

2016-2017



MADRAS SCHOOL OF SOCIAL WORK

(An Autonomous Institution affiliated to the University of Madras)

Accredited by NAAC With "A" Grade

Research Methodology Workshop on EXCEL

Date: 08.03.2017

**Resource Person : Mr.Naina Raj, CEO –
Options and Solutions**

Audience: II MAHRM Students

E.NAINARAJ

Profile in brief:

Two master's degree holder with more than 3 decades of experience in HR from leading companies in varied sectors like Construction, Manufacturing, Service, Engineering, Cement and Auto ancillaries. A self-motivated, positive minded simple and sincere person with adoptive behavior and analytical and systematic approach, with excellent communication skills and leadership qualities.

Experience includes, in the capacity of unit HR head, that of administering Management Development Centre, Designing & Conducting Training programs, Change Management, liaison with various Govt., & Non-government agencies, Statutory compliance, Negotiation with unions on wage settlements, Employee Engagement, OD Interventions, just to quote a few.

Education:

MA – English Literature

MA – Social work

Experience:

As a member of Sr. Management team in the Plants of -

Hindustan Construction Co Lid	1991 – 1996	AM
Tube Investments of India	1989 – 1996	Sr Mngr
Blue Star Ltd (Southern Regional office)	1996 – 1997	DGM
Ramco Cements	1997 – 2002	DM
KG Metal Precision Pvt Ltd	2002 – 2006	CCO
Jamna Auto Industries Pvt Ltd	2006 – 2008	GM
Dalmia Cements (B) Ltd	2008 – 2013	Sr GM
Options & Solutions	2013 till date	CEO

Past achievements:

- Played a pivotal role as part of the turnaround team at TIDC and in bringing in a cultural change and integration of the taken over company with the parent unit.
- Played a vital role as a “Value Champion” in institutionalizing organizational values (DCBL).
- QIMPRO accredited Quality Facilitator
- Trained 220 staff on ‘Project Team Member Training’, as part of developing cross functional teams (Ramco).
- Improved productivity of the cement packing & loading plant by rightsizing the crew strength.

- As All India Chairman of Contractor Safety Management of DCBL, improved Contractor Safety in 3 units & brought out a comprehensive Contractor Safety Manual as per DuPont guidelines and standards.
- Pivotal role in arriving at 7 Long Term wage settlements and 5 Bonus Settlements and 2 certified Standing Orders.
- Established a positive and constructive IR culture amidst multiple union set up leading to a landmark settlement without any loss of man days at TI Diamond Chain Ltd.
- Architect of Ramco Marshal ERP - HR Module right from coding to “Go Live” at 2 plants of Ramco Cements Ltd.
- Established CSR Dept and successfully implemented the plans and achieved the desired goals (DCBL).
- Received CEO Kitty thrice for excellent performance (DCBL).
- Panel member of NIT Trichy for MBA selection since 1997
- Played a pivotal role as part of the turnaround team at TIDC and in bringing in a cultural change and integration of the taken over company with the parent unit.
- Vital contribution to improving teaching methods at leading schools & Colleges

Post retirement:

- Two of my case studies have been published by the Case Study Centre, London.
- Close association with educational institutions (visiting faculty, guest lectures)
- Member of Internal Quality Assurance Committee at Madras School of Social Work and the Co-facilitator of Faculty Development Program besides being an active Alumni.
- Freelance trainer, specializing in advance tools in MS Excel and Business Dash boards.
- Drafted HR Policy manual end to end for 2 establishments independently
- Currently associated with ECAP PLUS, a HR & Business Consulting firm operating from Hyderabad, as Sr. Consultant for their selected clients at TN and Pondicherry.
- CEO of own venture Options & Solutions.
 - Facilitated the preparation of JDs for 3 divisions of the client company
 - Conducted goal setting workshop to evolve Organizational goals, functional goals and individual goals and action plans for the realization of the goals.
 - Facilitated transformation of PMS from a traditional method to a robust Balanced Score Card system

