



N. M. Lokhande  
**Maharashtra Institute of Labour Studies**  
Government of Maharashtra



**Nurturing Talent, Driving Sustainable Business Growth**

# **Master of Human Capital Management and Employee Relations**

**Placement Brochure  
2023-2025**

# Genesis



**Late. N. M. Lokhande**



**Late. Gulzarilal Nanda**

N. M. Lokhande Maharashtra Institute of Labour Studies was established on 7th July, 1947 under guidance of Bharat Ratna Late Gulzarilal Nanda, Ex Prime Minister of India, situated at then Manchester of Mumbai - Parel. NML MILS is a pioneer in the field of Human Capital Management and Employee Relations.

NML MILS has a glorious legacy of 78 years and has been creating HR and IR stalwarts. The rigorous curriculum of the institute is recognized by the University of Mumbai and the degree is awarded by them. The prime focus of the institute is on nurturing ambitious dynamic professionals equipped with industry exposure in various HR areas including labour laws, human capital management, business acumen etc. It is a 2 Years Full Time Human Capital Management and Employee Relation 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



**It is my pleasure to introduce the MHCM & ER Batch of 2023-25 from N. M. Lokhande Maharashtra Institute of Labour Studies. As we all know, the influence of AI is rapidly transforming every sector of the economy, significantly altering job profiles and structures in ways we've never seen before. HR professionals now face the critical challenge of integrating AI into the workplace to enhance efficiency, improve decision-making and elevate employee experience, all while continuously advancing Human Capital.**

For the past 78 years, our institute has played a pivotal role in the education of Human Capital Management and Employee Relations. Our two-year curriculum is strategically designed to teach HR practices that align with an organization's overall business goals, fostering a positive, productive environment that complies with legal frameworks. This program equips students with the knowledge and tools necessary to navigate the complexities of today's business environment. It emphasizes ethical decision-making, strategic orientation, and the pursuit of excellence in business practices. Our unique system of study combines

classroom instruction with practical experience through field visits, internships, and hands-on exposure to Labour Courts, the Commissioner of Labour, Municipal Administration, DISH, ESIC and more.

It is my privilege to cordially invite you to our campus this year. I am confident that you will find the students of the MHCM & ER Batch of 2023-25 to be well-prepared to meet your organizational and business expectations. Along with our esteemed faculty members, I wish the Batch of 2023-25 every success in their future endeavors.

**Shri. Shashank Sathe**

Director, NML MILS

# About



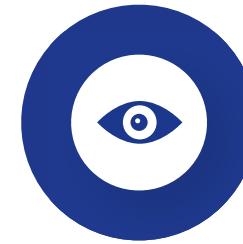
## N. M. Lokhande Maharashtra Institute of Labour Studies, Mumbai

N. M. Lokhande Maharashtra Institute of Labour Studies (NML MILS) Mumbai is a unique institute and one of its kind in the field of Labour Studies established in 1947. It has a glorious past of 78 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.



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

N. M. Lokhande Maharashtra Institute of Labour Studies (NML MILS) Nagpur, came into existence in 1971 as a branch of N. M. 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.



## VISION

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.



## MISSION

1. To conduct two years professional post graduate course Masters of Human Capital Management & Employee Relations (MHCM & ER) affiliated to University of Mumbai and Rashtrasant Tukdoji Maharaj Nagpur University. The Institute gives opportunities of higher education to the students from rural and backward areas with adequate representation to the various Universities of Maharashtra.
2. To guide the students for Ph.D. in Labour Studies and enhance research activity for Policy decisions of Economic and Social nature in the state of Maharashtra through permanent Ph.D. Centre of Mumbai University in the Institute.
3. To organize various Seminars, Workshops, Training Programmes and Projects related to Labour in collaboration with International Labour Organization (ILO), V. V. Giri National Labour Institute. (Govt. of India) and other social partners.
4. To Advise and Guide in certain areas to the Government of Maharashtra in formulation of labour policies.
5. To conduct Economic Leadership Development Programmes in rural areas of Maharashtra through the Centre for Rural Labour Studies, to enhance the participation of various stakeholders for inclusive growth in development process.
6. To create a strong culture of Leadership and Entrepreneurial spirit.



## CORE VALUES

- 1) Professional Education
- 2) Leadership Development
- 3) Labour Welfare
- 4) Social Dialogue
- 5) Industrial Relations
- 6) Entrepreneurship
- 7) Dignity of Labour
- 8) Inclusive Growth
- 9) Decent Work

# Programmes Offered

## Master of Human Capital Management & Employee Relations

Master of Human Capital Management & Employee Relations is a two-year full-time postgraduate degree awarded by the University of Mumbai & R.T.M. Nagpur University which aims to develop specialized professionals by focusing on various comprehensive aspects of both Human Capital Management & Employee Relations, including an excellent blend of theory and practices.



## Selection Procedure

Any Graduate can apply for the MHCM & ER Course. Candidates are short listed and selected on the basis of an online merit-based MCQ test consisting Quantitative Aptitude, Logical Reasoning, English Language & Usage and General Knowledge.



## Ph.D. 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.



# Semester - I

## Labour Economics

- Labour Market
- Employment and Unemployment
- Labour in Economic Development
- Wage Structure & Wage Policy
- Social Security
- Labour Productivity
- Labour Problems, perspective and Policy

## Business Management Science

- Management Science
- Schools of thoughts on Management
- System of Management
- Organization structure of Management
- Function and process of Management
- Changing World of the Executive
- Basics of Business
- Basics of Marketing & Branding
- Financial Management
- Business MIS

## Labour Legislation-I

- The Factories Act 1948
- The Contract Labour (Regulation & Abolition) Act 1971
- The Maharashtra Shops and Establishment Act, 2017
- The Minimum Wages Act, 1948
- The Employees State Insurance Act, 1948
- The Employees Provident Fund and Miscellaneous Provisions Act, 1952
- The Trade Unions Act, 1926
- New Labour Codes pertaining to wages IR
- Social Security and POSH and Working

## Research Methodology

- Labour Research
- Drafting of Report
- Statistical Methods
- Labour Statistics & Labour Research

## Industrial Economics (Elective)

- Industrial Growth and Development
- Industrial Finance
- Industrial Policy and Programmes
- Industrial Development: Innovation and Environment
- Industrial Location
- Industrialization-Problems & Perspectives

## Managerial Economics (Elective)

- Market Structure
- Production Theory
- Cost Analysis
- Pricing
- Managerial Problems and Perspective

## Field Work- I

- Observation Visits
- One Week Placement (Five day's Duration) in Civic Administration
- ESIC Placement

# Semester - II

## Human Capital Management I

- Organizational Design & Effectiveness
- Manpower Planning
- Wage & Salary Administration
- Managing Human Capital & Performance
- Training and Development
- Appraisal and Evaluation
- Role of Human Resource Information System (HRIS)
- Employee Engagement

## Labour Legislation-II

- The Industrial Dispute Act 1947
- The Industrial Employment Standing Orders Act, 1946
- The Maharashtra Regulation of Trade Union & Prevention of Unfair Labour Practices Act. 1971
- The Prevention of Sexual Harassment Act, 2013

## Industrial Psychology

- Cognitive Psychology
- Human Personality and perception
- Advanced Social Psychology
- Research & Statistics in Psychology
- Industrial Psychology
- Organizational Psychology
- Counseling Psychology

## Industrial Sociology

- Industrial Sociology
- Industrial Society
- Work Organization
- Technological Change
- Diversity and Inclusive Development
- Corporate Social Responsibility (CSR)
- Social Media/ Digital World

## Field Work- II

- Training in Trade Union Offices
- Concurrent Placement/ Summer Internship in Industrial concern for Practical training including case and group work

## Trade Union Movement (Elective)

- Role and Functions of Trade Unions
- Indian Labour Movement
- Foreign Labour Movement

## Employee Wellbeing (Elective)

- Concept of Employee Wellbeing
- Employee Welfare in India
- Industrial hygiene and Occupational Health
- Agencies for Employee Welfare
- Employee Wellbeing– New challenges and Perspective

# Semester - III

## Employee Relations - I

- Conceptual understanding of Employee Relations (ER) and Industrial Relations (IR)
- Growth of Organized Labour Movement and Employee/Industrial Relations
- Measurement and Metrics in Employee Relations
- Industrial Conflict & Disputes
- Employee Relations Process
- Employee relations and Disputes Resolution Machinery
- Conciliation and Mediation
- Voluntary/Compulsory Arbitration and Adjudication

## Human Capital Management– II

- Competencies Manpower Planning, Budgeting and Knowledge Management System
- Performance Development Plan & Performance Improvement plan
- Career and Succession planning
- Employer Branding
- Employee Value Proposition (EVP)
- Organizational Culture and Climate Survey
- SHRM in case of Mergers and Acquisitions
- Organisation Development and Management of Organizational Change
- HR Analytics (HRA) and its impact on Driving Strategic HR initiatives
- Data Mining and data visualization

## Organizational Behavior

- Understanding Human Behaviour
- Organizational Behavior dynamics
- Organization Structure
- Development of Leadership

## Field Work- III

- Training in the office of the Commissioner of labour (State Government)
- Training in the Office of the Labour/Industrial Courts, Tribunals
- Training in Labour Welfare Centers of Maharashtra Labour Welfare Board.

