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"ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार" शिक्षणमहर्षी डॉ. वापूजी साळुंखे  
Shri Swami Vivekanand Shikshan Sanstha, Kolhapur.

# VIVEKANAND COLLEGE, KOLHAPUR

(An Empowered Autonomous Institute)

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## Department of Management Studies

Department of Management Studies

Vivekanand College Kolhapur

### Permission Letter

Date: 28/07/2025

To  
The Principal  
Vivekanand College,  
Kolhapur

**Subject:** Permission to Conduct "Workplace Dynamics in Modern Era" Guest Lectures for MBA II Year Students

Respected Sir,

The Department of MBA is planning to organize "Workplace Dynamics in Modern Era" Guest Lectures for the MBA II year students. The objective of the study is to understand the evolving nature of workplace culture, employee interactions, Contract labour management and compliance, and modern management practices in today's dynamic professional environment. Mr. Rahul Rajput, MBA in HR and MCA in IT, bring over 7 year of experience in Human Resources an expert in the field, will be conducting the sessions and sharing valuable insights and strategies. Resource persons remuneration for the Guest Lecture is Rs.1500/-. The lecture is scheduled for 31<sup>st</sup> July 2025 at 11.00AM in Room No. 511.

We kindly request your approval to proceed with the necessary preparations. Your support in organizing such knowledge-sharing sessions is greatly appreciated.

Thank you for your consideration.

Sincerely,

Approved  
Rr  
28.7.2025

  
(Mr. V. V. Jadhav)  
**HEAD**  
**DEPARTMENT OF M. B. A.**  
**VIVEKANAND COLLEGE, KOLHAPUR**  
**EMPOWERED AUTONOMOUS)**

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## Department of Management Studies



Ref. No:

Date:28/07/2025

### Notice

This is to inform You All that a Guest Lecture Has been scheduled for the Second year students of MBA . The details are as follows:

- **Day and Date:** Thursday , 31 July 2025
- **Time:** 11:00 am onwards
- **Venue:** MBA Department Classroom no 511
- **Topic/Theme:** "Workplace dynamics in Modern Era"
- **Resource Person/Company:** Mr. Rahul Rajput, Barcadly Services, Kolhapur

Attendance is mandatory for all students of MBA Second year. Ensure that you report on time.

  
Mr. Viraj V. Jadhav

**HEAD**  
**DEPARTMENT OF M. B. A.**  
**VIVEKANAND COLLEGE, KOLHAPUR**  
**(EMPOWERED AUTONOMOUS)**

# Brief Summary

**Topic:** Workplace Dynamics in Modern Era

**Date:** 31st July 2025

**Audience:** MBA Students

**Speaker:** Mr. Rahul Rajput

**Designation:** HR Executive, Barcadly Services

A guest lecture on the topic “**Workplace Dynamics in the Modern Era**” was conducted on **31st July 2023** for MBA students, led by **Mr. Rahul Rajput**, an esteemed HR professional with extensive industry experience. The session aimed to provide students with a comprehensive understanding of the evolving dynamics in human resource management, with a special focus on practical and strategic insights relevant to today’s corporate environment. The lecture covered several critical areas of HR, including end-to-end recruitment, payroll and CTC structuring, contract labour management and compliance, compensation and benefits, employee life cycle design, employee wellness and culture building, and AI integration in HR operations.

Mr. Rajput began the session by highlighting the significance of modern recruitment strategies in a highly competitive job market. He explained the entire end-to-end recruitment process, starting from workforce planning and job analysis to candidate sourcing, screening, interviewing, selection, offer management, and onboarding. Following this, the lecture transitioned into the topic of payroll and CTC structuring, where Mr. Rajput explained the various components that make up a typical salary package. He detailed fixed and variable pay structures, allowances, deductions, statutory benefits like Provident Fund (PF), Employee State Insurance (ESI), gratuity, and tax-saving elements. The students gained practical insights into how organizations design compensation structures that not only ensure compliance with labour laws but also optimize employee satisfaction and retention. Real-world examples were provided to show how strategically crafted CTC structures can attract talent while maintaining organizational cost-effectiveness. Another critical aspect discussed was contract labour management and compliance. Mr. Rajput delved into the legal and ethical dimensions of managing contractual employees. He discussed the provisions of the Contract Labour (Regulation and Abolition) Act, and highlighted the importance of adhering to minimum wage laws, timely payment of salaries, and ensuring safety and welfare measures for all categories of workers. Students learned how non-compliance can lead to legal risks and damage to employer reputation. The lecture reinforced the idea that responsible contract labour management is essential for ethical business operations and sustainable growth. The session also explored compensation and benefits strategies, emphasizing that compensation is more than just salary. Mr. Rajput explained how companies use a mix of monetary and non-monetary benefits to retain talent and keep employees motivated. A segment of the session focused on employee wellness and culture building. Mr. Rajput spoke about the growing emphasis on mental health, emotional well-being, and a positive work environment in today’s workplace. He explained that organizations are investing in wellness programs, mindfulness workshops, health insurance, counselling services, and inclusive workplace policies to support employees holistically.

