



N. M. Lokhande

Maharashtra Institute of Labour Studies, Nagpur

(Government of Maharashtra)

ANNUAL SUMMARY BOOK 2023- 2024



Affiliated to



**RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY
NAGPUR**

About Institute

The Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies was established in July 1947 in Mumbai by Bharatratna Shri Gulzarilalji Nanda and the Minister of Labour, Mumbai, as a school for training of labour welfare workers. It is a unique institute, one of its kind in the field of labour studies.

Previously known as "Regional Labour Institute (RLI) Nagpur," it came into existence in 1971 as a branch of the Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (NML MILS) and, as of February 1, 2023, has been renamed "N.M. Lokhande Maharashtra Institute of Labour Studies Nagpur" to deliver the same proficiency to future human resource, industrial relations, and personnel management professionals at the regional level.

Beginning with a nine-month diploma for union leaders, it was expanded in 1983 to a two-year full-time postgraduate diploma in Labour Studies. With the increasing complexities of modern industrial work and life, the whole perspective of labour welfare widened considerably, and it became necessary to nationalise and tone up the training programme, enabling the trainees to deliver their duties and responsibilities, particularly in the fields of labour welfare, industrial relations, and personnel management. With this view in mind, the Diploma in Labour Studies (D.L.S.) was upgraded and replaced by the 2-year post-graduate degree course, the Master of Labour Studies (MLS) to Rashtrasant Tukadoji Maharaj Nagpur University. With the implementation of the New Education Policy (NEP) 2020, the course has been renamed as Master of Human Capital Management & Employee Relations (MHCM & ER) from the 2023 -2024.



Shri. Narayan Meghaji Lokhande



Shri. Bharatratna Gulzarilalji Nanda

VISION

N. M. Lokhande Maharashtra Institute of Labour Studies has been mandated to develop trained Human Resource on professional basis through Education, Training and Research for maintaining the Industrial peace, Harmonious Industrial Relations between workers and employers ensuring Labour Welfare and Industrial Productivity in the State of Maharashtra and Achieve the Status of “Centre of Excellence” in the field of Labour Studies.

MISSION

To conduct two years professional post-graduate Masters of Human Capital Management & Employee Relations affiliated to Mumbai University and Rashtrasant Tukadoji Maharaj Nagpur University respectively at Mumbai and Nagpur, To provide research opportunities for obtaining the degree of Doctor of Philosophy (Ph.D.) in Labour studies, To maintain peaceful Industrial Relations and strengthen collective bargaining process, the institute conducts a course on Trade Unions and Industrial Relations for workers of trade unions, To organize various seminars/workshops/training/projects on labour sector related topics in collaboration with International Labour Organization, VV Giri National Labour Institute and other social organizations. To advise and guide in certain subjects to the Government of Maharashtra in the formulation of labour policies., To conduct Economic Leadership Development Programmes in rural areas of Maharashtra through the Centre for Rural Labour Studies and to enhance the participation of various stakeholders for inclusive growth in the development process, To create skilled and professional manpower for the welfare of industrial workers.

CORE VALUES

Dignity of Labour, Labour Welfare, Professional Education and Training, Industrial Relations, Social Dialogue, Leadership Development, Inclusive Development, Decent Work and Entrepreneurship Development are the 9 core values of the Institute.





Mr. Shashank Sathe

Director, NML MILS



Dr. Atul Naubde

Deputy Director (I/C) &
Asst. Prof. (Labour Studies), NML MILS, Mumbai



Dr. Devendra Ramteke

Add-on Module Coordinator, NML MILS, Nagpur



Mr. K.S. Kandhare
Superintendent



Mr. Vaibhav Paikrao
Sr. Clerk

Guest Faculty



MR. S. D. BHAVE

Head of Department (Business Man.)
C. P. and Berar E. S. College



ADV. P. MARPAKVAR

Advocate and Sr. guest



DR. RAJESH IYER

Professor PG Dept of Commerce &
Management RTMNU,
Nagpur



ADV. RANJAN DESHPANDE

Self-Professional, Practicing as
Lawyer



MR. YASHWANT HANDE

Director & CEO Innovative HR (Ex-
Sr. Vice President (HR & Admin)
Uttam Galva Steels Ltd, Mumbai



MR. NIKHIL ATALE

International Management



ADV. DIPALI DHARASIVKAR

Professor Labor Laws



Mr. K. E. PATIL

Visiting Professor PG Dept.
of Commerce



Mr. C .SAHAJE

IR professional

Guest Faculty



MR. P. SUDARSHAN ANKEM
Industry Expert



Mr. D. KHOBRAGADE
HR Consultant



MR. SANJAY DEO
CEO Wice HR Managers, Alumni &
Industry Expert



MRS. PRAJAKTA GADKARI
Company Secretary



MRS. NUPOOR KADOO
Course Co-ordinator



ADV. KALYANI M. JOSHI
Practicing lawyer in High
Court



MRS. PALLAVI KALE
Department of Business
Administration



MR. TANMAY SHANWARE
Professor of psychology

PR & Cultural Committee -2023-24



Surabhi Nijai
President (PR & Cultural
Committee)



Tanishka Randive
PR (Public Relation Representative)



Sunil Mane
(Vice President)



