

**Placement  
Brochure  
"2022-2024"**

**SHAPING FUTURE  
GROWTH  
PARTNERS**



**N M LOKHANDE  
MAHARASHTRA INSTITUTE OF LABOUR STUDIES  
(GOVERNMENT OF MAHARASHTRA)**







# Genesis

N . M . Lokhande Maharashtra Institute of Labour Studies was established on 7th July 1947 as the Bombay Labour Institute under the guidance of Bharat Ratna Gulzarilal Nanda, the then Prime Minister of India, situated in the then Manchester of Mumbai - Parel. NML MILS is a pioneer in the field of IR and Human Capital Management. A branch of this Institute was established in 1971 at Nagpur



**Shri. N. M. Lokhande**



**Shri. Gulzarilal Nanda**

NML MILS has a glorious legacy of 76<sup>TH</sup> years and has been creating HR and IR stalwarts. The rigorous curriculum of the institute is recognized by the University of Mumbai and RTM, Nagpur University and the degree is awarded by them. The prime focus of the institute is on nurturing young & dynamic professionals equipped with industry exposure in various HR areas including labour laws, human resources management, business acumen etc. It is a 2 Years Full Time HR Program. Our alumni are major contributors in the global industry at large and have paved their own paths reaching the zenith of success.



# Director's Message



**Shri. Shashank Sathe**

It is my pleasure to introduce to you the batch of MLS 2022-24. New expectations have always driven businesses to transform and address new challenges while creating new opportunities for growth and acceleration. Businesses looking forward for real transformation need trained and committed future growth partners.

We, at N M Lokhande Maharashtra Institute of Labour Studies, have been playing a crucial role in the field of education of Human Capital Management and allied areas for the past 76 years. The 2 years curriculum has been painstakingly planned taking into consideration the current needs of the industry so as to provide professionals with broad intellectual perspective. MLS students undergo rigorous, holistic academic process which enables them to acclimatize to present business needs. There is greater demand today, than ever before for competent HR professionals who can facilitate growth across sectors.

The unique system of study which is a combination of class room coaching accompanied with practical orientation such as field visits, summer internship, winter internships (Block-Concurrent Placements), Labour Court placement, Commissioner of Labour, DISH, ESIC, CLI, DGFASLI.

We promote our students to have entrepreneurial spirit by conducting activities which will make them self-driven, independent, confident decision makers to take up any challenge and scale further heights of excellence. I take privilege to introduce the brilliant and passionate students of batch MLS 2022-24, who I'm confident would be a vital contribution to our industry and on who's strength the foundation of every commercial operation rests. I cordially invite you to our campus this year with the surety that you will find the maximum number of candidates to suit your expectations. Along with the faculty members I wish the Batch 2022-24 every success in all their endeavors.

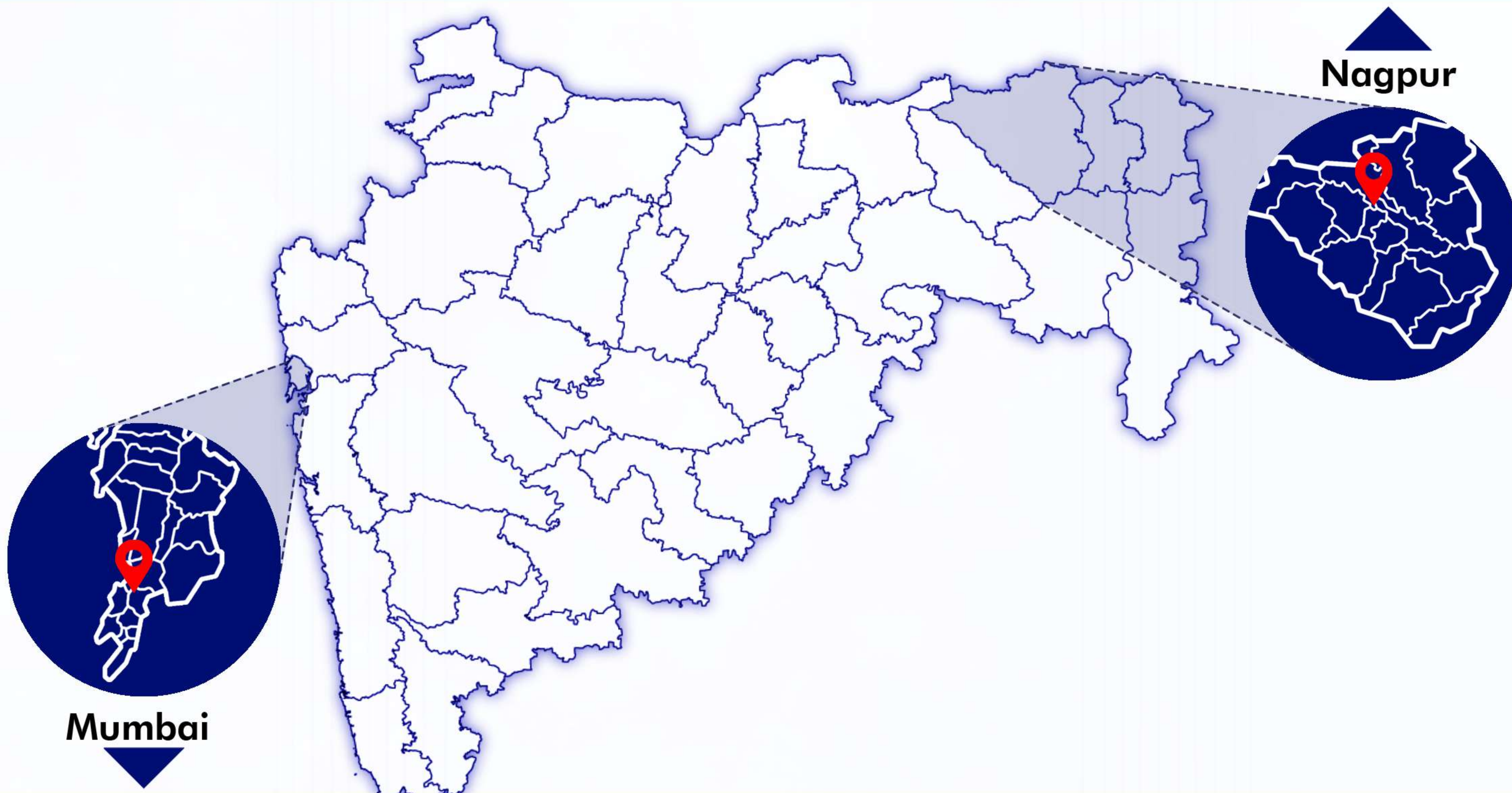




# About

## **N. M. Lokhande Maharashtra Institute of Labour Studies, Nagpur**

came into existence in 1971 as a branch of Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (Mumbai) to deliver the same proficiency to the future human resource, industrial relations and personnel management professionals to meet the aspirations of the people in context of higher education and to maintain balance between the manpower requirement of industry and labour in the region.



## **N. M. Lokhande Maharashtra Institute of Labour Studies, Mumbai**

is a unique institute and one of its kind in the field of Labour Studies. It has a glorious past of 76 years and has emerged as a profound institute that has contributed to the industry and economy in multiple ways. It has been adapting itself to fulfil the ever-changing needs of the industry. The students of NML MILS are well prepared to meet the industry's requirement which is clearly evident from the list of alumni. The institute has a strong foundation of values and principles.



# Overview

**The N. M. Lokhande Maharashtra Institute of Labour Studies** has been mandated to develop Trained Manpower on professional basis through Education, Training and Research for maintaining Industrial Peace, Harmonious Industrial Relations between employees 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.

- 1) Conduct 2-year professional postgrade (MLS) with Mumbai & Nagpur University affiliations, focusing on rural student access and Maharashtra universities representation.
- 2) Guide Ph.D. in Labour Studies, boost research for economic/social policies via Mumbai Uni's permanent Ph.D. center.
- 3) Host Labor-related events, collaborate with ILO, V.V. Giri National Labour Institute, and others for Seminars, Workshops, Training, and Projects.
- 4) Advise Maharashtra Govt. on labor policies.
- 5) Rural Economic Leadership Programs via Centre for Rural Labour Studies, promoting inclusive growth.
- 6) Foster strong Leadership, Entrepreneurship culture.



Labour Welfare



Social Dialogue



Dignity of Labour



Industrial Relations



Inclusive Growth



Leadership Development



Professional Education



Entrepreneurship

# CORE VALUES





# Placement Cell ( Student Council )

Contact Placement Cell

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Dr. P. M. Kadukar  
Placement Coordinator

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Akshada Tathe  
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**NML MILS, MUMBAI**  
**Student Coordinators**



Vaibhav Jadhav  
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**NML MILS, NAGPUR**  
**Student Coordinators**

**Student Council**





# Programmes Offered



## Masters in Labour Studies (MLS)

Masters in Labour Studies (M.L.S.) is a two-year full-time postgraduate degree awarded by the University of Mumbai & RTM, Nagpur University which aims to develop specialized professionals by focusing on various comprehensive aspects of both Human Resource Development & Industrial Relations, including an excellent blend of theory and practice.



## Selection Procedure

Candidates are short listed and selected on the basis of an online merit-based test of MCQ format consisting Quantitative Aptitude, Logical reasoning, Verbal ability (English) and general knowledge which focuses on the State of Maharashtra. This program is also offered at NML MILS, Nagpur.



## PhD Centre in Labour Studies

The institute has been recognized as a permanent center for Ph. D guidance in the area of labour studies by the University of Mumbai. The students of this course are expected to work on such topics which may have significance in policy making for Socio-Economic Development of Maharashtra. The Ph.D Center has state of Art facilities for presentations and interactions with the Resource Persons. This is through a special function from the Government of Maharashtra.





# COMPREHENSIVE CURRICULUM: PART 1

## Labour Economics

The subject includes study of Labour Market, Wage Structure formation, Wage Policy, Labour Productivity, Labour Problems and Compilation of Consumer Price Index.

## Industrial Economics

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## Managerial Economics

The subject includes study of Industrial Finance, Forms of Organizations, Policy & Programmes, Industrialization, Market Structure and Production Theory Perspectives.

## Industrial Sociology

The subject includes study of Industrial Society, Informal Organization, Industrial Culture, Technological Change and Globalization.

## Management Science

The subject includes study of Schools of Thought on Management, Organizational Structure, Functions of Management, Motivation Theories and Changing World of Management.

## Trade Unionism

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## Labour Movement

The subject includes study of Problems and Perspective of Trade Unions, History of Indian Labour Movement, Foreign Labour Movement, Union Finance, and Methods of negotiation used by Trade Unions.

## Labour Legislation

The subject includes study of Labour Legislation in India, Foundation of Industrial Law in India, Legislation & Social Justice, Central and State Laws, Case Laws and ILO.

## Book Review

To give students an exposure to a variety of management books and minutely analyzing them in order to grasp the concepts and present those concepts in a limited time is the purpose of Book Reviews. This is followed by an in-depth discussion on the understanding and applications of the concepts learned in the book.

## Seminar

Seminars teach the students to work in a team and present a topic of study to the entire class. The presentations are made on core theoretical topics based on their research and understanding. This also improves communication skills and presentation skills of the students. An industry expert is invited to critically evaluate the presentations and to provide further advice & guidance.



# COMPREHENSIVE CURRICULUM: PART 2

The subject includes study of Concept and objectives of Labour Welfare, Labour's & Employer's Approach to Labour Welfare, New Challenges, Perspectives and Global trends in Labour Welfare.

The subject includes study of Understanding Human Behaviour, Human Problems in Industry, Organizational Behaviour and Development of Leadership.

The subject includes study of Industrial Conflicts & Disputes, Philosophy, Challenges & Perspectives of Industrial relations and Methods of maintaining peaceful Industrial Relations.

The subject includes study of Industrial Relations Legislation, Administration, Challenges of Industrial Law and understanding of Upcoming Labour Codes.

The subject includes study of Manpower Planning, Recruitment & Selection, Training & Development, Appraisal & Evaluation and other aspects of Personnel Function.

The subject includes study of Labour Research, Research Methodology, Scientific Investigation & Methods, Analysis & Processing of data with the use of statistics.

**Labour  
Welfare**

**Organizational  
Behaviour**

**Industrial  
Psychology**

**Industrial  
Relations**

**Administra-  
tion**

**Labour  
Legislation**

**Personnel  
Management**

**Labour  
Research**

**Statistics**

## Role Play

Students are given real life situations in the business and working environment and are stimulated to enact with practical solutions. This helps the students to understand the challenges that may occur and how to overcome them.

## Case Studies

Many examples of various companies and industries are discussed to improve analytical and reasoning skills of the students. This helps us to be updated with current affairs in the business world.





# Add-on Modules

The advent of NML MILS to 76<sup>th</sup> 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-Industry 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.



- Entrepreneurship Development.



- Soft Skills Development.



- Personal Branding.



- AdvanceExcel.



- Team Building & Leadership Development



- Cyber HR & Data Security



- Changing Trends of HR Profession & Learning Challenges.



- Learning & Development.



- POSH Training



- Performance Training.



- Employee Relations.



- HR Analytics



- HRIS

Topics Covered Under Add On Modules



- Organizational Development & Change Management.



**Mr. Pramod Pednekar**  
Project Coordinator  
NML MILS, MUMBAI



**Dr. Devendra Ramteke**  
Project Coordinator  
NML MILS, NAGPUR



# Industry Exposure

The academic program of the institute is a fine blend of theory and practice. Appreciating the importance of this aspect, the institute has been making constant efforts to provide the students the required exposure to the world of work by introducing Observation visits, Concurrent and Block placements, Commissioner of Labour office, Labour Court and many more such placements in the curriculum itself. All the visits covered in the two years course are listed in detail below:

## Observation Visits

Below are the visits arranged in the first year, that help the students learn the compliance of the laws on the factory work floor and management offices. Such visits also give an opportunity to the students to interact with the workers and understand their expectations/requirements. The other side of the coin is learnt by interaction with the management of the organization. As it can be seen below, through these visits various industries both public and private, are studied thoroughly by the students and are put down in their academic journals.

