



ACHARYA INSTITUTE OF GRADUATE STUDIES

NAAC Re-accredited 'A+' and Affiliated to Dr. Manmohan Singh Bengaluru City University)

Soladevanahalli, Bengaluru-560107

DEPARTMENT OF PSYCHOLOGY

Report Submission: 19/05/2026

Semester: EVEN	Academic Year: 2025–26	Venue: Webinar (Gmeet)
Date: 16/05/2026	Time: 1.30PM - 04.30PM	Duration: 3 hours

TYPE OF EVENT: GUEST TALK

EVENT NAME: RECRUITMENT & SELECTION: HR AS A CAREER

Target Audience: 6th sem BA & 4th sem MSc Psy HRM students	Number of Participants: 38
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Objectives:

1. To understand the recruitment and selection process from sourcing to placement.
2. To develop key HR skills like interviewing, assessment, and decision-making.
3. To explore recruitment as a career path, including roles, growth, and strategic importance.
4. HR scorecard, MIS

Program Introduction: The Department of Psychology organized a Guest Talk on "Recruitment & Selection: HR as a career" on 16th May 2026. Ms. Parul Vishwakarma, Senior Executive HR from Terex India Pvt. Ltd was invited as the Resource Person for the event. The entire event was coordinated by Neha Niharika, Assistant Professor and was attended by UG 6th Sem BA & PG 4th semester, M.Sc. HRM students.

The workshop was facilitated by the esteemed resource person Ms. Parul Vishwakarma, Senior Executive HR from Terex India Pvt., Ahmedabad with 7 years of comprehensive experience in the manufacturing and engineering sector. She has professional expertise on greenfield HR projects, talent acquisition end to end cycle and robust industrial relations. She has exposure to work on HRIS such as SuccessFactors and PeopleSoft.

Theme of the Event: The theme of the Guest Talk, "Recruitment & Selection: HR as a Career," focused on providing students with a comprehensive understanding of the recruitment and selection process in modern organizations, from talent sourcing to employee placement. The session highlighted the essential HR competencies required for successful recruitment practices, including interviewing techniques, candidate assessment, decision-making, and communication skills. It also introduced students to the growing career opportunities in Human Resource Management, emphasizing the strategic importance of HR professionals in organizational success. Additionally, the talk explored the role of HR Scorecards and Management Information Systems (MIS) in improving recruitment efficiency, workforce planning, and data-driven HR decision-making. Overall, the program aimed to bridge theoretical knowledge with practical industry insights and inspire students to consider HR as a dynamic and rewarding career pathway.



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Detailed Report:

The Department of Psychology, Acharya Institute of Graduate Studies (AIGS), Bengaluru, successfully organized a guest talk on "Recruitment & Selection: HR as a career" on 16th May 2026, from 1.30PM - 04.30PM, via webinar mode. The workshop was coordinated by Neha Niharika, Assistant Professor, Department of Psychology, AIGS. The programme was conducted with the objective of practical understanding of TA profile and how can one achieve the career in HR for the HRM students.

The event began with a brief introduction by the students, who welcomed the participants and outlined the objectives of the session.

The workshop was facilitated by the esteemed resource person Ms. Parul Vishwakarma, Senior Executive HR from Terex India Pvt., Ahmedabad with 7 years of comprehensive experience in the manufacturing and engineering sector. She brought rich industrial insights and practical perspectives to the sessions, making the workshop highly engaging and intellectually stimulating.

The programme was structured in a session of 180 minutes, The theme of the event focused on providing students with a comprehensive understanding of the recruitment and selection process in modern organizations, from talent sourcing to employee placement. The session highlighted the essential HR competencies required for successful recruitment practices, including interviewing techniques, candidate assessment, decision-making, and communication skills. It also introduced students to the growing career opportunities in Human Resource Management, emphasizing the strategic importance of HR professionals in organizational success. Additionally, the talk explored the role of HR Scorecards and Management Information Systems (MIS) in improving recruitment efficiency, workforce planning, and data-driven HR decision-making. Overall, the program aimed to bridge theoretical knowledge with practical industry insights and inspire students to consider HR as a dynamic and rewarding career pathway.

The session achieved its intended outcomes by helping students explain key concepts and components of TA, end to end cycle of Talent acquisition, MIS, HR scorecard, offer letter and apply Recruitment & Selection principles to real-world organizational scenarios. The resource person enriched the session with examples from multinational organizations, making the concepts more relatable and application-oriented.