Ashlesh Jadhav
(Secretary)



Sandhya Nagare
(Jt. Secretary)



Mahesh Patil
(Sport Co-ordinator)

Placement Coordinators



Suwangal Laldeo
Part-II



Vaibhav Jadhav
Part-II



Aastha Jaiswal
Part-I



Vikram Irkhede
Part-I

Field Work Coordinators



Sooraj Chaudhari
Part-II



Sharvari Bhute
Part-II



Shubham Deshmukh
Part-I



Priyanka Deshmukh
Part-I

Personality Assessment and Mentoring Coordinators



Mayur Kadam
Part-I



Simali Savaria
Part-I



Vivek Nitnaware
Part-I



Samruddhi Vartak
Part-I

Class Representative



Yogesh Ghuge
Part-II



Kunal Agrey
Part-I

College Development Committee

Sr No	Name	Designation
1	Deputy Director, NML MILS Nagpur	Chairman
2	Dr. S. N. Bodhankar	Member
3	Mr. Anand Toal	Member
4	Mr. Chandrashekhar Shende	Member
5	Mr. Sanjay Deo	Member
6	Adv. Ranjan Deshpande	Member
7	Dr. Devendra Ramteke	Member
8	Mr. Vaibhav Paikrao	Member
9	Assistant Professor [Labour Studies]	Member Secretary

SYLLABUS

M.H.C.M. & E.R.

MHCM & ER SEMESTER I		
Sr. No.	Subject	Credits
1	Labour Economics	4
2	Business Management Science	4
3	Labour Legislation - I	4
4	Field Work - I	2
5	Research Methodology	4
6.1	Managerial Economics [Elective]	4
6.2	Industrial Economics [Elective]	4
MHCM & ER SEMESTER II		
Sr. No.	Subject	Credits
1	Human Capital Management - I	4
2	Labour Legislation - II	4
3	Industrial Psychology	4
4	Industrial Sociology	2
5	Field Work - II	4
6.1	Trade Union Movement [Elective]	4
6.2	Employee Well-being [Elective]	4
MHCM & ER SEMESTER III		
Sr. No.	Subject	Credits
1	Employee Relations - I	4
2	Human Capital Management - II	4
3	Organizational Behavior	4
4	Labour Legislation - III	2
5	Field Work - III	4
6.1	Business Orientation [Elective]	4
6.2	Corporate Social Responsibility [Elective]	4
MHCM & ER SEMESTER IV		
Sr. No.	Subject	Credits
1	Employee Relations - II	4
2	Labour Legislation - IV	4
3	Business Excellence	4
4	Field Work - IV	6
5.1	Business Ethics[Elective]	4
5.2	Corporate Governance[Elective]	4
Total [All Semesters]		88

Co-Curricular Activities -2023-24

Independence Day Celebration

NML MILS, Nagpur celebrated Independence Day with enthusiasm and pride, embracing the spirit of freedom and unity that defines our nation. The event commenced with an inspiring address by the Deputy Director and Add-on Module Co-ordinator who highlighted our nation's journey and the role of education in shaping a brighter future.



Dignitaries on Dais

We also honoured students and staff who have made significant contributions to the college community, recognizing their dedication and hard work. As we reflect on this Independence Day, we are reminded of our shared values and the importance of striving for excellence in all that we do. NML MILS, Nagpur remains committed to fostering an environment of growth, innovation, and unity.

Teacher's Day Celebration

On the occasion of Teachers Day, students at NML MILS Nagpur organised a programme to commemorate and honour their teachers. Students expressed their appreciation to teachers through poem recitation. Dr. Bodhankar sir, Adv. Ranjan Deshpande sir, Dr. Iyer sir, Dr. Hande sir, Dr. Ramteke Sir and Dr. Naubde sir were among the teachers present. They talked about their experiences and their path to becoming teachers.



Felicitation of Dr. Iyer Sir

One-Day National Seminar on “Reforms in Indian Labour Laws”

On 16th August 2023, a One-Day National Seminar on “Reforms in Indian Labor Laws” was held at the N.M. Lokhande Maharashtra Institute of Labor Studies in Nagpur. The seminar had the honour of being inaugurated by the chief guest, Honourable Mrs. Sameena Khan Judge from the Industrial and Labour Court. The chief guest unveiled the Research Journal, as well as the Year Summary Book, and addressed the attendees. She emphasised the importance of new labour laws and women's empowerment.

The one-day seminar included five sessions on various topics, the first of which was "Labour Laws and New Labour Codes in India: A Comparative Overview" by Honourable Mr. Zaka Haq, a retired Justice of the Bombay High Court, Nagpur Branch. He shared lessons learned from his experiences and emphasised the significance of these codes.

Subsequently, Adv. Harish Thakur, a legal advocate from Nagpur, conducted a session on the "New Labor Codes: Impact on Employers and Employees." He shed light on how these codes affect both employers and employees.

Mr. Anand Toal, a HR Consultant from Nagpur, and a former alumnus of the institute, ignited a discussion among students about "Entrepreneurship: Business Opportunities in Human Capital and Adapting to Changing Times."

