



Dayananda Sagar College of Arts, Science, and Commerce

Internal Quality Assurance Cell

Student Activity Cell (Sanchalana)

Report of the Guest Talk on "Beyond Ratings: Rethinking Performance Appraisal in Modern HR"

Department*: MBA

Date of Report: 15/10/2025

Sl. No.	Particulars	Event related Details			
1.	Event*	Guest Talk			
2.	Title of the Event	Guest Talk on "Beyond Ratings: Rethinking Performance Appraisal in Modern HR"			
3.	Date of Conduction	09/10/2025	4.	Time: 10.00AM to 12.00PM	
5.	Venue	Room No. 505, 5 th Floor, Building No. 13			
6.	Resource Person 1 Details (Profile to be enclosed)	Name Designation Mobile No.	Dr. Pooja Nagpal Associate Professor 9844059263	Organization Specialization Email ID	Jain University Marketing and HR Pooja.nagpal@jainuniversity.ac.in
7.	Topics Covered	Limitations of Traditional Performance Appraisal Systems Shift Toward Continuous Feedback and Developmental Appraisals Integrating Technology and Emotional Intelligence in Performance Reviews			
8.	Resource Person 2 Details (Profile to be enclosed)	Name Designation Mobile No.	NA	Organization Specialization Email ID	
9.	Topics Covered	NA			
10.	No. Faculty Participants (Enclose a copy of names with signatures)	Internal:		External:	
11.	No. Student Participants (Enclose a copy of names with signatures)	Internal:	42	External:	
12.	Faculty Coordinator/s	Full Name Department Designation	Dr. Ameer Asra Ahmed MBA-BU Associate Professor		
13.	Student Coordinator/s	Full Name Department Designation	Ms. Vyshnavi Sudhan (P03C024M015182) MBA BU 2 nd Semester Student		
14.	Total Expenditure (Details to be enclosed)	NA	15	Sponsors and Amount (if any)	NA
16.	Agenda of the Event (Attach a copy)	NA	17.	Provide the link of the report uploaded on College Website	



	Social Media Links (Provide the links of the report uploaded on Social Media)	https://www.facebook.com/photo/?fbid=1408601400884173&set=pcb.1408601787550801	19.	Report sent to Newspapers? If yes, provide cuttings/images:	NA
20.	Certificates Printed? (Attach a copy**)	No	21.	Feedback Collected? (Attach a copy**)	Yes
22.	Attendance Sheet Attached?*	Yes	23	Photographs of the Event (About 5 relevant, clear, and appropriate photos with precise caption. The jpg files need to be attached)	Yes
24.	Summary of the Event (Around 100 words)	A Guest Talk on "Beyond Ratings: Rethinking Performance Appraisal in Modern HR" was successfully conducted for the 2nd semester MBA A section students on 09 th October 2025. The Guest Talk on "Beyond Ratings: Rethinking Performance Appraisal in Modern HR" explored how organizations can move away from conventional, rating-based evaluation systems toward more holistic and employee-centric approaches. The speaker began by addressing the limitations of traditional appraisal methods, highlighting how rigid rating scales often fail to capture real performance, creativity, and collaboration. The session emphasized the growing importance of continuous feedback mechanisms, where managers act as coaches, engaging in regular developmental conversations rather than annual reviews. This approach fosters employee growth, clarity, and accountability, aligning individual goals with organizational objectives. The discussion also shed light on the role of technology in modern appraisal systems, including the use of AI-driven performance analytics and digital feedback platforms to enhance transparency and reduce bias. Additionally, the importance of emotional intelligence in conducting fair and constructive appraisals was underlined, as empathetic feedback can significantly boost employee morale and engagement. The session concluded with insights on how organizations that focus on development rather than judgment create a culture of trust, motivation, and sustained performance excellence.			


Event Coordinator


Director


IQAC Co-ordinator
Dayananda Sagar College of Arts,
Science & Commerce
Kumara Any Layout, Bengaluru - 560 111


Principal

Principal
**Dayananda Sagar College of Arts,
Science & Commerce**
Kumaraswamy Layout, Bengaluru - 560 111

Photos of the Event

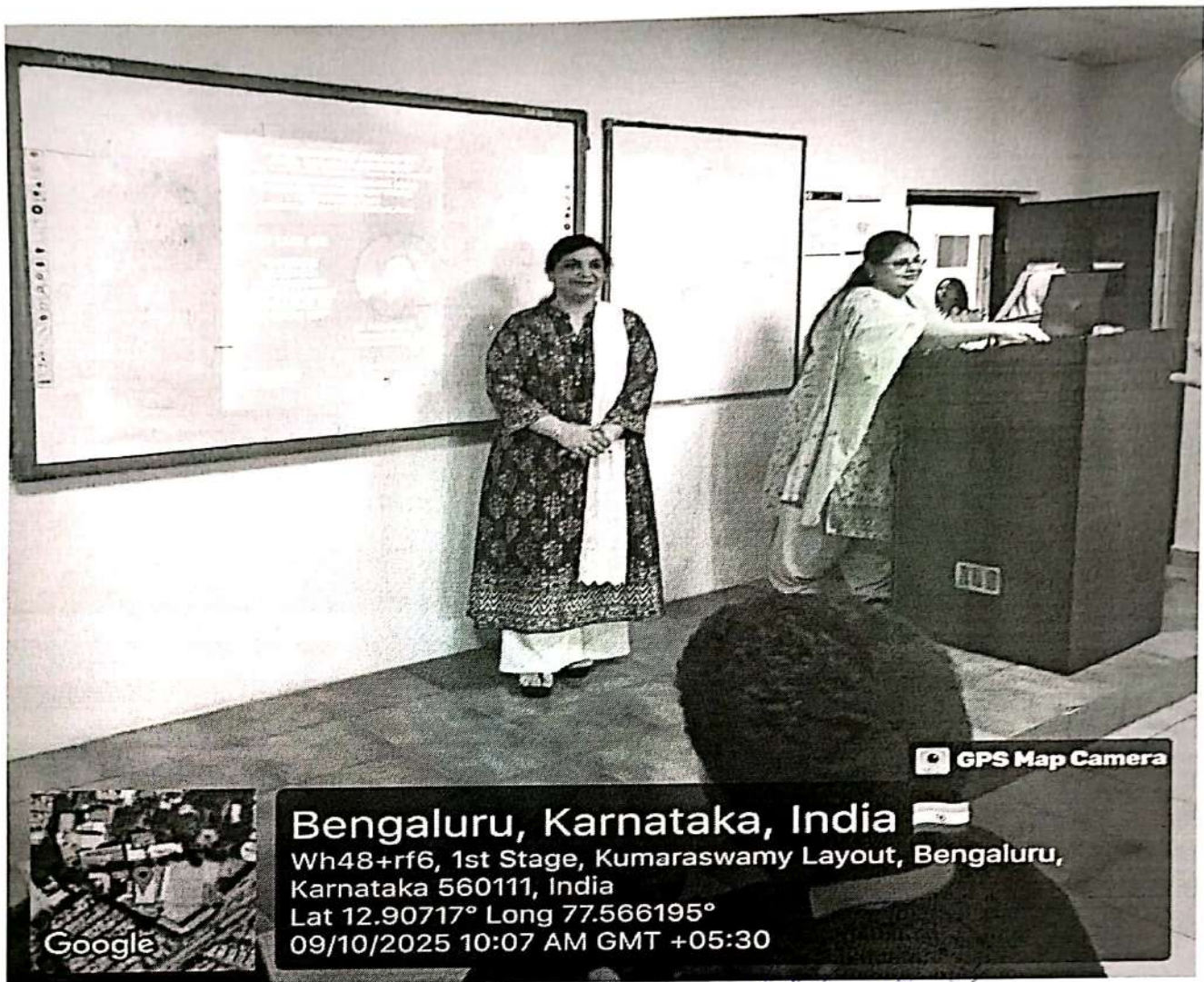


Figure 1 – Dr. Pooja Nagpal interacting with the students during the Guest Talk

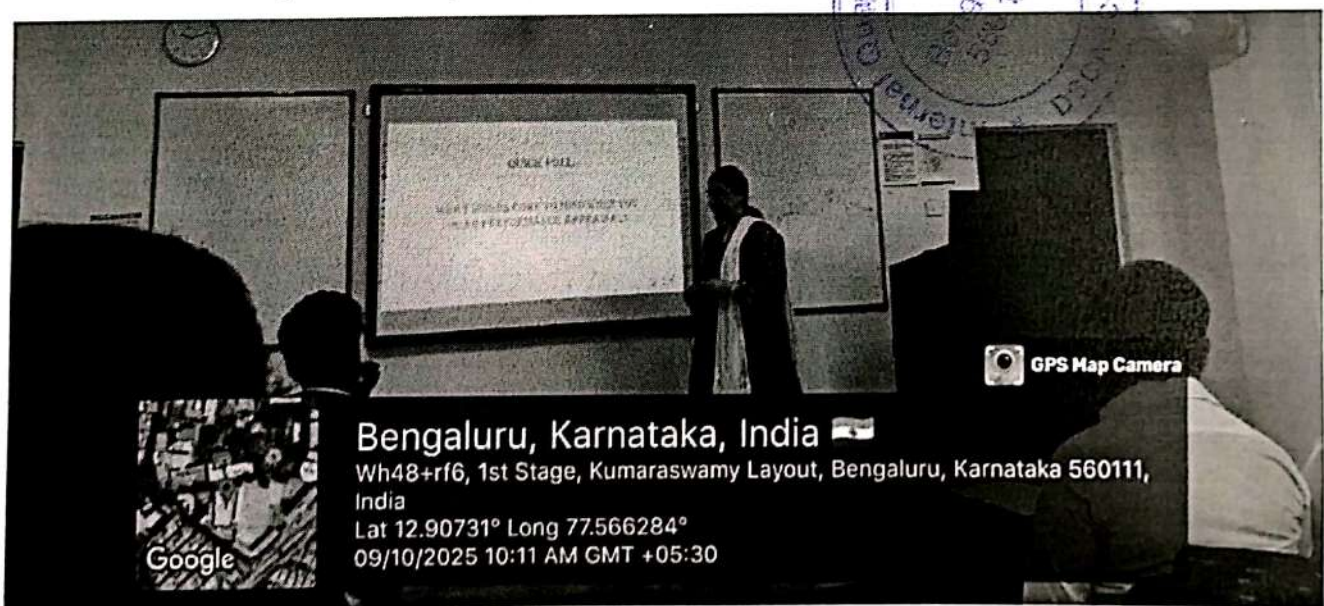


Figure 2- Dr. Pooja Nagpal briefing the students about the challenges of Appraisal Reviews



Figure 3 – Dr. Pooja Nagpal explaining the importance of Performance appraisals in Modern HR

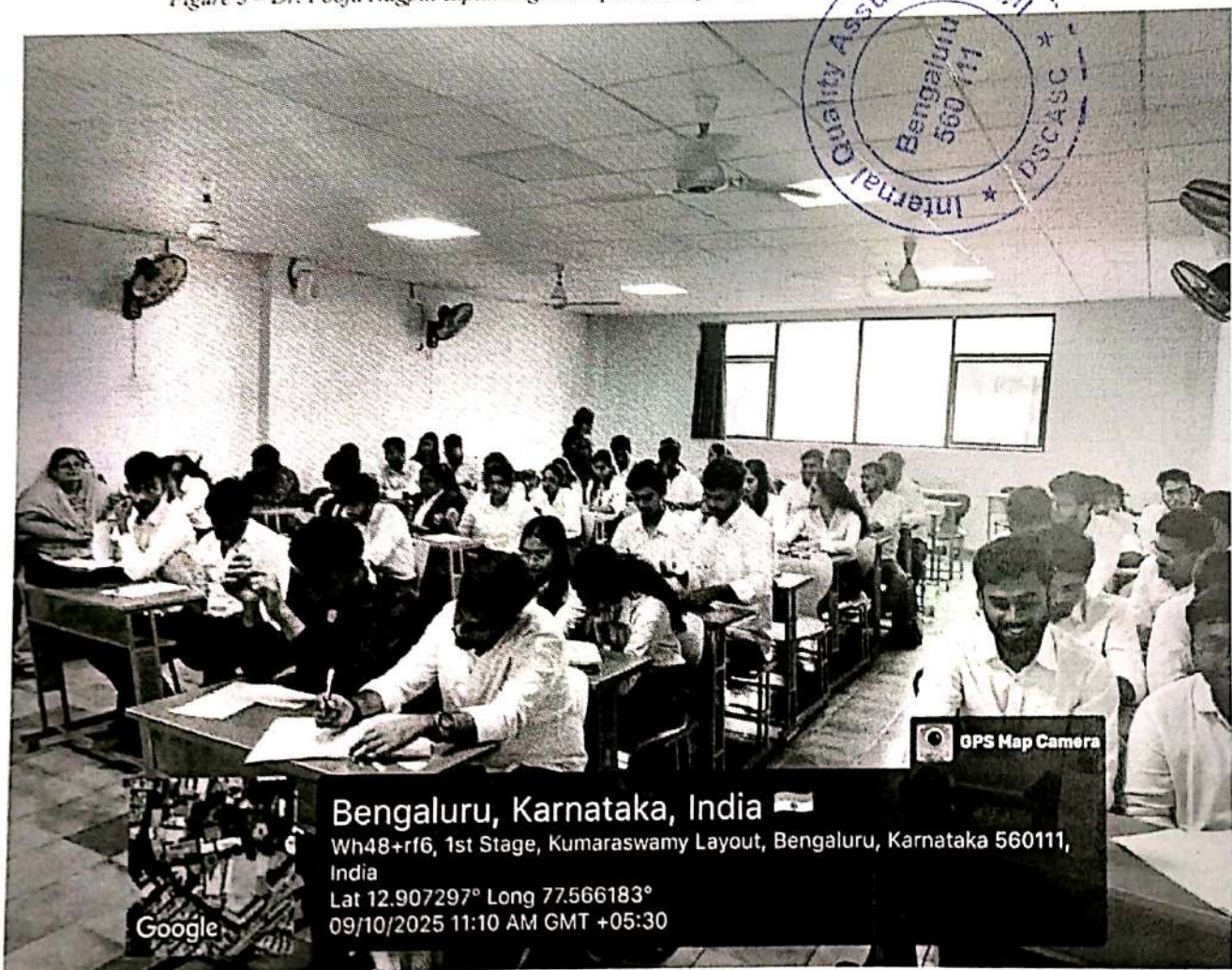




Figure 5 – Dr. Ameer Asra Ahmed thanking the speaker and handing over the honorarium



Speaker Profile

Dr. Pooja Nagpal is an Associate Professor at CMS Business School, JAIN (Deemed-to-be University), with over 21 years of experience, 16 in academia and 06 in the corporate sector. She holds a Postdoc, Ph.D., MBA, M.Com, and multiple PG Diplomas in Soft Skills, International Business, and Marketing. Her work bridges industry and academia, focusing on leadership, innovation, and interdisciplinary learning in management and entrepreneurship. Dr. Nagpal has published 50+ research papers in Scopus, ABDC, and UGC Care-listed journals, authored books, secured patents, and contributed to several book chapters. She has received accolades including the *Best Professor in HRM* (Asia Pacific HRM Congress, 2021), *Best Paper Award* (DYPIMS, 2022) & *Best Presenter Award* (International Conference by JSS University & MUST Malaysia, 2025). A regular conference presenter and reviewer for journals, books, and IEEE conferences, she also conducts expert sessions on leadership, women empowerment, campus to corporate and HR best practices, continuing to impact both academia and industry.



DAYANANDA SAGAR COLLEGE OF ARTS, SCIENCE AND COMMERCE
ShavigeMalleshwara Hills, Kumaraswamy Layout, Bangalore-560082

Internal Quality Assurance Cell (IQAC)
STUDENT ACTIVITY CELL (SANCHALANA)
Department of MBA-BU

Guest Talk on
"Beyond Ratings: Rethinking Performance Appraisal in Modern
HR"
Attendance Sheet