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A total of 38 HRM (UG BA 6th sem & PG MSc. 4th sem) students participated in the guest talk. The feedback received from participants indicated a high level of satisfaction regarding the content, delivery, and relevance of the workshop. Participants reported improved understanding of TA, HR policies and functioning, and greater preparedness for academic and real industry work.

In conclusion, The Guest Talk on “Recruitment & Selection: HR as a Career” was highly informative and enriching for the students. The session provided valuable insights into the practical aspects of recruitment, selection strategies, and the evolving role of HR professionals in today’s corporate environment. Students gained a better understanding of the skills, competencies, and technological tools required in the HR domain, including the application of HR Scorecards and MIS in organizational decision-making. The interactive discussions and real-world examples shared during the session enhanced students’ awareness of career opportunities in Human Resource Management and motivated them to explore the field with greater interest and confidence. Overall, the event successfully bridged academic learning with industry expectations and contributed significantly to students’ professional development.

The programme aligns with NAAC Criterion 2, emphasizing effective teaching–learning processes, research orientation, and student engagement. The Department of Psychology extends its sincere gratitude to the resource person, organizing committee, and institutional support staff for the successful conduct of the workshop.

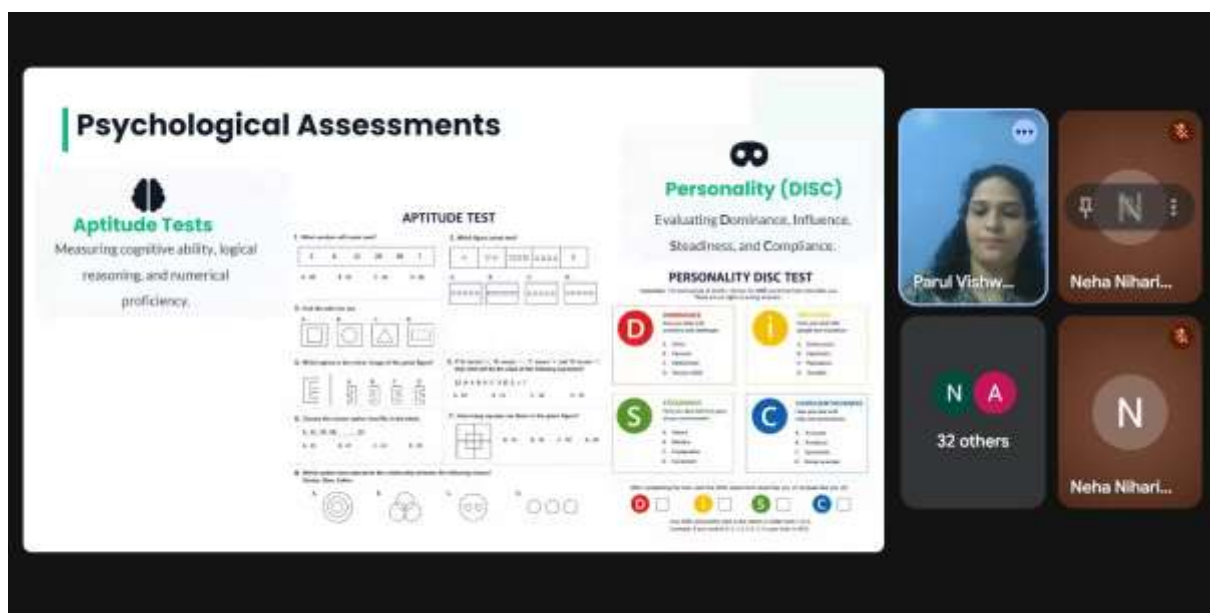
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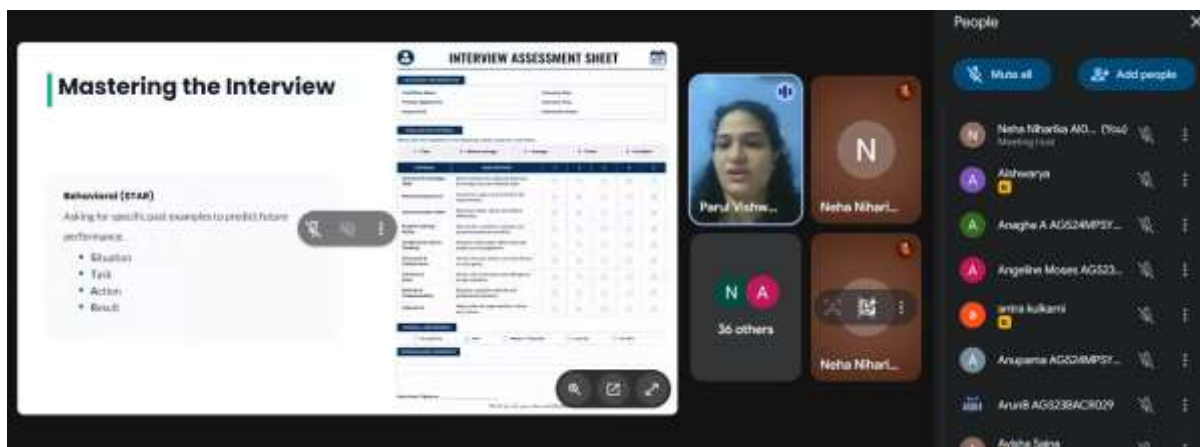
Webinar Session by Ms. Parul, AIGS