The seminar concluded with research paper presentations by students of MHCM & ER PART-II, guided by Dr Atul Naubde, Deputy Director, and Dr Devendra Ramteke, the Add-on-Module Coordinator of NML MILS, Nagpur. The valedictory session was led by Mr. S. M. Sathe, the Director of NML MILS.



Dignitaries on the dais



Address by Deputy Director



Unveiling of Research journal and Year Summary Book

Ganesh Utsav Celebration

In an exhilarating milestone for NML MILS Nagpur, this year marked the first-ever celebration of Ganesh Utsav, a vibrant five-day festival filled with joy, devotion, and community spirit. The event was a grand success, showcasing the collective enthusiasm and dedication of our students, faculty, and staff. The festivities commenced with the traditional installation of the beautifully adorned Ganesh idol.



Every corner of the campus was transformed with vibrant decorations, meticulously crafted by the students and staff, creating an atmosphere of spiritual fervour and festivity. Throughout the five days, a variety of engaging activities were organized, reflecting both cultural heritage and modern entertainment.



Chandrayan Theme based Ganesh decoration by students



Traditional games, which were enjoyed by participants, rekindled fond memories of childhood and brought everyone closer together. Additionally, a special Traditional Day was observed, where students and staff donned ethnic attire, adding to the cultural richness and splendour of the event.

Sports Day Activities



Volleyball Winners: MHCM & ER Part I Boys Team



Cricket Winners: MHCM & ER Part II Girls Team



Carrom: MHCM & ER Part II Boys Team



Cricket Winners: MHCM & ER Part II Boys Team

NML MILS, Nagpur, we are thrilled to showcase the highlights and achievements from our spectacular Sports Day, held on 20/12/2023 to 22/12/2023. The day was a resounding success, filled with exhilarating competitions, vibrant displays of teamwork, and a strong sense of community, orchestrated a dynamic three-day Sports Day extravaganza, featuring a spectrum of activities ranging from indoor favourites like Carrom and Chess to outdoor thrills such as Badminton, Cricket, and Volleyball. Participants showcased their skills and competitive spirit, fostering a vibrant atmosphere of sportsmanship and camaraderie. The event epitomized the institution's dedication to promoting holistic development and fostering a culture of physical fitness and teamwork among its members.

Republic Day



On the 26th of January, NML MILS Nagpur celebrated Republic Day with great fervor, commemorating India's 75th year as a republic. The event began with the unfurling of the national flag by our esteemed Principal, followed by the soulful rendition of the national anthem.

Students delivered eloquent speeches highlighting the significance of Republic Day, the history of our constitution, and the responsibilities of being good citizens. Their passionate words inspired the audience and showcased their understanding of the nation's heritage. Adding to the patriotic fervour, students recited poems that echoed the essence of freedom, bravery, and unity, evoking pride and gratitude for our freedom fighters.



The event also featured cultural performances, including patriotic songs and dance routines, and the campus was adorned with tricolour decorations, enhancing the festive atmosphere. The celebration concluded with a vote of thanks, acknowledging the efforts of everyone who contributed to making the event a grand success. Republic Day at NML MILS Nagpur was a memorable occasion, reaffirming our commitment to the principles of justice, liberty, equality, and fraternity.

Women's Day Celebration



On the 8th of March 2024, NML MILS Nagpur celebrated Women's Day with a unique and enchanting event organized by the boys for the girls, creating an atmosphere of appreciation and respect. The celebration was filled with fun activities and insightful sessions, making it a memorable occasion for everyone involved. The event commenced with a warm welcome, setting the tone for an engaging and joyful day. The boys organized various fun activities that brought smiles and laughter to all the girls.

These activities fostered a spirit of camaraderie and highlighted the importance of celebrating and uplifting women in our community. A highlight of the celebration was the insightful session led by Mrs. Deepa Khedkar, General Manager at Jaika Motors, Nagpur. She shared her inspiring journey as a professional, offering valuable insights into her experiences, challenges, and successes. Her story resonated with the audience, motivating many to aspire to great heights in their careers. Another significant session was conducted by Mrs. Archana Deo, Assistant HR Manager at PV Textiles.



She addressed the challenges faced by women in the workplace and shared strategies on how to overcome them. Her practical advice and real-life examples provided a deeper understanding of the professional landscape and the resilience required to thrive. The event concluded with a vote of thanks, acknowledging the efforts of the boys in organizing such a heartfelt celebration and the valuable contributions of our esteemed speakers. Women's Day at NMLMILS Nagpur was not just a celebration but a tribute to the strength, resilience, and achievements of women.

Alumni Meet and Send-Off Celebration



Group photo of batch 2021- 2023

On April 13, 2024, the N.M. Lokhande Maharashtra Institute of Labour Studies Nagpur held an Alumni Meet and Send-Off Ceremony. This event was a wonderful celebration of our alumni, faculty, and the bright new graduates from the MLS Batch of 2021-2023. On Heartfelt thanks to our Director, Shri S.M. Sathe, for his inspiring address which set a forward-looking tone for the event.

His speech highlighted the institute's achievements and our continuous commitment to academic excellence and societal contribution and discussed its future objectives and strategies aimed at enhancing educational standards and student experiences. We were honoured to host HR representatives from various esteemed organizations. Their presence not only enriched the event but also provided our students with networking opportunities that could pave the way for exciting career prospects. This collaboration between academia and industry leaders is crucial in ensuring that our curriculum remains relevant and that our graduates are well-prepared to meet the demands of the Industry and Business.