## Training & Research

### 01 CLI, Chunabhatti Central Labour Institute



## Public Sector Units

### 02 BEST, Wadala Depot Bombay Electric Supply & Transport







# Industry Exposure

## Observation Visits



**01** Mahindra  
Kandivali





**RCF, Chembur** **02**  
Rashtriya Chemicals & Fertilizers Ltd.



**03** Godrej  
Vikhroli





# Our Faculty



**Shri. Shashank Sathe**  
Director, NML MILS



**Dr. P. M. Kadukar**  
Deputy Director - NML MILS,  
Professor - Labour Economics (Additional Charge)  
Registrar (Additional Charge)



**Dr. Atul S. Naubde**  
Lecturer - Industrial Economics



**Dr. Asha Kori**  
Lecturer Field Work





# Beyond the Classroom

## Ashwamedh Ganesh Utsav

The theme behind Ashwamedh is the aspiration and spirit of every MILS student to ride the Chariot of our dreams, aspirations/resilience and determination to reach our goal while capturing every possible, height of success and making a mark for ourselves and well as the Institute.



The MILS Assessment Center gauges students' behavioral and technical competencies through 4 stages: group game, role play, behavioral event interview, and in-basket exercise. These stages aid students in recognizing their inclinations and areas for improvement.

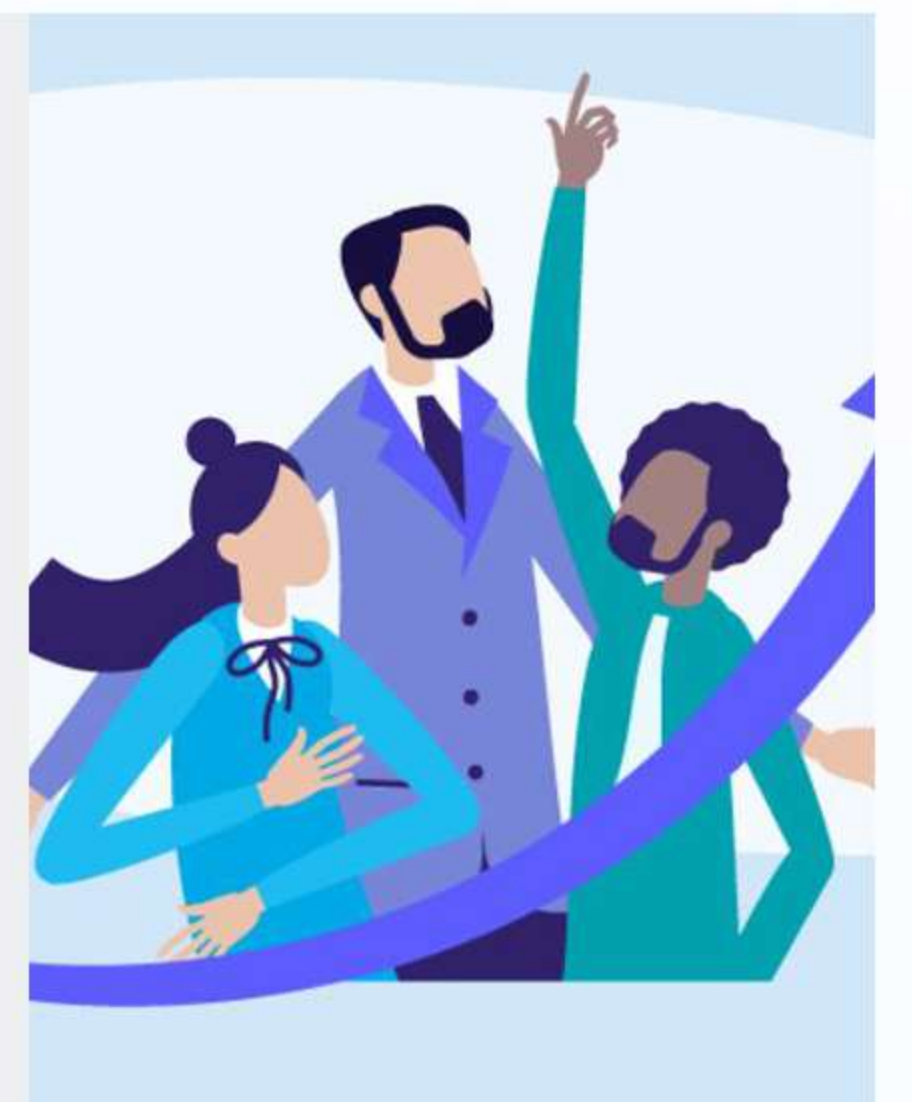
## Assessment Center

The assessment centre focused primarily on the following competencies;

- Decision Making skills
- Conceptual Clarity
- Problem Solving ability
- Working independently and in-teams

## Mentorship Program

Introducing the NML MILS Community. Mentoring enhances personal and professional growth by guiding mentees in acquiring technical skills, competencies, and navigating career shifts. Our esteemed alumni, accomplished professionals, serve as mentors. Students are matched with mentors based on assessment results, industry, and functional preferences, fostering confidence and support in this partnership.



## Celebration of Platinum Jubilee of the Institute

## Visit of Hon'ble Labour Minister to the Institute

Dr. Suresh (Bhau) Khade, Honorable Minister of Labour, Government of Maharashtra,  
Smt. Vinita Vaid Singal, (IAS) Principal Secretary (Labour) and  
Shri Shashank Sathe, Director NML MILS.





# NML MILS, Mumbai Campus



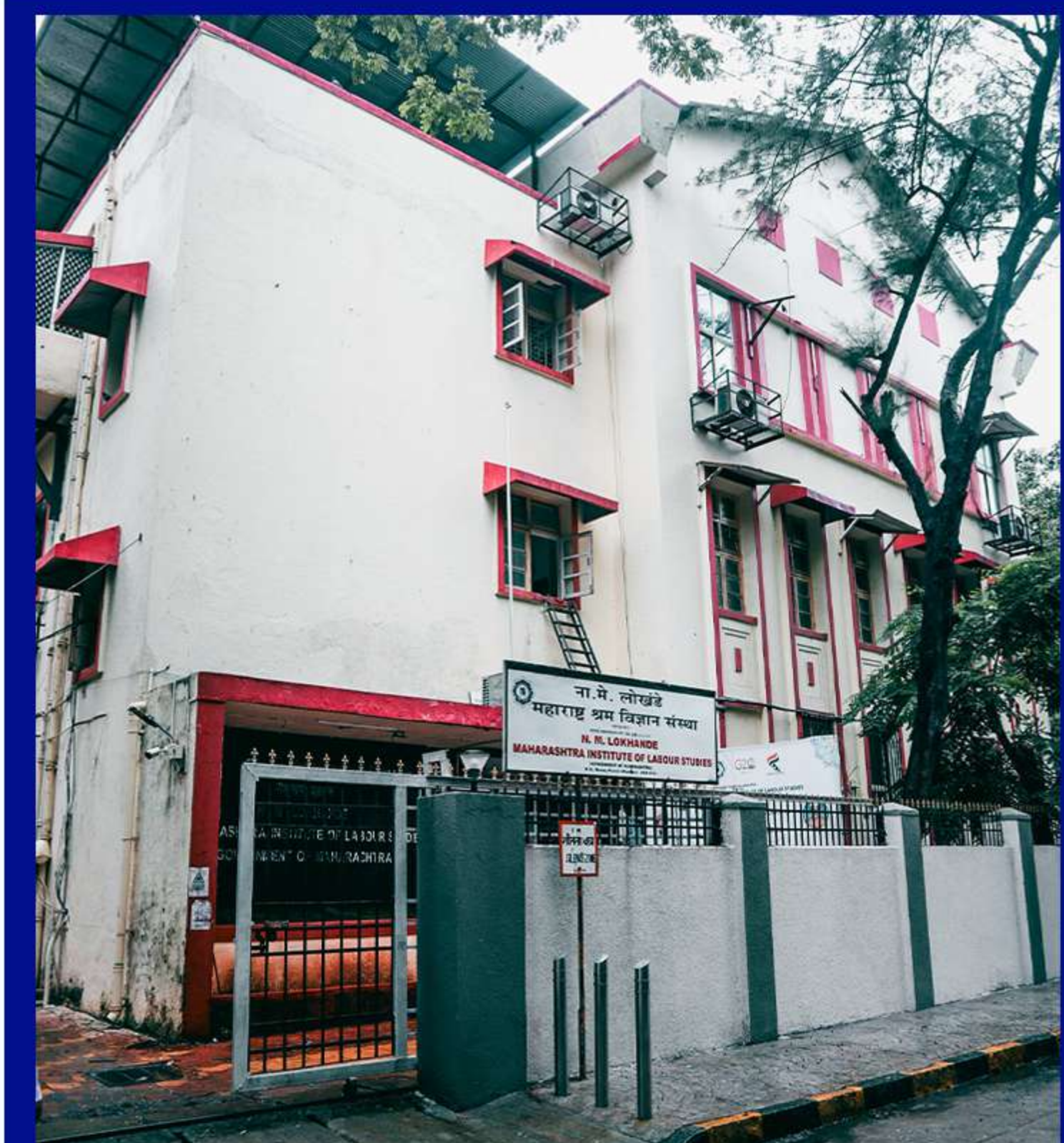
**Admin**  
Block



**Auditorium**  
Block



**Classroom**  
Block



**MILS**  
Mumbai Campus



**Conference**  
Room



**Hostel**  
Block



**Library**  
Block





# Practical Training Programme

## MILS Part 1



### Employees' State Insurance Corporation **01** ESIC

The four days placement in different ESIC offices and hospital help the students to understand the practical applicability of Employees State Insurance Act, 1948. Also, it helps them to study a few of the live cases and go through some case laws.



### Brihanmumbai Municipal Corporation **02** BMC

The 4 days BMC placement facilitates the students to study the overall administration of the various departments of BMC in respective wards which further help them to understand the requirements from the organization/factory located in that particular ward along with common legal compliances.



### Trade Union **03** Offices

Students spend few days in different trade union offices which make it possible for them to learn the distinct ideologies of these unions. It also provides them a different perspective of understanding the functioning of the industrial set up.



### Concurrent **04** Placements

Students are placed in different companies for a period of 1 month to do an internship there. This gives them actual understanding of the work culture and they get to observe some of the HR-IR Functions.



### Summer **05** Internship

Our students do summer internship across the industries where they work on live projects which gives them practical exposure in the fields of HR/IR.



# Practical Training Programme

MILS Part 2

## 01 Commissioner of Labour Office Mumbai

One-week training in the Commissioner of Labour Office gives us an insight of functioning of industrial relations and compliances to be followed.



## 02 Labour And Industrial Court Mumbai

There is a 10 days training in Labour and industrial court to understand applicability of Labour laws and compliances in depth and also witness the proceedings of the cases and the documentation required in the court.



## 03 Maharashtra Labour Welfare Board Mumbai

Visit to MLWB is arranged to give students an understanding about the various activities carried out by the MLWB in coordination with different organizations for the welfare of labours as well as their families.



## 04 Block Placement

Spanning for a duration of two months, wherein the Part – II students are placed in various industrial concerns for internship. Students are required to observe the day-to-day HR/IR practices and undertake different need-based projects which are to be submitted at the end of the academic year followed by Viva according to the curriculum of University of Mumbai.







# Student Profile (B.A)

## Education:

**Bachelor's**  
**B.A. - Political Science**

## Hobbies:

Rifle Shooting  
Swimming  
Football

## Internships:

**Adani Airport Holding Limited** *Concurrent Placement*

- Contract Labour Management System (Working knowledge of KRONOS)
- Formulation of Onboarding Survey questions (30-60-90 days) to enhance the on-boarding experience of employees.

**Hindalco Industries Ltd** *Summer Internship*

- Streamlining the Talent Acquisition process by Digitizing TRF
- End-to-end coordination towards the Hiring process for Diploma Engineer Trainees - 2023
- Data visualisation for tracking the progress of Talent Acquisition



**Amey  
Gholap**

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*Fresher*



**Kiran  
Dandge**

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*Fresher*

## Internships:

**Trent Hypermarket Pvt. Ltd** *Concurrent Placement*

- Understanding HR Operations - Compliance Management, Talent Management, Grievance Management, HRIS Management

**Serum Institute of India Pvt Ltd** *Summer Internship*

- Integral part of the Recruitment process, right from screening to documentation
- Assisted in HR Audits, HR Operations, Salary Documentation
- Understood and worked on SAP and HRIS Ascent System

## Education:

**Bachelor's**  
**B.A. - Political Science**

## Hobbies:

World Cinema  
Competitive Video Games

## Education:

**Bachelor's**  
**B.A. Philosophy**

## Hobbies:

Yoga enthusiast  
Online Gaming

## Internships:

**Godrej Industries** *Concurrent Placement*

- Streamlining the Personnel Records of existing & new employees
- Conducted Employee Engagement activities at the plant.

**Tata Power** *Summer Internship*

- Allied Workforce Analysis & Streamlining of Attendance Tracker
- Comparative study of the Wage Code
- Conducted Awareness Campaigns & Welfare activities



**Komal  
Taral**

komaltaral2000@gmail.com

*Fresher*



# Student Profile (B.A)



**Om  
Dethe**

omdethe1234@gmail.com  
*Fresher*

**Internships:**

**Reliance Retail** *Concurrent Placement*  
•Survey & Analysis of Salary Discrepancy for comparing salaries offered within Reliance Retail

**Godrej & Boyce** *Summer Internship*  
•Roles & Responsibilities of Knowledge Band (K- Band) to ensure that processes are adhered as per compliance  
•Synopsis on Labour Law and revisions suggested in new Labour Codes  
•Ensuring Compliances as per CLRA Act

**Education:**

**Bachelor’s  
B.A.**

**Hobbies:**

Reading  
Hiking  
Cricket

**Education:**  
  
**Bachelor’s  
B.A. - Economics & Politics**

**Hobbies:**  
  
Professional Gymnast  
Classical Dancer  
Painting

**Internships:**

**Schindler India Pvt. Ltd** *Concurrent Placement*  
•Study of high potential programs conducted at leading organisations to review and envision a structured career path for future Leaders in the company.  
•Effectuated guidelines for implementing the General Management Trainee program.

**Reliance Industries Limited** *Summer Internship*  
•Study of Compliance under Employment Exchange Act  
•Participated in ESIC Awareness & Implementation of Insurance scheme for Contract Labours.