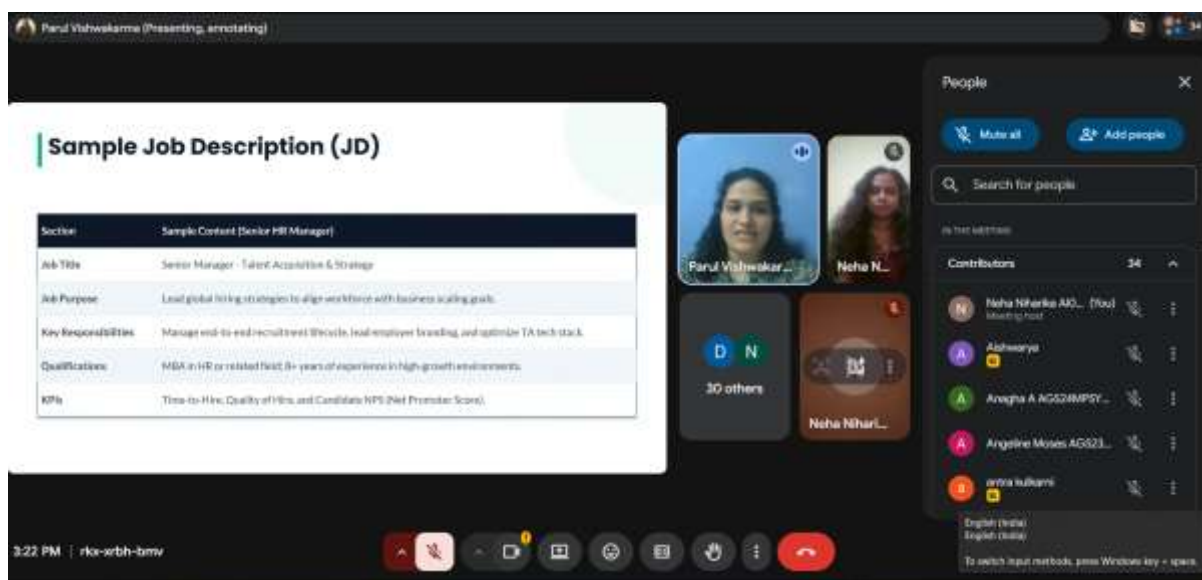
Webinar Session by Ms. Parul, AIGS



Psychometric test from the Session by Ms. Parul, AIGS



Webinar Session by Ms. Parul, AIGS



Webinar Session by Ms. Parul, AIGS

Outcomes:

- Students will be able to explain the stages involved in the recruitment and selection process, from sourcing candidates to final placement.
- Students will develop basic HR competencies such as interviewing techniques, candidate assessment, communication, and decision-making skills.
- Students will gain awareness about recruitment and selection as a professional career pathway, including job roles, career growth, and the strategic role of HR in organizations.
- Students will understand the application of HR Scorecards and Management Information Systems (MIS) in recruitment, employee management, and organizational decision-making.



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Conclusion:

The Guest Talk on “Recruitment & Selection: HR as a Career” was highly informative and enriching for the students. The session provided valuable insights into the practical aspects of recruitment, selection strategies, and the evolving role of HR professionals in today’s corporate environment. Students gained a better understanding of the skills, competencies, and technological tools required in the HR domain, including the application of HR Scorecards and MIS in organizational decision-making. The interactive discussions and real-world examples shared during the session enhanced students’ awareness of career opportunities in Human Resource Management and motivated them to explore the field with greater interest and confidence. Overall, the event successfully bridged academic learning with industry expectations and contributed significantly to students’ professional development.

Audience Feedback Summary:

