

Experiential Learning Through Fieldwork

Department Of BA Human Resource Management -2021-22

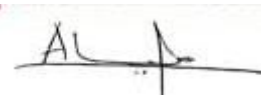
Providence Women's College Calicut

A visit to Mercy Home, Vellimadukunnu, Kozhikode-as part of the Project "Cultivating Empathy in Young Minds"

Minutes

The Department council meeting was held on July 5th 2022. Ms. Aleena Joy and Nishana CM attended the meeting.

1. It was decided to conduct a field visit to Mercy Home Vellimadukunnu, Calicut on 21st July as part of the project named "Cultivating Empathy in Young Minds". This is the part of experiential learning.
2. It was decided to conduct an interactive session "Igniting the young minds" by Dr. Seema P Uthaman, IMHANS Calicut for the mental well being of students.
3. It is decided to monitor that the students are using English as the medium of communication within the class room



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Report

Introduction

Human Resource Management is not just management of people, but their intellect, personality as well as their emotions. On 21-07-2022 students of department of HRM, Providence Women's College visited MERCY HOME - Home for the sick and destitute at Vellimadukunnu Calicut, as a part of truly understanding why and how we should take care of people, with utmost empathy and open mind not just in homes but at workplaces too.

Objectives

1. To understand the Management of old age home filled with different kinds of people, the healthy and unhealthy, mentally sound and unsound.
2. To study the importance of managing people with empathy in this generation whether it is at homes or at work places.

Methodology

Students used interview method to collect data from the authority of Mercy Home. The questions were related to the conflicts while managing the inmates, strategies they have taken for dealing with people from different culture and mentally unsound

Working Pattern

For collecting the data students followed interview method. With over 58 students attending, the field visit involved interviews with the director, workers and staff of the Mercy home regarding the management of people with different personalities. Also performed songs, dances and games that included the residents, the students and the staffs from whom we learned what true kindness is. Duration of it went up to one day but the lessons learned are for a lifetime.

Major Findings.

1. Empathetic leadership style is more effective in dealing with destitute
2. Compassionate communication has a major role to understand the needs and wants of the elder people
3. The range of conflict is more between the inmates due to the lack of personal bond

Limitations

1. The visit is restricted to one old age home due to lack of time

2. Some inmates didn't respond to the questions since they are mentally unsound.

Conclusion

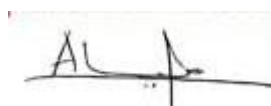
The Essence of HRM is that people matters, but applying this principle requires high levels of empathy,sensitivity, and a truly open heart that is ready to sacrifice.Where else would we learn this from other than in a home that takes care of the sick and neglected. It is undeniable that everyone walked out with gratitude in mind and love for the humans, not just humans but all types of humans, for they are the most important resource the world can use.

Summary of the Filed Work

Human resource management is all about managing people of different personalities. For being a successful human resource manager students have to versify with different aspects of human resource management such as emphatic leadership,managing diversity. Compassionate communicative skills, conflict management etc.

Department of Human Resource Management had a filed visit to Mercy Home,Vellimadukunnu, Calicut to get an understanding about compassionate management of elder orphan people. The main focus of the visit is to cultivate the empathetic approach while managing in the minds of students. 58 students of 1st BA HRM had participated in this project. They had interviewed the director of the center Br.Jose regarding the management and welfare of the inmates of Mercy Home. Students also interacted with the workers of the home and collected information regarding the problems they are facing while managing the elder people especially who are having extreme personalities. The manager of the Mercy Home Ms. Deepa shared her experience of managing daily affairs of 38 inmates of Mercy Home.

This field visit as apart of the project "Cultivating Empathy in Young Minds" had a constructive impact on the students. It was really helpful to understand the real matter of managing people of different personalities with a compassionate attitude. This will help the students to deal with different set of people at their work field in future.



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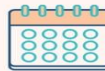


*Department of
Human Resource Management*

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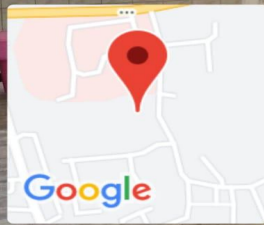
"കരുതലോടെ"

*Parents Day Celebration
@
Mercy Home, Vellimadukkunnu*



21st July 2022
Thursday





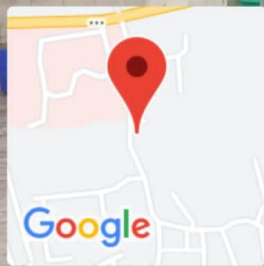
Kozhikode, Kerala, India

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Kozhikode, Kerala 673012, India

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