**Shrutee  
Vaidya**

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*Fresher*



**Prathamesh  
Kamble**

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*Experienced*

**Internships:**

**Kalpataru Limited** *Concurrent Placement*  
•Understanding & Streamlining the Recruitment  
•Selection Process  
•Employee Lifecycle Process

**Reliance Retail Limited** *Summer Internship*  
•The Compliance Framework for Retail Industry

**Education:**

**Bachelor’s  
B.A. Economics**

**Work Experience:**

Indian Oil Corporation Ltd.  
12 months

**Hobbies:**

Reading  
Trekking





# Student Profile (BMM)

## Education:

**Bachelor's**  
**B.A. MMC**

## Hobbies:

Acting  
Dancing  
Drawing

## Internships:

**Piramal Health-care CPD** *Concurrent Placement*

- Analysis to understand causes of Attrition in Sales at a pan India level
- Supported in the hiring of Sales Officers and junior profiles
- Assisted in conducting Employee Engagement activities.

**Panasonic Life Solutions Pvt Ltd** *Summer Internship*

- Designed SOP's for seven varied HR functions
- Prepared Job Description for levels across the organisation
- Assisted in conducting Employee Engagement activities.



**Shravani  
Hulavane**

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gmail.com*

**Fresher**

## Education:

**Bachelor's**  
**B.M.M**

## Hobbies:

Photography  
Trekking

## Internships:

**Kalpataru Ltd.** *Concurrent Placement*

- Coordinated for Recruitment activities
- Social Security Awareness Program for on-site workers

**TalentCo HR Services LLP** *Summer Internship*

- Identifying gaps in the existing Recruitment process
- Generation & Processing of PF & ESIC registration
- Assisted towards creating PoSH Training Module for clients.



**Yashodeep  
Rathod**

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gmail.com*

**Fresher**



# Student Profile (LLB)



**Ahalya  
Nair**

ahalyanair.mils@gmail.com

*Fresher*

## Internships:

### Novotel Mumbai International Airport

*Concurrent Placement*

- Identifying & Sourcing NGO's for CSR project

## Education:

### Bachelor's

BBA. LLB(Hons.),  
L.L.B

## Hobbies:

Dancing

Painting

Affective Empathy to -  
Human Stories

## Education:

**Bachelor's**  
B.A.LLB

## Hobbies:

Reading History,  
Watching Cricket

## Internships:

### Piramal Healthcare (CPD) *Concurrent Placement*

- Project on Attrition to understand the reasons of Employee Exit.

### PIX Transmissions Ltd *Summer Internship*

- Drafting Pilot Project on implementation of Employee Engagement
- Drafting Policy on Recruitment and Selection, Grievance Management & Adherence towards contract hiring process
- Assisted in the implementation of 5S system.



**Sanjushree  
Deo**

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*Fresher*

## Internships:

### Haffkine Institute of Training & Research

*Concurrent Placement*

- Study of Salary Structure in Government organisations from a Compliance perspective.

## Education:

### Bachelor's

B.A. - Economics & Politics  
L.L.B

ITI trade -MMCP Maintenance  
Mechanic of Chemical Plant

## Work Experience:

Apprenticeship Company name -  
Clariant chemical  
Mazagon Dock, M.K.Precisions,  
M&M,Gharda Chemicals  
-14 years

## Hobbies:

Proficient Carrom player



**Prasad  
Hatle**

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*Experienced*

## Internships:

### Haffkine Institute of Training & Research

*Concurrent Placement*

- Study of Salary Structure in Government organisations from a Compliance perspective.

### Reliance Retail Limited *Summer Internship*

- To analyze HR Policies & Processes of existing partner companies for streamlining with Reliance Retail guidelines.





# Student Profile (B.Com)

## Education:

**Bachelor's**  
**B.Com (Psychology)**

## Hobbies:

Reading  
Travelling  
Painting

## Internships:

**Gharda Chemicals Ltd** *Concurrent Placement*  
•Talent Acquisition  
•Reviewing HR Policies  
•Studying Job description and Job Analysis

**Reliance Industries Limited** *Summer Internship*  
•Study on Productivity of Contract Labor's  
•Understanding Induction and on-boarding process along with Employee Engagement activities



**Aditi Kalebag**

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**Fresher**



**Atharva Mahadik**

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**Fresher**

## Internships:

**Trent Hypermarket Pvt. Ltd.** *Concurrent Placement*  
•Performed ESIC registration process.  
•Participation in Recruitment Process for entry-level staff.

**Zetwerk Manufactures Business Pvt. Ltd.** *Summer Internship*  
•Understanding reasons for higher Attrition among contractual employees.

## Education:

**Bachelor's**  
**B.Com**

## Hobbies:

Playing Carrom &  
Cricket  
Travelling

## Education:

**Bachelor's**  
**B.Com**

## Hobbies:

Playing Cricket  
Listening to Music

## Internships:

**Reliance Retail** *Concurrent Placement*  
•Conducted Virtual Audits to Examine and identify gaps in the Compliance of Licenses  
•Ensure maintenance of Abstracts, Permissions & Displays

**Indian Oil Corporation Limited** *Summer Internship*  
•HR Audit to ensure Statutory Compliance Management by the Contractor in accordance with the labour laws.



**Chaitanya Palwe**

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**Fresher**



# Student Profile (B.Com)



**Dharati  
Rane**

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*Fresher*

### Internships:

**Gharda Chemicals Ltd** *Concurrent Placement*  
•HR Policies & Procedures

**Godrej & Boyce Mfg Ltd** *Summer Internship*  
•Manpower planning as an effective tool for achieving organisational goals  
•Licensing under Shop & Establishment Act, 1948

### Education:

**Bachelor's  
B.Com (A&F)**

### Hobbies:

Arts & Crafts  
Dancing

### Education:

**Bachelor's  
B.Com**

### Hobbies:

Drawing  
Painting  
Playing Badminton

### Internships:

**Virbac India** *Concurrent Placement*  
•Understanding of Employee Compensation & Benefit program and Performance Management System

**Hindustan Unilever Limited** *Summer Internship*  
•Exploring the hiring procedure for a Brand Manager role at HUL, including recruitment and selection stages.



**Gautami  
Dahiwalkar**

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*Fresher*

### Internships:

**Anchors by Panasonic** *Concurrent Placement*  
•Understanding Recruitment Procedure  
•Employee Engagement Activity

**Tata Powers** *Summer Internship*  
•Organise & Initiate Employee Engagement activities  
•Understanding Employee life-cycle management

### Education:

**Bachelor's  
B.Com**

### Hobbies:

Learning Languages  
Reading  
Listening to Music



**Gayatri  
Gujarathi**

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*Fresher*





# Student Profile (B.Com)

## Education:

**Bachelor's**  
B.Com - IT

## Internships:

**Tata Power** *Concurrent Placement*

- Understanding Compliances towards Contract Labour Management

**SMFG - Formerly Fullerton India** *Summer Internship*

- Conducted the Screening, Sourcing & On-boarding for 8 technical profiles
- Conceptualised the Job Descriptions for 8 sourced profiles"



**Kalpita  
More**

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Fresher

## Hobbies:

Travelling  
Cooking

## Internships:

**Godrej Industries Limited** *Concurrent Placement*

- Assistance in drafting HR manual
- Observing and studying 5S audit
- Active Participation towards Employee Engagement for plant workers

**Everest Industries Limited** *Summer Internship*

- Implemented HR digitization initiatives in collaboration with Darwin Box.
- Simplified and automated HR tasks: Employee On-boarding, Attendance Management, and Profile Updates.
- Created thorough training materials and led sessions to educate employees on optimizing technology usage.

## Education:

**Bachelor's**  
B.Com

## Hobbies:

Listening to Music  
Movie-Buff

## Education:

**Bachelor's**  
B.Com (A&F)

## Internships:

**Panasonic Life Solutions India Pvt. Ltd.**

*Concurrent Placement*

- Campus Recruitment (Management Trainee - Sales & Marketing, GATs, GETs)
- Personnel File Management

**Hindalco Industries Ltd** *Summer Internship*

- Drive Cultural Change, Foster Culture of Learning
- Worked on CLMS Portal



**Swapnil  
Mali**

swpy2k@gmail.com

Fresher

## Hobbies:

Calligraphy  
Learning Languages



# Student Profile (B.Com)



**Gayatri  
Vaisham-  
payan**

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gmail.com

*Experienced*

## Internships:

**Esmech Equipments Pvt. Ltd** *Concurrent Placement*

- Talent Acquisition
- Participation in PoSH awareness program for plant employees

**Panasonic Life Solutions India Pvt. Ltd**

*Summer Internship*

- Digitisation of Job Descriptions
- Understanding the Campus hiring process
- Drafting HR Communication such as SOP's along with a summarised version of HR Policies

## Education:

**Bachelor's  
B.Com**

## Work Experience:

**TATA Consultancy Services**  
24 months

## Hobbies:

Travelling  
Trekking

## Education:

**Bachelor's  
B.Com**

## Hobbies:

Anchoring  
Acting

## Internships:

**Rashtriya Chemicals & Fertilizers Ltd**

*Concurrent Placement*

- Assisted in Apprenticeship Recruitment
- Study of 7 Charter of Demands of unions in RCF
- Conducted HR Audit of Contractors to ensure compliance.

**Indian Oil Ltd** *Summer Internship*

- To ensure Health, Safety & Welfare policies were being complied at the plant level
- Prepared checklist to ensure compliances are maintained by Contractors in accordance with the labour laws.



**Manish  
Shinde**

manishshinde4131@gmail.com

*Fresher*

## Education:

**Bachelor's & Master's  
B.Com  
M.Com**

## Work Experience:

**Otis Elevators**  
48 Months

## Hobbies:

Gym Enthusiast  
Sprinter



**Rahul  
Malshapure**

rahulmalshapure.mils@  
gmail.com

*Experienced*

## Internships:

**Virbac Animal-health India Pvt Ltd** *Concurrent Placement*

- Studying the Compensation Benefits & Incentive System.
- Understanding of Situational Leadership model & CSR procedure.
- Understanding of employee life-cycle management.

**Jolly Clamps Pvt. Ltd.** *Summer Internship*

- Successfully coordinated walk-in Recruitment drive for interviewing 100 plus engineers.
- Conceptualized the HR Manual.
- Conducted survey and initiated action plan to assess employee satisfaction.





# Student Profile (B.Com)

## Education:

### Bachelor's & Master's

B.Com

M.Com

## Work Experience:

Encore Concepts & Solutions Pvt. Ltd.

12 Months

## Hobbies:

Football

Singing

Sketching

## CONVERTED TO PPO

## Internships:

Novotel Mumbai Juhu Beach *Concurrent Placement*

- HR Operations such as On-boarding, Attendance, etc.

Reliance Industries Ltd. *Summer Internship*

- Compliance Monitoring for identifying gaps and suggesting improvement along with action plan for ensuring smooth monitoring of compliance.



**Sanmeet Panchal**

patilswap999@gmail.com

*Experienced*

## Education:

### Bachelor's & Master's

B.Com

M.Com

## Work Experience:

Keshavlal Talakchand And Co.  
- 7 Months

BND Onco Centre - 9 Months

## Hobbies:

Calligraphy

Drawing

## Internships:

Olon API India Pvt. Ltd. & Novotel

*Concurrent Placement*

- Study and Analysis of Salary Components for streamlining CTC structure
- Assisted on CSR - Project Snehasadan

Bharat Serums and Vaccines Ltd *Summer Internship*

- Analysis of attrition data and suggesting action-plan for retention
- Studying and framing guidelines towards Higher pension scheme & maintenance of personal records
- Drafting of HR Correspondence for internal communication



**Yojana Sawant**

yojanasawant.mils@gmail.com

*Experienced*



# Student Profile (B.E)



**Akshada  
Tathe**

akshadat1096@gmail.com  
Fresher

## Internships:

### Azelis India Private Limited *Concurrent Placement*

- Understanding of Payroll and Statutory Compliance
- Understanding HR Process Improvement Plan, Recruitment & Onboarding processes

### J.M. Financial Limited *Summer Internship*

- Review and Re-design Employee Handbook
- Policy Development for Employee well-being
- HR Audit and Compliance Management

## Education:

**Bachelor's  
B.E. Biotech**

## Hobbies:

Public Speaking  
Teaching

## Education:

**Bachelor's  
B.E.-  
Information Technology**

## Hobbies:

Riff through Indology  
Playing Cricket  
Badminton  
Cooking

## Internships:

### Perstorp Chemicals Pvt. Ltd *Concurrent Placement*

- Conceptualised the format required for assessing Talent Profile
- Stay-interview & Exit-interview Analysis for effective Retention Strategy
- As an Employee Engagement activity conducted training session on PMS & Talent Management

### Godrej and Boyce Mfg. Ltd *Summer Internship*

- Benchmarking on Well-being for blue-collar workers for enhanced employee experience.



**Ankita  
Jadhav**

ankss212000@gmail.com  
Fresher

## Internships:

### Azelis India Private Limited *Concurrent Placement*

- Study & Analysis of HR Policies and Procedures
- Framing the Employee Handbook in pictorial format

### Ayushakti Ayurveda Pvt Ltd *Summer Internship*

- Screening, Coordinating, Interviewing & Onboarding Para-medical, Technical and Support staff.
- Support in strengthening the HR Induction process

## Education:

**Bachelor's  
B.Tech MECH**

## Hobbies:

Proficient Chess player  
Watching Inspirational movies



**Mahesh  
Surnar**

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Fresher





# Student Profile (B.E)

## Education:

**Bachelor's & Master's**  
B.E. CHEM  
MHRDM, PG DLL LW, LL.B.

## Work Experience:

Rashtriya Chemicals &  
Fertilizers Ltd.  
14years

## Hobbies:

Reading  
Listening to Music

## Internships:

**Bombay Hospital Trust** *Concurrent Placement*  
• Understanding and contributing towards HR  
Operations & Administration

**Saifee Hospital Trust** *Summer Internship*  
• Contributed towards Amendment of the  
Leave Policy to revise Paid Leave & Encashment  
clause.



**Kapil  
Tayshete**

*tayshetekapil.mils@gmail.com*  
**Experienced**



**Mayur  
Shejol**

*mayurshejol.mils@gmail.com*  
**Experienced**

## CONVERTED TO PPO

## Internships:

**Lodha Group, Mumbai** *Concurrent Placement*  
• Digitalization of the Recruitment Process  
• Study and Benchmarking of Background Verifi-  
cation Process

**Reliance Industries Limited** *Summer Internship*  
• Review Skill Trade in SCRUM with Minimum  
Wages Notification  
• To prepare standardized process for issuing  
Offer Letters to Contract labourers before  
deputing them to site locations.