## Labour Legislation– III

- The Maharashtra Industrial Relations Act 1946
- The Maharashtra Shops and Establishment Act, 2017
- The Apprentices Act 1961
- The Maternity Benefit Act, 1961
- The Employees Compensation Act, 1923 Maharashtra Labour Welfare Fund Act, 1953
- The Maharashtra Mathadi, Hamal and other Manual Workers (Regulation of Employment and Welfare) Act 1969

## Business Orientation (Elective)

- Concept of Entrepreneurship; Intrapreneurship
- Stakeholders Management
- Employer Branding
- Financial Management
- Marketing Management
- Sales Force Management
- Production Management
- Supply Chain Management

## Corporate Social Responsibility (CSR) (Elective)

- Introduction to CSR
- CSR & Legal framework
- CSR Management
- CSR Communication

# Semester - IV

## Employee Relations- II

- Employee Relations and Employment Relationship
- Strikes & Direct Action
- From Class Conflict to Class Collaboration
- Plant Level Labour Relations/ Employee Relations
- Challenges of Employee Relations / Industrial Relations in current scenario
- Reforming Industrial Relations through Employee Relations and Good Governance

## Labour Legislation- IV

- The Child Labour (Regulation and Prohibition) Act, 1986
- The Unorganized Workers Social Security Act, 2008
- The Building and other Construction Workers (Regulation and Employment and conditions of service) Act 1996
- The Bonded Labour (Abolition) Act 1976

## Business Excellence

- Business Excellence Model
- Change Management
- Change Management models and frameworks
- Quality Management
- Project Management
- HR Perspective for Business Excellence
- Business Sustainability

## Field Work IV

- Block Placement (6 weeks)

## Business Ethics (Elective)

- Concept of Ethics
- Ethics and Its Management (Environmental, Social, and Governance Focus)
- Compliance and Legal Aspects of Ethics (The Competition Act, 2002)
- Environment of Ethics
- Training, Awareness, Vigilance and Whistle - Blower Policy

## Corporate Governance (Elective)

- Legal and Regulatory Framework related to Corporate Governance
- Board of Directors (Composition, Structure and roles)
- Risk Management and Internal Control
- Disclosure and Transparency in Corporate Governance
- Environmental, Social and Governance (ESG) Considerations
- Corporate Governance in International Context

# Practical Training Programme



## Employees' State Insurance Corporation

The Four days Training 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.



## Municipal Corporation

One week Municipal Corporation placement facilitates the students to study the overall administration of the various departments of Municipal Corporation 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 Offices

Four Days placement 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 Placements

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



## Summer Internship

Students are placed in different companies for two months where they work on live projects which gives them practical exposure in the fields of HR/IR.



## Commissioner of Labour Office

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



## Labour And Industrial Court

There is a One Week 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.



## Maharashtra Labour Welfare Board

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.



## Block Placements

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.

## Our Faculty



**Dr. Atul S. Naubde**  
Assistant Professor  
Labour Studies  
Deputy Director Nagpur  
(Additional Charge)

**Dr. P. M. Kadukar**  
Professor  
Labour Studies  
Registrar  
(Additional Charge)

**Shri. Shashank Sathe**  
Director  
NML MILS

**Dr. Asha Kori**  
Assistant Professor  
Labour Studies

## Placement Cell



**Dr. P.M. Kadukar**  
Placement Head

📞 9371604694  
✉️ drpmkadukar@gmail.com  
✉️ milsplacementcell@gmail.com

## Student Co-ordinators

### Mumbai



**Yashraj Jain**  
8906062001

**Abhishek Aute**  
8623848075

**Sagar Jaybhay**  
8652548387

### Nagpur



**Kunal Agrey**  
8625995647

**Tanishka Randive**  
9373795851

## Visiting Faculty - Mumbai

Sharad Gangal	Chairman TJSB & Ex- EVP Thermax.
Dr. Chandrashekhar Deshmukh	CHRO and Legal Head Kokuyo Camlin Ltd
Suparna Majumdar	OD and HR Consultant
Trupti Kowta	Academic Consultant TG Campus
Pradeep Gogte	Prof. Rizvi Institute of Management Studies
Swati Srivastava	Founder and CEO @ PROODOS Consulting
Amitabha Sengupta	NLP Master Trainer, Executive Coach, Leadership Consultant.
Dr Krishnan Nandela	Ex Principal T.K.Tope college Parel
Kanchan Karande	Asst. Prof M.D. College Parel
Jigar Soni	RLS Consulting Services
Bhagwan Tolani	HR Operations
Prashant Sawant	Founder and Chief Consultant VS Consultants & Advisors
J B Kabra	Founder Mind Movers Management Consultant
Adwaya Sapkal	HRBP Perstorp Chemicals.
Gouri Kothari	Senior Psychologist, Psychotherapist & Consultants.
Dhanya Menon	Co- Founder Neptune Excellence
Adv. P.S. Devdas	Trade Unionist & Labour Law Consultant
Adv. Prakash Cheulkar	Advocate, High Court Bombay.
Dr. C.S.Ghabak	Ex Faculty at NML MILS & Ex Principal at Degree College Affiliated to Mumbai University
Nutan Navghare	Associate VP talent management ICICI Lombard.
A.R.Hingane	Ex VP HR Hindalco, & Independent Consultant
Devdutt Kadrekar	CEO Human HR Consultancy Services
G. B. Gawade	Director, G.D. Ambekar Institute of Labour Studies.
Harshad Pai	Ex General Manager HR at Infiniti Retail Limited, Croma A TATA Enterprise
Mohit Bhatia	HR Advisor
N.S. Iyer	Founder Director, Help Build Lives
Pramod Pednekar	Ex Vice President HR, Mirah Hospitality Pvt. Ltd
Sanjay Vadhavkar	General Secretary, Steel, Metal and Engineering Workers Federation of India, HMS
Vivek Patwardhan	Ex. Director, Hytech Engineers Pvt. Ltd.
Sheela Divekar	Founder, Synergy Talent Managers
Sulekha Mahabale	(Retd.) Lecturer Siddharth Institute of Arts, Science and Commerce

## Visiting Faculty - Nagpur

Mr. S. D. Bhawe	Head of Department (Business Management) C.P & Berar Collage & Ph.D Guide
Dr. Devendra Ramteke	Professor of Practice NML MILS, Nagpur
Mrs. Nupoor Kadoo	Course Coordinator (HR Profession)
Mr. Sanjay Deo	Founder, Director Wise HR Managers
Mr. Nikhil Atale	International Management Consultant
Adv. Ranjan Deshpande	Advocate and Trade Union Consultant
Dr. Pallavi Kale	Dept of Business Administration RTMNU
Dr. Rajesh Ayer	Ph. D Guide & Visiting Faculty in reputed Institutes.
Mr. C. Sahaje	Former AGM, Voltas Ltd
Mr. Tanmay Shanware	Asst. Professor
Mr. Yashwant Hande	Director Innovative HR Service
Adv. Dipali Dharasivkar	Law Practitioner & Law Faculty
Mr. D. Khobragade	Visiting Faculty NML MILS
Mrs. Prajakta Gadkari	Company Secretary
Adv. Kalyani M. Joshi	Law Practitioner & Law Faculty















# Add on Modules

The add-on modules were introduced in response to the market demands of industry. The approach is to address rapid changes taking place in business and to improve employability of students.

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.

## Topics Covered Under Add on Modules

 Soft Skill Development			 Performance Training
 Learning & Development	 Employee Relation	 Personal Branding	 Organization Development & Change Management
 Advance Excel	 Changing Trends & HR Profession & Learning Challenges	 HRIS	 Entrepreneurship Development
 HR Analytics	 Posh Training	 Team Building & Leadership Development	 Cyber & Data Analytics



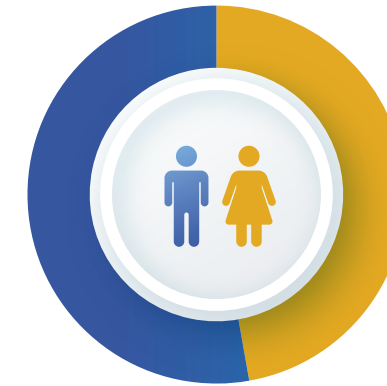
**Mr. Shashikant Nikam**  
Add on Module Co-Ordinator  
NML MILS, Mumbai



**Dr. Devendra Ramteke**  
Professor of Practice  
NML MILS, Nagpur

## Mumbai Campus

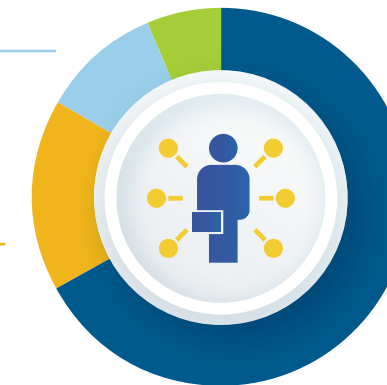
53%  
Male



47%  
Female

### Work Experience

10%  
13-24 Months



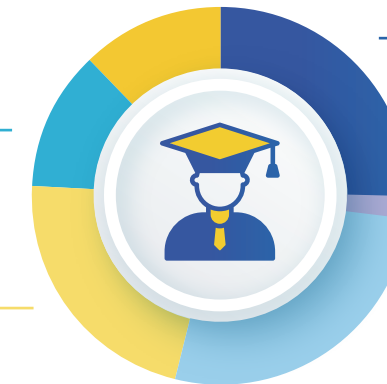
6%  
24+ Months

19%  
1-12 Months

65%  
Fresher

### Education

12%  
Management



27%  
Engineering

12%  
Arts

2%  
Law

20%  
Commerce

27%  
Science



**NML MILS BATCH OF 2023-25 MUMBAI**



**LLB**



**B. Pharmacy**



**Bachelor of Engineering**



**Bachelor of Science**



**Bachelor of Arts**



**B.M.S.**



**Bachelor of Commerce**



**Hospitality & Tourism Management**

# Batch Profile of Mumbai Campus

## Mumbai Campus



**Siddhesh S Akolkar**  
B.E. Mechanical

siddheshakolkar.mils@gmail.com  
9423935775

Achievement-driven & Dedicated individual with a passion for fostering positive work environments



