adopted a Collaborative teaching strategy for various specialisation courses, where the respective faculty members invite industry experts to deliver sessions on the different topics from their respective course curriculum. This industry-academia integration not only provides a more holistic knowledge to the students with both theoretical and practical aspects being covered but also facilitates the faculty and industry expert to combine their expertise to provide a richer learning experience. It provides students access to multiple perspectives and teaching styles and also fosters professional growth for educators through shared expertise and feedback.



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Report

Collaborative Teaching

Astha School of Management has adopted a Collaborative teaching strategy for various specialisation courses, where the respective faculty members invite industry experts to deliver sessions on the different topics from their respective course curriculum.

By combining the strengths and expertise of industry experts and multiple teachers, collaborative teaching enhances the learning experience for students and fosters professional growth for educators.

Prof. (Dr.) RKS Mangesh Dash, a distinguished NLP Master Trainer has opined about advancements in technology, collaborative teaching is evolving. Tools like virtual classrooms, shared digital whiteboards, and AI-powered learning platforms enable teachers to collaborate across geographical boundaries. Virtual co-teaching and integration of AI assistants in classrooms are promising developments to watch.

Dr. Ashok Kumar Sahu, HR practitioner, Hr. Consultant & Corporate trainer in HR has discussed about the industrial relations, core competency matrix and grievances. He has opined the personal attachment with policy matrix will led the employees to have their performance enhancement.


Principal
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BRIEF PROFILE Of Dr. ASHOK KUMAR SAHU

Email Id : aksahu157@gmail.com, and dr.ashok.sahu@chdnlr.com

Mob: [09437004008](tel:09437004008)/[7978228353](tel:7978228353),

PRESENTLY: HR practitioner, Hr. Consultant & Corporate trainer in HR & allied subject including Behavioural (Soft Skill) Competency.

1. Engaged by KPMG as HR Expert for Framing & Reviewing the HR policies of A Gold rated State PSU

2. Consultancy work and preparation of HR policies for a reputed private Group of companies, for their Mines, Plant and Expansion project in the State of Odisha.

3. Advisor, *TWARAN*

4. Managing Director: CHDNLR (Centre for Human Development & Neuro-Linguistic Research Pvt. Ltd

5. Approved resource person for PMIR dept. of Utkal University, Vani Vihar

6. Certified NLP practitioner

7. Certified Master Practitioner of NLP

8. Certified trainer on 'Game Storm'

9. Certified Coach for 'Goal Setting'

10. Certified Coach for 'Emotional Intelligence & Happiness'

11. Certified Trainer for "Train The Trainer for Behavioural Competencies"

12. Certified Advanced Life Coach

13. Certified Hypnotist

14. Certified NLP Modeller Level - 1

PREVIOUSLY: More than 36 years of experience in private and public sectors. Out of which worked for 33+ years in NATIONAL ALUMINIUM Co. LTD a 'NAVARATNA' CPSU from its inception. Had worked in its Mines & Refinery Complex, Damanjodi up to 1995 and in its Smelter & Power Complex, Angul up to August 2013 in different capacities. Before superannuating, worked in its corporate office, in Bhubaneswar in the **Leadership position of Executive Director (HR & Admn) looking after the entire gamut of HR and Administration functions of the whole company having a Manpower strength of around 7700 regular employees and almost equal numbers of indirect employees in all its Units and Regional Offices.** The responsibilities included framing of HR policies and its implementation, Manpower planning, Goal-based Performance Management System, PRP, Competency Mapping, Resettlement and Rehabilitation of Land Displaced Persons in both the complex, Recruitment and Promotion, Compliance of all the applicable statutes relating to employees and contract labours, Legal matters , POSH, RTI, settlement of Industrial Disputes, resolution of conflict through negotiation(member in the wage negotiation committee as well), conciliation, and other grievance handling machineries, CSR, welfare including statutory and non-statutory, township administration, hospitality, public relations, corporate communication, safety, health and hygiene including the management of 50 bedded Hospitals each in both the units, training & development, dealing with the unions, association to maintain a harmonious industrial climate for sustainable production and productivity, legal matters, liasoning with all the stakeholder including District administration, Police, press, labour authorities and peoples representative.

EDUCATION:

Post-graduation in **M.A (Labour & Social Welfare) at present IRPM (Industrial relations and Personnel Management) from Berhampur University,**

LL.B from Lingaraj Law College, Berhampur

and PhD in IRPM from Berhampur University.

Rastrabhasa 'RATNA' from 'Rastrabhasa Prachar Samiti,' Wardha

KEY AREAS OF SPECIALISATION: Industrial Relations, Dealing with Unions and Associations, Selection and Recruitment of workers, supervisors, MT/GETs and Senior executives, Collective bargaining, Negotiation, grievance handling, Law & Order, preparing counter, appearing and representing the management in Labour court, Industrial tribunal, High Court and Apex court. Member in the Long-term Wage Settlement Committee. Preparation of HR Policy, and manpower planning. PMS, Competency mapping, PRP, Preparing Board Notes and assisting the Board members in the Board Meetings.

ACHIEVEMENTS in WORK AREA:

Instrumental in implementing the R&R policy of the company without any problem.

- Instrumental in introducing Multi Skilling Concept in the recruitment of Mines and Refinery plant operators.
- Common welfare facility for both executives and non-executives.
- Open door policy for handling grievances in an informal way and
- many more such HR interventions for Best HR practices in the Organization.
- Handled the merger of IAPL with Nalco without any technical or labour problems.

