

Select Any Company and Read About HR Practices

Course: MBA (Finance) Semester: II

This activity was designed to help students explore how Human Resource Management (HRM) is practiced across diverse industries and organizations. Rather than focusing only on theoretical models or textbook HR strategies, this exercise encouraged students to investigate contemporary, real-world HR practices of companies of their own choosing. The underlying goal was to allow students to bridge the gap between classroom concepts and corporate realities, while developing independent research and comparative analysis skills.

Each student was asked to select one company — preferably from a domain of interest such as manufacturing, IT, FMCG, fintech, logistics, or hospitality — and read about its HR practices from credible public sources. These sources could include company websites, annual reports, business magazines, HR blogs, industry case studies, or interviews of HR leaders. They were asked to focus on one or more of the following HR dimensions:

- ☐ Recruitment and onboarding
- ☐ Performance management
- ☐ Training and development
- ☐ Compensation and benefits
- ☐ Diversity and inclusion
- ☐ Employee engagement
- ☐ Work culture and values

Once the research was completed, students submitted a written report and gave a brief oral presentation in class summarizing their findings. The presentations highlighted what made the company's HR practices distinct, innovative, or problematic. Peer discussions followed, where classmates could ask questions or share similarities and differences between the companies covered.