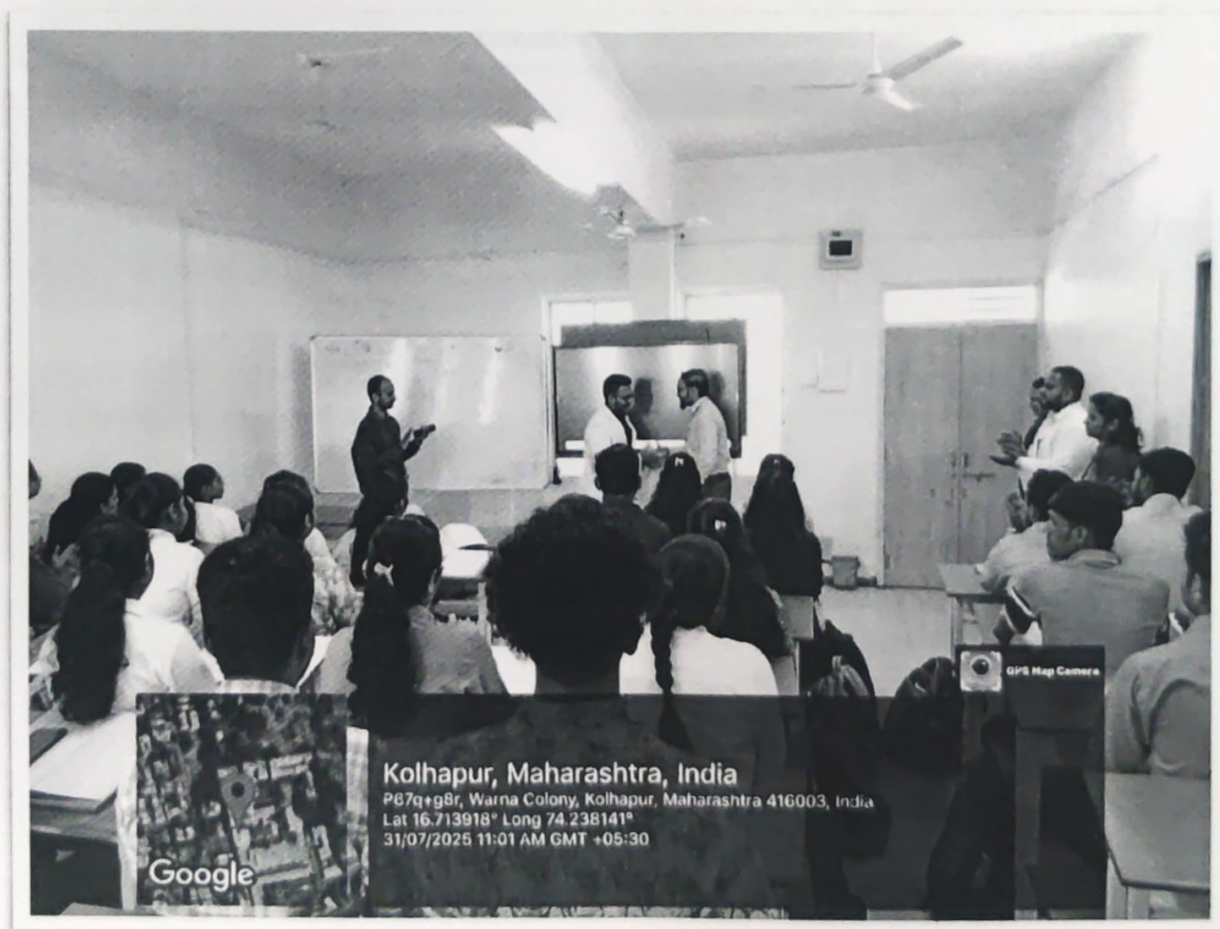
Finally, Mr. Rajput addressed the transformative impact of AI integration in HR operations. He explained how artificial intelligence is revolutionizing routine HR functions such as attendance tracking, employee query handling, performance management, and predictive analytics. He encouraged students to embrace emerging technologies and think strategically about how digital tools can enhance HR’s role as a business partner. His stories highlighted the importance of professional development, client relationship management, and continuous learning in a fast-changing industry.

At the end of the session 10 to 15 minutes are allotted for a Q&A round, where students raised queries about recruitment strategies, the real-world application of labour laws, AI-based HR tools, and wellness initiatives in the post-pandemic workplace. Resource person addressed the questions with real-life examples and practical advice, making the discussion highly interactive and valuable. The session left students inspired and better equipped to navigate the challenges of modern HR management. Session is concluded With a Vote of thanks by the faculty of MBA department Thanking Resource Persons for sharing Their Expertise and Valuable Experiences with our MBA Students.

## Photos



Inauguration of the session by Dr. Varad Bhanage and felicitation of Resource Person Mr. Rahul Rajput by Mr. Viraj V Jadhav





Resource Person Mr. Rahul Rajput Sharing his expertise and experience to MBA students.



