



N. M. Lokhande

Maharashtra Institute of Labour Studies

(Government of Maharashtra)

# Annual Summary Book

2024-25



0712- 2239938

 [mils.co.in](http://mils.co.in)

 [dep.director-rli@mah.gov.in](mailto:dep.director-rli@mah.gov.in)

Affiliated to



RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY

NAGPUR

# About Institute

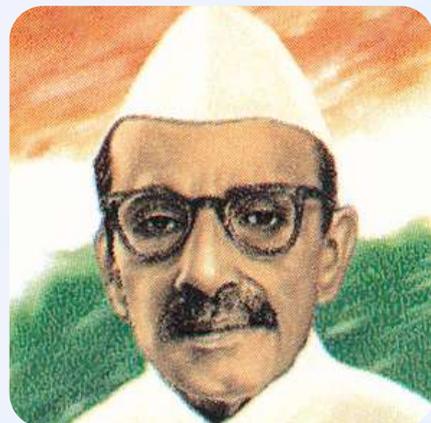
The Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies was established in July 1947 in Mumbai by Bharatratna Shri Gulzarilalji Nanda and the Minister of Labour, Mumbai, as a school for training of labour welfare workers. It is a unique institute, one of its kind in the field of labour studies.

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 postgraduate degree course, 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.





**Mrs. Roshani Kadam-Patil**

Director, NML MILS



**Dr. Atul Naubde**

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



**Dr. Devendra Ramteke**

Professor of Practice, NML MILS, Nagpur



**Mrs. Nupoor Kadoo**  
Course co-ordinator



**Mr. K.S. Kandhare**  
Superintendent



**Mr. Vaibhav Paikrao**  
Sr. Clerk



**MR. S. D. BHAVE**

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



**ADV. P. MARPAKVAR**

Advocate and Sr. faculty



**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



**DR. NIKHIL ATALE**

International Management



**Mr. MANOJ RAJIMWALE**

Human Resources Adviser  
Ex-Group CHRO - Belrise Industries  
Ex-Group CHRO- Endurance Technologies Ltd.



**MR. SANJAY DEO**

CEO Wice HR Managers,  
Sr. Faculty & Industry Expert



**MR. P. SUDARSHAN ANKEM**  
Industry Expert



**DR. PALLAVI KALE**  
Department of Business Administration



**Mr. C .SAHAJE**  
IR professional



**MRS. PRAJAKTA GADKARI**  
Company Secretary



**ADV. DIPALI DHARASIVKAR**  
Professor Labor Laws



**MR. TANMAY SHANWARE**  
Professor of Psychology



**ADV. MEGHA SHIRKE**  
Law professional & Guest faculty



**MR. ANIL KAMBLE**  
Jt. Director (Retd.)  
DISH & Guest faculty

# PR & Cultural Committee -2024-25



**Mansi Nyaynit**

President (PR & Cultural Committee)



**Sudhanva Sapre**

PR (Public Relation Representative)



**Priyanka Deshmukh**

(Vice President)



**Pratik Joshi**

(Secretary)



**Anushka Dhankar**

(Secretary)



**Aditya Suryawanshi**

(Sport Co-ordinator)

## Placement Coordinators



**Kunal Agrey**  
Part-II



**Tanishka Randive**  
Part-II



**Shivam Sharma**  
Part-I



**Dnyaneshwari Shinde**  
Part-I

## Field Work Coordinators



**Vikas Bhabad**  
Part-II



**Arohi Kawadkar**  
Part-II



**Rose Mahulkar**  
Part-I



**Priyanka Jadhav**  
Part-I

## Class Representatives



**Roshan Chavan**  
Part-II



**Swaraj Kantode**  
Part-I



**Om Patankar**  
Part-I



**Sankarshan Bahirat**  
Part-I

## Research Committee

# 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

# Campus Placement Committee

Sr. No.	Name	Designation
1	Director, NML MILS	President
2	Deputy Director, NML MILS, Nagpur	Vice- President
3	Registrar, NML MILS, Mumbai	Member
4	Placement officer, NML MILS	Member Secretary

# SYLLABUS – MHCM & ER

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
<b>Total [All Semesters]</b>		<b>88</b>

# 54th Foundation Day Celebration



*Lighting of the lamp by dignitaries*

The N. M. Lokhande Maharashtra Institute of Labour Studies was established in 1947 by former Prime Minister Bharat Ratna Late Gulzarilal Nanda, formerly the Labour Minister of Bombay Province. The institute was initially known as the Bombay Labour Institute, addressing a shortage of trained Labour Welfare Officers for factories under the Factories Act, 1948. On July 13, 2024, at 5:00 p.m., the student cultural committee organized a program at the institute's auditorium to mark the foundation day.

The chief guest for the event was Mr. Manoj Rajimwale, Principal Consultant at Siddarth Consulting, and a 1987 batch alumnus. The distinguished guests were Mr. Vikrant Sardeshpande and Mr. Chandrashekar Shende, senior alumni. On the dais were Mr. S.M. Sathe, the director of the institute, and Dr. Atul Naubde, the deputy director.