Certificate Distribution Ceremony of the MLS 2021-2023 Batch



Group photo of the MLS batches

A special segment of the event, led by Director Shri S.M. Sathe, Deputy Director Dr. Atul Naubde, Add-on module coordinator Dr. Devendra Ramteke, Faculty coordinator Mrs. Noopur Kadu, Advocate Ranjan Deshpande, Advocate Kalyani Joshi, Mr. Sanjay Deo, Mr. Sudarshan, Mr. Shahaje and Mr. Sadar which included the distribution of prizes for Sports such as Chess, Carrom, Volleyball, Badminton and Cricket. Awards were given for academic excellence, leadership, and extracurricular achievements, emphasizing the institute's commitment to fostering well-rounded development and holistic learning.

It was incredibly inspiring to hear from our alumni and current students about their transformative experiences and achievements. These stories not only reflect the strong community we have built together but also the impactful careers they are embarking upon. These stories not only highlight the robust community at NML MILS but also the impactful careers that await our graduates.

As we bid farewell to our graduates, we are filled with pride and anticipation for the contributions they will make in their fields. We encourage all our alumni to stay connected with NML MILS, as mentors, guest speakers, or collaborators, to continue the tradition of excellence and mutual support that defines our community.

The Alumni Meet and Send-Off Ceremony at NML MILS was not merely a celebration of past successes but also a powerful reaffirmation of the deep-seated bonds within the NML MILS community. This event underscored the transformative power of education and highlighted the perpetual connections that link alumni with their alma mater, fostering a continuous exchange of knowledge and shared growth.

SHRAMDAAN at National Board for Workers Education and Development

On April 4-5, 2023, the students of NML MILS Nagpur participated in a *Shramdaan* initiative at the Regional Directorate of the Dattopant Thengadi National Board for Workers Education and Development in Nagpur. This two-day event aimed at assisting with the upkeep and organization of the Board's extensive library, which houses approximately 6,000 books on various subjects, including Management, Psychology, Sociology, Labour Studies, Labour Economics, Labour Laws, and Workers Education.



The students engaged in a range of activities, including cataloguing and shelving books, cleaning and organizing the library space, and helping to set up a more efficient system for book retrieval. Their efforts ensured that the library remained a valuable resource for both students and workers seeking knowledge and development in their respective fields.

In addition to the physical work, students also interacted with the library staff and learned about the importance of preserving educational resources and promoting lifelong learning. The initiative provided a hands-on experience in community service, highlighting the value of collective effort and responsibility. The *Shramdaan* drive not only improved the functionality of the library but also instilled a sense of pride and accomplishment among the students. It reflected NML MILS's commitment to fostering a spirit of volunteerism and contributing positively to the community.



Tree Plantation



On the occasion of the 54th Foundation Day of NML MILS Nagpur, student representatives led a vibrant tree plantation drive, demonstrating their commitment to environmental sustainability. This initiative aimed to enhance the campus greenery and promote ecological awareness among students and staff. The event commenced with a ceremonial planting of saplings by the Deputy Director and administrative department, faculty members, and senior students. Participants planted a variety of native trees, chosen for their environmental benefits and resilience. The drive was not only an act of beautifying the campus but also a practical step towards combating climate change and fostering biodiversity.

In addition to the planting activities, educational sessions were held to inform participants about the importance of trees in maintaining ecological balance, reducing carbon footprints, and improving air quality. Students eagerly participated, sharing their thoughts on environmental conservation and discussing ways to sustain these efforts.

The tree plantation drive on this significant day reinforced the institution's dedication to nurturing environmentally conscious future leaders. It also highlighted the collective effort required to preserve our natural resources. This initiative is a testament to NML MILS's ongoing commitment to sustainability and its proactive approach to creating a greener, healthier environment for all.



Placement at Labour Welfare

28/08/2023 to 31/08/2023

NML MILS students visited the Labour Welfare Board in Nagpur, gaining firsthand insights into its operations and initiatives to improve labour conditions. They interacted with officials who explained various schemes for fair wages, health benefits, and safety measures. The discussions also highlighted challenges in the labour sector and strategies to address them. A tour of the facilities allowed students to observe the practical implementation of welfare programs. This visit was invaluable, bridging the gap between theory and practice, and fostering a deeper understanding of labour welfare. It prepared the students for future contributions to this vital sector.



Placement at Labour Commissioner Office

12/09/2023 to 18/09/2023

During the visit to the Labour Commission Office, students of NML MILS Nagpur observed the regulatory aspects of labour and employment. They gained insights into the resolution of labour disputes, the enforcement of labour laws, and the promotion of fair working conditions. The students noted the significance of the Labour Commission's role in safeguarding workers' rights and ensuring a harmonious employer-employee relationship.



Placement at Labour Court & Industrial Tribunal

23/10/2023 to 31/10/2023

During the students visit to the Labour Court and Industrial Tribunal in Nagpur, students of NML MILS Nagpur observed the legal proceedings related to labour disputes and industrial matters. They witnessed hearings, discussions, and legal arguments involving both employer and employee. The students gained insights into the process of resolving conflicts, interpreting labour laws, and ensuring justice in the realm of labour and industry.