**Concurrent Placement**  
**Azelis India Pvt. Ltd.**  
"Development of Employee Handbook and Policy Review (Shift Allowances)"

**Summer Placement**  
**Bharat Serums and Vaccines Limited**  
"A Study of Employee Attrition at BSV Ambernath Plant"



**Abhishek Ganpat Aute**  
B.Tech Mechanical

abhishekaute.mils@gmail.com  
8623848075

Bridging Talent and Opportunity with Passion and Precision



**Concurrent Placement**  
**Azelis India Pvt. Ltd.**  
"Designing a Comprehensive Employee Handbook: Enhancing Organizational Integration and Compliance"

**Summer Placement**  
**Skoda Auto Volkswagen India Pvt. Ltd.**  
"Enhancing Workforce Well-being through Social and Financial Data Insights: A Strategic Approach to Long-Term Settlements"



**Suchita Chalke**  
B.A. -IHTM

suchitachalke.mils@gmail.com  
9833988912


An ambitious professional keen on developing the organization's human capital by enabling a career-driven and inclusive work environment.



**Concurrent Placement**  
**Liontree HR Consultant Pvt. Ltd.**  
"Analyzing the HR marketplace for applicants understanding the opportunities and challenges."

**Summer Placement**  
**Welspun Living Ltd.**  
"Standardize the process of Individual Development Plan and analyze the competency."

**Work Experience**  
**Trident BKC** 2 Year



**Prathamesh S. Chorot**  
B.Com

prathameshchorot.mils@gmail.com  
9821576566

Result-Oriented: Delivering Impact with Precision, Dedication, and Passion.



**Concurrent Placement**  
**Mazagon Dock Shipbuilders Ltd**  
"Training Performance and Impact Assessment"

**Summer Placement**  
**DHL Supply Chain**  
"Identifying and Resolving Minimum Wage Discrepancies for Contract Workers"



**Neeraj R Belwalkar**  
B.E. Mechanical

neerajbelwalkar.mils@gmail.com  
9552123469

Engineering Precision Meets HR-IR Approach: Enhancing Business with Analytical Insight



**Concurrent Placement**  
**Tata Power Company Ltd.**  
"Study of Contract Labor Compliance Practices at Tata Power"

**Summer Placement**  
**SMFG India Credit Company Ltd.**  
"Comprehensive Role Dictionary Development"



**Sadanand N Bhavar**  
B.Sc Hospitality & Hotel Admin

sadanandbhavar.mils@gmail.com  
8369939462

From Insight to Impact: Transforming HR with Design Thinking.



**Concurrent Placement**  
**Bombay Hospital and Research Centre**  
"A study of regulatory compliance in Healthcare industry."

**Summer Placement**  
**Wilmar International - Shree Renuka Sugars Limited**  
"A Comprehensive Analysis of HR Function: Identifying Challenges and Opportunities for Improvement"

**Work Experience**  
**Sahara International Hotel, Diablo Restaurant, Mc Donald's** 1 Year



**Prathmesh R. Desale**  
B.E. Civil

prathmeshdesale.mils@gmail.com  
7218005050

HCM & ER Enthusiast: Ready to Make a Difference.



**Concurrent Placement**  
**Infiniti Retail Ltd- TATA Croma**  
"A Study on Developing Process Documentation, Walkthroughs, LMS and L&D Strategies for Infiniti Retail's TATA Croma app dynamics"

**Summer Placement**  
**Rashtriya Chemicals & Fertilizers Ltd. (RCF)**  
"Organizational climate and employee satisfaction survey in RCF."



**Sareeputta Gaikwad**  
B.Sc -IT, M.PP

sareeputtagaikwad.mils@gmail.com  
9167281901

Strategically Driven, Analytically Grounded, achieving success through leadership and teamwork.



**Concurrent Placement**  
**Smollan India**  
"Efficacy of Apprentice in Retail Industry"

**Summer Placement**  
**Mahindra Teqo**  
"Talent Dynamics in Solar Operations and Maintenance"

**Work Experience**  
**B.E.S.T Jagrut Kaamgar Sanghatna (Trade Union)** 50 Months



**Sushmita Gawade**  
B.Sc Microbiology

sushmitagawade.mils@gmail.com  
9004662001

Ambitious achiever dedicated to learning, growth, and making impact.



**Concurrent Placement**  
**Perstrop Chemicals Pvt. Ltd**  
"Employee Life Cycle"

**Summer Placement**  
**Hindalco Industries Limited**  
"Developing a Competency Framework and to define DETs (Diploma Engineer Trainees) Roles for Effective Succession Planning"



**Vibhuti Gosavi**  
B.Com

vibhutigosavi.mils@gmail.com  
9892644658

A passionate professional with a focus on strategic initiatives and solutions for organizational success



**Concurrent Placement**  
**MediSage**  
"To understand and implement ERP for MediSage Health"

**Summer Placement**  
**Reliance Retail**  
"To identify statutory benefits & analyse compliance gaps within Reliance Retail's labour practices."



**Vikas Munjaji Jagade**  
B.Sc (Hons) Agriculture

vikasjagade.mils@gmail.com  
7709530840

Aspiring HR & ER Enthusiast: Utilising human capital strategies and data-driven insights for business growth.



**Concurrent Placement**  
**PROODOS HR Consultancy**  
"Employee Competency Mapping for Organization Health Analysis"

**Summer Placement**  
**Inter Gold (India) Pvt Ltd.**  
"Standardization of Onboarding Practices at Inter Gold (India) Pvt Ltd"



**Jain Yashraj Hastimal**  
B.Sc (Hons) Agriculture

yashrajjain.mils@gmail.com  
8906062001

"Enabling Business Growth with a Catalytic Approach, Sharp Strategic Insight, and Innovation"



**Concurrent Placement**  
**Reliance Retail Limited**  
"HR Audit - "Optimized HR audits, automation of grievance processes, enhancing accuracy, and transparency."

**Summer Placement**  
**RenewSys India Pvt Ltd**  
"Streamlined HRMS system, employee pulse survey, and modernization of grievance handling."



**Tanishka P Hadkar**  
B.E. Electronics

tanishkahadkar.mils@gmail.com  
8850635562

Innovative and Ambitious aspiring Specialist in Human Capital for Transforming Workplaces with emerging Ideas and Team Collaboration.



**Concurrent Placement**  
**Virbac Animal Health India Pvt Ltd ;**  
"The study of the responsibilities of the Human Resource Business Partner (HRBP)"

**Summer Placement**  
**Tata Power Company Limited**  
"Comparative Study of Wage code and Social Security Codes and IR compliance Audit"

**Work Experience**  
**Kalpak Enterprises** 31 Months



**Nishad Ingale**  
B.Sc Physics, M.Sc Physics

nishadingale.mils@gmail.com  
9702119206

An aspiring HCM Professional, bridging the gap between data and empathy to drive superior organizational growth.



**Concurrent Placement**  
**LionTree HR Consultants**  
"The HR Marketplace : Opportunities & Challenges"

**Summer Placement**  
**TATA Power**  
" Capacity building of Allied Work Force - An L&D initiative"

**Work Experience**  
**Aimil Limited** 39 Months



**Mahima Jaiswal**  
B.Com

mahimajaiswal.mils@gmail.com  
9022285413

Ready to Drive Human Resources Initiatives and Align Labor Practices with Organizational Goals.



**Concurrent Placement**  
**Varun Beverages Limited**  
"Contract labour management system"

**Summer Placement**  
**Hindalco Industries Limited**  
"Contract Labour Compliance Audit "



**Sagar Jaybhay**  
B.A. Psychology & Political Science

sagarjaybhay.mils@gmail.com  
8652548387

From Analysis to Achievement:- "Analyze, Plan, Believe, Execute, Achieve: Your Team Player for Success."



**Concurrent Placement**  
**Lodha Group (HO)**  
"Integrating AI in Talent Acquisition"

**Summer Placement**  
**SKF INDIA LTD**  
"Financial Wellness of Blue-Collar Workers"



**Mayuresh Shivaji Kadam**  
B.Com

mayureshkadam.mils@gmail.com  
8104687916

"Out of the box Thinker. Numbers Enthusiast. Future HR & IR Leader."



**Concurrent Placement**  
Virbac Animal Health India Private limited.  
"A study of Compensation and Benefits, it's Structures and Policies."