*Faculties and Students*



*Facilitation of Mr. Manoj Rajimwale*

A ritual of lamp lighting marked the start of the event. After the guests were greeted with plant saplings, the students performed a lovely rendition of Ganesh Vandana. The Annual Summary Book 2023-24, which records the travels and events of the students over the preceding academic year, was unveiled by the attendees. A succinct address on the institution's 54-year history was delivered by the student representative.

In his welcome speech, Mr. S. M. Sathe informed the audience of the significance and distinction of the Institute and the course Masters of Human Capital Management and Employee Relations (MHCM & ER), emphasizing that the students' familiarity with industrial and factory legislation is what makes the Institute remarkable. He also announced that the Gulzarilal Nanda lecture series will begin from this year.



*Unveiling of Year Summary Book*

# The 78th Independence Day Celebration

The 78th Independence Day was celebrated with great patriotism and fervour at NML MILS Nagpur. The day began with the flag hoisting ceremony conducted by Deputy Director Dr Atul Naubde. The students were joined by all the staff in singing a stirring rendition of the national anthem.



*Address by Chief Guest*

The chief guest of the day was the Hon'ble Judge Shri J P Zapate, Member and Administrative Judge at the Industrial Court, Nagpur. He delivered an insightful speech on the topic- "Emerging trends in Employer and Employee Relations and New Labour Legislation in India". He spoke of the importance of communication in the careers of HR and IR Managers. To outline the importance, he gave a few experiences from his career as well. The Hon'ble Judge mentioned the importance of Labour Legislation and said that if one wants to be a good HR manager, they should be a good IR manager too.

The students gathered in the auditorium to attend the chief guest's speech and the debate competition. The event was opened by speeches about India's journey from its Independence to today, delivered by students. They were then addressed by the Deputy Director, Dr Atul Naubde.



*Felicitation of Chief Guest Hon'ble Judge Shri J P Zapate*



*Winners of Debate competition*

After the chief guest's address, the students geared up for the debate competition on the topic, "Should companies implement a four-day workweek in India?". Adv. Kalyani Joshi ma'am, Mr. S D Bhave sir and Mr. Alok Dhotekar sir judged the competition. With enthusiastic participation by the students who gave knowledgeable points in support of and against the topic, the judges had a hard time picking the top three contestants. After great deliberation, the judges announced Jui Mahajan as the winner with Shridhan Ambhore and Swaraj Kantode taking the second and third positions respectively.

The judges congratulated the top three and spoke highly of the rest of the participants for the variety of points put up and the sophistication of delivery. The college acted as a great platform for the students to discuss and exchange ideas regarding the changing work culture. This event has surely helped students formulate concepts on various topics and events. The day was brought to an end with the top three contestants being felicitated by the judges.

# Proud Moment: NML MILS at the National Business Quiz



*Team of students for quiz competition*

In a remarkable display of insight and business acumen, students of NML MILS, Nagpur, made their mark at the National Business Quiz organised by Datta Meghe Institute of Management Studies in collaboration with the National Institute of Personnel Management (NIPM) – Nagpur Chapter.

Representing the institute were three enthusiastic teams:

- MHCM & ER Part-1 Team 1: Snehal Raut, Vivek Pawar, Swaraj Kantode
- MHCM & ER Part-1 Team 2: Krutika Rakshe, Sahil Jadhav, Sudhanva Sapre
- MHCM & ER Part-2 Team: Aastha Jaiswal, Nidhi Raut, Tanishka Randive

Among strong competition from institutions across Nagpur, the MHCM & ER Part-2 team secured the second runner-up position, sharing the spot with the National Academy of Defence Production (NADP). The first runner-up was Hislop College, while the host team from DMIMS claimed the top position.

This experience provided students with an excellent platform to sharpen their analytical thinking, teamwork, and industry awareness—key skills for any future HR professional.

Their performance brought pride to the institute and stood as a testament to the dedication and preparedness of our students. We look forward to witnessing many more such achievements in the times to come.

# Freshers' Party 2024-25: A Warm Welcome



The academic year 2024-25 began on a lively note with the Freshers' Party—a tradition that brings together new students and marks the start of their journey with us. With an air of enthusiasm and friendly chatter, the event served as an opportunity for the incoming batch to get to know each other and the larger student body. The afternoon unfolded with a series of games and performances, including singing and dance routines, all put together by the students themselves. Each act brought with it a unique flavour, showcasing the creative energy of the new batch.

The spotlight event Mr and Ms Fresher was a spirited competition judged by faculty members. Participants were tested across multiple rounds, which included talent displays and short tasks. The winners earned their titles not just on the basis of performance, but for the way they carried themselves through each stage.

The evening came to a close with a free-for-all dance session, bringing everyone together on the floor. The laughter, energy, and shared joy set a fitting tone for the year ahead—one rooted in camaraderie and collective spirit.

The Freshers' Party did more than welcome—it introduced a batch ready to participate, contribute, and belong.