OTHER PROFESSIONAL ACTIVITIES:

Faculty assistance for programmes conducted by:

**MDI, Murshidabad,
CII, Kolkata,
NIPM, Bhubaneswar
MAK, Bhubaneswar,
TWARAN, Mumbai
Prism learning, Mumbai
Tanvi Consultancy Pvt. Ltd and
L&D Global Bhubaneswar Chapter
CHDNLR, Bhubaneswar**

Conducted Sessions on various HR-related topics at different Industries and Management Institutes as indicated below :

- **Leadership,**
- **Team building,**
- **Decision-making,**
- **Collective bargaining,**
- **Conflict Management**
- **Negotiation skills,**
- **Transactional Analysis**
- **Crisis Management**
- **HR for Line Managers**
- **Labour Laws for Shop floor Engineers**
- **Creativity, Innovation and Problem solving for performance excellence,**
- **Motivation,**
- **Communication,**
- **CSR,**
- **Capacity Building**
- **Executive Development Program**
- **Labour laws,**
- **Contract labour management,**
- **Gender Discrimination/Sensitization**
- **Prevention of Sexual harassment of women in the workplace,**
- **Women empowerment**
- **Discipline and Domestic enquiry,**
- **Managing Stress,**
- **Yoga & Spirituality**

- competency mapping,
- planning for retirement,
- de-alcoholism,
- absenteeism,
- Lifestyle and Wellness Management
- Inter-personal Relationship
- Work-life balance
- Happiness- A way of Life
- Mentoring
- Mind matters
- NLP (Neuro-Linguistic programming)
- and various other behavioural skills
- Mock Interview/GD/PI
- Outbound program
- Campus to Corporate
- Design Thinking
- Goal Setting
- Feedback Mechanism
- External examiner for the PMIR students of Utkal University

My Clients:

- NALCO, (All Units)
- NTPC, (Vindhyachal, Singrauli, Kaniha, Talcher)
- NSPCL, Rourkela
- HPCL
- Paradip Port Trust,
- IFFCO
- IOCL,
- OHPC,
- OPTCL,
- OMC
- OTV,
- TATA POWER,
- TATA SPONGE
- MGM
- BRPL,
- JINDAL
- AFCON (Gopalpur Port)
- ORISSA POLICE HOUSING CORPORATION,
- Gopabandhu Academy of Administration
- Prashar Bharati
- BIJU PATNAIK STATE POLICE ACADEMY
- Jan Shikhsan Sansthan, Odisha
- Odisha State Commission for protection of Child Rights
- United India Insurance Co. Ltd

Besides, have conducted Faculty assistance programme/orientation classes/ Motivational talks/classes on other subjects as well for PG/UG students of:

- PMIR dept. Utkal University, Vani vihar
- Center for Agri Management , Vani vihar

- Sri Sri University
 - ITER (Sikshya O Anusandhan)
 - TRIDENT ACADEMY OF TECHNOLOGY, Bhubaneswar
 - SRUSTI Academy of Management, Bhubaneswar
 - ARYA SCHOOL OF MANAGEMENT,
 - RADHA KRISHNA INSTITUTE OF TECHNOLOGY & ENGINEERING,
 - Amity
 - Astha School of Management
 - DDCE
 - Madhusudan Institute of Co-operative Management (MICM), Bhubaneswar
 - National Institute of Fashion Technology (NIFT), Bhubaneswar
 - NIIS Group of Information Science & Management, Bhubaneswar
 - And many other B Schools
- on various topics including Interview techniques and Mock interview.

Have guided hundreds of students of Management for their summer projects from different universities of repute. Motivational talks to employees, Insurance advisors and college students.

Organised Spiritual Class and talks for the employees of NALCO and their family members as well as students of DPS and SVM, through '**Art Of Living foundation**'.

OTHER ACTIVITIES: Acting, Directing Stage play and organising social and cultural programmes in the township/society to maintain a work-life balance. Anchoring for Orchestra, Musical Programme, Antakshari etc;

Actively involved in Managing the affairs of the society (where I am staying at present) having 705 flats, as a member in the Managing Committee.

MEMBERSHIP:

Life Member and past Chairman of NIPM, Utkal Chapter, a professional body of HR professionals having 52 chapters throughout the country with its head office in Kolkata.

Chief Advisor, L&D Global Bhubaneswar Chapter

ISTD: Life Member of ISTD

Former Director of L&D Global, Bhubaneswar; another professional body dedicated to Learning and Development.

Former Member in the **Advisory Board** of **Consortium of Human Resource Development (CHRD), Bhubaneswar**

Member in the Internal Quality Assurance Cell of Sri Sri University

Former Member of state ESI Committee.

Member: Board of Studies for PG studies of Utkal University

Former Charter member and Secretary of Lions Club, Damanjodi

Member of different Literary and Socio-cultural organisations.

Apex Member of 'Art of Living for the state of Odisha for 2017 & 2018 and January 2022 to December 2023

Have undergone; the Happiness course, Advance Course, DSN Course, Sahaj Samadhi Course and Pre-Teacher's Training Course organised through '**Art of Living**.

Have attended a lot of National Seminars as a Speaker, Guest, panel member in technical sessions, and participant as well.

As a Panellist and participant in a lot of Online programs during this Pandemic.

FELICITATIONS:

1. Felicitated by IRPM Dept. of Berhampur University in 2012
2. PMIR dept. Of Utkal University in 2015 for my contributions and achievements in the professional field.
3. Felicitated by Barsha Sahitya Sansad, Panchapatmali Natya Mahotsav, Damanjodi, Odisha
4. "Prativa Samman" by SA-RE-GA-MA, Angul, Odisha for contribution to the field of Art and Culture.
5. Received **Global Eminence Awards 2020** as **Eminent HR Professional** from **Bestow Edutrex International, MUMBAI, Maharashtra.**

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