**Summer Placement**  
Indian Hume Pipe Company Limited.  
"Preparation of Frequently Asked Questions on HR Policies."



**Aryan Kambli**  
B.Com

aryankambli.mils@gmail.com  
9702409202


A catalyst for creating an inclusive work culture by nurturing talent and building high-engaged teams



**Concurrent Placement**  
Mazagon Dock Shipbuilders Ltd  
"Employee Engagement Survey Analysis"

**Summer Placement**  
TalentCo HR Services LLP  
"Enhancing Recruitment Efficiency Through Strategic Sourcing and Building an ATS"


**Work Experience**  
KP Sanghvi & Sons Ltd- Business Development  
Executive 5 Months  
PeopleHum Technologies Ltd- Product Marketer 10 Months



**Sonal Ramesh Madake**  
B. Pharmacy

sonalmadake.mils@gmail.com  
9112307540

"A Passionate Professional eager to contribute and drive organisation success through enthusiasm and talent."



**Concurrent Placement**  
Anchor by Panasonic India Pvt Ltd.  
"To Study the Employer Branding and it's Impact on Onboarding Process at Panasonic Life Solution India Pvt Ltd."


**Summer Placement**  
TalentCo HR services LLP  
"Enhancing Recruitment Efficiency: A study of Processes, challenges and Improvement strategies at TalentCo HR services"



**Vaishnavi Rajendra Mane**  
B.M.S

vaishnavimane.mils@gmail.com  
9372612014

"Empathy, creativity, and a tech-savvy mindset driving a passion for innovation."



**Concurrent Placement**  
Gharda chemicals  
"Canteen Survey For Quality Dining And Environment."

**Summer Placement**  
Welspun Living  
"Strategic Planning for Know Your Investment Awareness Program"



**Nidhi Khanvilkar**  
B.Com

nidhikhanvilkar.mils@gmail.com  
8879005727

A collaborative learner and opportunity seeker committed to organizational success.



**Concurrent Placement**  
Privi Speciality Chemical Limited.  
"Compensation Benchmarking for Production officer role"

**Summer Placement**  
Tata Power Company Limited  
"Capacity Building of Allied workforce through Engagement and L&D initiative."



**Bhagyashree Kolekar**  
B.E. Electrical

bhagyashreekolekar.mils@gmail.com  
9833864509


Passionate HR enthusiast with hands-on experience and a zeal for continuous learning.



**Concurrent Placement**  
Bayer Cropsciences  
"Creating a Social Media Playbook"

**Summer Placement**  
Hindalco Industries Limited  
"Training Needs Identification of Employees at Hindalco, Renusagar"


**Work Experience**  
Godrej & Boyce.Mfg.Co.Ltd 14 Months



**Arya Mehta**  
B.Com

aryamehta.mils@gmail.com  
8390470749

Innovative and Ambitious: Framing Tomorrow's Success with Creative Solutions and a Commitment to Growth and Learning.



**Concurrent Placement**  
The Leela International Hotel  
"A Comprehensive Study of Attrition Rate of Employees at Leela International Hotel"

**Summer Placement**  
Endurance Technologies Pvt Ltd  
"A Study on Deployment of Females Employees in Night Shift at Endurance Technologies"



**Disha Suresh Mhabadi**  
B.M.S (HR)

dishamhabadi.mils@gmail.com  
9619680032

Leading with Vision: Skilled in Employee Management, Communication, and Stakeholders.



**Concurrent Placement**  
Panasonic Life Solutions Pvt Ltd.  
"Employee Perspective:- Employer Branding on Retention and Engagement of Employees"

**Summer Placement**  
Reliance Industries Limited  
"Digitizing LMSS: Enhancing Efficiency with SOPs, Litigation Review, and Improvements"



**Akash Mulik**  
B.Sc Agriculture

akashmulik.mils@gmail.com  
8408053578


Driven professional aiming to utilize my experience to create a dynamic work environment.



**Concurrent Placement**  
Privi Speciality Chemicals  
"Benchmarking Compensation for R&D Officer"

**Summer Placement**  
Tata Power  
"A Study Of Existing Labour Laws vis à vis Industrial Relation and Occupational Safety Health and Working Conditions Code at Tata Power"

**Work Experience**  
Privi Lifesciences Pvt Ltd 12 Months  
Kan Biosys Pvt Ltd 12 Months



**Dhanashree D. Murudkar**  
B.Com, L.L.B

dhanashreemurudkar.mils@gmail.com  
8108802111

Creative strategist blending human resources, commercial insight, and legal foresight.



**Concurrent Placement**  
Lodha Group  
"A Study of Essential Functional Skills and Competencies Across Diverse HR Roles"

**Summer Placement**  
Reliance Industries Limited  
"Recruitment Cycle Analysis and Talent Attraction"

**Work Experience**  
VIDURNEETI 8 Months



**Tanvi Ravindra Patil**  
B.M.S

tanvipatil.mils@gmail.com  
9372996162

Creative and committed, reshaping challenges into opportunities with imaginative solutions and passion.



**Concurrent Placement**  
Infiniti Retail Limited  
"Enhancing TATA Croma App Dynamics: Processes and L&D Framework."

**Summer Placement**  
SB-Constantia JV  
"Streamlining Recruitment, Onboarding and Exit Procedures: A PAN India SOP Project."



**Aditi Tukaram Pawar**  
BE. Information Technology

aditipawar.mils@gmail.com  
9404209497

A Human Capital Enthusiast : Bridging the Gap Between People and Processes.



**Concurrent Placement**  
Azelis India Pvt Ltd -  
"Developing an Employee Handbook : Employee Engagement Strategies and Solutions"

**Summer Placement**  
Panasonic Life Solutions India Pvt Ltd  
"Standardization of Recruitment Process across PAN India at PLSIPL"



**Sham Baliram Pandit**  
BA

shampandit.mils@gmail.com  
7887836940

Passionate HR/IR fresher committed to labor laws, continuous learning, and growth.



**Concurrent Placement**  
Haffkine Bio-Pharmaceutical corporation Ltd  
"The Landmark Judgement of Industrial Dispute Act 1947"

**Summer Placement**  
JCB INDIA LTD.  
"A study of Contract Labour Management at JCB INDIA LTD."



**Aditya Sunil Patil**  
B.Tech Mechanical

adityapatil.mils@gmail.com  
9146668535

Innovative thinker with a passion for technology and teamwork.



**Concurrent Placement**  
Reliance Retail  
"Exploring AI Alternatives to Enhance ER Automation Opportunities "

**Summer Placement**  
JCB INDIA  
"Benchmarking and Comparative Analysis of Long-Term Settlement Practices"



**Shubham Laxman Pawar**  
B.Sc Biotechnology, M.Sc. Biotechnology

pawarshubham.mils@gmail.com  
9022239427


Strategic thinker combining sharp analysis with relentless drive to learn, grow and excel.



**Concurrent Placement**  
VVF India Ltd.  
"Job role-specific Skill Mapping and Training Needs Identification at VVF, Talaja."

**Summer Placement**  
SIEMENS  
"Analyzing talent management components and their impact on employee retention."

**Work Experience**  
Thyrocare Technologies Pvt. Ltd 5 Months



**Apurva Sanjay Rajhans**  
B.Com


apurvarajhans.mils@gmail.com  
9552258467

"Student integrating HR and commerce skills with adaptability and teamwork for effective results."



**Concurrent Placement**  
RCF  
"A study on disciplinary action at RCF"

**Summer Placement**  
Lupin Ltd.  
"Contract labour management system at lupin"



**Ram Bhimrao Rathod**  
B.A Economics

ramrathod.mils@gmail.com  
8805900545

A passionate and dedicated individual with a dynamic blend of leadership potential.



**Concurrent Placement**  
**Tata Power Co. Ltd.**  
"Revitalizing the HR Administration Manual (NMS Employees)"

**Summer Placement**  
**RPG Life Sciences Limited**  
"Conducting a Comprehensive Labour Law Compliance Audit At RPGLS"

**Work Experience**  
**Eklvaya India Foundation** 3 Months



**Sneha Rathod**  
B.Sc Mathematics, B.Ed

sneharathod.mils@gmail.com  
9819450080


Enthusiastic and detail-oriented individual with a strong drive to achieve goals and collaborate effectively.



**Concurrent Placement**  
**Coca-Cola Beverages Pvt Ltd.**  
"A Study On Skill Gap Analysis of Line Workers."

**Summer Placement**  
**Godrej Industries - Chemicals**  
"A Study On Learning and Development Effectiveness."


**Work Experience**  
**Don Bosco School** 24 Months



**Anurag Shirke**  
B.A Psychology

anuragshirke2.mils@gmail.com  
7972550395

Bridging HR expertise, psychological insight, and team spirit with a golden retriever-like charisma.



**Concurrent Placement**  
**Bayer Cropsience**  
"A study of Bayer's EVP plans and development of a suggestive EVP plan in the DEI domain."

**Summer Placement**  
**Mahindra & Mahindra Farm Division**  
"Designing a common induction program for lateral hires at Mahindra farm division."



**Vishal Shankar Sonune**  
B. Tech Biotechnology

vishalsonune.mils@gmail.com  
9049307689

Visionary leader solving problems through innovative thinking.



**Concurrent Placement**  
**Bombay Hospital and Research Centre**  
"A study on payroll software uses in HR practices"

**Summer Placement**  
**Reliance Industries Limited**  
"Understanding Contract labour System at Nagothane manufacturing Division"



**Mayank Salunke**  
B.A Economics

mayansalunke.mils@gmail.com  
9819477510

Young talent, Bridging Economics and Human Capital for dynamic workforce transformation.