Placement at ESIC 9/10/2023 to 13/10/2023



During the 5 days visit to the ESIC facility in Nagpur highlighted the institution's commitment to providing comprehensive healthcare and social security benefits. The tour showcased modern medical facilities, including emergency services and specialized treatments, as well as the seamless process for availing benefits like medical, maternity, and disability support.

The integration of advanced technology, such as electronic health records and an online claims portal, was particularly impressive. The visit also underscored ESIC Nagpur's dedication to continuous staff training and active community outreach programs, emphasizing its role in promoting health and welfare among the working population.



Visits at the ESIC Nagpur branches at Hingna, Buttibori, Sadar, Model and Bagadganj areas.

Placement at Nagpur Municipal Corporation

21/09/2023 to 28/09/2023

Students from NML MILS Nagpur recently visited the Nagpur Municipal Corporation (NMC) for a five-day immersive experience, exploring its civic operations and discussing potential collaborations. The visit kicked off with a comprehensive presentation detailing NMC's organizational structure, its ongoing projects, and the ambitious Smart City initiatives aimed at modernizing urban infrastructure.

Throughout the visit, students had the opportunity to observe real-time city operations at the Control and Command Centre, gaining insights into how technology is leveraged for efficient city management. This hands-on exposure was complemented by engaging discussions on urban planning and community engagement, where students and NMC officials exchanged ideas on fostering sustainable development.

One of the visit's highlights was the tour of key infrastructural projects. This tour provided a closer look at NMC's efforts in enhancing the city's livability through innovative and sustainable solutions. From green spaces and eco-friendly transport systems to waste management and water conservation projects, the students witnessed the practical implementation of sustainable practices.

The visit was a significant learning experience for the students, offering them a unique perspective on the complexities of urban management. It also served as a platform for mutual learning, with NMC officials benefiting from the fresh ideas and enthusiasm of the students. The visit concluded on a positive note, laying the foundation for future collaborations between NML MILS and NMC. This initiative underscores the importance of educational institutions and municipal bodies working together towards the common goal of sustainable urban development.



Group photos with the Health, City Planning and Zonal Heads

Placement at Trade Unions

During a four-day placement to the Trade Union office, students of NML MILS Nagpur, immerse in the heart of industrial democracy with a visit to the Trade Union. Explore the vibrant hub of collective bargaining and workers' advocacy. Engage with passionate representatives, gaining insights into labour rights and social justice initiatives. Witness the power of solidarity in action, as voices unite for fair wages, safer workplaces, and equitable opportunities. Experience firsthand the pivotal role of trade unions in shaping a more just and equitable society.



Placement at Centre of Indian Trade Union



Placement at National Railway Mazdoor Sangh



Placement at Central Railway Mazdoor Sangh

Industrial Visits of MHCM & ER

Spacewood Furnishings Ltd., Nagpur

27/10/2023



During our industrial visit to Spacewood Furnishers Pvt Ltd in Nagpur on October 27, 2023, we were impressed by the company's innovative HR practices. Spacewood's focus on fostering a culture of creativity and innovation through cross-functional collaboration was evident, encouraging employees to contribute ideas and solutions. Their personalized career development plans stood out, tailoring training and advancement opportunities to individual strengths and goals. Additionally, Spacewood's emphasis on promoting employee wellness through onsite wellness programs and mindfulness sessions showcased their commitment to holistic employee well-being.

PIX Transmission Ltd., Nagpur

03/11/2023



Our visit to Pix Transmission Ltd in Nagpur on Nov 03, 2023, unveiled unique HR practices tailored to drive organizational excellence. Pix stands out for its emphasis on fostering a culture of transparency and open communication, facilitating constructive feedback loops between employees and management. The company's commitment to employee empowerment through continuous skill enhancement programs and cross-training initiatives was noteworthy, ensuring a dynamic and adaptable workforce. Additionally, Pix's proactive approach to diversity and inclusion extends beyond recruitment, with initiatives promoting cultural awareness and understanding among employees, fostering a truly inclusive workplace.

Mahindra and Mahindra Tractor Factory, Nagpur 20/10/2023

During our visit to Mahindra and Mahindra Tractor Factory in Nagpur on October 20, 2023, we were impressed by the company's exemplary HR practices. Employee engagement initiatives, including workshops and feedback sessions, stood out, showcasing the company's commitment to nurturing a motivated workforce. Mahindra and Mahindra's emphasis on work-life balance was evident through flexible work hours and family-friendly policies, promoting employee well-being.



The company's focus on training and development programs ensures that employees are equipped with the skills needed to excel in their roles and adapt to industry changes. Additionally, their dedication to diversity and inclusion fosters an environment of innovation and collaboration. Overall, our visit provided valuable insights into how Mahindra and Mahindra prioritizes its employees' growth and satisfaction through progressive HR strategies.



