

Project-Based Assignment
HUMAN RESOURCE MANAGEMENT
PGDM BATCH 2023-25
Trimester 2

1. Pedagogical Innovation Implemented

The pedagogical innovation implemented for this assignment is Experiential Learning through Industry-Centric Project Work. This approach combines theoretical knowledge with hands-on, practical experience by involving students in real-world research projects on HRM practices across various sectors. The methodology includes:

- **Industry Selection and Research:**

Students were divided into teams of 6-8 members each and they were asked to choose a company from a sector of their interest (e.g., Banking, IT, or Education). They were asked to analyse the HR strategies and practices that align with the company's strategic goals.

- **Interview-Based Learning**

Students interacted directly with HR managers to gain insights into real-time HR operations, challenges, and solutions. To ensure authenticity, these interviews were recorded and documented with screenshots and profiles attached as annexures.

- **Analytical Frameworks and Assessment:**

Assignments were submitted in MS WORD in a structured format highlighting core HRM functions: recruitment, retention, training, performance appraisal, grievance mechanisms, and dispute resolution. Students also applied HR theories and frameworks learned in class to interpret their findings.

- **Integration of Digital Tools:**

Each team was supposed to prepare and give presentations supported by digital platforms such as Microsoft PowerPoint.

2. Need for this Pedagogical Innovation

This innovation was aimed at addressing the following challenges:

- **Bridging the Gap between Theory and Practice:** Traditional assignments often lacked practical context, leading to gaps in understanding how HRM functions align with organizational goals.
- **Developing Industry-Ready Skills:** Students needed exposure to real-world HR scenarios to develop analytical, critical thinking, and research skills.

- **Increasing Engagement:** Hands-on projects and interactions with industry professionals increase student motivation and provide a sense of relevance.
- **Developing networking and interpersonal skills:** The project will build networking and interpersonal skills by enabling students to interact directly with industry professionals, enhancing their communication and relationship-building abilities. Collaborative teamwork, active listening during interviews, and presenting findings further develop confidence, adaptability, and professional connections

3. Impact on Teaching-Learning

The impact of experiential learning through industry-centric projects has been significant:

- **Enhanced Learning Outcomes:** Students gained a deeper understanding of HR practices, evidenced by high-quality reports with well-analyzed content and developed their ability to connect theory with practice.
- Improved research, writing, and analytical skills were observed.
- Communication and networking skills were enhanced through direct interactions with industry professionals.
- **Improved Engagement and Participation:**
- Over 90% of students expressed increased motivation due to the real-world application of concepts.
- Student feedback highlighted the innovation as engaging and career-oriented.
- This innovation has successfully made HRM learning more impactful by transforming it into an engaging, experiential journey, ultimately preparing students for practical challenges in the HR domain.

Glimpse of student's feedback:



Ashi Agarwal • 1st



PGDM Candidate at GL Bajaj Institute of Management and Research | -...
10mo • Edited •

"Thrilled to share my latest college assignment accomplishment – crafting a comprehensive presentation on [Quess Corp Limited](#) with invaluable guidance from HR [rishita jain](#). Grateful for the learning experience and excited to delve deeper into the world of corporate insights. 🚀 [#CollegeProject](#) [#HRInsights](#) [#ProfessionalDevelopment](#)"