## Education:

**Bachelor's**  
B.E. MECH

## Work Experience:

Bajaj Auto Limited.  
6 Months

## Hobbies:

Sports Enthusiast  
Avid News-reader

## Education:

**Bachelor's**  
BE (EEE)

## Work Experience:

Endurance Technologies  
Limited- 24 Months  
Polaad Steel - 12 Months

## Hobbies:

Classical Singer  
Listening to Music

## Internships:

**Bombay Hospital Trust** *Concurrent Placement*  
• Understanding and contributing towards HR  
Operations & Administration

**Hindustan Petroleum Corporation Limited**  
*Summer Internship*  
• Role Description and Competency Analysis  
• Conducted Statutory Audit at HPCL to ensure  
adherence to compliance.  
• Participated in group projects intended for  
children of HPCL employees & awareness pro-  
gram for contractual employees.



**Samiksha  
Bhale**

*bhalesamiksha.mils@gmail.com*  
**Experienced**



# Student Profile (B.E)



**Sangam  
More**

sangammore.mils@gmail.com  
*Experienced*

## Internships:

**Hamilton Housewares Pvt Ltd** *Concurrent Placement*  
• Understanding Learning Management  
System - Learning Nuggets  
• MBO to OKR & CSR Policy

**Kama Jewelry Pvt Ltd** *Summer Internship*  
• Study of HRIS Data Management  
• Documenting of Job Descriptions

## Education:

**Bachelor's  
B.E. - MECH**

## Work Experience:

**Hindustan Aeronautics Limited**  
12 months

## Hobbies:

Listening to Music  
Travelling

## Education:

**Bachelor's  
B.E. - MECH**

## Work Experience:

**Hindustan Petroleum  
Co-operation Ltd**  
12 months

## Hobbies:

Trekking  
Playing Table-Tennis  
Watching Documentaries

## Internships:

**TATA POWER** *Concurrent Placement*  
• Understanding of Contract Labour Compliance  
Management

**Reliance Industries Ltd** *Summer Internship*  
• Study of The Industrial Relations Code(2020) -  
Old V/s New Provisions  
• Participated in conducting a hiring drive for  
field executives



**Shubham  
Aute**

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*Experienced*

## CONVERTED TO PPO

## Internships:

**Piramal CPD** *Concurrent Placement*  
• Project on Attrition to understand the reasons  
of Employee Exit.

**Reliance Industries** *Summer Internship*  
• Worked towards Optimization of Graduate  
Engineer's training duration.

## Education:

**Bachelor's  
B.E. MECH**

## Work Experience:

**ICICI Bank Ltd - 8 months**

## Hobbies:

Sports Enthusiast  
Trekking



**Swapnil  
Patil**

patilswap999@gmail.com  
*Experienced*





# Student Profile (B.M.S)

## Education:

**Bachelor's**  
B.M.S - HR

## Hobbies:

Singer  
Playing Cricket  
Football

## Education:

**Bachelor's**  
B.M.S - HR

## Hobbies:

Swimming  
Calisthenics  
Cinematography

## Internships:

**Writer Safeguard** *Concurrent Placement*

- Study of increased Attrition rate to reduce employee turnover.

**TalentCo HR Services LLP** *Summer Internship*

- Identifying gaps in the existing Recruitment process
- Generation & Processing of PF & ESIC registration
- Assisted towards creating PoSH Training Module for clients.



**Mihir  
Dhanu**

*mihidhanu13585@gmail.com*  
*Fresher*

## Internships:

**Magma HDI General Insurance Ltd**  
*Concurrent Placement*

- Understanding of Payroll Management & Compliance Management

**Kokuyo Camlin Ltd** *Summer Internship*

- Contributed towards R&R activities, Initiated internal correspondence through newsletters
- Reframing of HR Policies and Review of Job Descriptions



**Vignesh  
Mhatre**

*vigneshmhatre.mils@gmail.com*  
*Fresher*



# Student Profile (B.M.S)



**Nishant  
Vengurlekar**

nishantvengurlekar.mils@gmail.com

*Experienced*

## Internships:

### Reliance Retail *Concurrent Placement*

- Conducted Virtual Audits to Examine and identify gaps in the Compliance of Licenses
- Ensure maintenance of Abstracts, Permissions & Displays

### JM Financial *Summer Internship*

- Review and Re-design Employee Handbook
- Policy Development for employee retention, engagement & satisfaction
- HR Audit and Compliance Management

## Education:

**Bachelor's**  
B.M.S - HR

## Work Experience:

AQuity Solutions India Pvt Ltd.  
38 months

## Hobbies:

Football  
Listening to Music & Podcasts  
Documentaries



**Owais  
Shaikh**

shaikhowais.mils@gmail.com

*Experienced*

## Internships:

### Adani Airport Holdings Ltd *Concurrent Placement*

- Aided Talent Sourcing & Created Onboarding Feedback Form
- Data Management to ensure smooth compliance for 3000 Contract Labourers
- Suggested and executed installation of a Study Corner at the Head Office.

### Hindalco Industries Ltd *Summer Internship*

- Established a unified framework for "Women Employees in Night Shift" at Hindalco, benefiting women in 19 units.
- Conceptualised "Manager's Guide for Maternity Support" at the Head Office
- Pioneered Organisational Effectiveness Calendar Reveal Event for 2023.

## Education:

**Bachelor's**  
B.M.S - Marketing

## Work Experience:

Nine Square Solutions  
25 months

## Hobbies:

Explorer  
Cinephile  
Cricket Enthusiast





# Student Profile (B.Sc)

## Education:

**Bachelor's**  
B.Sc. PCM

## Hobbies:

Solo-Travelling

## Internships:

**Privi Specialist Chemical Limited** *Concurrent Placement*

- Streamlining Employee Records
- Screening & Sourcing Candidates
- Understanding HR Operations

**Tata Power** *Summer Internship*

- Organise & Initiate Employee Engagement activities
- Understanding Employee life-cycle management



**Anand Kasbe**

*anandkasbe.mils@gmail.com*  
*Fresher*



**Jaydeep Kadam**

*jaydeepkadam.mils@gmail.com*  
*Fresher*

## Internships:

**Rashtriya Chemicals and Fertilizers Limited**  
*Concurrent Placement*

- HR Audit towards Contract Labour Management
- Understanding the implementation of the ESIC and Employee Pension Scheme

**Mazgaon Dock Shipbuilders Limited**  
*Summer Internship*

- Analysis of Training Impact on Employees

## Education:

**Bachelor's**  
B.Sc (Chemistry)

## Hobbies:

Playing Cricket  
Kabaddi  
Travelling

## Education:

**Bachelor's**  
B.Sc (Horticulture)

## Hobbies:

Gardening  
Reading  
Outdoor Sports

## Internships:

**Privi Speciality Chemicals Ltd** *Concurrent Placement*

- HR Audit of Personnel files

**Tata Power** *Summer Internship*

- Streamlined compliance toward Contract Labour Management to eliminate malpractices
- Conducted Awareness Campaigns & Welfare activities
- Supported and participated in Allied Workforce Satisfaction & Ethic Survey.



**Mrudula Karale**

*mrudulakarale.mils@gmail.com*  
*Fresher*



# Student Profile (B.Sc)



**Nikhil Pendharkar**  
*nikhilpendharkar.mils@gmail.com*  
**Fresher**

**Internships:**

- Olon India Pvt.Ltd** *Concurrent Placement*
- Study and Analysis of Salary Components for streamlining CTC structure
  - Assisted on CSR - Project Snehasadan

- Serum Institute of India Pvt Ltd.** *Summer Internship*
- Integral part of the Recruitment process, right from screening to documentation
  - Studied Competency based Recruitment
  - Understood SAP and HRIS Ascent System

**Education:**

**Bachelor's & Master's**  
**B.Sc (Physics)**  
**M.A**

**Hobbies:**

Learning Geopolitics  
Plogging  
Playing Badminton

**Education:**

**Bachelor's**  
**B.Sc (Chemistry)**

**Hobbies:**

Reading  
Singing  
Cooking

**Internships:**

- Reliance Retail Industries** *Concurrent Placement*
- Analysis of clauses under The Shops & Establishment Act across various States in India.

- Indian Oil Corporation Limited** *Summer Internship*
- Study of Labour Laws - Implementation and Effectiveness in IOCL



**Prerana Lokhande**  
*preranalokhande011.mils@gmail.com*  
**Fresher**

**Internships:**

- Rashtriya Chemicals and Fertilisers** *Concurrent Placement*
- Experienced working on Compliance Mgmt., HR Audit, & Employee Engagement activities
  - Data Management towards Wages & EPFO schemes & Participated in union discussion.

- Hindustan Petroleum Corporation Limited** *Summer Internship*
- Created a pictorial guide for female contract laborers, explaining key labor law provisions for women employees.
  - Conducted awareness sessions for contractual workers and Contractors.

**Education:**

**Bachelor's**  
**B.Sc. (Bio- Analytical Sciences)**

**Hobbies:**

Dancing  
Travelling  
Listening to Music



**Sakshi Thakur**  
*sakshithakur.mils@gmail.com*  
**Fresher**





# Student Profile (B.Sc)

## Education:

**Bachelor's**  
B.Sc. Computer Science

## Internships:

**Trent Hypermarket Pvt. Ltd.** *Concurrent Placement*  
• Performed ESIC registration process, Participation in Recruitment Process for entry-level staff.

## Hobbies:

Travelling  
Reading  
Playing E-Sports

**Tata Power** *Summer Internship*  
• Organise & Initiate Employee Engagement activities  
• Understanding Employee life-cycle management



**Shahezaad Shaikh**

shahezaad45.mils@gmail.com  
*Fresher*



**Shubham Danao**

shubhamdanao.mils@gmail.com  
*Fresher*

## Internships:

**Writer's Corporation Ltd.** *Concurrent Placement*  
• Study of increased Attrition rate to reduce employee turnover.  
• Developed Process Improvement Plan for hiring Blue-collar employees.

**Mahindra & Mahindra** *Summer Internship*  
• Conducted survey to understand Grievances of floating manpower to reduce Absenteeism & Attrition.  
• Digitalisation of data for effective compliance management of contractual employees.

## Education:

**Bachelor's & Master's**  
B.Sc. (PCM)  
M.Sc. Mathematics

## Hobbies:

Reading  
Trekking  
Exploring New Places

## Education:

**Bachelor's Master's**  
B.Sc. Paramedical Technology in Cardiology.  
Master of Public Health.

**Work Experience:**  
World Health Organization, Nutrition International (Tribhuvandas Foundation) - 12 months

## Hobbies:

Acting (Theatre & Short Films)

## Internships:

**Hamilton India Housewares Pvt. Ltd.** *Concurrent Placement*  
• Created learning nuggets and launch videos for implementation of Learning Management System  
• Study & Presentation for streamlining MBO to OKR as a change management experience.  
• Assisted in Recruitment process & Evaluating of Competency Handbook.

(1) Nanavati Hospital (2) Kansai Nerolac Paints Pvt Ltd. *Summer Internship*  
1. Analyze factors affecting high absenteeism among menial workers  
2. Worked on HRIS & suggested improvements for ensuring smooth operations  
3. Involved in end-to-end Talent Acquisition process.



**Karan Gade**

karangade.mils@gmail.com  
*Experienced*



# Student Profile (B.Sc)



**Ketan Shirke**

ketan9321@gmail.com  
Fresher

## Internships:

**Esmech Equipments Pvt. Ltd.** *Concurrent Placement*

- Collation Of employee information for conducting and executing Employee Engagement activities.
- Conducted POSH awareness session at Esmech Wada Factory.
- Rebranding activities on social media, redrafting of HR internal correspondence.

**Eternia Windows - A venture of Hindalco** *Summer Internship*

- Conducted survey to understand the organization demographic & culture at Eternia.
- Streamlined the Onboarding Process & Employee Engagement to align with the group companies objectives.
- Initiated to introduce new Employee Engagement activities and also supported the Onboarding Process.

## Education :

**Bachelor's & Master's**  
**B.Sc. Statistics**

## Hobbies:

Passionate about  
Adventures  
Work-out  
Watching movies

## Education :

**Bachelor's**  
**B.Sc (Statistics)**

**Work Experience:**  
National Statistics  
Office - 33 Months

## Hobbies:

Playing Carrom  
Cooking  
Reading

## Internships:

**Hindustan Coca-Cola Beverages Pvt Ltd.** *Concurrent Placement*

- Experiential learning towards HR Operations, R&R and L&D activities at the plant level.
- Assisted in scheduling shift duties through the 'Contract Workforce Management System' portal
- Assisted in submission of claims and renewals of licences.

**Hindustan Petroleum Corp Ltd.** *Summer Internship*

- Devised a universal compliance checklist for ensuring health provisions for factory workers nationwide.
- Engaged in projects for HPCL employees' children & awareness program for contract staff.



**Prashant Thakare**

prashantthakare.mils@gmail.com

Experienced



**Suhas Sawant**

suhassawant.mils@gmail.com  
Experienced

## Internships:

**Schindler India Pvt. Ltd.** *Concurrent Placement*

- Study of high potential programs conducted at leading organisations to review and envision a structured career path for future Leaders in the company.
- Effectuated guidelines for implementing the General Management Trainee program.

**Hindalco Industries Pvt. Ltd.** *Summer Internship*

- Manpower Analysis for Contract Labour Optimization & Reduction
- Designed & Developed Employee Engagement & Communication Calendar (2023-24).
- Obtaining permission from Authorized Authorities for the Deployment of Female Employees in Night Shift.