# Celebrating Legacy and Leadership: National Youth Day



*Celebration of Program*

The students and faculty of Maharashtra Institute of Labour Studies (NML MILS) came together to celebrate Swami Vivekananda Jayanti, Rajmata Jijabai Jayanti, and National Youth Day, an event thoughtfully organised by the Cultural Committee of the institute. The programme was gracefully anchored by Vivek Pawar and Snehal Raut, setting the tone for an inspiring and reflective occasion.

The celebrations featured insightful speeches, where Swaraj Kantode highlighted the strength, vision, and nurturing leadership of Rajmata Jijabai, while Jui Mahajan eloquently spoke about the timeless philosophy and dynamic spirit of Swami Vivekananda. Their words reminded everyone of the values of courage, wisdom, and character-building that both these great personalities embodied. The gathering was further enriched by the esteemed presence of Mr. Ajinkya Mahadik (LootMogul) and Dr. Devendra Ramteke, who shared inspiring reflections on the relevance of Vivekananda's ideals of youth empowerment and Jijabai's legacy as a guiding force behind Chhatrapati Shivaji Maharaj, drawing parallels to the role of today's youth in nation-building.

The programme concluded with a heartfelt vote of thanks delivered by Sahil Jadhav, who acknowledged the contribution of the speakers, organisers, and participants, while reinforcing the importance of carrying forward the messages of Vivekananda and Jijabai in daily life. More than just a commemoration, the event served as a call to action—urging the youth to lead with purpose, resilience, and integrity, and to dedicate themselves in shaping a progressive and stronger future for society and the nation.

# Republic Day 2025 – Celebrating the Constitution and Embracing the Future



*Flag Hoisting Ceremony*

On 26th January 2025, NML MILS, Nagpur celebrated India's 76th Republic Day with patriotic fervour and thoughtful reflection. The event began with the ceremonial flag hoisting in the college premises by Deputy Director Dr. Atul Naubde, followed by the singing of the national anthem—bringing together students, faculty, and staff in a shared moment of pride.

The formal programme commenced with speeches by students Aishwarya Jagtap and Akshata Gunjal. Aishwarya offered a detailed account of the enactment and adoption of the Indian Constitution, while Akshata spoke on its continuing relevance, highlighting the Kesavananda Bharati case and the Supreme Court's affirmation of the Basic Structure Doctrine. Both speakers eloquently emphasised the Constitution's role in protecting labour rights and acknowledged the contribution of Indian labour over the past 76 years in shaping the Republic's development.



*Speech By Akshata Gunjal*

The event was graced by three distinguished guests: Mr. Vaibhav Ganjapure, Senior Assistant Editor at The Times of India, Advocate Ranjan Deshpande, and Mr. P. Sudarshan Sir. Mr. Ganjapure delivered a compelling address focusing on the dual nature of Artificial Intelligence (AI)—highlighting its promise for transformative productivity

and its challenges for the workforce. He underscored the need for continuous upskilling and reskilling as essential tools for remaining relevant in an AI-driven future.

Reflecting on his interaction with the students, he noted their eagerness to engage with emerging challenges and their growing awareness of the future of work—something he described as heartening and inspiring.

The celebration was not only a tribute to the nation's constitutional foundations but also a timely reminder of the skills and adaptability required to uphold those values in a rapidly evolving world.



*Speech by Aishwarya Jagtap*

# Special Sessions on Labour Laws



*Students Engaged in Session*

Mr. Pramod Pednekar took a series of lectures at the college, for both the batches, to teach Labour Legislation. He covered topics such as the Factories Act, Industrial Disputes, Standing Orders, Provident Fund, Gratuity, and much more. He also created a Role Play for the students where they could act like Company Management negotiating with Trade Union members. This gave the students a peek into how negotiations happen and how to come to a consensus amicably.

Sir's vast store of knowledge and experience accumulated throughout his career enabled him to provide practical examples of various aspects of HR and IR, which informed and mesmerised the students.

The sessions not only enhanced students' conceptual clarity but also encouraged them to think critically about the challenges faced in industrial relations today. By blending legal provisions with real-life scenarios, Sir succeeded in bridging the gap between theory and practice, leaving the students better prepared to apply these learnings in their professional journeys.

# Bridging Theory and Practice



*Role Play Exercise*

As part of the academic enrichment for the year, a special lecture series was conducted by Pramod Pednekar Sir, covering essential aspects of Labour Legislation. The sessions were attended by both the batches and proved to be a valuable addition to classroom learning.

Sir methodically took students through important statutes such as the Factories Act, the Industrial Disputes Act, the Payment of Gratuity Act, Provident Fund provisions, and the Industrial Employment (Standing Orders) Act. Each topic was not just explained in theory but contextualised with real-life examples drawn from Sir's extensive professional experience.

One of the most engaging elements of the series was the Role Play exercise designed by him. Students stepped into the shoes of company management and trade union representatives, simulating a negotiation scenario. The activity was not only interactive but also eye-opening—it offered a first-hand sense of the dynamics involved in reaching industrial harmony.

# Gulzarilal Nanda Memorial Lectures: Reflections on HR in a Changing World



*Glimpses of Sessions*

The Gulzarilal Nanda Memorial Lecture Series commenced this year with an insightful session delivered by Mr. Saurabh Kane, Senior General Manager–HR at Reliable Autotech Pvt. Ltd. His talk, titled “Key Expectations from Modern HR Professionals in the Evolving Workplace”, brought together students, alumni, and faculty for a rich exchange of ideas on the present and future of HR.

Mr. Kane focused on how generational shifts, technological disruptions, and changing work cultures are reshaping expectations from HR professionals. Drawing from his experience and industry trends, he emphasised the importance of conceptual clarity, adaptability, and empathy—urging students to not just sympathise but truly empathise with people. Using relatable visuals and examples, he explored the varying outlooks across generations—from veterans and baby boomers to Gen Z—and how these influence approaches to leadership, communication, and growth. He also addressed the need to shed inferiority complexes, cultivate assertiveness, and develop one’s own thought process with conviction.

One key takeaway was the reminder that knowledge and experience must go hand-in-hand. As he aptly put it, “I have knowledge, you have experience—together we can make a difference.”

The lecture was both grounding and forward-looking. With its balance of industry insight and personal reflection, it left the audience with much to consider about their evolving role as future HR professionals. The session set a thoughtful tone for the series to follow, honouring the spirit of learning and public service that Gulzarilal Nanda embodied.

# FIELD VISITS

AY 2024-25

## Mahindra & Mahindra: Tractor Factory



*Glimpse of Field Visit at Mahindra & Mahindra*

Our visit to Mahindra & Mahindra's Tractor Factory in Nagpur on August 9, 2024, was nothing short of enlightening—a true window into what progressive Human Resource Management looks like in action. Like the steady engine of a well-built tractor, the company's HR practices power its organizational growth with precision, care, and strength.

From the grassroots level of Gurukul training modules to executive leadership, Mahindra demonstrates a seamless integration of employee development, engagement, and well-being. The emphasis on employee empowerment through continuous training, skill enhancement, and regular feedback sessions stood out as pillars of their strategy.

Work-life balance was not just a policy—it was a lived culture. Flexible hours, family-friendly benefits, and inclusive practices spoke volumes about their commitment to holistic well-being. The strong safety culture and obsession with quality further highlighted Mahindra's people-centric philosophy.

This experience offered more than just industrial exposure—it showcased how a thriving workplace is built not just on machines and metrics, but on motivated minds and meaningful engagement.

# FIELD VISITS

AY 2024-25

## Kapilansh Dhatu Udyog



*Glimpse of Field Visit at Kapilansh Dhatu Udyog*

Stepping into the world of Kapilansh Dhatu Pvt. Ltd. in October 2024 was like entering a crucible where technology, precision, and people-first values are forged into one seamless process. The visit offered far more than an industrial walkthrough—it provided a glimpse into how a modern steel company blends innovation with inclusive leadership.

We explored advanced technologies shaping the steel industry and witnessed the centrifugal casting process used in manufacturing steel pipes. These live demonstrations brought to light the company's unwavering commitment to quality control and assurance.

What truly set Kapilansh apart, however, was its holistic approach to human resource management. From a strong focus on employee welfare, continuous training, and development, to innovative recruitment strategies and candidate engagement techniques, every initiative reflected strategic intent and care.

Their structured performance management system ensures alignment and growth, while a genuine emphasis on diversity and inclusion cultivates collaboration and innovation. We were particularly inspired by the employee engagement programs, which radiated energy, creativity, and a sense of belonging.

This visit showed us that in a company like Kapilansh, steel isn't the only thing being strengthened—people are too. Special thanks to the HR team for their warmth and valuable insights



# FIELD VISITS

AY 2024-25

## Placement at ESIC



Our four-day educational journey through the ESIC ecosystem in Nagpur, beginning on Day 1 at the Sub-Regional Office in Ganeshpeth, was a truly eye-opening experience. Like the silent pulse of a nation's social heart, Employees' State Insurance Corporation (ESIC) works tirelessly behind the scenes—offering not just benefits, but dignity, security, and hope to India's workforce.

The visit began with a warm felicitation at the main office, where we were given a comprehensive overview of ESIC's operations, its historical evolution post the ESIC Act of 1948, and why the organization is referred to as “Panchdeep”—each 'deep' representing one of the six core benefits: sickness, medical, maternity, disability, dependent, and unemployment (Rajiv Gandhi Shramik Kalyan Yojana).

Following this, we were divided into groups and deployed to four branch offices, where we spent three days shadowing officials, visiting dispensaries, and witnessing the implementation of ESIC and ESIS schemes on the ground. We saw firsthand how medical and cash benefits are processed, how dispensaries function, and how issues and grievances are resolved with sensitivity and diligence.

For us, the most profound takeaway was understanding how, as future HR professionals, we are bridges between employees and entitlements. It becomes our duty to raise awareness about these essential social protections and help workers navigate their rights with ease.

In essence, ESIC is more than a government body—it is the safety net woven beneath every working-class family, quietly catching them when they fall and helping them rise with dignity.