**Concurrent Placement**  
**Medicover Hospitals**  
"Study on Manpower planning in healthcare industry"

**Summer Placement**  
**RenewSys India Pvt Ltd**  
"Employee Pulse Survey: Integrating New Joinees."



**Saba Shaikh**  
B. Sc. Chemistry

sabashaikh.mils@gmail.com  
9167853775

Excel skills and data-driven approach boost my team contributions



**Concurrent Placement**  
**VVF India**  
"Case study on Protected Workmen Status at the organisation"

**Summer Placement**  
**Bharat Serums and Vaccines Limited**  
"International Business : An introductory video for employees at Bharat Serums and Vaccines"

**Work Experience**  
**Rashtriya Chemical and Fertilisers Ltd** 6 Months



**Mitali Sugaonkar**  
B.Com

mitalisugaonkar.mils@gmail.com  
8007039582

A hardworking person with a strong sense of responsibility towards my tasks.



**Concurrent Placement**  
**Tata Power Company Ltd.**  
"Studying the Contract Labour compliances at Tata Power"

**Summer Placement**  
**Panasonic Life Solutions India Pvt Ltd**  
"Benchmarking of DEI initiatives with prominent focus on Women Initiatives & Policies"



**Hritik Satish Sutar**  
BBA

hritiksutar.mils@gmail.com  
7410096914

Forward-thinking professional driving growth through strategic insights and collaborative leadership.



**Concurrent Placement**  
**RCF Ltd.**  
"A Study on Evaluating Apprentice Experience and Satisfaction"

**Summer Placement**  
**Lupin Ltd.**  
"Workmen compensation benchmarking"





**Sameer Sanjay Tadavi**  
B.Tech Mechanical

sameertadavi.mils@gmail.com  
7798691871

Innovative Leader Harnessing Engineering Skills and Strategic People Management to Drive Organizational Growth.



**Concurrent Placement**  
**Medicover Hospitals kharghar**  
"A study of employee attrition rate in Medicover hospitals"

**Summer Placement**  
**Rashtriya Chemicals and Fertilizers Limited**  
"A study on performance appraisals at RCF"

**Work Experience**  
**Hitachi Astemo Brake Systems India Pvt Ltd** 12 Months



**Abhishek Umesh Tapole**  
B.E Electronics

abhishek.tapole.mils@gmail.com  
7045568822

An Agile HR Professional with Problem Solving Trait To Ignite Excellence In Your Workforce For Exceptional Results.



**Concurrent Placement**  
**Gharda Chemicals Ltd**  
"Examining the Factors Influencing Employee Satisfaction at Gharda Chemicals Ltd"

**Summer Placement**  
**Universal MEP Projects & Engineering Services**  
"Study of Induction process to enhance team integration at UMPEL"



**Prerna Sandesh Ughade**  
B.A Political Science

prernaughade.mils@gmail.com  
9920076601

New challenges and opportunities invigorate me.



**Concurrent Placement**  
**Rashtriya Chemicals & Fertilizers Limited**  
"A comprehensive study on the recruitment process of Rashtriya Chemicals and Fertilizers Ltd."

**Summer Placement**  
**Reliance Retail**  
"Navigating the Gender Neutral PoSH policy (Inclusive Workplace Practices): understanding and awareness."

**Work Experience**  
**Zell Education** 1 Month



**Leena Shailesh Vadhavkar**  
B.Com

leenavadhavkar.mils@gmail.com  
7045776432

"Empowering Lives Through Meaningful Conversations: Blending HR Wisdom, Financial Savvy, and Heartfelt Guidance"



**Concurrent Placement**  
**Godrej Industries -**  
"Canteen Management Practices"

**Summer Placement**  
**Schindler India**  
"Attrition Analysis and Employee Experience"

**Work Experience**  
**Yugn Management Services** 5 Months  
**TCS** 10 Months



**Mayuri Nitin Taware**  
B.sc Microbiology

mayuritaware.mils@gmail.com  
8999361938

"Microbiology Graduate Pursuing :Translating Scientific Mindset into Business Success."



**Concurrent Placement**  
**Reliance Retail Ltd**  
"Analysis of training needs and requirements within Reliance Retail's ER & Compliance department"

**Summer Placement**  
**SKF India Ltd.**  
"Diversity ,Equity and Inclusivity for specially abled and transgender."



**Tejal Chandrakant Tayade**  
B.Sc Hospitality & Hotel Administration

tejaltayade.mils@gmail.com  
9321791841

Shaping the Future through Ethical Standards, Ongoing Education, Team Unity, and Resilience.



**Concurrent Placement**  
**Godrej Chemicals**  
"ROI Models for Employee development"

**Summer Placement**  
**SMFG India Credit**  
"Developing a comprehensive Role Dictionary for set of sub functions."



**Manmohan Vidhate**  
B.E. Civil

manmohanvidhate.mils@gmail.com  
9702721995

Innovative Visionary: Crafting Solutions, Integrating Human Capital, Empowering Sustainable Growth



**Concurrent Placement**  
**Hindustan Coca-cola Beverages Ltd (HCCB)**  
"A study of Statutory Compliances of Labour Laws at HCCB Wada Plant, Palghar"

**Summer Placement**  
**Rashtriya Chemicals and Fertilizers Ltd (RCF)**  
"Rashtriya Chemicals and Fertilizers Ltd- A Detail study of strategic Recruitment Process of Management Trainees in RCF"



**Akash Shrimant Waghe**  
BE Mechanical

akashwaghe.mils@gmail.com  
8169361021

"Driven by Engineering Precision, Powered by People"



**Concurrent Placement**  
**PROODOS CONSULTANCY**  
"Employee Competency Mapping for Organisation Health Analysis"

**Summer Placement**  
**Schindler India Pvt Ltd**  
"Employee Training Completion Analysis Using Individual Development Plan"

**Work Experience**  
**Bajaj Finance** 3 Months

# Mumbai Campus



**Mansi Mahesh Wavhal**  
BAF

mansiwavhal.mils@gmail.com  
9167007088

"Aligning human potential with strategic goals."



### Concurrent Placement

**Tata power**  
"Revitalizing the HR Administration Manual (NMS Employees)"

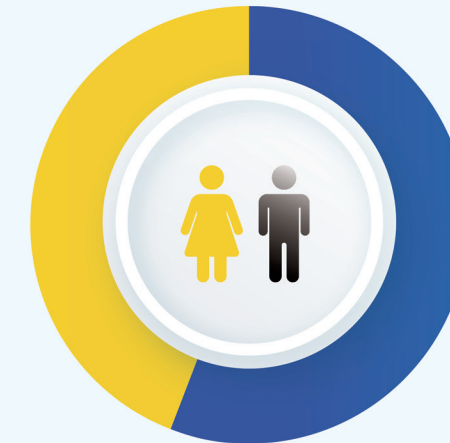
### Summer Placement

**Allcargo gati Ltd.**  
"Assessing and Improving Vendor Management and Payment Processes for Warehouse Manpower at Allcargo Gati Ltd."



## NAGPUR CAMPUS

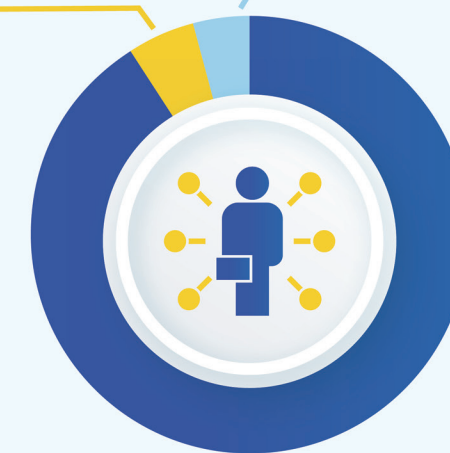
44%  
Female



56%  
Male

## Work experience

5%  
13-24 Months

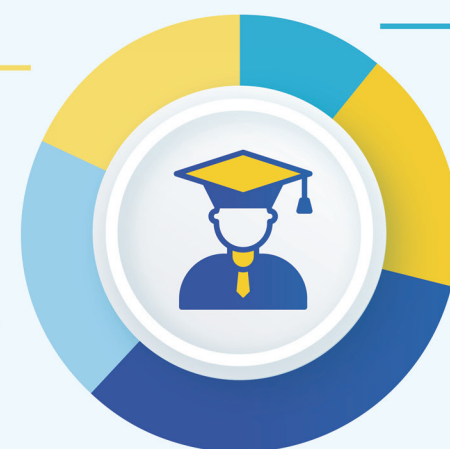


4%  
24+ Months

91%  
Fresher

## Education

18%  
Others



11%  
Engineering

18%  
Science

33%  
Commerce

20%  
Arts



## NML MILS BATCH OF 2023-25 NAGPUR



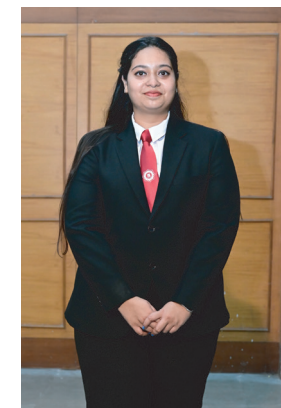
**B.A. LLB**



**Hospitality & Administration**



**BSc. Agriculture**



**Bachelor of Pharmacy**



**B.Com**



**Engineering**



**Bachelor of Arts**



**Aastha Raju Jaiswal**  
BA LLB

aasthajaiswal.mils@gmail.com  
9067975416

Mastering the intersection of law and people management



**Concurrent Placement**

**Anugrah human resource services LLP**

"Talent Acquisition Practices at Anugrah HR Services LLP: A Recruitment Consultancy Perspective"

**Summer Placement**

**Mahindra and Mahindra, FD, Nagpur**

Improving Workflow Efficiency: A comparative study of Scrum and Emsphere at Mahindra & Mahindra, FD, Nagpur.