## Education :

**Bachelor's**  
**B.Sc. Agriculture**

## Work Experience:

**Greencert Biosolutions Pvt. Ltd. - 9 months**

## Hobbies:

Work-out  
Trekking  
Reading





# NML MILS Batch Of 2022-24 (MUMBAI)



Batch Of 2022 - 24



BA  
Group



BMM  
Group



BSc  
Group



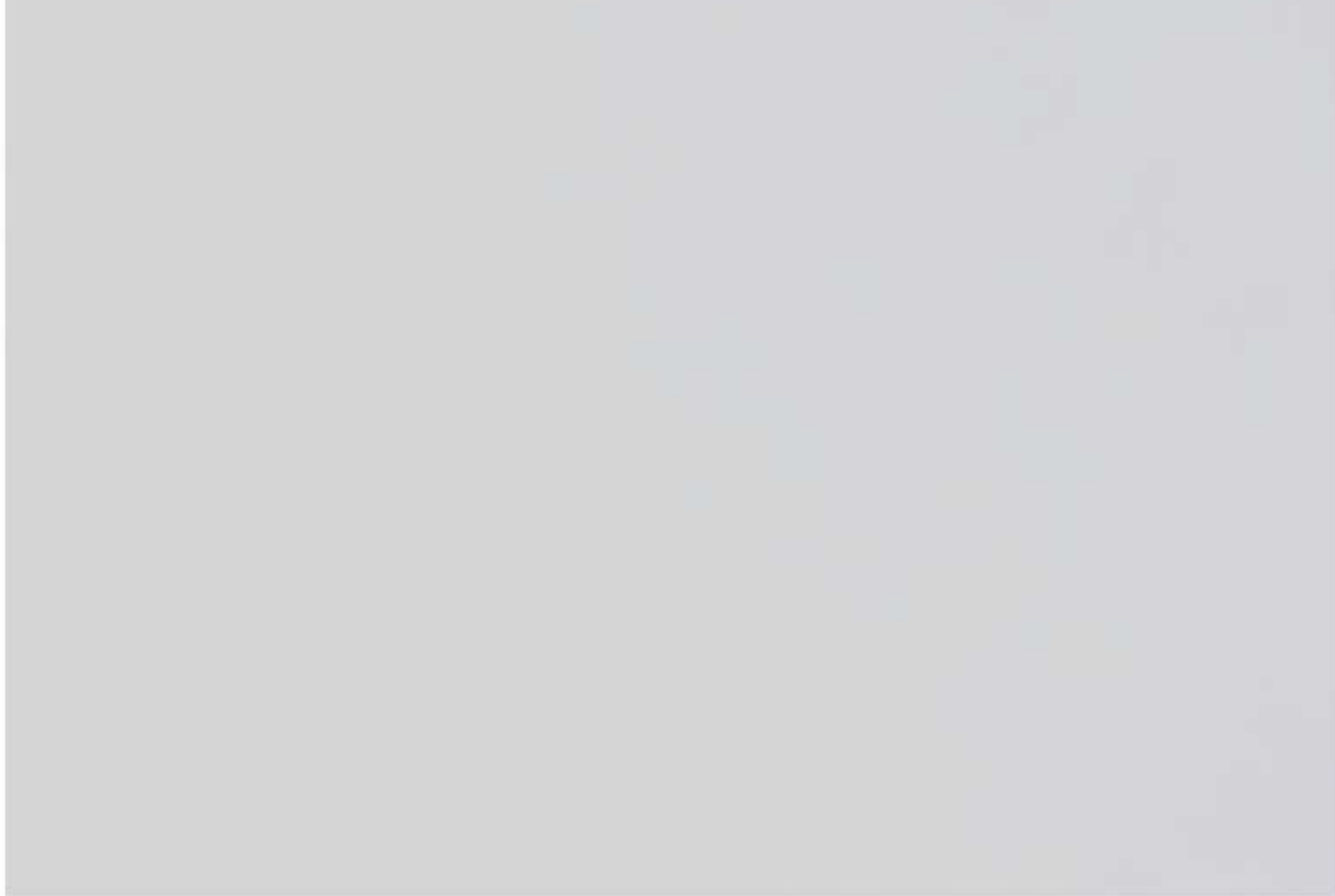
BE  
Group



BMS  
Group



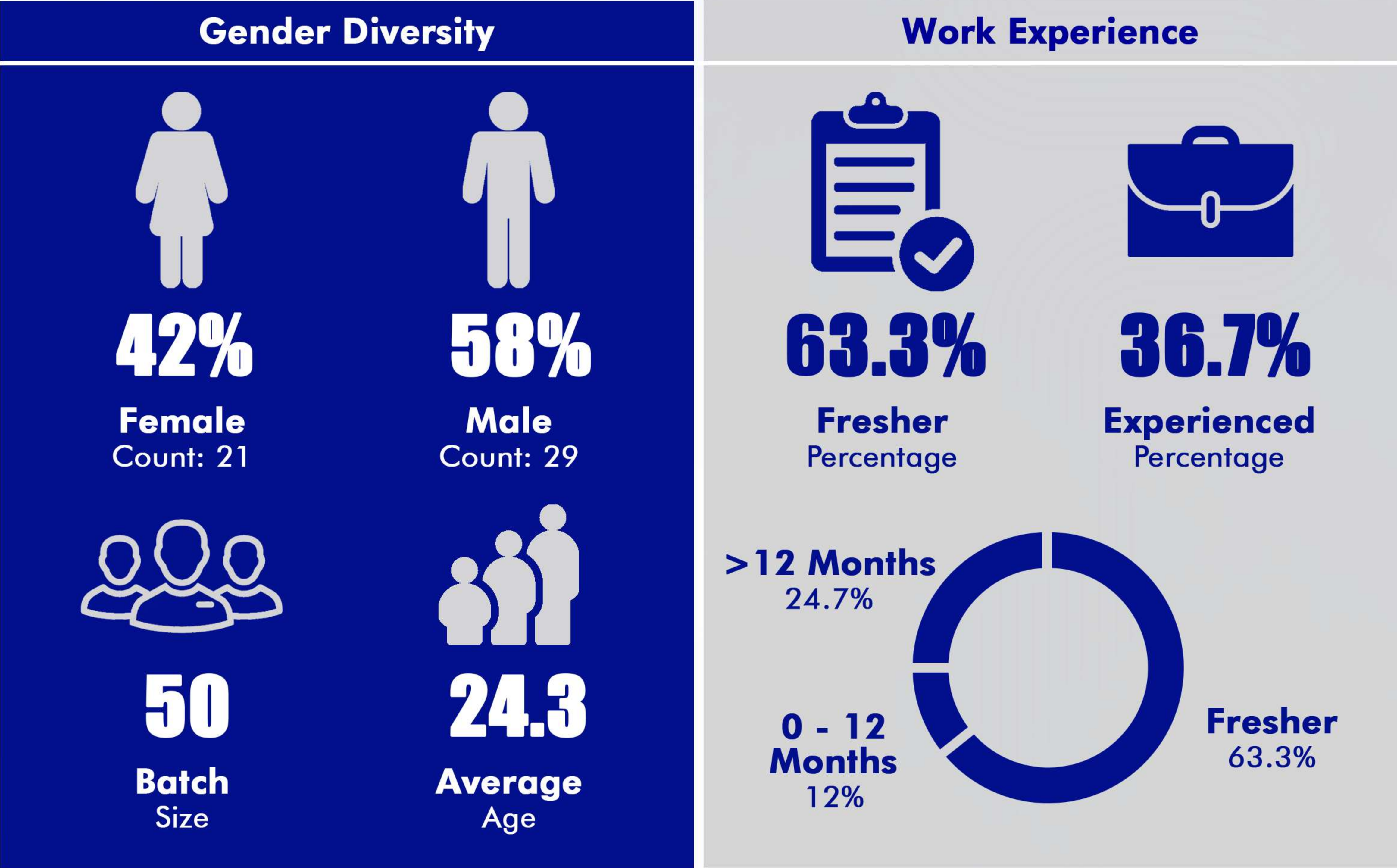
BCom  
Group



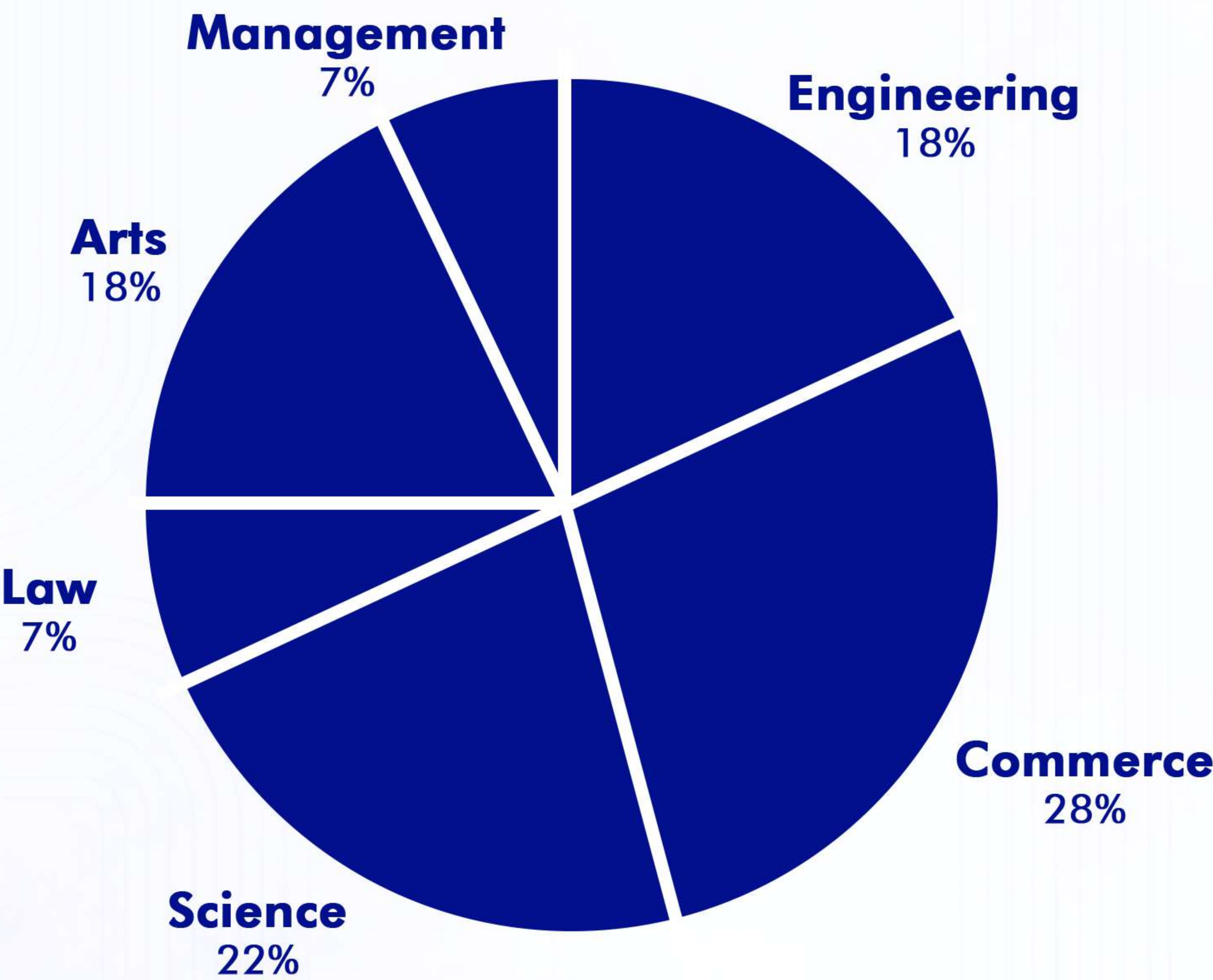
LLB  
Group



# Batch Demographics



## Academic Diversity







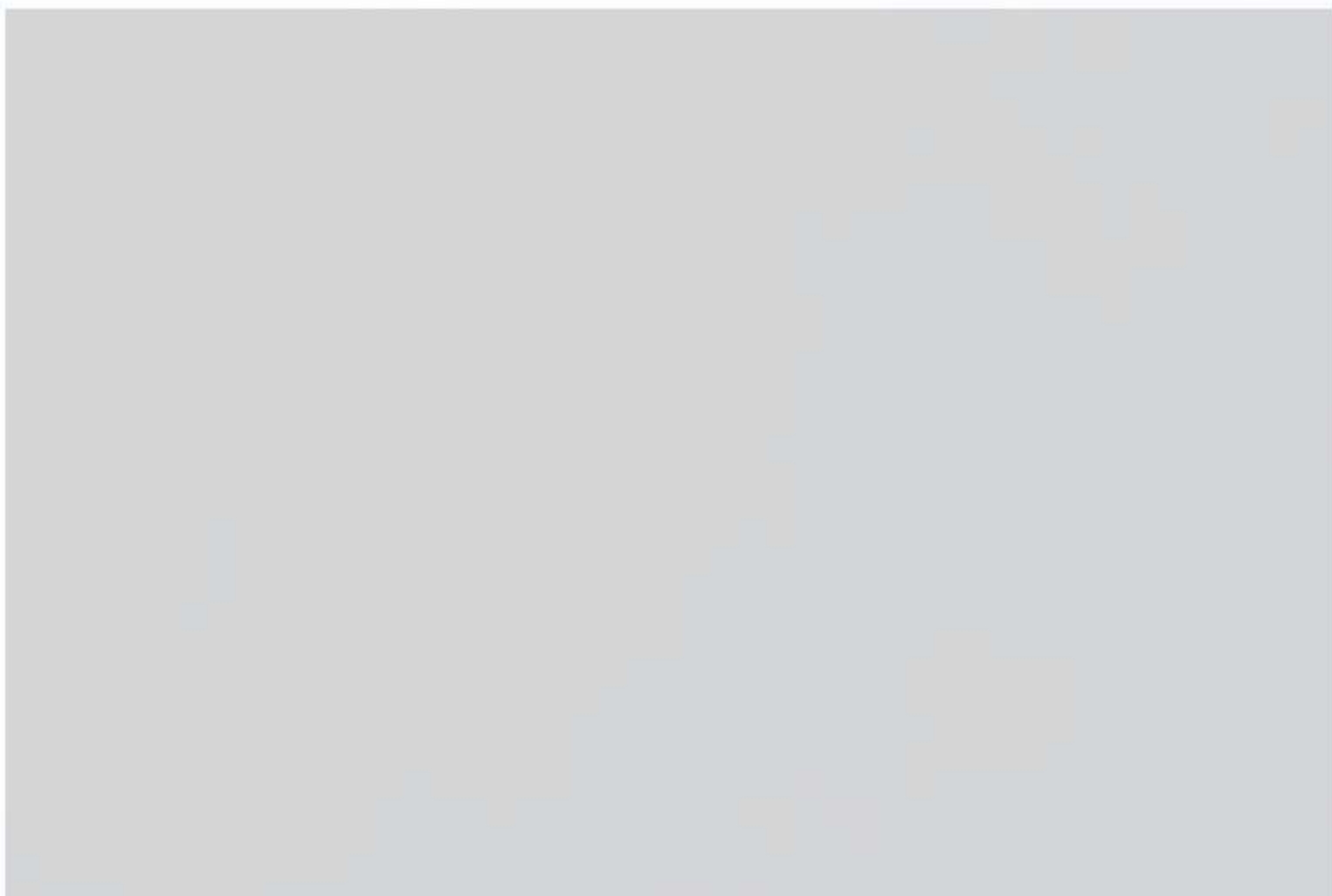
# NMLMILS Batch Of 2022-24 (NAGPUR)