Vote of Thanks



**Shri Swami Vivekanand Shikshan Sanstha's**  
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2130, 'E' ward, Tarabai Park, Kolhapur, Tal. Karveer, Dist. Kolhapur -416003

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<b>Founder</b> Dr. Babuji Salunkhe D.Lit.	<b>President</b> Hon. Chandrakant Dada Patil Minister, Higher & Technical Education, Parliamentary Affairs	<b>Chairman</b> Prin. Abhaykumar Salunkhe M.A.	<b>Secretary</b> Prin.Mrs. Shubhangi Gawade M.Sc.,B.Ed.	<b>Principal</b> Dr. R. R. Kumbhar M.Sc.,M.Phil.,Ph.D.
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Ref. No. VCK/

Date : 28/07/2025

## Invitation Letter

To,  
Mr Rahul Rajput,  
Barcadly Services,  
Kolhapur

**Subject: Invitation as a resource person for Guest Lecture on "Workplace Dynamics in Modern Era"**

Respected Sir,

It is an immense pleasure to invite you as an eminent and distinguished resource person on behalf of Department of MBA for **Guest Lecture** on "**Workplace Dynamics in Modern Era**". The session is scheduled on **Thursday, 31<sup>st</sup> July 2025**. We hope that you will consider this invitation as our personal request and will depute your expertise and proficiency to all students who will attend this session as participants.

Thanking You.

31/7

(Dr.R.R.Kumbhar)  
PRINCIPAL  
VIVEKANAND COLLEGE, KOLHAPUR  
(EMPOWERED AUTONOMOUS)

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“ज्ञान, विज्ञान आणि सुसंस्कार यांसाठी शिक्षण प्रसार”  
-शिक्षणमहर्षी डॉ. वापूजी साळुंखे

Estd.: June 1964



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Founder Dr. Bapuji Salunkhe D.Lit.	President Hon. Chandrakant Dada Patil Minister, Higher & Technical Education, Parliamentary Affairs	Chairman Prin. Abhaykumar Salunkhe M.A.	Secretary Prin. Mrs. Shubhangi Bewade M.Sc., B.Ed.	Principal Dr. R. R. Kumbhar M.Sc., M.Phil., Ph.D.
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Ref. No. VCK/

Date : 31/07/2025

## Thanking Letter

To,  
Mr Rahul Rajput,  
Barcadly Services,  
Kolhapur.

**Subject: Thanking letter for conducting Guest Lecture on “Workplace Dynamics in Modern Era”**

Respected Sir,

We are writing to express our heartfelt gratitude on behalf of Department of MBA for accepting our invitation to conduct **Guest Lecture** on “**Workplace Dynamics in Modern Era**” organized on **31<sup>st</sup> July 2025**

The workshop was highly engaging, and our students greatly benefited from your insights and experiences. We appreciate the time and effort you took to prepare and deliver the session

Once again, thank you for your participation and support. We look forward to future collaborations and opportunities to work together.

Please accept our sincere appreciation.

*Prin. R.R. Kumbhar*  
31/7

*R.R. Kumbhar*  
(Dr.R.R.Kumbhar)  
PRINCIPAL  
VIVEKANAND COLLEGE, KOLHAPUR  
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## Department of Management Studies

### GUEST LECTURE

### ATTENDANCE SHEET

Name of Activity	Guest lecture on 'Workplace dynamics in Modern Era		
Resource Person	Mr. Rahul Rajput		
Day & Date	Thursday	31 <sup>st</sup> July 2025	
Program	Class	MBA II year	

Sr.no	Name of students	Roll no	Signature
10	Jadhav Mrudula Mansing	19	
20	Atharv Pandit Khot	24	
3	Pavan Ramesh Kant Nirmule	40	
4	Gandhari Ganesh Bhandari	02	
5	Sudashan Sachin Yadav	64	
6	Siddhesh Mahesh Chavan	10	
7	Mangli Sunil Chavan	07	
8	Nikita Jaypal Magadum	27	
9	Mrudula Maruti Powar	53	
10	Rutuja Anil Ingale	18	
11	Jyoti Sanjay Satwekare	57	
12	Rutuja Tatyasaheb Mali	28	
13	Pooja Pandit Subi	60	
14	Samiksha Anil Chavan	09	
15	Manorama Mahesh Powar	52	
16	Firdosh Gudek Khatik	25	
17	Prachi Nitin Patil	45	
18	Sayali Sanjay Patil	47	
19	Sanjay Suresh Nayale	17	
20	Rupam. Rajkumar Ghole	15	
21	Yash Sandip Patil	50	
22	Prasad Santosh Sutar	61	
23	Snehal Vijaykumar Patil	48	
24	Pallavi Dhanaji Desai	13	
25	Amruta Prakash Tipugale	62	
26	Swati Sanjay Chougule	11	
27	Rohan Jitendra More	36	
28	Mahima Vikas Sakvagode	56	
29	Ujjwala Maruti Chougule	12	
30	Vrushali Nagnath Mali	29	
31	Prabanna Prashant Mule	37	
32	Saurabh Ravindra Bhosale	5	