**Abhilasha Uday Tiwari**  
Bsc Agriculture

abhilashatiwari.mils@gmail.com  
7517021147

"Motivated leader with proactive courage, writing, and animal-loving qualities."



**Concurrent Placement**

**Belrise Industries**

"Study of Working women health and training "

**Summer Placement**

**Forbes & Company**

"Cultivating Resilience: A Comprehensive Workplace "Mental Health Survey"



**Ashlesh Shashikant Jadhav**  
B.com M.com

ashleshjadhav.mils@gmail.com  
9768593778

Commerce Foundation, Human Capital Vision



**Concurrent Placement**

**Deepak Nitrite Limited, Talaja**

"Study of Statutory & other compliance."

**Summer Placement**

**VVF (INDIA) LIMITED, Talaja**

"Study of Contract Labour Management at VVF (INDIA) LIMITED"



**Avdhut Eknath Shelke**  
B.com

avdhutshelkemils@gmail.com  
9765731011

Enhancing Employee connect through Labour Welfare programs At. Adler Pelzer



**Concurrent Placement**

**Tata Advanced System Limited, Nagpur**

"TASL Engagement dynamics : Exploring the link between employee engagement and satisfaction."

**Summer Placement**

**Adler Pelzer Group, Chakan, Pune**

"Enhancing Employee connect through Labour Welfare programs At. Adler Pelzer "



**Anushree Sandeep Bhabal**  
BSC IT

anushreebhabal.mils@gmail.com  
9326311558

I am the architect of my life; I build its foundation and choose its contents.



**Concurrent Placement**

**Aegies logistics ltd**

"Contract labour deployment and analysis survey "

**Summer Placement**

**Mamta Automobiles Engineering services Pvt Ltd**

"Analysis of satisfaction level of workers and analysis of employees training skills "



**Arohi Roshan Kawadkar**  
B.com

arohikawadkarmils@gmail.com  
8208607561

"Excelling Under Pressure, Keen Observer, and Empathetic Professional"



**Concurrent Placement**

**Mahindra Logistics Limited**

"A study on statutory compliance and audit at Mahindra Logistics."

**Summer Placement**

**Hindalco Industries Limited**

"A study on domestic enquiry from initial investigation to legal adjudication "



**Bhushan Vilas Bawankule**  
Bcom And PGDM (Business Entrepreneurship)

bhushanbawankule.mils@gmail.com  
7775024007

A go getter for the team



**Concurrent Placement**

**PIX Transmissions ltd, Hingna, Nagpur**

"CLM & Reasons of high attrition rate in contract labours "

**Summer Placement**

**Tata Advanced Systems ltd, Mihan, Nagpur**

Study of The Implementation of employee welfare "schemes (statutory & non statutory)"

**Work Experience**

**I Love momo (Food Outlet & Cafe)**

14 Years



**Gajanand Narvate**  
BSC HOCS

gajanandnarvatemils@gmail.com  
8830400144

Optimizing Workforce Potential: Expertise in HR, Labor Laws, and Employee Relations.



**Concurrent Placement**

**Rich products & solutions pvt ltd pune**

"An analysis of manpower planning at Rich products & solutions pvt ltd "

**Summer Placement**

**Haffkine Biopharmaceutical Corporation Ltd Mumbai**

An analysis of the learning and development "program of Haffkine Bio-Pahramaceutical Corporation Limited with special reference to the 45-day worker education class."



**Janhvi Zoting**  
B com

janhvizoting.mils@gmail.com  
9657246700

Passionate about making a difference



**Concurrent Placement**

**Asylum Remedies**

"Work on training and development' work on product marketing"

**Summer Placement**

**CEAT LTD**

"Recruitment Process."



**Krushna Maruti Kamble**  
B.A. In Administrative Services

krushnakamble.mils@gmail.com  
9172454846

"Learn, Understand, Accelerate: Reach New Heights"



**Concurrent Placement**

**Lupin limited Nagpur**

"A Study on Talent Acquisition Process at Lupin Limited Nagpur"

**Summer Placement**

**Mahindra and Mahindra FD, Nagpur**

"A Study On Absenteeism Control and Disciplinary Action at Mahindra & Mahindra, FD, Nagpur"



**Manasi Anil Warade**

Bachelors of Commerce, Master of Commerce

manasiwarade.mils@gmail.com  
8378039805

Where commerce Meets Human Capital Excellence



**Concurrent Placement**

**Parason Machinery (I) Pvt Ltd**

"A Study on Competency Mapping at Parason Machinery (I) Pvt Ltd"

**Summer Placement**

**Vodafone Idea Limited**

"Attrition Rate Analysis"



**Manoj Laxmanrao Khawashi**  
B.com,M.com.

manojkhawashi.mils@gmail.com  
9766061831

Learn,Earn and Enjoy the Path to Professional Fulfillment



**Concurrent Placement**

**Vaibhav Plasto Printing and Packaging Pvt Ltd**

"A Study on Payroll Management System "

**Summer Placement**

**Tata Advanced Systems Ltd**

"Contract Labour Management related Legal Compliance "

**Work Experience**

**Aakruti Power Engineers, Nagpur**

28 Months



**Kunal Suryakant Agrey**

Bsc Hospitality and Hotel Administration

kunalagrey.mils@gmail.com  
8625995647

An Initiator leading with passion while being committed to learning.



**Concurrent Placement**

**Western Coalfield Limited**

"A study on Employee Relation Practices at WCL"

**Summer Placement**

**Draeger India Pvt Ltd**

"Thorough Statutory Compliance Audit and Formulation of Job Description Repository and Employee Induction Program at Draeger"



**Mahesh Jaysing Patil**

Bcom

maheshpatil.mils@gmail.com  
9987893067

"Cultivating Positive Labor Relations to Enhance Workplace Harmony and Productivity."



**Concurrent Placement**

**National Textile Corporation.( NTC )**

"Statutory Compliance "

**Summer Placement**

**Rashtriya chemical fertilizers (RCF)**

"Contact labour compliance Management "



**Mansi Nyaynit**

B.A. History

mansinyaynit.mils@gmail.com  
7039877495

People centric leader fostering diversity and innovation



**Concurrent Placement**

**NTT Data Pvt. Ltd.**

"A study on Employee Satisfaction Towards Induction Training program offered by NTT Data."

**Summer Placement**

**Rashtriya Chemicals & Fertilizers Limited**

"A study on Recruitment process of Management Trainees at Rashtriya Chemicals & Fertilizers "



**Mayur Ganesh Kadam**

BMS- HR

mayurkadam.mils@gmail.com  
7030364607

Transforming HR with Passion, Precision, and Positivity



**Concurrent Placement**

**Lupin Ltd**

"A STUDY ON ENHANCING ORGANIZATION PERFORMANCE THROUGH LEARNING AND DEVELOPMENT INITIATIVES"

**Summer Placement**

**Mother Dairy Fruits And Vegetables Pvt Ltd**

"SMART LABOUR MANAGEMENT: ENHANCING CONTRACT LABOUR EFFICIENCY AT MOTHER DAIRY"

**Work Experience**

**Hindustan Unilever Limited  
Chiplun Factory**

12-Months

8- Months



**Nidhi Anil Raut**  
BA LLB

nidhianilraut.mils@gmail.com  
8975939695

Insightful and Resilient, with diverse skills, profound legal knowledge, and unwavering optimism.



**Concurrent Placement**

**Western Coalfields Limited**  
"A Study of Promotion and Transfer at WCL"

**Summer Placement**

**Mahindra and Mahindra Farm Division, Nagpur**  
"Mahindra Farm Division's Strategic Recruitment Practices in Nagpur"



**Pranali Raut**  
BSc and MSc in Chemistry

pranaliraut.mils@gmail.com  
7666612991

Enthusiastic Leader inspiring success through creative problem solving and communication skills.



**Concurrent Placement**

**Belrise Industries ( Badve Engineering Ltd.)**  
"Job Satisfaction Survey of Women Workers"

**Summer Placement**

**Siemens**  
"Beyond Basic Enhance Apprenticeship Engagement at Siemens"



**Priyanka Anil Deshmukh**  
Bcom

priyankadeshmukh.mils@gmail.com  
9028236777

Learning today, leading tomorrow/empowered to make difference.