Batch Of 2022 - 24



Arts  
Group



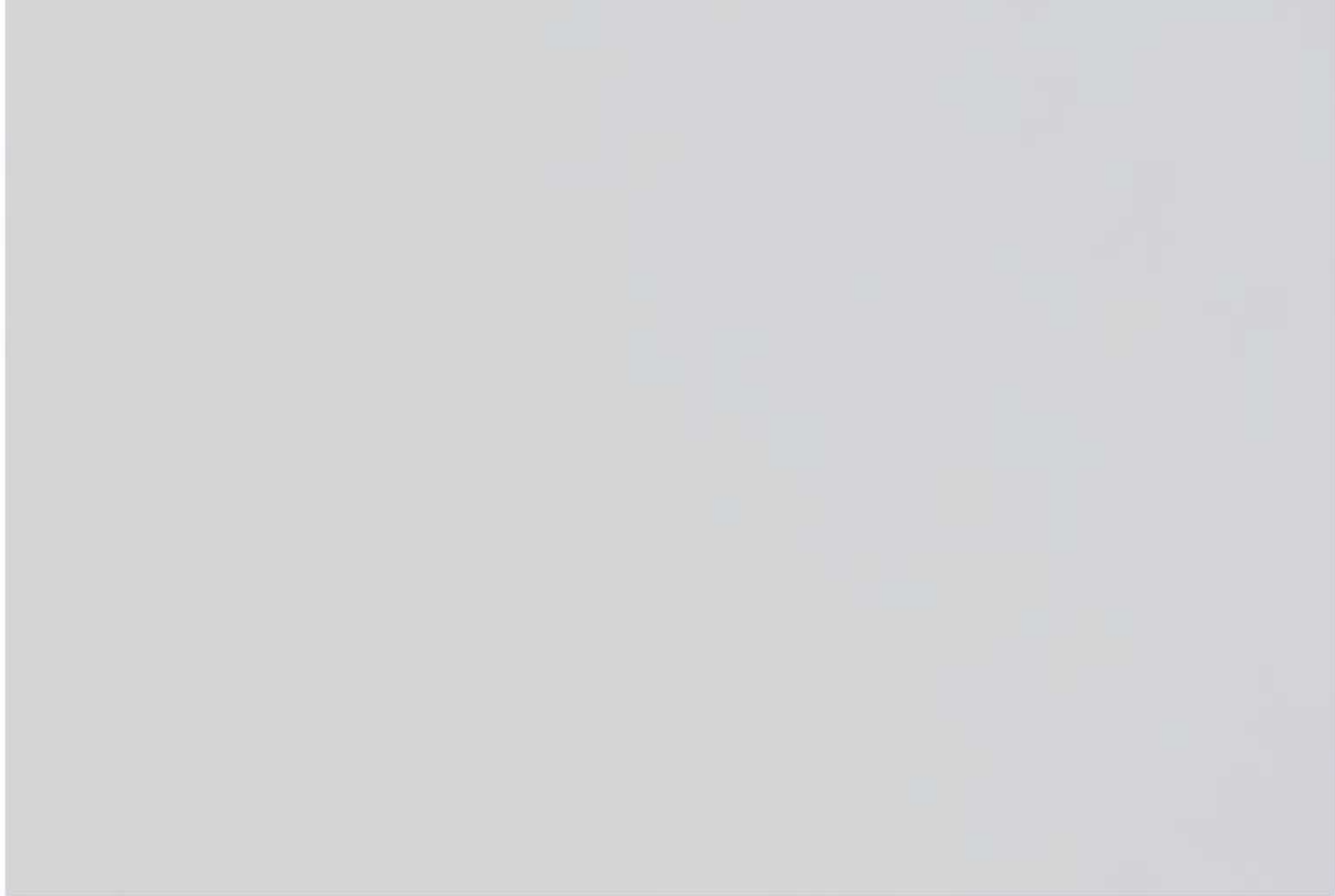
BBA  
Group



Commerce  
Group



BE  
Group



Science  
Group



# NML MILS, Nagpur Campus



**NML MILS**  
Nagpur Campus



**Auditorium**  
Block



**Library**  
Block



**Classroom**  
Block






**Classroom**  
Block





# Student Profile (BE)

<p><b>Education :</b></p> <p><b>Bachelor's</b> B.E Instrumentation Engineering</p>	<p><b>Internships:</b></p> <p>Automotive Manufacturers Private Limited, Ambad, Nashik <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•A study on attrition rate at automotive manufacturers private limited.</li></ul>	 <p><b>Jitesh Madhukar Sanap</b> <i>jiteshsanap.mils@gmail.com</i> Fresher</p>
<p><b>Hobbies:</b></p> <p>Singing Playing cricket Trekking</p>	<p><b>Internships:</b></p> <p>Hexagon Nutrition Ltd Nashik <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•An overview on statutory compliance</li></ul>	<p><b>Education :</b></p> <p><b>Bachelor's</b> B.E Mechanical</p> <p><b>Hobbies:</b></p> <p>Cricket Playing Guitar</p>
 <p><b>Pratik Avhad</b> <i>pratikavhad.mils@gmail.com</i> Fresher</p>		
<p><b>Education &amp; Institutions:</b></p> <p><b>Bachelor's</b> B.E. Mechanical</p>	<p><b>Internships:</b></p> <p>Hexagon Nutrition Ltd. Nashik <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•A study on Contract Labour</li></ul>	 <p><b>Shripad Laxman Ingle</b> <i>shripadingle.mils@gmail.com</i> Fresher</p>
<p><b>Hobbies:</b></p> <p>Playing cricket Trekking</p>		



# Student Profile (BE)



**Suwangal  
Laldeo**

suwangal.mils@gmail.com  
*Fresher*

**Internships:**

Mungi engineering pvt Ltd. Nashik *Concurrent Placement*

- Performance appraisal system.
- Importance of performance appraisal.
- Performance appraisal structure in the organisation.

**Education:**

**Bachelor's**  
B.E. Mechanical

**Hobbies:**

Cooking  
Shopping

**Education :**

**Bachelor's**  
B.TECH

**Internships:**

Endurance Technology Ltd *Concurrent Placement*  
• A study of statutory compliance and audit

**Hobbies:**

Solo Travelling



**Tushar Balaji  
Gunjarge**

tushargunjarge.mils@gmail.com  
*Fresher*



**Akshay  
Bandgar**

akshaybandgar.mils@gmail.com  
*Experienced*

**Internships:**

Western Coalfields Ltd, Nagpur *Concurrent Placement*  
• Study on employee satisfaction level at WCL HQ Nagpur

Gharda Chemicals Ltd, Dombivali  
• Inplant trainee for 1 month

Vertiv Energy Private Ltd , Ambarnath *Summer Internship*

- Impact of training on Employees productivity.

**Education:**

**Bachelor's:**  
B.E. Mechanical

**Work Experience:**

Byjus, Business  
development Associate  
- 6 Months

**Hobbies:**

Listening to Music





# Student Profile (BSc)

## Education :

**Bachelor's**  
B.Sc Statistics

## Internships:

**Vertiv Energy Pvt. Ltd.** *Concurrent Placement*  
•The contract labour happiness gap index.

## Hobbies:

Play Pakhawaj

**Laxmi Organics Industries Ltd.** *Summer Internship*  
•Compliance Audit.



**Ganesh  
Chakor**

ganeshchakor.mils@gmail.com

*Fresher*



**Kartiki  
Bhagwan  
Borkar**

kartikiborkar.mils@gmail.com

*Fresher*

## Internships:

**Sudarshan Chemicals Industrial Ltd.** *Concurrent Placement*  
•Project - An assignment of awareness of statutory compliances: a study of Sudarshan chemical industries limited in Dhatav, Raigad - Maharashtra.  
•Task performed 1) manpower allocation at warehouse 2) safety training process 3) CSR activities

**JSW Steel Dolvi Works.** *Summer Internship*  
•Task performed - 1) apprentice process 2) disciplinary actions 3) contract labour management training ; report writing about summer internship.

## Education :

**Bachelor's**  
B.Sc Chemistry

## Hobbies:

Sports  
Drawing  
Travelling

## Education & Institutions:

**Bachelor's**  
B.Sc Agriculture

## Internships:

**Sunder Industries, Koradi Road, Nagpur**  
*Concurrent Placement*  
•An Study of Disciplinary action and Domestic Inquiry.

## Hobbies:

Playing Cricket  
Visit Historical Places

**Lupin Ltd., Mihan, Nagpur** *Summer Internship*  
•Presentation on Participation Management System.



**Mayur  
Purushottam  
Daf**

mayurdaf.mils@gmail.com

*Fresher*



# Student Profile (BSc)



**Prachi  
Ashokrao  
Ekunkar**  
*prachiekunkar.mils@gmail.com*  
**Fresher**

**Internships:**

**Sanvijay Rolling and Engineering Ltd.** *Concurrent Placement*

- A study of Recruitment and Selection in Sanvijay Rolling and Engineering Ltd.

**Raymond Ltd.** *Summer Internship*

- Training And Development
- HR Administration- Maintaing Employee Records, Payroll.

**Education:**

**Bachelor's  
B.Sc**

**Hobbies:**

Drawing  
Cooking

**Education :**

**Bachelor's  
B.Sc**

**Hobbies:**

Traveling  
Learning New Things

**Internships:**

**Indorama Synthetic India Limited Butibori, Nagpur.** *Concurrent Placement*

- Analytical Study of Employee Engagement Activities.



**Sahil  
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**Fresher**



**Vaibhav  
Rajendra  
Jadhav**  
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**Fresher**

**Internships:**

**Hindustan Unilever Limited.** *Concurrent Placement*

- To study of Digitization of Apprentice attendance management system.

**Calderys India Refractories Limited.** *Summer Internship*

- Onboarding practices of GET and DET.

**Education:**

**Bachelor's:  
B.Sc Agriculture**




**Hobbies:**

Chess  
Badminton  
Reading  
Traveling





# Student Profile (BBA)

<b>Education :</b>  <b>Bachelor's</b> Bachelor's in Business Administration (BBA)	<b>Internships:</b>  Indorama Synthetics India Ltd. Butibori,Nagpur. <i>Concurrent Placement</i> •Employee Engagement Survey at Indorama Company.	 <b>Komal Pradip Sontakke</b> <i>komalsontakke.mils@gmail.com</i> <i>Fresher</i>
<b>Hobbies:</b>  Singing	<b>Internships:</b>  HNI Office India Ltd Nagpur. <i>Concurrent Placement</i> • A Study On Statutory Compliances in HNI office India Ltd	<b>Education</b>  <b>Bachelor's:</b> Bachelor of Business Administration (HRM)
 <b>Sharvari Bhute</b> <i>sharvaribhute.mils@gmail.com</i> <i>Fresher</i>	<b>Internships:</b>  Hindalco Industries Limited – Mouda Work. <i>Summer Internship</i> •Salary and Benefits Benchmarking	<b>Hobbies:</b>  Playing Badminton Dance
<b>Education:</b>  <b>Bachelor's</b> Bachelor's in Business Administration	<b>Work Experience:</b>  Human Resource Intern - 5 Months. at Everest Industries Limited	 <b>Yogesh Namdeo Ghuge</b> <i>yogeshghuge.mils@gmail.com</i> <i>Experienced</i>
<b>Hobbies:</b>  Photo Editing Travel Sports	<b>Internships:</b>  Calderys India Refractories Limited <i>Concurrent Placement</i> •Payroll Administration and Compliance.	



# Student Profile (Commerce)



**Abhishek Shukla**

abhishekshukla.mils@gmail.com  
Experienced

## Internships:

**Lohia Corp Limited.** *Concurrent Placement.*

A study on misconduct and disciplinary action:

- Types of misconduct
- What is disciplinary action
- How is disciplinary action is conducted
- Project drafting, Email drafting
- How to communicate in formal manner

**Pix transmission Ltd.** *Summer Internship*

- Documentation and record keeping
- gone through Exit interviews
- Implementation of 5s
- Job discription drafting
- EHS, QMS audit Faced
- Email writing

## Education:

**Bachelor's**  
B.Com

## Work Experience:

RSPL Ltd.  
Chemist Quality Experi-  
ence - 29 months

## Hobbies:

Reading Books  
Writing Poems

## Education :

**Bachelor's**  
B.Com

## Hobbies:

Playing Kabade  
Cricket  
Travelling

## Internships:

**Windals Precision pvt. Ltd. Nagpur.** *Concurrent Place-  
ment*

- A study on employees Absenteeism.

**Hindustan Unilever Limited, Khamgaon.** *Summer-  
Internship*

- CLSM, Payroll, Employee Engagement, Esic.



**Anand Vinod Lahudkar**

anandlahudkar.mils@gmail.com  
Fresher

## Internships:

**Universal MEP Projects & Engineering Ser-  
vices Limited (A 100% wholly-owned subsid-  
iary of Voltas LTD).** *Concurrent Placement*

- A study of emerging trend in recruitment and selection process in UMPESL.

**Universal MEP Projects & Engineering  
Services Limited (A 100% wholly-owned  
subsidiary of Voltas LTD).** *Summer Internship*

- End to end recruitment process and SAP HCM (basic).

## Education:

**Bachelor's & Master's:**  
B.Com

M.Com (Business Management)

## Work Experience:

TechnoServe - TNS India Foun-  
dation - HR Intern - 4 Months

## Hobbies:

Sports  
Trekking  
Singing



**Harshada Anand Wagh**

harshadawagh.mils@gmail.com  
Experienced





# Student Profile (Commerce)

## Education :

**Bachelor's & Master's**  
**B.Com**  
**Diploma in Taxation & Law**

## Internships:

**Parason Machinery (I) PVT. Limited.** *Concurrent Placement*

- A Study on Competency Mapping at Parason Machinery (I) PVT. Limited.