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STUDENTS ATTENDANCE LIST - BATCH 2016-2018 AS on <u>08-03-2017</u>			
S.No	REGISTRATION NUMBER	STUDENT NAME	Present/Absent
1	MHRM-16-01	ADHITYA	Present
2	MHRM-16-02	AISHWARYA	Present
3	MHRM-16-03	AMRITHA A	Present
4	MHRM-16-05	AMRITHA KARTHIKEYAN	Present
5	MHRM-16-06	ANISHA ANTHONY	Present
6	MHRM-16-07	ARUNTHATHI G	Present
7	MHRM-16-08	ATCHAYA PINKY B	Present
8	MHRM-16-09	CINDY THERESA DOGGETT	Present
9	MHRM-16-10	CLANCY ALBERT RESHMA	Present
10	MHRM-16-11	DARZLEENA ANN NIGLI	Present
11	MHRM-16-12	DIVYA A	Present
12	MHRM-16-13	ELVITA MARIA SAMPSON	Present
13	MHRM-16-14	EVANJELIN S	Present
14	MHRM-16-15	HARI KISHORE S	Present
15	MHRM-16-16	HARINI SRIRAM	Present
16	MHRM-16-17	HARISH KUMAR R	Present
17	MHRM-16-18	INDUMATHI U	Present
18	MHRM-16-19	JYOTHI V	Present
19	MHRM-16-20	KALAIVANI S	Present
20	MHRM-16-21	MANOJ KUMAR R	Present
21	MHRM-16-23	MARIYA PIUS	Present
22	MHRM-16-24	NAMRATA MARIAM CHERIAN	Present
23	MHRM-16-25	NISHANTH J	Present
24	MHRM-16-26	PRASATH R	Present
25	MHRM-16-27	PRIYA DHARSHINI	Present
26	MHRM-16-28	PRIYANKA K	Present
27	MHRM-16-29	RACHEL NATHAN	Present
28	MHRM-16-30	SADHASIVAM K	Present
29	MHRM-16-31	SAMUEL ISSAC	Present
30	MHRM-16-32	SENTHUR VAASAN G	Present
31	MHRM-16-33	SHEEBA P	Present
32	MHRM-16-34	SHEIK ABDUL KADER K	Present
33	MHRM-16-35	SHRUTHI GAUTHAM	Present
34	MHRM-16-36	SHRUTHI GANESHAN	Present
35	MHRM-16-37	SHYLAJA V	Present
36	MHRM-16-38	SIVA KUMAR A	Present
37	MHRM-16-39	SUPRAJA B	Present
38	MHRM-16-40	TARUN THOMAS MATHEW	Present
39	MHRM-16-42	THOMSON PREMKUMAR	Present
40	MHRM-16-43	VAISHALI K	Present
41	MHRM-16-44	YASHWANTH SAGAR R	Present



P. M. S. S.

Write-up of Research Methodology Workshop

Workshop on Microsoft Excel software was conducted by **Mr.Nanina Raj**, CEO, Options and Solutions on **8th March 2017** at Second MA HRM classroom, Madras school of Social Work for second year students.

The trainer taught the students about various statistical tools available in SPSS to analyze the data collected by them for research purpose.

The current workshop is an effort to enrich the II year students in social science on research methodology. This course is expected to cover the basics of research methodology focusing on theoretical and practical inputs. Specifically the formulation of research problem, formulation of research hypothesis and testing of hypothesis, conducting literature review, data collection methods, selection of appropriate parametric or non-parametric statistical method for analysing data, and report writing.

The trainer taught data entry in SPSS and Parametric tools such as One sample test, Independent sample T-test, Paired T-test, One-way ANOVA and Chi-square test in Microsoft Excel.

It was been very helpful for the students to get clarity about the tests to be used for their research. The material provided by the trainer was useful for the students to refer and use in future research projects.