

Rukmini Devi Institute of Advanced Studies
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(Approved By AICTE & Affiliated With GGSIP University)

DOSSIER

On
Guest Lecture

On
**“ Career Opportunities for the Prospective
Managers in the Present Industrial Scenario”**

On
August 19, 2014



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Chairperson, Literary Club

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Director General, RDIAS

FORM A

Proposal:

- **Name of the event to be organized:** Guest Lecture on “Career Opportunities for the Prospective Managers in the Present Industrial Scenario”
- **Date:** August 19, 2014
- **Time:** 09:30 a.m. - 11:30 a.m.
- **Venue:** Lecture Theatre, RDIAS
- **Motivation for the activity:** The session was conducted to give an insight into various career opportunities for the prospective managers in the current competitive industrial scenario. The required focus was on inculcating a positive attitude, skills and knowledge that are essential for channelizing the attitude and values among the management students.
- **Organized by:** MBA & BBA Department
- **Resource Person :** Dr. Deewakar Goel, General Manager(HR), Airport Authority of India

FORM B

Part 1

Aim of the event: The aim of this lecture was to aware students about what the industry expects from them starting from entry into corporate in terms of preparation for an interview and then, the working environment where they have to perform along with the understanding of how best students can grab distinguished opportunities.

Part 2

Dr. Deewakar Goel, General Manager (HR), Airport Authority of India, was the speaker for the day and he delivered lecture to the students of MBA III and BBA III+V on the topic “Career Opportunities for the Prospective Managers in the Present Industrial Scenario”.

The session was conducted with three broad objectives as follows:

- First, to fill the knowledge gap of the students
- Second, to discuss working of private and public sector managers
- Third, how to make students of RDIAS as USP in the market

Initially, the discussion started with the speakers’ experiences of various potholes during his long journey of professional career and how these potholes were eradicated. In order to adjust to the wavelength, the speaker discussed the employment opportunities for students in reference to their graduation stream A, K, P & M in an equation in a very innovative manner which says:

P (Performance) = K (Knowledge) + A (Ability)

$P = M$ (Motivation) ($K+A$)

Sir explained, M is a word with different meanings for different people in different cities. So from M, de-motivators should be subtracted to make M a power full tool. Further, he said that problems faced by HR managers are routine in nature just as everyone has to deal with people in daily life. It was explained with an example of a rebellion child. Preferred managers are those who are positive doers and negative doers are always full of excuses and are not liked in industry.

Next, he told that HR manager also has to ensure how to make people mentally & physically present at workplace which is usually not there due to various encroachments before coming to job.

Another highlighted point was that there are few words that have no meaning and in rather different places, people have different meanings, and it is always the task of managers to understand the meaning behind the words. Example quoted was:-

“GODISNOWHERE”

“KILLHMNOTLETHMGO”

The above words can be read as ‘God is now here’ or ‘God is no where’. Thus, the managers need to be precise, understand what motivates & what not, to ensure that people are at least 70% on job.

A world level study on skills was discussed, highlighting that different level mangers require different level skills.

SKILLS

Top level	Technical & Professional skill 5%	Human Skills 60%	Managerial & Decision making Skills 35%
Middle Level	Technical & Professional skill	Human Skills 60%	Managerial & Decision making

	20%		Skills 20%
Lower Level	Technical & Professional skill 35%	Human Skills 60%	Managerial & Decision making Skills 5%

Sir mentioned that further challenge that comes before the young students for better employment cannot be solved by any medicine but, the practice which makes a man perfect and this feeling have to come from within as students whether of RDIAS or IIM must be filled with zeal and enthusiasm. Speaker advised that the success mantra is to be aware and grab career opportunities and students should not have lazy attitude. They also need to understand Job Specifications & Job Descriptions with the help of their seniors. Finally, Dr. Deewakar discussed his selection procedure as HR General Manger.

He also suggested various ways of being successful and career oriented:-

- Students should participate in more of mock interviews to prove $P=K+A$
- Students should understand their true love in respect of following:
 - a. Love towards yourself
 - b. Love towards your work
 - c. Love towards family

Sir humorously stated that he promotes his field 'HR' everywhere and in order to learn HR management, students should go to Gurudwara's dining hall (*Langar*) where perfect picture of planning, organizing, coordination, control, discipline, team work, brotherhood, self-esteem can be seen.

Part 3

Conclusion:

Students found the session very fruitful as they felt they learnt SWOT analysis of themselves. With such value addition knowledge of the speaker, students came forward with the queries and these were effectively addressed by Dr. Deewakar.

It was indeed a very knowledgeable and interesting session. It was a highly interactive session by an enthusiastic speaker and the audience.

Dr. Deewakar's Bible suggested to students was:-

“Biggest task is optimum utilization of available resources in order to achieve organizational objectives & to pay relative performance”.

Snapshots of the Guest Lecture



Welcome Speech for the Guest of Honor by the students..!!



Felicitation of the Guest, Dr. Deewakar!!!



Speaker addressing the gathering..!!



Speaker sharing thoughts with students!!



Attentive audience!!



Energetic Audience in the session..!!



HOD (BBA), Dr. Nidhi presenting token of appreciation to Dr. Deewakar at the end of the session..!!!