## Hobbies:

Reading Newspaper Article  
Case Studies.

**Sunder Industries.** *Summer Internship*

- Pay-Roll, Overview of Domestic inquiry, Disciplinary Action.



**Himanshu  
Harishankar  
Mehata**  
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**Fresher**



**Neha  
Kumari**

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**Fresher**

## Internships:

**Sun pharmaceuticals industries Ltd.** *Concurrent Placement*

- A project report on attrition analysis and canteen facilities.

**Mahindra & Mahindra.** *Summer Internship*

- Employee engagement.

## Education

**Bachelor's:**  
**B.Com (Professional)**

## Hobbies:

Listening Music  
Playing Basket Ball

## Education:

**Bachelor's & Masters**  
**B.Com**  
**Diploma in Taxation & Law (DTL).**

## Internships:

**Forbes & Company Limited.** *Concurrent Placement*

- A Study of Employees Induction.

## Hobbies:

Community Involvement,  
Listening Music .

**Sunder Industries.** *Summer Internship*

- Pay-Roll, Overview of Domestic inquiry, Muster Roll Management



**Priti  
Shivprasadji  
Sarda**  
*pritisarda.mils@gmail.com*  
**Fresher**



# Student Profile (Commerce)



Ram  
Prabhakar  
Bhope  
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Fresher

**Internships:**  
Endurance Technology Limited Aurangabad. *Concurrent Placement*  
• Overview of HR generalist Function

**Education:**  
  
**Bachelor's  
B.Com**

**Hobbies:**

Photography  
Travelling

United Spirits (Diageo) Aurangabad. *Summer Internship*  
• Regional Wage Survey For Trade Union Settlement.

**Education :**  
  
**Bachelor's  
B.Com**

**Hobbies:**  
  
Listening To Music

**Internships:**  
Maruti - Suzuki Arena, Ambad, Nashik. *Concurrent Placement*  
• A Study On Contract Labour Management.

Mahindra & Mahindra, Hingana, Nagpur. *Summer Internship*  
• Training & Development.  
• Employee engagement.  
• Event management.  
• Worked on EPS



Sunil  
Uttamrao  
Mane  
sunilmane.mils@gmail.com  
Fresher

**Work Experience:**  
Quess Corp Limited, READ India, Manav Vikas Prathisthan.  
Executive Quality 3 years 1 month.  
Project Coordinator 1 year 7 month  
Project Coordinator 1 year 7 month

**Internships:**  
Endurance Technologies Limited. *Concurrent Placement*  
• Manpower Planning and Vendor Management, Contract Labour, Contract Labour Compliance Audit.

**Education:**  
  
**Bachelor's & Master's:  
B.Com  
M.A in Social Sciences**

**Hobbies:**  
  
Riding Bike  
Gymming






Zunjar  
Bankar  
zunjarbankar.mils@gmail.com  
Experienced





# Student Profile (Arts)

<p><b>Education :</b></p> <p><b>Bachelor's</b> BA : Psychology, Sociology &amp; Philosophy</p>	<p><b>Work Experience:</b></p> <p>Vanprayag Farmer Producer Company Limited. Executive Officer at Vanprayag Farmer Producer Company Limited (4 Months)</p>	
<p><b>Hobbies:</b></p> <p>Dancing Listening To Music</p>	<p><b>Internships:</b></p> <p>Calderys India Refractories Limited. <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•Identification of Retention Factors Impacting Retention of Entry Level Employees with the help of Stay Interview.</li></ul>	<p><b>Aishwarya Lakhe</b> <i>aishwaryalakhe.mils@gmail.com</i> Experienced</p>
	<p><b>Internships:</b></p> <p>HNI Office India Ltd. Nagpur <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•Project on A systematic study on Disciplinary Action, Procedure and System.</li></ul> <p>Mahindra Rise Nagpur. <i>Summer Internship</i></p> <ul style="list-style-type: none"><li>•Worked on Employee Engagement calender, Training and development, Higher pension.</li></ul>	<p><b>Education</b></p> <p><b>Bachelor's &amp; Master's:</b> BA MA</p> <p><b>Hobbies:</b></p> <p>Listening Music</p>
<p><b>Education:</b></p> <p><b>Bachelor's &amp; Masters</b> BA</p>	<p><b>Internships:</b></p> <p>PIX Transmission Ltd Nagpur. <i>Concurrent Placement</i></p> <ul style="list-style-type: none"><li>•Project on the factories act 1948 applicable in organization.</li></ul> <p>Mahindra Rise. <i>Summer Internship</i></p> <ul style="list-style-type: none"><li>•Training and Development.</li><li>•Higher pension</li><li>•Event management</li><li>•Employee engagement</li></ul>	
<p><b>Hobbies:</b></p> <p>Sketching Art/craft Gaming Listening To Music</p>		<p><b>Dipak Jaybharat Wagh</b> <i>dipakwagh.mils@gmail.com</i> Fresher</p>



# Student Profile (Arts)



**Hrishikesh B Dhande**

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Fresher

**Internships:**  
**Sunder Industries.** *Concurrent Placement*  
• Project on Absenteeism.

**LUPIN Ltd.** *Summer Internship*  
• Performance Management System.

**Education:**

**Bachelor's & Master's**  
BA - Political Science  
MA in Master of Philosophy

**Hobbies:**

Cycling  
Singing  
Marathon Running

**Education:**  
  
**Bachelor's & Master's**  
BA  
MA - Economics

**Hobbies:**

Drawing  
Dance  
Travelling

**Internships:**  
**Vaibhav Plasto Printing and Packaging Pvt. Ltd., Nagpur.** *Concurrent Placement*  
• Performance management system.

**Raymond Luxury Cottons Limited, Amravati.**  
*Summer Internship*  
• Employee Satisfaction.



**Kavita Shrikrushna Fulmali**

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Fresher

**Internships:**  
**Adani Power Maharashtra Limited.** *Concurrent Placement*  
• A study on Effectiveness of Training and Development.

**Wipro Enterprise Limited.** *Summer Internship*  
• Recruitment of Sales Team.

**Education:**

**Bachelor's**  
BA - Civil Services

**Hobbies:**

Playing Badminton



**Mukul Bholashankar Budhe**

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Fresher





# Student Profile (Arts)

## Education :

**Bachelor's**  
**BA**

## Internships:

**Kotak Securities Ltd.** *Concurrent Placement*  
•Created Standard Operating Procedure for HR operations- Onboarding SOP, BGV SOP.

## Hobbies:

Paper Carving  
Cooking food  
Dance



**Surabhi Nitin Nijai**

*nijaisurabhi.mils@gmail.com*  
*Fresher*

**Wipro Enterprises Ltd.** *Summer Internship*  
•Recruitment of Sales Team.  
•Onboarding Documentation process.



**Sagar Dagaji Borse**

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*Fresher*

## Internships:

**Metalman Auto Pvt Ltd ,Aurangabad** *Concurrent Placement*  
•Competency & its Mapping, Industry Statistics on Auto-ancil Industry.

## Education

**Bachelor's:**  
**BA**

## Hobbies:

Playing Football

## Education :

**Bachelor's**  
**BA - Civil Services**

## Internships:

**PIX Transmission Ltd Nagpur.** *Concurrent Placement*  
•A Study on Contact Labour.

## Hobbies:

Cooking  
Discussion on Political News

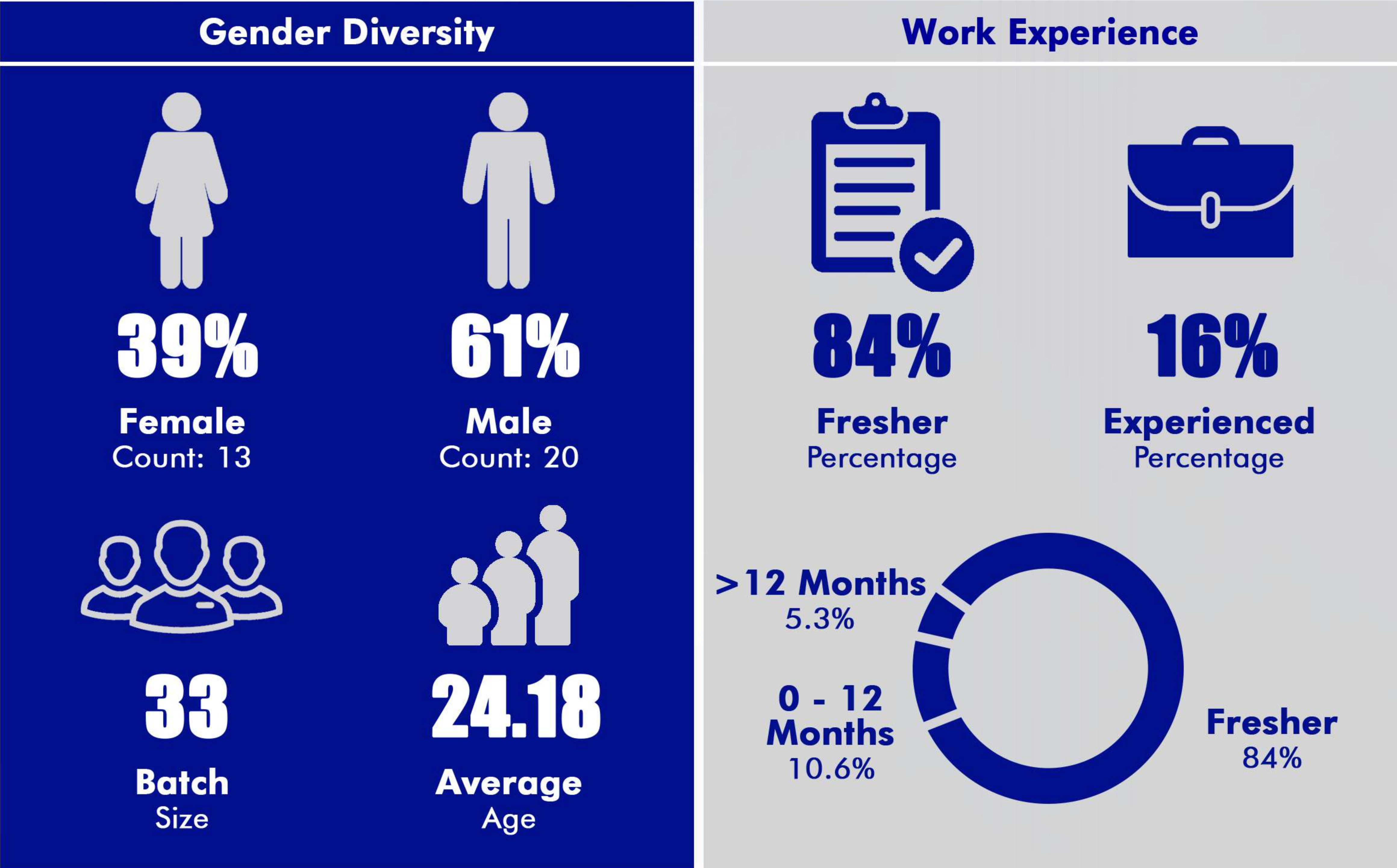


**Suraj Nilkanth Chaudhari**

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*Fresher*



# Batch Demographics







# Torchbearers MILS, [ MUMBAI ]

Abhay Desai	Head HR- B2B Pharma	Reliance Retails
Abhay Dhumal	Head - HR Analytics	Clariant
Abhijeet Kadam	Director HRBP (City Logistics Business)	Flipkart
Abhijit Pendse	Strategic Business HR Partner and Leadership Expert	AB SKF
Alok Oak	Head HR	TechNova Imaging Systems (P) Ltd
Ameet Naik	Head HR-ISAME & Africa	Lions Club International
Amit Kulkarni	Head of Human Resources	SBI Capital Markets
Amit Sanas	Associate Vice President-HR	VVF Group
Anil Gole	Sr Advisor & Corporate Head HR	Antony Waste Handling Cell Limited (AWHCL)
Ashish Chutke	Talent Acquisition Leader	
Ashutosh Telang	Chief Human Resource Officer	ArcelorMittal Nippon Steel AM/NS India
Atul Gawand	Head people and culture	Aereo
Baban Rajale	Advocate High Court, Mumbai	High Court Mumbai
Clifford Mohan Pai	VP-HR Business Leader & Head of ER	Infosys BPM
Deodatta Kalyankar	Chief Talent Officer	Fugen HR Business Solutions
Dev Karlekar	Founder CEO	Guru Schools
Devdutt Kadrekar	Principal Consultant	Humane HR Consultancy Services
Devendra Palav	Human Resource Business Partner	The Dow Chemical Company
Dilip Ghorpade	Vice President-HR & IR	Alliance Tyre Group (A Yokohama Group Company)
Dilip Mandlik	Executive Vice President-Personnel	Larsen & Toubro
Dnyaneshwar Mulay	Member, National Human Rights Commission of India	National Human Rights Commission of India
Dr.Megha Parulekar	Outbound Training and Experiential Learning Facilitator	-
Ganesh Deshpande	Unit HR Head/ Sr.Manager HR	Kohler Power - Engines
Ganesh Deshpande	Unit Head HR	SL Raheja Hospital (A Fortis Associate)
Harish K.S	Country Group HR Head (South Asia)	Bayer Group
Harsha Adarkar	Head- HR & Administration	Biostadt India Limited
Jaiprakash Kabra	Founder Director	Mind Mover Mgmt. Consultant Pvt. Ltd
Kevin Dias	Founder & CEO	Share Your HR / DK Dias Consulting
Kranti Munje	Chief Human Resources Officer	Medusind Solutions
Krishna Mohan Rao	Ex- Chief HR Officer	HyFun Foods
Kshitij Bhusari	Vice President Human Resource	Schindler India
Lawrence Castellino	Senior Human Resource Business Partner	The World Bank (Washington, DC)
Machindra Kapare	Senior Partner	Dhamankar Kapare & Associates
Mahesh Kate	Head HR	Lupin Ltd
Makarand Deshpande	Founder Director	North Star People Solutions
Mangesh Sawant	Director-HR	Emerson
Manoj Mandavgane	Independent Director on Board	Jetking Infotrain Ltd
Mehul kowadiya	CEO	Grey Cells HRD Training Consultants
Milind Basole	Vice President HR	Yokohama India
Milind Nagdeve	DGM - Employee Relations	Mahindra & Mahindra
Mohan Sharma	Managing Partner	Thought Leaders Academy
Mohit Bhatia	Managing partner and mentor	ATRIOS CONSULTING
Mukund Jagirdar	General Manager-HR	Essar Steel
N.S. Iyer	Chairman	Head Foundation
Nagesh B Deshpande	Senior Manager HR	DIAGEO India
Nikhil Dabhole	Head HR South Africa & Sub Saharan Africa	Tata Consultancy Services
Nilesh Kulkarni	Chief Human Resources Officer	Bharat Serums & Vaccines Ltd



