

## Department of Psychology

Career Guidance activity conducted for the year 2019-2020 (Guest Lectures, Workshops, Seminars)

Year	Name of the Activity	Number students attended	Objective
6/11/2019	Workshops on labour laws	60	The objective of the workshop was to convey to the students the active laws related to labour/ employees and organisations in India.
12/11/2019	Workshops on 'Psychometrics and its Implementation from an HR Executive's Perspective'	60	The objective of the workshop was to address the students on the implementation practices of psychometrics in organisations, with a keen emphasis on HR Executives role.
13/01/2020	Cognitive Behavioural Therapy	57	to equip the students of 4MPCO with interventions that they could carry out in their internships as well as future places of work

### Workshop on labour laws

Date: 6<sup>th</sup> November 2019

Facilitator: Adv. JagadeeshMuniswamy

On November 6, 2019, a workshop was organised by Department of Psychology, Christ (Deemed to be University). The session on 'Labour Laws' was conducted by Adv Jagadeesh Muniswamy. The workshop was the first of its kind for the semester and addressed around 60 students pursuing their studies in the field of Human Resource Management. The objective of the workshop was to convey to the students the active laws related to labour/ employees and organizations in India.

The facilitator took the students through the process of interaction an HR professional has with the employees (once they join the organisation), right from sending in the appointment letter to handing over the termination requirement. He explained the specifications which must be mentioned in documents, focusing particularly on the appointment letter, since it clarifies a lot of expectations of the fresh employees and safe guards organisations against false accusations.

### **Workshop Workshops on 'Psychometrics and its Implementation from anHR Executive's Perspective'**

Date: 12<sup>th</sup> November 2019

Facilitator: Dr. Arathi Venkatesh

On November 12, 2019, a workshop was organised by Department of Psychology, Christ (Deemed to be University). The session on 'Psychometrics and its Implementation from an HR Executive's Perspective' was conducted by Dr. Arathi Venkatesh, Associate Professor (Department of Psychology); who has 18+ years of psychometric experience in corporates. The workshop addressed around 60 students pursuing their studies in the field of Human Resource Management. The objective of the workshop was to address the students on the implementation practices of psychometrics in organisations, with a keen emphasis on HR Executives role.

Through the session the students were able to understand the importance of psychometric in organisation. To name a few: (i) Interview Independence (ii) Cost and Time Efficiency (iii) Inherent Traits (iv) Standardized Testing (v) Cultural Fitment. The facilitator started by explaining the roles one can get into in HR and where one needs to use psychometrics (the same have been mentioned above). Followed by this, the facilitator discussed in depth some of the tools used in HR spaces.

### **Workshop on Cognitive Behavioural Therapy**

Date : 13th January, 2020 to 24th January, 2020

Facilitators: Dr. Nina Josefowitz and Dr. Stephen Swallow

A skill based two workshop was conducted to equip the students of 4MPCO with interventions that they could carry out in their internships as well as future places of work. During this workshop the students were shown demonstrations of sessions, discussed case studies, and engaged in role plays. They also discussed application of the CBT model to different populations and how to contextualize the sessions to an India setting.



Participants of workshop Cognitive Behavioural Therapy with the facilitator