

## **A REPORT ON EXPERT LECTURE BY MRS. KINNARI HARIYANI**

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Date: 15-10-2015

Day: Thursday

Time: 2:00 PM to 3:15 PM

Topic: Interview Techniques and actual HR practices in industry

Venue: Anand Institute of Management

An expert session by Mrs. Kinnari Hariyani, Director of Tesco Projects Limited, Baroda was arranged for the students of Human Resource specialization, III<sup>rd</sup> semester and I<sup>st</sup> semester, Anand Institute of Management.

The guest speaker Mrs. Kinnari Hariyani started the session by giving idea about why interview is needed and what things can we do in/before going for interview. Things like clear vision, study about company, during interview etiquettes. She also gave knowledge of current interview styles like formal and informal ways of interview and how to behave in both types of interview.

She also involved students and gave tasks to perform like in any interview it may asked. She shared her practical experience of how she takes interviews which gave more clear idea about interview behaviour to the students. She gave few tips to students like about dressing, language, listening skills.

Then she moved on to another topic and shared few things about actual HR practices in industry. She shared her views that why HR is important. She said that HR plays role of oiling in machines. It is duty of HR to bring positive energy in work place instead of negative. So for that HR people have to apply their own creativity in regular work. She gave ideas like celebrations, knowledge sharing, respect, surprises, holidays, rewards & recognitions all these HR can apply creatively at work place to boost up the employees.

She had also shared what Tesco Project Limited do to improve employee's performance & how they motivate their employees. She shared knowledge of orientation of new employees is how much important and how you can make new employee familiar to your organization. At last she advised to students that anyone should always upgrade their knowledge and share it.

It was good & knowledgeable experience for students. Students also asked their doubts to Ms. Kinnari Hariyani and the session ended with vote of thanks by I<sup>st</sup> semester student Hardi Patel and Ms. Kinnari Hariyani also took feedback of students about her session.