***Sadar ESIC office***



***Hingna ESIC office***



***Buttibori ESIC office***



***Bagadganj ESIC office***

# FIELD VISITS

AY 2024-25

## Evonith Metallic Limited



*Glimpse of Field Visit at Evonith Metallic Ltd, Wardha*

Our visit to Evonith Steel in Wardha, Maharashtra, on 8th October 2024, was like witnessing the forging of not just steel, but a workplace culture built on strength, balance, and integrity. With a crude steel capacity of 1 MTPA, the combined facilities of Evonith Metalics Limited (EML) and Evonith Value Steel Limited (EVSL) reflect more than industrial prowess—they symbolize a commitment to progressive people practices.

Evonith's human resource strategy is anchored in employee development, offering structured training programs, promoting local recruitment, and ensuring welfare initiatives that contribute to job satisfaction and work-life harmony. This approach not only enhances productivity but also deepens employee loyalty.

On the industrial relations front, the company showcases a well-oiled system of union-management collaboration, marked by proactive dialogue and swift conflict resolution. Such harmony fosters a climate of mutual trust and stability—critical in any large-scale manufacturing setup.

With a sharp focus on safety and statutory compliance, Evonith ensures a secure and ethically governed work environment. Transparent communication and fair HR practices act as the alloy that strengthens its workforce framework.

Much like steel forged under the right mix of heat and pressure, Evonith's workforce culture is shaped by resilience, fairness, and a forward-looking vision.

# FIELD VISITS

AY 2024-25

## Placement at Nagpur Municipal Corporation



*Administrative Building (NMC)*



*Group Photo of Students With NMC officials*

Our four-day immersive visit to the Nagpur Municipal Corporation (NMC) was nothing short of stepping into the command center of a living, breathing organism—the city itself. Organized by NML MILS Nagpur, the experience unveiled the invisible gears powering urban life, where governance, innovation, and public service harmonize into a symphony of civic efficiency.

The journey began with an insightful presentation outlining NMC's organizational structure, key initiatives, and the vision behind the Smart City Mission. It quickly became evident that NMC isn't just managing a city—it's architecting its future, brick by brick and byte by byte. Over the first three days, department heads shared in-depth knowledge of operations across urban health, education, town planning, waste management, and more. These sessions bridged the gap between theory and real-world practice, offering clarity into how municipal systems work together.



# FIELD VISITS

AY 2024-25

## Placement at Trade Unions



Central Railway Mazdoor Sangh (CRMU)



Bhartiya Mazdoor Sangh (BMS)

As part of our Semester 2 curriculum, students from NML MILS Nagpur undertook a four-day immersive placement from 23rd to 27th December 2024, diving deep into the world where industrial democracy breathes and thrives—the Trade Unions. This wasn't just a routine academic visit; it was an awakening—a front-row seat to the battles and triumphs behind every worker's right.

We were grouped and deployed across five key union offices: NRMU, CRMU, BMS, Maharashtra General Kamgar Union, and CITU. Each union, with its rich legacy and ongoing struggles, served as a unique window into the evolving landscape of labour relations in India.

The placement offered a rare opportunity to engage directly with seasoned union leaders, understand the philosophy of collective bargaining, and observe how solidarity can become a strategic force. We delved into grievance redressal frameworks, examined how dialogue triumphs over discord, and explored how unions act as a voice for the voiceless, protecting employee rights, welfare, and dignity.

# FIELD VISITS

AY 2024-25

## Placement at Trade Unions



Centre of Indian Trade Union (CITU)



Maharashtra General Kamgaar Union



National Railway Mazdoor Sangh (NRMU)

From negotiating fair wages to addressing issues of safety, inclusivity, and social security, trade unions are not just representatives—they are architects of change in the industrial ecosystem. Their resilience and unwavering commitment inspired us to see beyond contracts and compliance, toward the human heartbeat of every organization.

This journey strengthened our understanding of industrial relations as not just a field of study, but a moral responsibility. It reinforced the belief that the role of HR is not limited to management—but lies in bridging gaps, building trust, and fostering workplaces rooted in equity and respect.

We walked in as observers. We walked out as believers in the power of unity, voice, and purpose.

# Add-on Module Sessions

## Workshop with Ddhanya Menon Ma'am Exploring the Mind and Manner



In October 2024, students joined a two-day workshop by Ddhanya Menon Ma'am on personal and professional growth. They learned NLP basics to improve communication and relationships. Activities built clarity, empathy, and rapport through tone, posture, and listening. Students discovered their learning styles for better knowledge retention.

Professional etiquette and workplace behaviour were also covered. The session blended self-reflection with practical career skills.

## Transformative Workshop with Dr. Suparna Majumdar Learning Through Insight and Action



In November 2024, NML MILS, Nagpur hosted a four-day intensive workshop by Dr. Suparna Majumdar (PhD) on leadership, organisational behaviour, and people development. Through experiential activities—Johari Window, paper tower, toy-making case, and a trust exercise—students explored personality, feedback, collaboration, creativity, problem-solving, empathy, authenticity, and self-awareness.

# Add-on Module Sessions

## Saurabh Patil's Session on Mind Mapping and Speed Reading



As part of this year's academic enrichment, students attended an engaging session by Mr. Saurabh Patil on mind mapping and speed reading. They learned to create mind maps for organising ideas, improving retention, and gaining conceptual clarity. The speed reading segment focused on reading faster while maintaining comprehension.

Practical exercises helped students expand their reading capacity and efficiency.

The session boosted their confidence and equipped them with skills for academic success.

## Add-on Module on Employee Engagement by Manoj Rajimwale Sir



An enlightening session on Employee Engagement in Modern Workplaces was conducted by Mr. Manoj Rajimwale Sir, an expert in workforce management.

Through case studies, discussions, and real-world examples, he showcased how engagement drives productivity, trust, and organisational alignment.

Students learned the value of recognition, feedback, transparent communication, and inclusion in building a motivated workforce.

The interactive session blended theory with practice, enriching students' understanding of strategic HR in fostering workplace motivation and purpose.

# Assessment Centre 2024

## Reflecting, Learning, Growing



In September 2024, the college organised a structured Assessment Centre for students of both batches, guided by experienced assessors including Kadrekar Sir, Samant Sir, and others. This initiative aimed to evaluate students across a range of behavioural and professional competencies critical to the world of Human Resources and Industrial Relations.

The assessments focused on key areas such as conceptual clarity, decision-making, communication, leadership, learning agility, and teamwork. Far from routine evaluations, the process was interactive and experiential. Activities like individual and group-based Jenga tower building, structured interviews, and role plays tested students' presence of mind, adaptability, collaboration, and communication under varied constraints.

Each student was given detailed feedback and an individualised Action Plan, identifying strengths and highlighting areas for development. The intention was not merely to score performance but to enable growth—encouraging students to reflect, realign, and take active steps towards self-improvement.

What made the experience impactful was the balance of rigour and support. Students were given a safe space to experiment, and evolve—supported by assessors who drew on practical industry wisdom to guide them.

The Assessment Centre was not just an event, but a mirror. It allowed students to see themselves as future professionals and offered a roadmap to help them become the kind of leaders, thinkers, and collaborators that the modern workplace demands. With such structured introspection early in the academic year, the students walked away more aware, focused, and confident in their developmental journey.

# Ganesh Utsav Celebration

NML MILS Nagpur achieved a remarkable milestone this year, hosting its inaugural Ganesh Utsav—a lively five-day festival brimming with devotion, joy, and community spirit. The event was a resounding success, highlighting the shared enthusiasm and commitment of our students, faculty, and staff. The celebrations began with the ceremonial installation of the exquisitely decorated Ganesh idol.



*Decoration by students*

The entire campus was beautifully decorated by students and staff, filling every corner with bright colors and a festive mood. For five days, many fun and interesting activities took place, showing our rich culture along with some modern entertainment. This made the festival a joyful and memorable experience for everyone.



The students also enjoyed traditional music, dance, and games, which added to the joy of the festival. These activities helped everyone come closer and experience the true spirit of the celebration together. It was a wonderful time full of smiles, energy, and cultural pride.



# Sports Day Activities

## Together We Play, Together We Win!

Our institute witnessed an electrifying Sports Day 2025, filled with energy, enthusiasm, and remarkable performances by both boys and girls across various sports events. Students showcased outstanding sporting spirit, determination, and skill, making the event a grand success.

### Cricket

The highlight of the day was the Cricket Tournament, where the Second-Year Boys and Girls teams emerged victorious, lifting the champion's trophy with pride.



*Cricket Winners: MHCM & ER Part II Boys & Girls Team*

In the individual categories, several players stood out with their exceptional game:

Best Batsman (Boys): **Aditya Suryawanshi**

Best Bowler (Boys): **Satish Avad**

Best All-Rounder (Boys): **Krushna Kamble**

Best Batsman (Girls): **Pranali L.**

Best Bowler (Girls): **Priya R.**

Best All-Rounder (Girls): **Tanushree N.**

Their brilliant performances not only brought glory to their teams but also inspired others with their dedication and sportsmanship.



*Badminton Players*

## **Badminton**

The shuttle courts came alive with fast-paced rallies and intense competition. **Krushna Kamble** (Boys) and **Akshata Gunjal** (Girls) displayed impeccable skills and agility to secure their Badminton titles.

## **Volleyball**

In an action-packed contest filled with high energy and roaring cheers, the Second-Year Boys' Volleyball team clinched the championship, proving their coordination and resilience on the court.



*Students Playing Carrom*

## **Carrom**

Precision and strategy defined the Carrom matches. **Mohit B.** (Boys) and **Rashmi P.** (Girls) pocketed their way to victory, demonstrating masterful control and steady focus.



*Players Engaged in Chess*

## **Chess**

The battle of minds concluded with a gripping final between Pratik and Shridhan. After a tense strategic showdown, **Shridhan** emerged as the Chess Champion, embodying patience, intellect, and tactical brilliance.

# Annual Day and Farewell

## A Celebration of Achievement and Goodbyes



*Group Photo of Students*

The institute hosted its Annual Day and Farewell event—an afternoon that brought together joy, nostalgia, and celebration. Split into two distinct halves, the day marked the culmination of the academic year with both pride and emotion.

The first half was dedicated to Annual Day celebrations, with the spotlight on the winners of the Sports Week 2024–25. Students who had participated across various games such as cricket, badminton, volleyball, carrom, and chess were felicitated for their performances. Among the notable mentions were Krushna Kamble, who excelled across multiple sports, Aditya Suryawanshi and Pranali L. for their batting performances in cricket, and Akshata Gunjal, who clinched the title in girls' badminton. The prize distribution was a moment of recognition not just for individual achievement, but also for teamwork and spirited participation across both batches.

The second half of the event took a more emotional turn as students and faculty came together to bid farewell to the MHCM & ER Batch of 2023–25. What followed was a series of games, dares, and shared memories—carefully curated to create one last round of laughter, celebration, and bonding before the students stepped into their professional journeys.

# Internship Details of Batch 2023 – 25

Sr. No.	Name of Students	Concurrent Placement	Summer Internship	Block Placement
1	Aastha Jaiswal	Anugrah HR Services LLP	Mahindra & Mahindra	Calderys India Refractories
2	Abhilasha Tiwari	Belrise Engineering pvt	Forbes Precision	Endurance Technologies
3	Arohi Kawadkar	Mahindra Logistics	Hindalco	Star Union Dai-ichi Life Insurance
4	Ashlesh Jadhav	Deepak Nitrite	VVF India Ltd	Prince Pipes & Fittings Limited
5	Avdhut Shelke	TASL	Adler Pelzer Group	Saiprasad natural sugar ltd
6	Bhushan Bawankule	PIX Transmission	TASL	Pix Transmissions ltd Nagalwadi
7	Gajanand Narvate	Rich Foods	Haffkine Bio Pharmaceutical	Mahindra & Mahindra Farm
8	Krushna Kamble	Lupin	Mahindra & Mahindra	Endurance Technology limited, Chakan,
9	Kunal Agrey	WCL	Draeger India Pvt Ltd	Calderys India Refractories
10	Mahesh Patil	NTC	RCF	AkzoNobel India Limited
11	Manasi Warade	Parason	Vodafone Idea	FDC Limited
12	Manoj Khawashi	Vaibhav Plasto	TASL	Pix TRP plant
13	Mansi Nyaynit	NTT	RCF	NTT Data Pvt. Ltd.
14	Mayur Kadam	Lupin	Mother Diary	Solar Defence & Aerospace
15	Nidhi Raut	WCL	Mahindra & Mahindra	Lupin ltd
16	Pranali Raut	Belrise Engineering pvt	Siemens	Endurance Technologies
17	Priya Raibole	PIX Transmission	HUL	Mahindra rise
18	Priyanka Deshmukh	Lupin	Bharat Forge	Varroc Polymer Limited

19	Purnima Rana	Voltas Beko	Portescap	RPG Life Sciences
20	Raj Kadam	Bombay Dyeing	Reliance Industries	IG Petrochemicals, Taloja
21	Roshan Chavhan	Reliance Retail	HUL	TJSB Sahakari Bank Ltd
22	Samadhan Bhabad	CEAT	Mungi Engineers	INDO RAMA synthetic India limited
23	Samruddhi Vartak	Panasonic	Tata Steel	Calderys India Refractories Limited
24	Sandhya Nagare	Reliance Retail	Hindalco	Diageo India - United Spirits Limited. Nashik
25	Satish Avhad	Hexagon Nutrition	Tata Motors	CEAT LTD
26	Sejal Mestry	Panasonic	Lilawati Hospital	Gharda chemical limited
27	Shiraaaz Shaikh	Endurance	Laxmi Organic	JSW Severfield Structure Ltd
28	Shubham Deshmukh	Hexagon Nutrition	United Spirit's Ltd	Genetech lifescience
29	Shubham Yadav	Cooper Corporation	Pricol Pvt Ltd	Wipro-pari pvt ltd
30	Siddheshwar Gawali	Thermax	Akzonobel India Limited	Solar Defence and Aerospace Ltd
31	Simali Savaria	Bhilai Steel Plant	Reliance Retail	Grasim
32	Tanishka Randive	Anugrah HR Services LLP	Hindalco	Genetek Lifesciences
33	Tanushree Nimbole	Mahindra Logistics	Nepa Limited	CIE Automotive India Ltd
34	Tushar Bharne	Bajaj Steels	Ceat	JBM Auto Ltd
35	Varun Mestry	Infovision HR Consultancy	RCF	TJSB Sahakari Bank Ltd.
36	Vikas Bhabad	CEAT	Mungi Engineers	INDO RAMA SYNTHETICS INDIA LIMITED
37	Vikas Shinde	Truform Engineers	Vodafone Idea	Mahindra and mahindra
38	Vikram Irvhede	Anugrah HR Services LLP	Mahindra & Mahindra	Kapilansh dhatu udyog private limited
39	Vivek Nitnaware	Mother Dairy	Hindalco	Genetech lifescience

# Internship Details of Batch 2025-26

Sr. No.	Name of Students	Concurrent Placement	Summer Internship
1	Abhishek Avhad	RCF	Tata Power
2	Aditya Suryawanshi	Lupin ltd	Hindalco Industries Limited, Mumbai
3	Aishwarya Vikas Jagtap	Mahindra Logistics Limited	Tata Motors
4	Akshata Eknath Gunjal	CG power and industrial solutions limited	BKT tyres
5	Anant Bapurao shelke	Mahindra logistics limited	Cie automotive India, pune
6	Anushka Dhangar	Calderys India Refractories, Butibori	Calderys
7	Ashwin labhane	Shilpa steel power limited	Dinshaw's Dairy Foods Pvt. Ltd.
8	Chaitali Sanjay Patil	Pix Transmission Ltd.	Bosch Ltd.
9	Dnyaneshwari Mahesh Shinde	Adani Wilmar	Bajaj Auto ltd
10	Ganesh Maroti kute	Kapilansh Dhatu Udyog Pvt Ltd	Endurance technologies Ltd
11	Girish Sanjay Shinde	JCB India LTD	Tata Motors LTD Pune
12	Isha Natha Gavhane	LUPIN Ltd.	Reliance Industries limited
13	Ishika Pradeep Agrawal	Endurance Technologies Limited	Reliance Industries Limited
14	Jui Chandrakant Mahajan	Pix Transmission Limited	CIE Automotives India
15	Krutika Krishna Rakshe	SIEMENS LTD	Hindustan petroleum corporation limited
16	Mohit Borhade	Forbes Marshall Pvt. Ltd.	Hindalco Industries Limited, Mumbai
17	Om Anil Patankar	Humane HR Consulting	Oerlikon Balzers Coating India Pvt Ltd
18	Partik Joshi	Rallis India Ltd	CIE Automotive, India
19	Priyanka Jadhav	Voltas limited	IndianOil Adani Ventures Limited

20	Rajesh Dilip Kolate	JCB India Ltd. Pune	Accurate gauging and instruments Pvt Ltd
21	Rashmi Shivnarayan Pathak	Rashtriya chemicals and fertilizers	Omega HealthCare management services pvt LTD
22	Rose Rajkumar Mahulkar	Dassault Reliance Aerospace limited (DRAL)	Ultratech Cement
23	Sahil Jadhav	Bayer crop-science ltd	Draeger India Pvt.Ltd.
24	SANKARSHAN BAHIRAT	Spacewood Furnishers pvt ltd	Amul vasudhara Diary GCMMF Ltd
25	Sejal Bhalchandra Belose	Laxmi organics	Calderys
26	Shivam Sanjeev Sharma	Llyods Metal	Laxmi Organic Industries Ltd
27	Shraddha Satish Shinkar	Varroc Engineering Ltd	IPCA Laboratories Ltd
28	Shridhan Balaji Ambhore	Mahindra logistics limited	Aditya Birla Renewables Limited
29	Snehal Rajendra Raut	Vaibhav Plasto printing and packaging Pvt Ltd, Nagpur	Evonith Steel Metallic Limited
30	Sonaji Bajarang Kolekar	Mahindra logistics	Amul
31	Srushti Susheelkumar Deene	Spacewood Furnishers Pvt. Ltd.	Omega HealthCare Management Services Pvt Ltd
32	Sudhanva Ajay Sapre	Mahindra Logistics Limited	CIE Automotive India Ltd
33	Sushant Mahendra Jadhav	Varron Autokast Limited	Deepak Nitrite Limited, Roha
34	Sushil ishwar jadhav	Shilpa Steel and Power Limited	Dinshaw's Dairy Foods Pvt. Ltd.
35	Swaraj Kantode	Tata Advanced Systems Nagpur	Hindalco Industries Ltd Mauda
36	Tushar Anil Wasalwar	Adani Wilmar	Godrej Agrovet
37	Vishesh Ravindra Umathe	Mahindra Logistics	Indo Rama Synthetics India Ltd
38	Vishwajit Vinayak Dange	Mahindra Logistics Limited	Amul - Vasundhara plant
39	Vivek Pawar	Kapilansh Dhatu Udyog Pvt Ltd	Indorama Synthetics India Ltd

# Top Scorers from 2001 to 2024

## Masters Of Labour Studies (MLS)

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



**MHCM & ER Batch 2023-25**



**MHCM & ER Batch 2024-26**

# Student Council AY 2025 - 26



**Deputy Director**

**President**

**General Secretary**

**Public Relations  
Cell**

**Placement Cell**

**Class Representative**

**Cultural Cell**

**Knowledge Cell**

**Field Visit Cell**

**Hostel Representative**

# Prominent Recruiters







VISIT US

**N. M. LOKHANDE  
MAHARASHTRA INSTITUTE OF LABOUR STUDIES, NAGPUR**  
(Government of Maharashtra)

Gayatri Nagar, I.T. Park. Opp. VIPL Building, Parsodi, Nagpur-440022  
Phone No- 0712-2239938

 [www.mils.co.in](http://www.mils.co.in)

 [dep.director-rli@mah.gov.in](mailto:dep.director-rli@mah.gov.in)

Prepared By  
**Public Relations Cell**  
**Student Council**