Group Photo with Suhas Patil Sir & Sanjay Agrawal Sir

Orientation of the Batch 2024-26



MHCM & ER Part-II students took the initiative to give Part-I students an introduction as part of the orientation for Batch 2024–26, introducing them to the various subjects they will be studying during their Semester I. Below is a synopsis of each topic:

Semester I

- **Labour Economics:** Labour Economics examines the dynamics between workers and employers in labour markets. It explores the determinants of employment, wages, and working conditions, integrating theories of supply and demand, human capital, and labour market policies. This subject provides insights into how economic forces and policies shape labour markets and impact societal welfare.
- **Business Management Science:** Business management science focuses on applying quantitative and analytical methods to solve complex business problems. It encompasses various disciplines such as operations research, statistics, and decision analysis to enhance decision-making and strategic planning. This subject equips students with the skills to optimize business processes, improve efficiency, and drive data-informed decisions.
- **Labour Legislation I:** Labour Legislation delves into the laws and regulations governing employment relationships and workers' rights. It covers various statutes and legal frameworks related to safety, welfare and health of workers, their wages and social security benefits like Provident Fund, ESI benefits, Gratuity, etc.
- **Field Work I:** The field Work exposure provides opportunity for real world life experience to the students regarding theories and practices learnt in classroom. The course includes observation visits to different industrial sector organizations. Also visits to Civic Administration Office/s, Employee State Insurance Corporation.
- **Research Methodology:** Research Methodology subject provides an understanding of research methodology, process, ethics in research and research approaches applied to problems of business environment. The knowledge of social research methodologies includes both Quantitative and Qualitative designs to organize and conduct research in a scientific way. The subject also covers report writing in detail. It deals with scientific methodology for applied research and the use of statistics for hypothesis testing.
- **Electives:**
 - **Managerial Economics:** Managerial Economics applies economic principles to management decision-making, enabling the analysis of business strategies, demand forecasting, cost analysis, and pricing strategies. It equips managers with the tools to optimize operations and enhance profitability.
 - **Industrial Economics:** Industrial Economics studies the structure, behaviour, and performance of industries and firms, focusing on market competition, regulation, and strategic business decisions. It provides insights into how industries operate and the economic forces influencing firm behaviour and market outcomes.

Assessment & Development Centre

At the NML MILS Nagpur Assessment Centre, a comprehensive approach to evaluating students' competencies has been established. The assessment process is meticulously designed to gauge the following key competencies:

Conceptual Clarity: The ability to grasp and articulate complex concepts is assessed through various interactive activities.

Decision Making Skills: Candidates' aptitude for making effective decisions, considering multiple factors, is evaluated through simulated scenarios.

Ability to Analyse and Solve Business Problems: Students' capacity to dissect and solve intricate business problems is tested using real-world case studies.

Communication Skills: The proficiency to convey ideas clearly and convincingly is measured through both written and verbal tasks.

Ability to Work Independently and in Teams: The capacity to function autonomously and collaborate effectively within teams is assessed via diverse group exercises.

To ensure a thorough evaluation, the assessment process is structured as follows:

Jenga Box Game - Individual and Group: Candidates partake in the Jenga Box game individually and in groups. This activity assesses both independent decision-making and collaboration within a team.

Role Play with Assessor: Candidates engage in role-playing scenarios, where their ability to apply conceptual knowledge and make decisions is evaluated. The assessor also gauges their communication and problem-solving skills during this exercise.

Behavioural Event Interview: Each candidate undergoes a Behavioural Event Interview (BEI), where they share instances from their experiences that highlight the competencies being evaluated. The assessor asks probing questions to gauge their decision-making, problem-solving, and teamwork skills.

Feedback Session: Following the assessment activities, candidates receive personalized feedback from assessors. This session aids in self-awareness and guides students on areas of improvement.

The NML MILS Nagpur Assessment Centre employs this comprehensive process to ensure a holistic evaluation of students' competencies. It enables the identification of strengths and areas for development, providing valuable feedback.

Mentoring Session

Mentoring sessions involve one-on-one guidance and support from experienced individuals. These sessions aim to provide advice, share knowledge, and help mentees set and achieve personal or professional goals. Mentors offer insights, feedback, and a supportive environment to foster growth and development. Sessions can cover various topics such as career planning, skill enhancement, and overall personal growth.



Mr. Devdatta Kadrekar Sir provided the information about personality assessment



Mr. Satyajeet Samant Sir provided the information and inaugurated the Assessment Activity



Role-play activity with Assessor Mr. Devdatta Kadrekar Sir



Behavioural Event Interview of MILS student with Assessor Mr. Kadrekar Sir



Orientation by Mentors



MHCM & ER Student mentoring Session by Mr. Satyajeet Samant

Add-on Module

The advent of NML MILS to 75th year has marked a monumental shift in the conventional approach towards the way of education. This new initiative of Add-on Modules is the brainchild of our Director Mr. Shashank Sathe and is supported enthusiastically by our strong alumni base. The primary objective of these modules is to enhance managerial skills and to create strong business leadership. These modules will help students understand the practical aspects of the industry by the stalwarts. Add-on Modules are designed with consultation of our alumni who have achieved the utmost level of success to prepare our students for the corporate world.

