

### **Chetana's HR Lab for Applied Behavioral Sciences**

Chetana's HR Lab for Applied Behavioral Sciences aims to promote HR profession through Education, Training, and Research. Students gain practical exposure to HR practices in addition to the academic learning. Students who opt for HR specialisation are provided sessions that use blended learning pedagogies comprising of interaction lectures, role plays simulations, case studies, demonstrations and discussions. The lab prepares students for their Summer Internships and create a strong foundation for Sem 3 specialisation subjects.

Based on the feedback from recruiters and placement partners on the skills required by HR professionals the lab prepares students for a successful career with the required competence.

The Lab aims to develop a wide range of skills that would prepare students for an HR role in the industry. Some of the major focus areas of the HR lab include:

- Talent Management
- Building Better On-Boarding and Training experiences for new hires
- Social Media for Employer Branding
- Psychometric Assessments
- Assessment & Development Centre
- Using HRIS for employee life-cycle
- Advanced Excel Skills and Google DataStudio for creating interactive dashboards
- Design Thinking for Human Centric Solutions
- Research Labs

Students will also involve in developing a academic research paper based on benchmarking of HR practices in Emerging Nations.

As part of the HR Lab activities, Semester 4 students were offered following workshops :

- **Using Transactional Analysis in OD interventions**  
To help students gain hands on experience on using Transactional Analysis during Diagnosis and Performance Management Interviews
- **Workshop on the Computation of CTC from a Taxation perspective**  
The objective of the workshop is to enable students to compute CTC structures based on the latest taxation considerations. Students will be taught to computer CTC keeping various allowances and deductions that organisations are considering in the current context.