

State level seminar on **'Role of Human Resources in Controlling Attrition'**

Seminar Date – 10.1.2017, Tuesday

Venue – Radhakrishna Hall, SIMMC, SGI, Pune

Department – SCHMTT, Pune

SCHMTT has organized a state level seminar on 'Role of Human Resources in Controlling Attrition' under the Quality Improvement Program of the Savitribai Phule Pune University on 10th January 2017.

This seminar is an outcome of the topic "Role of Human Resources in controlling employee attrition" in the hospitality industry. This seminar is to know the reasons, why attrition occurs, to identify the factors which make employees dissatisfied, to know the satisfactory level of employees towards their job and working conditions.

Hotels, resorts, restaurants, bars and cafes in India as well as in other countries face a formidable challenge of recruiting and retaining talents while at the same time having to manage talent loss through attrition be that due to industry downturns or through voluntary individual turnover. Losing talents and employees result in performance losses which can have long term negative effect on companies especially if the departing talent leaves gaps in its execution capability and human resource functioning which not only includes lost productivity but also possibly loss of work team harmony and social goodwill. With attrition rates being a bane of every industry, companies are devising innovative business models for effective retention of talent in hospitality industry.

The speaker from various hospitality sectors has delivered their view points and did representation on various points of employee attrition in industry. While sharing experience Mr. Vijayan Gangadharan, Four Points by Sheraton, Pune said "in today's competitive environment, companies need to acknowledge the importance of the manager in retaining employees", Mr Abhijit Mitra, Training Manager, Four Points by Sheraton focused on various aspect of employee attrition and delivered detail information on the topic.

"Employee turnover is a measurement of how long your employees stay with your company and how often you have to replace them. Any time an employee leaves your company, for any reason, finding the reason behind and getting solution for the same can maintain the good ratio of attrition - Ms Sonal Mitra, Training Manager, WestIn, Pune.

Mr. Manikanta Koppu, Learning & Development Manager, Novotel elaborated the concept of attrition and Mr. Harish Kulkarni, Novotel very well explained about the baby boomers and aluminous in employee working conditions, Mr. Sachin Jagtap, HR Consultant Excersia explained about the attrition in Tourism industry, Ms. Shruti R, Area HR Manager, Mc Donald, Western Region also share the employee turnover in retail market and how it affects on the daily operations.

SCHMTT final year students Adwait Parab, Rohan Shinde, Rishabh Mahajan, Naushad Samnani and has also presented their presentation on this topic.

Students and faculty members from various Hotel Management colleges also has shown interest in this seminar and has attended this whole day session.

The students found the seminar a great learning experience and went back from it richer in thought and knowledge. We at Suryadatta constantly strive to bring together the Industry and Academics so as to bridge the gap between the two. This 2 way effort will definitely help in molding the students to become hospitality professionals befitting the Industry.



Prof. Ulhas Chaudhari
SCHMTT
Seminar co-ordinator



SEMINAR INAUGURATION, CHIEF GUEST WITH KEY NOTE SPEAKERS



GUEST OF HONORS MR. VIJAYAN GANGADHARAN, GM FOURPOINTS SHERATON



SPEAKER MR. ABHIJEET MITRA, TRAINING MANAGER, FOUR POINTS BY SHERATON



SPEAKER MR. MANIKANTA KOPPU, LEARNING & DEVELOPMENT MANAGER, NOVOTEL, PUNE



SPEAKER MS. SONAL MITRA, TRAINING MANAGER, WESTIN, PUNE



SPEAKERS MR. HARISH KULKARNI, HUMAN RESOURCE MANAGER, HUMAN RESOURCE MANAGER,
NOVOTEL, PUNE



STUDENT RISHABH MAHAJAN PRESENTING PAPER



ADWAIT PARAB & ROHAN SHINDE (STUDENTS) PRESENTING PAPERS



SEMINAR PARTICIPANTS



SURYADATTA SEMINAR PARTICIPANTS 3RD YEAR