Topics covered under Add on Modules:

- Changing Trends of HR Profession & Challenges Learning
- Soft Skills Development
- Personal Branding
- Advance Excel
- Team Building and Leadership Development.
- Cyber HR and Data Security
- Learning and Development
- Organizational Development and Change Management
- Employee Relations
- HR Analytics
- HRIS
- Entrepreneurship Development
- Performance Management
- POSH Training



Dr. Devendra Ramteke Sir and Mr. Vijay Kumar Tata conducted an inauguration session on 'College to Corporate' for the students

Guest Faculties for Add on Modules:

Ajay Kumar Thaokar Sr. Consultant HR/IR	Rajendra Chandorkar Trainer for Placement	Suhas Patil Sr. Manager ER, M&M	Sonakshi Prasad Corporate Trainer, HCL Tech.
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Charudatta Sahaje Former AGM, Voltas Ltd	Sanjay Agrawal Trainer, M&M	Suyash Jaiswal HR Manager, Reliance Retail	Umesh Jadhav Group& Talent Director, Calderys
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Dr Nikhil Atale International Management	Sanjay Deo Former Director, Wise HR Managers	Tushar Mulay Consultant Trainer, Global Edu.	Sudarshan Ankem Former VP Quality And Analytics, North American Multinational Co.
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Alok Dhotekar Mentor, SME	Shabbir Zakerya Communication Trainer	Ajinkya Mahadik Asst. Manager HR, Lootmogul	Rakshit Bansod HR, Calderys
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Bhumika Parsodkar HR, Hexaware tech.	Vijaykumar Tata HR Head, Lupin Ltd.	Rahul Nirbhuvane Assessor For Assessment Activity	Pratik Meshram Competitive Exam Trainer
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Kunal Dashottar Director, Makdian	Pramod Pednekar Add on Module Coordinator, Mumbai MILS
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Special Sessions on “ESIC, Visual Thinking & Applied Statistics”



NML MILS hosted a special session featuring officials from the Employees' State Insurance Corporation (ESIC). The session focused on the latest updates and policies in employee insurance and social security. Attendees gained valuable insights

into ESIC's services and how they can benefit both employers and employees. The interactive Q&A segment allowed participants to clarify doubts and engage directly with the officials, making it an informative and productive experience.

Visual Thinking Workshop by Komal Goenka conducted an engaging one-day session on Visual Thinking at NML MILS. This workshop introduced participants to the principles and practices of visual thinking, helping them to enhance their creative problem-solving skills. Through hands-on activities and collaborative exercises, attendees learned to use visual tools to brainstorm, organize ideas, and communicate more effectively. The session was well-received, leaving participants with practical techniques to apply in their professional and personal lives.

In celebration of Women's Day, Dr Aashish Linge delivered an insightful session on Applied Statistics at NML MILS. Dr Linge's expertise in the field provided attendees with a comprehensive understanding of statistical methods and their applications in various industries. The session highlighted the importance of statistical analysis in decision-making processes and showcased real-world examples. Participants appreciated Dr Linge's clear explanations and the practical relevance of the content, making it a memorable and educational experience.

Internship & Final Placement Details of Batch-2022-24

Sr. No.	Name of the Student	Concurrent Placement	Block Placement	Final Placement
1	Abhishek Shukla	Lohia Corp	Tata Advanced Systems Limited	
2	Aishwarya Lakhe	Calderys India Refractories Limited	PIX Transmissions Limited	HPCL
3	Akshay Bandar	Western Coalfields Ltd	Godrej Chemicals	DuFlon Industries Pvt Ltd
4	Anand Lahudkar	Windals Precision Pvt Ltd	HNI India Ltd	
5	Ankita Chaudhary	HNI Office India Ltd	Sunder Biscuit Industries	CIE Automotive Ltd
6	Dipak Wagh	PIX Transmission Ltd	Mahindra and Mahindra Ltd	
7	Ganesh Chakor	Vertive energy Pvt Ltd	Everest Industries Ltd	
8	Harshada Wagh	Universal MEP Projects & Eng	Kansai Nerolac Paints Ltd	Voltas
9	Himanshu Mehta	Parason Machinery Pvt Ltd	HNI Office India Ltd	Reliance Retail
10	Hrishikesh Dhande	Sunder Industries	JSW steel coated Ltd	
11	Jitesh Sanap	Automotive Manufacturers Pvt Ltd	Jay Precision Pharmaceutical Pvt	Intergold Pvt Ltd
12	Kartiki Borkar	Sudarshan Chemicals Industrial Ltd	Sudarshan Chemical Industries Ltd	
13	Kavita Fulmali	Vaibhav Plastic Printing and Packaging	Raymond luxury cottons Ltd	CNHGI Staffing Service Limited
14	Komal Sontakke	Indorama Synthetics India Ltd	Indorama Yarns Pvt Ltd	
15	Mayur Daf	Sunder Industries	JSW Steel Coated Products Ltd	
16	Mukul Budhe	Adani Power Maharashtra Ltd	Mahindra & Mahindra Ltd	HRAnnexi
17	Neha Kumari	Sun pharmaceuticals Industries Ltd	Hindalco Industries Ltd	TCS
18	Prachi Ekunkar	Sanvijay Rolling and Engineering Ltd	Chemfield Cellulose Pvt Ltd	
19	Pratik Avhad	Hexagon Nutrition Ltd	Hindalco Industries Ltd	Grasim industries Ltd
20	Priti Sarda	Forbes & Company Ltd	HNI Office India limited	
21	Ram Bhope	Endurance Technology Ltd	Siemens Ltd	
22	Sagar Dagaji Borse	Metalman Auto Pvt Ltd Aurangabad	Balmer Lawrie & Co Ltd	
23	Sahil Thaware	Indorama Synthetic India Limited	Indorama Synthetic India Limited	
24	Sharvari Bhute	HNI Office India Ltd	Mahindra & Mahindra	CIE Automotive Ltd
25	Sunil Uttamrao Mane	Maruti - Suzuki Arena	CEAT Tyres Limited Nagpur	
26	Surabhi Nitin Nijai	Kotak Securities Ltd	Mahindra & Mahindra Ltd	HRAnnexi
27	Suraj Chaudhari	PIX transmission Ltd	LLoyds Metal and Energy Ltd	
28	Suwangal Laldeo	Mungi engineering Pvt Ltd	Hindalco Industries Ltd	Adani Wilmar
29	Tushar Gunjarge	Endurance technology Ltd	Mahindra & Mahindra	CIE Automotive Ltd
30	Vaibhav Jadhav	Hindustan Unilever Ltd	CEAT Tyres Limited Nagpur	Grasim industries Ltd
31	Yogesh Ghuge	Calderys India Refractories Ltd	Mahindra & Mahindra	USV Pharmaceuticals
32	Zunjar Bankar	Endurance Technologies Ltd	PIX Transmissions Limited	HRAnnexi