**Concurrent Placement**

**Lupin Limited**  
"Talent Acquisition"

**Summer Placement**

**Bharat Forge Limited**  
"Contract Labour Management"



**Purnima Rana**  
BMS-HR

purnimarana.mils@gmail.com  
9892041586

Observer | Learner | Critical Thinker



**Concurrent Placement**

**VoltasBeko**  
"1. Goal setting, performance management & evaluation."

**Summer Placement**

**Portescap India**  
"1. HR audit"



**Pranali Lonare**  
BA

pranalilonare.mils@gmail.com  
9545782106

Building High Performance Teams with Insightful HR Strategies and Leaderships



**Concurrent Placement**

**Vasudhara Dairy, Nagpur (Amul)**  
"A study on Manpower Planning"

**Summer Placement**

**Sunder biscuit Industries, Nagpur**  
"A study on Contract Labour Management"



**Priya Suresh Raibole**  
B.sc agriculture

priyaraibole.mils@gmail.com  
7517606801

Cultivating growth inspiring excellence with Unlocking potential enhancing productivity



**Concurrent Placement**

**Pix transmission limited, Nagpur**  
"Skill matrix of blue collar workers"

**Summer Placement**

**Hindustan Unilever Ltd, Khamgaon**  
Learning and development of white collar "employees"



**Raj Mangesh Kadam**  
BBA

rajkadam.mils@gmail.com  
8805779668

Combining athletic discipline with professional insight to nurture talent and collaboration.



**Concurrent Placement**

**The Bombay Dyeing & MFG. CO. LTD**  
"Creation of Organizational effectiveness calendar"

**Summer Placement**

**Reliance Industries Limited**  
"A study on Statutory Compliance at Reliance Industries Limited"



**Roshan Manikrao Chavhan**  
B.E.- Mechanical

roshanachavhan.mils@gmail.com  
7507997278

"Work with passion, empower change, improve daily."



**Concurrent Placement**

**Reliance Retail Limited**  
"Contract Labour Compliances Audit in Reliance Retail Nagpur Region"

**Summer Placement**

**Hindustan Unilever Limited**  
"Identifying Absenteeism Trends and Patterns to Address Root Cause and Predict Absenteeism Among Employees in HUL, Khamgaon"



**Samadhan Dipak Bhabad**  
B.A. – English Literature

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9309163090

Exploring my potential, unleashing my talent / Unleashing my best



**Concurrent Placement**  
CEAT Limited.

“Contract Labour Management System “

**Summer Placement**  
Mungi Engineers Pvt. Ltd.

“A Study on Training and Development “



**Samruddhi Sujan Vartak**  
BMS – HR

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8591525799

Inspire Growth, Elevate Talent, Foster Unity, Drive Success



**Concurrent Placement**  
Panasonic Life Solution India Pvt Ltd

“Assessing Employee’s Awareness and Understanding of HR Policies: A Case Study of “Panasonic Life Solution India Pvt Ltd”

**Summer Placement**  
Tata Steel Ltd

“The Current Induction Program at Tata Steel: A Comprehensive Review and Strategic Enhancement Plan”

**Work Experience**

Pasona India Pvt Ltd 21 months



**Satish Kailas Avhad**  
Bachelor of science (chemistry)

satishavhad1.mils@gmail.com  
9834260118

Believing myself, learning today leading tomorrow and achieve goals



**Concurrent Placement**  
Hexagon Nutrition Limited Nashik  
“Statutory compliances “

**Summer Placement**

Tata motors passenger vehicle ltd Pune  
“Benchmarking flexi employee attrition and Absentism across manufacturing industry “



**Sejal mestry**  
Bachelor in Management Studies (BMS)

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8355957779

“Harmonizing talent with the symphony of opportunity “



**Concurrent Placement**  
Panasonic Life Solution

“Job Description and It’s Impact on Employee Performance “

**Summer Placement**

Lilavati Hospital and Research Centre  
“Recruitment and Selection: A Focus on Walk-in-Interview for Nursing Services “



**Sandhya Sunil Nagare**  
B. Com : Banking and Finance

sandhyanagare.mils@gmail.com  
9356661221

“Empowering HR with innovative solutions and a passion for excellence.”



**Concurrent Placement**  
Reliance Retail Limited, Nagpur

“Enhancing Recruitment Efficiency Through AI Integration in Reliance Retail Limited”

**Summer Placement**

Hindalco Industries Limited Hirakud FRP, Odisha  
“Benchmarking Employee Value Proposition Across Different Industries and Suggesting Improvements for the Plant”



**Santoshi Ramesh Kolvankar**  
Bachelor of Commerce

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9372536996

Learn | Practice | Apply



**Concurrent Placement**  
Piramal Pharma Ltd

“Salary Benchmarking Project for production and QC Department “

**Summer Placement**

Wipro Enterprises Ltd  
“Recruitment of Sales Team “



**Shiraaz Mukhtar Shaikh**  
B. Com

shiraazshaikh.mils@gmail.com  
9028510070

Dreaming big, working hard / Achieving excellence”



**Concurrent Placement**  
Endurance Technologies Limited  
“A study of Statutory Compliances “

**Summer Placement**

Mazagao Dock Shipbuilders Limited  
“A study of Talent Acquisition at Mazagao Dock “



**Shripad Laxman Ingle**  
B.E. Mechanical Engineering

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9970425192

“Driven by Passion, Shaping Tomorrow’s HR Landscape”



**Concurrent Placement**  
Hexagon Nutrition Ltd. Nashik  
“A Study on contract labour. “

**Summer Placement**

Prescon realtors and infrastructure Pvt. Ltd., Thane  
“A project on Performance Management System. “



**Shubham C. Deshmukh**  
BTech in food technology

shubhamdeshmukh.mils@gmail.com  
7420934848

Driving solutions with collaboration and self-motivation



**Concurrent Placement**

Hexagon Nutrition limited, Nashik  
"Study on contract labour management "

**Summer Placement**

United spirit's limited-A Diageo Group Company, Nashik  
"Skill gap analysis and training needs identification "



**Shubham Mahendra Yadav**  
Bachelor Of Engineering

shubhamyad.mils@gmail.com  
8698901824

"Perseverance at work, change in society, growth within."



**Concurrent Placement**

Cooper corporation pvt ltd satara  
Study on employee engagement activity

**Summer Placement**

Pricol pvt ltd satara  
"Study on contract labour "



**Tanishka Randive**  
Bachelor of Pharmacy

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9373795951

From Molecules to Management:A Catalyst for Corporate Growth.



**Concurrent Placement**

ANUGRAH HUMAN RESOURCE SERVICES LLP  
"Dissecting the Employment Continuum: A Profound Exploration of Talent acquisition, Workforce Engagement, and Transitional Dynamics."

**Summer Placement**

Birla Copper Dahej, Hindalco, Aditya Birla Group  
"Holistic Functional Competency Mapping for Captive Power plant,Crafting of Business Induction Module and collaborating for Cross-Functional Skill Training at Birla Copper Dahej, Hindalco."



**Tanushree Nimbole**  
Bachelor of Commerce

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8989539907

Empowered to lead tomorrow through passion and teamwork to achieve success.



**Concurrent Placement**

Mahindra Logistics Nagpur  
"Contract Labour Management at Mahindra Logistics "

**Summer Placement**

NEPA LIMITED, Nepanagar  
"Statutory compliance at NEPA LIMITED "



**Siddheshwar Gopala Gawali**  
B.Com

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8552854394

Achieving excellence through cooperation and self-driven initiatives.



**Concurrent Placement**

Thermax Limited Chinchwad ,Pune  
"Skill Gap Assessment in Thermax Limited "

**Summer Placement**

AkzoNobel Limited, Thane  
"EMPLOYEE REFERRAL PROGRAM- A STRATEGY FOR HIRING RIGHT CANDIDATES AND RETAINING THEM "



**Simali Savaria**  
BA LLB

simalisavaria21.mils@gmail.com  
8085949790

Leading with Legal Expertise and HR Skills, Driven by Empathy for Impactful Results!



**Concurrent Placement**

SAIL - Bhilai Steel Plant (BSP)  
"EMPLOYEE WELFARE MEASURES IN BSP"

**Summer Placement**

Reliance Retail Ltd.  
"INVESTIGATING EMPLOYEE TURNOVER AT RELIANCE RETAIL"



**Tushar Mukund Bharné**  
Bsc

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9156643737

From Botanical Insights to Human Relations: Bridging Nature and Workforce Dynamics



**Concurrent Placement**

Bajaj Electricals Limited Nashik  
"Study of statutory compliance in Bajaj Electricals Limited "

**Summer Placement**

CEAT Limited Nashik  
"Analysis of recruitment challenges of trainees in CEAT Limited, Nashik"



**Varun Krishna Mestry**  
B.Com, M.Com, PGDM (HR)

varunmestry.mils@gmail.com  
9920693810

Believing in myself, Creating a Melody of Teamwork, Success is my destination



**Concurrent Placement**

Infovision HR Consulting Services Pvt. Ltd.  
"Enhancing Recruitment Strategies for Entry Level Hiring"

**Summer Placement**

Rashtriya Chemicals & Fertilizers Ltd.  
"Welfare Facilities For Employees at RCF Limited"



# Nagpur Campus



**Vikas Dipak Bhabad**  
B.A. – Political Science

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8766431117

Growing with each step, shining with each success, Unstoppable me.



**Concurrent Placement**  
CEAT Limited.

“A Study on Effective Employee Engagement “

**Summer Placement**  
Mungi Engineers Pvt.Ltd.

“A Study on Contract Labour Management System “



**Vikas shinde**  
Bachelor of science

vikasshinde.mils@gmail.com  
8698061502

Believing in myself, achieving my goals , Success is my destination



**Concurrent Placement**  
Tru-Form Engineers

“misconduct and disciplinary action“

**Summer Placement**  
Vodafone Idea service Limited

“Talent Acquisition“



**Vivek Bhimrao Nitnaware**  
B.A LL.B

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8983362539

Ready for anything, driven by passion and performance.



**Concurrent Placement**  
Mother Dairy Fruit and Vegetables Private limited

“The Contracting Process and Contract labour Compliances“

**Summer Placement**  
Hindalco Industries Limited

“A Study of Domestic Enquiry to Litigation“



**Yogesh Vinod Mogade**  
Bachelor of Arts

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9403758851

Fostering Collaboration to Achieve Remarkable Results



**Concurrent Placement**  
Western Coalfield Ltd. Nagpur

“Welfare Facility to The Employees in Nagpur HQ office of WCL“

**Summer Placement**  
Ammunition Factory, Khadki, Pune

“HR AND LO DEPARTMENT“

# Torchbearers MILS Mumbai

Abhay Desal	Head HR	Reliance Retail
Abhijeet Kadam	HR Head	Flipkart
Abhijit Pendse	Strategic HR Leader and Leadership Development Expert	AB SKF
Abhay DhumaI	Head of HR Analytics	Clariant
Alok Oak	Head HR	TechNova Imaging Sysytem
Ameet Naik	Head HR	Lions Clubs International
Amit Kulkarni	Head - Human Resources	SBI Capital Markets
Amit Sanas	Associate Vice President - HR	VVF Group
Anil Gole	Human Resources & Industrial Relations Consultant	Freelance
Ashutosh Telang	Chief Human Resources Officer	ArcelorMittal Nippon Steel
Atul Gawand	Head People & Culture	Aarav Unmanned Systems is now Aereo
Baban Rajale	Advocate	High Court Mumbai
Clifford Mohan Pai	Executive Director	Christ University, Banglore
Chitra Patkar	Head HR	Power Business GTL
Dev Karlekar	CEO	Guru Consulting, USA
Devdutt Kadrekar	Principal Consultant	Humane HR
Dilip Ghorpade	Group Head - Industrial Relations	Trident Group India
Dilip Mandlik	Ex Vice President-Personnel	Larsen & Toubro
Dnyaneshwar Mulay	Member, National Human Rights Commission	National Human Rights Commission
Ganesh Deshpande	Regional HR Head for Maharashtra	Medicover Hospitals
Harish K.S	Country Group H.R.Head	South Asia at Bayer Group
Harsha Adarkar	Vice President Human Resources	Biostadt India Limited
Hemant Nikam	Sr. Director HR	Eisai Pharmaceuticals
Jaiprakash Kabra	Founder Director	MIND MOVERS MANAGEMENT CONSULTANTS PRIVATE LIMITED
Kevin Dias	Founder & Chief Vision Officer	ShareYourHR
Kranti Munje	Business Owner	Āroha – Your Strategic HR Partner
Krishnamohan Rao	Self-employed	Freelance Consultant
Kshitij Bhusari	Vice President Human Resources	Schindler India.
K.B. Balmurli	Chief Operating Officer	Transworld Group of Companies
Lawrence Castellino	Sr. HR Business Partner	The World Bank
Machindra Kapare	Advocate & Senior Partner	Dhamankar Kapare & Associates

## Torchbearers MILS Mumbai

Mahesh Kate	Head HR	Lupin
Makarand Deshpande	Assistant Operations Manager	Exemplar Global Resources Pvt Ltd
Mangesh Sawant	Corporate HR	BioGenomics Ltd.
Milind Basole	Chief Human Resources Officer	Hettich India Pvt. Ltd.
Milind Nagdeve	Graduate Research Assistant	The University of Texas at Arlington
Mohit Bhatia	Managing Partner and Mentor	ATRIOS Consulting
Mukund Jagirdar	General Manager	Essar Steel
N.S. Iyer	Founder Director	Help Build Lives
Nagesh Deshpande	HR Professional	Siemens Ltd.
Nikhil Dabhole	HR Head	TCS
Nilesh Kulkarni	Technical Support Specialist	Enphase Energy
Nishad Sawant	Global HR Lead	Regal Rexnord
Nishant Kolgaonkar	Group CHRO	Keva-Fragrances , Flavors & Aroma Ingredients
Pallavi Pednekar	Executive Director-Talent	Deloitte
Parimal Galvankar	CHRO	GlobalFoundries
Prabhakar Patil	Senior Vice President- ER- HR	Reliance Retail Ltd
Pradnya Sawant	CHRO	Vedanya Sesa Met Coke Division
Pramod Bhawalkar	Sr. Vice President (ER)	Reliance Retail
Pramod Pednekar	HR Partner	TalnetCo HR Services
Pramod Sanap	Sr. Vice President (ER)	Laxmi Organic Industries
Prasad Bagawade	Head HR	Toyo Engineering India Limited
Prasad Shivalkar	Director	Teva Pharmaceuticals
Prashant Ambulgekar	VP-HR( Group)	B.G Shirke Construction Technology Pvt. Ltd
Prashant Harale	Sr.General Manager - HR & Administration	Bhansali Engineering Polymers Limited
Prashant Likhite	General Manager Human Resources	Tata Consultancy Services , America
Prashant Salgonkar	CHRO	Panasonic
Prashant Sawant	Advocate & Labour Law Adviser	VS Consultant & Adviser
Rahul Pinjarkar	CHRO	Tata Chemicals
Raj Katra	REGIONAL HEAD HR,APAC	BNP PARIBAS INVESTMENT PARTNERS
Raj Pandya	Chief Executive Officer	Quantum Integrators
Ramhari Kute	ER Head	Skoda Auto Volkswagen India Private Limited
Rajesh Bagwe	Head Of Human Resources	Gargi Huttenes Albertus

## Torchbearers MILS Mumbai

Raosaheb Darekar	Managing Director	HR Forum Of India
Rupesh Basu	Director Global Talent Acquisition	Siemens Digital Industries
Sachin Bhiwapurkar	CHRO	Jubliant Pharma Limited
Salil Desai	Director Of Talent & Culture	Sofitel Resort &Hotels, Mumbai
Sandeep Kulkarni	Head HR Compliances & Governance	Tata Consultancy Services
Sanjeev Doshi	Chief General Manager HR	RCF
Sanjeev Parkar	Sr. Director HCM	PWC
Sharad Gangal	Freelance consultant	Self employed
Shashank Jagirdar	IR and Compliance Advisor	Logistic and Supply chain
Sheela Divekar	Founder	Synergy Talent Managers
Shilpa Chitre	People and Talent Lead	WPP
Shrikant Lonikar	Partner	PPJS Solutions LPP
Shrikrishna Bhave	Director HR	FORBES & CO
Shrikrishna Joshi	Co founder & Director	HONO
Someshwar Kale	Head HR	Bombay Dyeing
Dr.Sulaksha Shetty	CHRO	SB-Constantia
Sunil Jha	Group CHRO	ACG Worldwide
Sunil Sanas	Chief General Manager Head	HPCL
Uday Ghag	CHRO	Alkyl Amines
Uday Tulapurkar	Senior Consultant Labour and Employee relations & HR	Freelance
Ulhas Deshpande	Independent HR Professional	self employed
Umesh Jadhav	Independent HR consultant	self employed
Umesh Kulkarni	Director HR	VIRBAC
Vibhash Naik	CHRO	HDFC LIFE
Vidyanand Joshi	General Manager ER	Lupin
Vidut Mhetras	Founder and CEO	VINIDA's Gurukulam of Entrepreneurship
Vijay Deshpande	Chief Operating Officer	PeopleApex
Vijay Pillay	Director Human Resources	Textron India Private Limited
Vikram Salvi	Vice President Human Resources	Nomura
Vinamra Sharma	Head of HR	Nestle
Vrushali Gadkari	Head of HR	ArcelorMittal Nippon Steel India
Yogesh Basole	Head Human Resource	Crompton Greaves Consumer Electricals Limited

# 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	Lead Plant HR	Raymond Limited
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	Senior General Manager HR & Admin	Indo Count Industries Limited
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.

# Placement Policy

- Contact the Placement Committee to hold Campus Placement.
- Campus Recruitment dates shall be scheduled as per mutual consent.
- 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.
- It is mandatory for the shortlisted candidates to adhere to the defined process set by the company.
- No candidate shall contact any of the recruiters once the company is confirmed to visit the campus for recruitment process.
- Students who are shortlisted but not confirmed by a company shall be eligible to appear for other companies.
- Once selected by any company, no student will be allowed to appear for other campus recruitments.
- In case a candidate rejects a confirmed offer, he / she will not be eligible to appear for any other recruitment exercise.
- 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.
- 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.
- If the Placement Committee discovers that a candidate has already obtained an offer off campus, they shall be declared ineligible for campus placement process.
- 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.
- For conducting Campus Recruitments, kindly contact the Student co-ordinator to get in touch with us via our social media handles on LinkedIn, Facebook or Instagram.
- The final decision will be in the hands of the Placement Faculty Co-ordinator & Director of the Institute and their decision will be final and binding to all.

# Prominent Recruiters



# Prominent Recruiters





**Dadabhai Chamerbaugwala Road,  
Parel, Mumbai,  
Maharashtra 400012**  
☎ 022- 24125332 / 24123035



**Gayatri nagar, IT Park,  
Opposite VNIT, Parsodi,  
Nagpur -440022**  
☎ 0712- 223 9938



**N. M. Lokhande  
Maharashtra Institute of Labour Studies  
Government of Maharashtra**

✉ [milplacementcell@gmail.com](mailto:milplacementcell@gmail.com)



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