# Torchbearers MILS, ( MUMBAI )

Nishad Sawant	HR lead	Regal Rexnord-usa
Nishant Kolgaonkar	Group CHRO	Keva
Pallavi Pednekar	Talent Director	Deloitte
Parimal Galvankar	Head HR India	Global foundries
Prabhakar Patil	Vice President-ER	Reliance Retail Limited
Pradeep Pande	Advisor	HONO HR
Pradnya Parkar	Senior HR Manager	Entero Healthcare Solutions Ltd
Pradnya Sawant	CHRO	Vedanta-Sesa goa Iron ore
Pramod Bhawalkar	Sr. Vice President-ER	Reliance Retail Limited
Pramod Pednekar	HR partner	Talent CO HR services LLP
Pramod Sanap	Sr. Vice President (Employee Relations) & HRBP (Supply Chain)	Laxmi Organic Industries
Prasad Bagawade	Associate Director, HRD & Corporate Affairs Division	Toyo Engineering
Prasad Shivalkar	Director-Corporate Affairs	Teva Pharmaceuticals
Prashant Harale	General Manager-HR	Deepak Fertilisers and Petrochemicals Corp Ltd
Prashant Likhite	General Manager-HR	Tata Consultancy Services
Prashant Salgonkar	Group president HR & admin	IRB infrastructure
Prashant Sawant	Owner & Managing Consultant	VS Consultant & Advisors
Pravin Gawli	Head HR	Raymond
Pravin Patankar	Chief IR officer	Hind Terminals Pvt Ltd
Rahul Pinjarkar	CHRO	Tata Chemicals
Raj Katra	Founder	Liontree HR Consultancy
Raj Pandya	Counetry Head – AMERICAS	LTI (US)
Rajendra Tawde	Associate Vice President-HR	Kalpataru Ltd
Rajesh Bagwe	Head HR	Gargi Huttenes Albertus Pvt Ltd
Rajshree Rajshekhar	DEI, POSH and HR Practice Expert	Poornam Foundation
Raosaheb Darekar	Managing Director	HR forum of India
Rupesh Basu	Director Talent Acquisitiozn Asia Pacific	Siemens - Digital industries Software
Sachin Bhiwapurkar	Senior Director HR	Schindler Elevator Corporation (US)
Salil Desai	Director - Talent and Culture	Sofitel - Resorts & Hotels
Sandeep Kulkarni	Sr. Consultant (HR Global Compliance & Governance)	Tata Consultancy Services
Sandeep Punekar	Chief Manager-HRD	Saraswat Bank
Sanjeev Doshi	General Manager HR Corporate	Rashtriya Chemicals & Fertilizers Limited
Sanjeev Parkar	Senior Director-Human Capital	PricewaterhouseCoopers
Sattish Ghogre	Senior Consultant	Sattish Ghogre & Associates
Satyajit Samant	HR Advisor	-
Shailendra Dhamdere	Managing Partner	Talent CO HR services LLP
Sharad Gangal	President	Thane Janta Sahakari Bank
Shashank Jagirdar	Vice President Global Head HR Global Service Center	Talent CO HR services LLP
Sheela Divekar	Managing Partner	Synergy Talent Managers
Shilpa Chitre	People & Talent Lead – India	WPP
Shrikant Lonikar	Chairman (HR Committee)	Indo-French Chamber of Commerce
Shrikrishna Bhawe	Director - Human Resource	Forbes & Co.
Shrikrishna Joshi	Founder and Managing Director	HONO
Someshwar Kale	Head-HR	Bombay Dyeing & Manufacturing Company Limited
Sulaksha Shetty	CHRO	Everest Limited
Sunil Jha	Group Chief Human Resource Officer	ACG Worldwide





# Torchbearers MILS, ( MUMBAI )

Sunil Sanas	Chief General Manager - HR Marketing Division	HPCL
Uday Ghag	CHRO	Alkyl Amines Chemicals Ltd
Uday Tulapurkar	Freelancer	Senior Consultant
Ulhas Deshpande	Freelancer	Senior Consultant
Umesh Jadhav	Group Talent & Development Director	Calderys
Umesh Kulkarni	Head HR	Virbac Animal Health India Pvt. Ltd
Vibhash Naik	Chief Human Resource Officer	HDFC Life
Vidyanand Joshi	Head Employee Relations	Lupin Ltd
Vidyut Mhetras	Founder & CEO	Vinida's Gurukullum of Entrepreneurship & HRD
Vijay Deshpande	Human resource advisor	JK Tyre & Industries Limited
Vijay Pillay	Director HR	Textron Inc
Vikram Salvi	Vice President -Human Resources	Nomura
Vinamra Sharma	Head of ER	Nestle India Ltd
Vinayak Dhonde	Vice President-Corporate HR	Torrent Power
Vinit Goenka	Spokeperson - BJP, Delhi	BJP
Vrushali Gadkari	Head of HR and Sales Training (Consumer Products)	Piramal Enterprises Ltd
Yogesh Basole	Head of HR (Consumer Business)	Crompton Greaves Power & Industrial Solutions



# Torchbearers MILS, [ NAGPUR ]

Ajay Thaokar	Sr. Consultant HR/IR	HR Annexi Pvt.Ltd.
Amar Mohitey	Personnel Manager	ZIM Laboratories Ltd.
Anil Shende	Asst. Manager ER	Sapcewood Office Solutions Pvt. Ltd.
Anirudha Pande	Manager - HR	ZIM Laboratories Ltd.
Anshuman Duragkar	Dy. Manager Personnel & Admin	Bombay Dyeing & Manufacturing Ltd., Polyester Division.
Bhushan Sing Chauhan	Head HR Plant	Zetwerk Manufacturing Buisnesses Pvt.Ltd
Chandrashekhar Shende	GM - HR	Bombay Dyeing & Manufacturing Ltd.
Deepak Mehunkar	Manager - HR	Asian Paints
Jayant Pophali	Sr. Manager - HR	Mineral Exploration Corporation Ltd.
Kishor Waikar	AGM - HR	Finolex Industries Ltd.
Manish Manapure	Sr. Manager HR	Johnson Lifts Ltd.
Manoj Rajimawale	Group - CHRO	Endurance Technology Pvt. Ltd
Manojit Moharil	Chief Manager HR	Transrail Lighting Ltd.
Mayur Mendhekar	HR	Hindalco Industries Ltd, Aditya Birla Group
Mukul Tikekar	HR Manager	Essity
Neha Patil	Manager - HR	Arihant Innochem Pvt. Ltd.
Nivrutti Sane	General Manager HR	Sigma Electric Manufacturing Corporation
Pramod Sangode	HR Head	Mapral Managerial & Allied Services
Praveen Gawali	Head HR	Raymond Limited
Rajendra Ghare	Principal Consultant	Springtide Consulting
Rajesh Hanwatkar	Dy. Manager HR/IR	Morarjee Textiles Ltd.
Rakesh Martha	Manager - HR	Gupta Energy Pvt. Ltd.
Ranjeet Pande	Manager - HR	Artefact Projects Ltd.
Ravindra Wankhede	Assistant General Manager (HR & Admin.)	Uttam Galva Metallics Ltd.
Sachin Deshmukh	HR- Manager	Mitsubishi Power India Pvt. Ltd.
Sachin Girgoankar	Dy. Manager - HR	Shyam Indofab Pvt. Ltd. Haryana
Samir Bhiwapurkar	Head HR & General Administration	Japfa Comfeed India Pvt. Ltd.
Samir Dhabadkar	Manager - HR (Head-HR-JW)	Legrand
Sandeep Gokhale	Chief Manager HR	AAM- American Axle & Manufacturing
Sandeep Marotkar	Asst. Manager HR & Welfare	Ashok Leyland Ltd.
Sanjay Deo	Founder, Director	Wise HR Managers
Sanjay Lokhande	Manager HR	Sharda Ispat Ltd.
Saurabh Kane	Head HR	PV Clean Mobility Technologies
Shripad Takalkar	Sr. Manager - HR	Lemken India Agro Equipment Pvt. Ltd.
Shriyash Patil	Manager HR & Admin	Valsad District, District Co-ordinator Milk Producer Union Ltd. (AMUL)
Sudhir Almelkar	Head Employee Relation	ISMT Limited
Sudhir Pujari	Manager - HR & IR	Wockhardt Ltd. (Biotech Park)
Suhas Birewar	Director	Brainhunt Ventures Pvt. Ltd
Sunil Dahekar	Manager HR	Sakaal Paper Pvt. Ltd
Tushar Kharalkar	Assistant Manager	Perker Hannifin
VijayKumar Tata	Site HR Head	Lupin Limited
Vikrant Sardeshpande	Deputy GM - HR	Hindalco Industries Ltd, Aditya Birla Group
Vinay Saraf	GM - HR P&A	JBM Auto Ltd.





# Some of our Visiting Faculty

Adv. P.S. Devdas	Trade Unionist & Labour Law Consultant
Adv. Prakash Cheulkar	Advocate, High Court Bombay.
Mr. Balkrishna Patil	Ex Vice President, Employee Relations, Mahindra & Mahindra Ltd.
Col. Uday Bahulekar	Retd. Col. Defence Services Govt. of India
Dr. C.S.Ghabak	Ex Faculty at NML MILS & Ex Principal at Degree College Affiliated to Mumbai University
Ms. Nutan Navghare	Associate VP talent management ICICI Lombard.
Mr. A.R.Hingane	Ex VP HR Hindalco, & Independent Consultant
Mr. Austin Castanha	Sr. Manager (HR), Adani Electricity Mumbai Ltd.
Mr. Devdutt Kadrekar	CEO Human HR Consultancy Services
Mr. Devendra Palav	HR Manager India, The Dow Chemical International Pvt. Ltd
Mr. G.B. Gawade	Director, G.D. Ambekar Institute of Labour Studies.
Mr. Harshad Pai	Ex General Manager HR at Infiniti Retail Limited, Croma A TATA Enterprise
Mr. Mohit Bhatia	HR Advisor
Mr. N.S. Iyer	Founder Director, Help Build Lives
Mr. Pramod Pednekar	Ex Vice President HR, Mirah Hospitality Pvt. Ltd
Mr. Sandeep Kajabe	Asst. Professor T.K Tope College of Arts and Commerce
Mr. Sanjay Wadhavkar	General Secretary, Steel, Metal and Engineering Workers Federation of India, HMS
Mr. Ulhas Deshpande	Management Consultant
Mr. Vivek Patwardhan	Ex. Director, Hytech Engineers Pvt. Ltd.

Mrs. Sheela Divekar	Founder, Synergy Talent Managers
Mrs. Sulekha Mahabale	(Retd.) Lecturer Siddharth Institute of Arts, Science and Commerce
Ms. Sonia Shirali	Visiting Faculty NML MILS
Dr. Rajesh Ayer	Ph.D - Guide & Visiting Faculty in reputed Institutes
Adv. Prabhakar Marpakwar	Senior Advocate and Counciller
Dr. S.N.Bodhankar	(Retd.) Principal – C.P. & Berar Collage & Ph.D Guide
Mr. S.D. Bhave	Head of Department (Business Man) C.P and Berar E.S.College
Mr. Yashwant G. Hande	Director Innovative HR services
Adv. Ranjan Deshpande	Law Practitioner and Trade Union Activist
Dr. Nikhil Atale	International Management Consultant
Mr. Tanmay Shanware	Asst. Professor
Dr. Neha Gaikwad	Asst. Professor and Guest Faculty
Mr. Padmanabh Warhadpande	Training and Empowerment Specialist
Mr. S.P. Sadar	Senior HR/IR Professional
Rajashri Rajshekhar	Founder - Poornam Foundation and Gender Matrix Consulting
Satyaajeet Samant	Ex. GM at US MNC
Ashirwad Patil	Manager at SSR Reality Ventures Pvt. Ltd.
Pradnya Parkar	HR Manager at Entero Healthcare Solutions Pvt. Ltd.
Dr. Megha (Tawade) Parulekar	Founder - Beyond Training
Kanchan Karande	Faculty of Statistics at Mumbai University.
K E Patil	Professor



# CAMPUS PLACEMENT POLICY

2022 - 2024

- 01** Contact the Placement Committee to hold Campus Placement.
- 02** Campus Recruitment dates shall be scheduled as per mutual consent.
- 03** Once a candidate has applied for a company's recruitment exercise, he / she will not be allowed to withdraw their name, if done he/she shall be debarred from the campus placement drive.
- 04** It is mandatory for the shortlisted candidates to adhere to the defined process set by the company.
- 05** No candidate shall contact any of the recruiters once the company is confirmed to visit the campus for recruitment process.
- 06** Students who are shortlisted but not confirmed by a company shall be eligible to appear for other companies.
- 07** Once selected by any company, no student will be allowed to appear for other campus recruitments.
- 08** In case a candidate rejects a confirmed offer, he / she will not be eligible to appear for any other recruitment exercise.
- 09** Students who have received / will receive Pre – Placement Offer (PPO) through campus shall not be eligible to appear for the Campus Recruitment, even if they reject their respective offers.
- 10** Students receiving any offer off campus are requested to disclose the same to the Placement Committee. None the less, the Placement Committee shall have no say with respect to PPOs rejected off campus.
- 11** If the Placement Committee discovers that a candidate has already obtained an offer off campus, they shall be declared ineligible for campus placement process.
- 12** The rights of making future changes to the policy will only be reserved with the Faculty Co-Ordinator & Director of the Institute. Reference can be made to the unbinding opinion of the Placement Committee.
- 13** For conducting Campus Recruitments, kindly contact the Student coordinator to get in touch with us via our social media handles on LinkedIn, Facebook or Instagram.
- 14** The final decision will be in the hands of the Placement Faculty Co-ordinator & Director of the Institute and there decision will be final and binding to all.





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