Internship Details of Batch-2023-24

Sr. No.	Name of Students	Concurrent Placement	Summer Internship
1	Aastha Jaiswal	Anugrah HR Services LLP	Mahindra & Mahindra
2	Abhilasha Tiwari	Belrise Engineering pvt ltd	Forbes Precision
3	Arohi Kawadkar	Mahindra Logistics	Hindalco
4	Ashlesh Jadhav	Deepak Nitrite	VVF India Ltd
5	Avdhut Shelke	TASL	Adler Pelzer Group
6	Bhushan Bawankule	PIX Transmission	TASL
7	Gajanand Narvate	Rich Foods	Haffkine Bio Pharmaceutical
8	Krushna Kamble	Lupin	Mahindra & Mahindra
9	Kunal Agrey	WCL	Draeger India Pvt Ltd
10	Mahesh Patil	NTC	RCF
11	Manasi Warade	Parason	Vodafone Idea
12	Manoj Khawashi	Vaibhav Plasto	TASL
13	Mansi Nyaynit	NTT	RCF
14	Mayur Kadam	Lupin	Mother Diary
15	Nidhi Raut	WCL	Mahindra & Mahindra
16	Pranali Raut	Belrise Engineering pvt ltd	Siemens
17	Priya Raibole	PIX Transmission	HUL
18	Priyanka Deshmukh	Lupin	Bharat Forge
19	Purnima Rana	Voltas Beko	Portescap
20	Raj Kadam	Bombay Dyeing	Reliance Industries
21	Roshan Chavhan	Reliance Retail	HUL
22	Samadhan Bhabad	CEAT	Mungi Engineers
23	Samruddhi Vartak	Panasonic	Tata Steel
24	Sandhya Nagare	Reliance Retail	Hindalco
25	Satish Avhad	Hexagon Nutrition	Tata Motors
26	Sejal Mestry	Panasonic	Lilawati Hospital
27	Shiraaaz Shaikh	Endurance	Laxmi Organic
28	Shubham Deshmukh	Hexagon Nutrition	United Spirit's Ltd
29	Shubham Yadav	Cooper Corporation	Pricol Pvt Ltd
30	Siddheshwar Gawali	Thermax	Akzonobel India Limited
31	Simali Savaria	Bhilai Steel Plant	Reliance Retail
32	Tanishka Randive	Anugrah HR Services LLP	Hindalco
33	Tanushree Nimbole	Mahindra Logistics	Nepa Limited
34	Tushar Bharne	Bajaj Steels	Ceat
35	Varun Mestry	Infovision HR Consultancy	RCF
36	Vikas Bhabad	CEAT	Mungi Engineers
37	Vikas Shinde	Truform Engineers	Vodafone Idea
38	Vikram Irkhede	Anugrah HR Services LLP	Mahindra & Mahindra
39	Vivek Nitaware	Mother Diary	Hindalco

Top Scorers from 2001 to 2024

Sr.No.	Name	Year
1	Gitika Jethwas	2001
2	Sonali Joshi	2002
3	Sourbha Gupta	2003
4	Manish Sawarkar	2004
5	Gaurav Patel	2005
6	Ravindrakumar M	2006
7	Vaishali Madavi	2007
8	Sushil Sonegi	2008
9	Pankaj Mohkhare	2009
10	Tukaram Landge	2010
11	R. Shirpurkar	2011
12	Priya Kuremore	2012
13	Shoribali Sayyad	2013
14	Nidhi B	2014
15	Sonali Biswas	2015
16	Sandip Tuksade	2016
17	Seema Menahe	2017
18	Gauri Kelkar	2018
19	Suyash Purohit	2019
20	Sharmila K	2020
21	Gaurav borse	2021
22	Shubham Pawale	2022
23	Manish Tonde	2023
24	Abhishek Shukla	2024

Batch Profile



MLS Batch 2022-24



MHCM & ER Batch 2023-25





VISIT US

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