Coordinator: Dr. Ameer Asra Ahmed

DATE: 09-10-2025 TIME: 10:00 AM-12:00 PM

Sl. No.	USN	STUDENT NAMES	Signature
1	P03CJ24M015009	K. Rashi	Rashi
2	P03CJ24M015026	Srinalli M. S	Srinalli
3	P03CJ24M015034	Thamija H. R	Thamija
4	P03CJ24M015063	Anusha - R	Anusha
5	P03CJ24M015010	Subramani P. K	Subramani
6	P03CJ24M015007	Puneeth Raju R	Puneeth
7	P03CJ24M015003	M. Usm an S	M. Usm an S
8	P03CJ24M015084	Bhavik P Rathod	Bhavik
9	P03CJ24M015053	Santesh	Santesh
10	P03CJ24M015183	G. Pavan Jashua	G. Pavan
11	P03CJ24M015065	Kavana. H. M	Kavana
12	P03CJ24M015185	Keethana. P	Keethana
13	P03CJ24M015056	Bhomy Aakash Shenoy	Aakash
14	P03CJ24M015060	Rahul. M	Rahul
15	P03CJ24M015050	Rasava prabhu. K	Rasava
16	P03CJ24M015052	NAVEED. M	NAVEED
17	P03CJ24M015180	Vishnavi Sudhan	Vishnavi
18	P03CJ24M015184	Meeghana M. S	Meeghana
19	P03CJ24M015205	Karthik Geetha	Karthik
20	P03CJ24M015002	Yaswanth Simla. N	Yaswanth
21	P03CJ24M015057	NOKUL. T	NOKUL
22	P03CJ24M015022	Goutham. G	Goutham
23	P03CJ24M015036	Vika S. M. S	Vika
24	P03CJ24M015067	Adib. D. Mayor.	Adib

25	P03CJ24M015081	T.P Hanok	Hanok
26	P03CJ24M015140	Ashwatham I Chavadi	Alawadi.
27	P03CJ24M015075	Pavan. S. Motekur	Pavan
28	P03CJ24M015142	Dagham. B.P.	Dagham
29	P03CJ24M015138	Liki R.K	Liki
30	P03CJ24M015077	Surya. L	Surya
31	P03CJ24M015104	Chandana. S.P.	Chandana
32	P03CJ24M015031	Bhawanaga S.J	Bhawanaga
33	P03CJ24M015093	Sowmya	Sowmya
34	P03CJ24M015043	Ankita Acharya.	Ankita
35	P03CJ24M015098	Shreyas Hari Hara Prasad. B.R	Shreyas
36	P03CJ24M015099	Mikwika. B.D	Mikwika
37	P03CJ24M015011	Maniraj. K.V.	Maniraj
38	P03CJ24M015002	Sandeep. M	Sandeep
39	P03CJ24M015125	Priganka. P	Priganka
40	P03CJ24M015003	Karishma Taj R	Karishma
41	P03CJ24M015062	Hemavathi N	Hemavathi
42	P03CJ24M015055	Madan. S	Madan
43	P03CJ24M015071	Vineet Santosh Velmekar	Vineet
44	P03CJ24M015033	Darshan. K	Darshan
45	P03CJ24M015181	Drayak. v. kalyanashetti	Drayak
46	P03CJ24M015072	Sahana. A	Sahana
47	P03CJ24M015219	Nishchitha K.C.	Nishchitha
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Dayananda Sagar College of Arts, Science, and Commerce

Internal Quality Assurance Cell

Student Activity Cell (Sanchalana)

Guest Talk on “Beyond Ratings: Rethinking Performance Appraisal in Modern HR”

Department: MBA

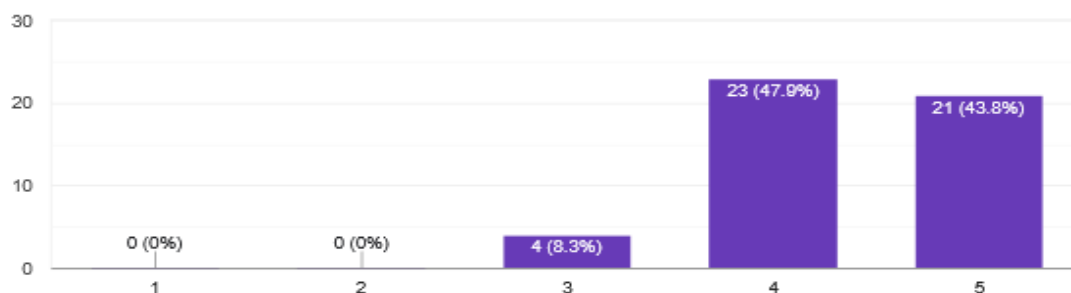
Date of Event: 09/10/2025

Feedback Analysis

How would you rate the overall usefulness of this event in enhancing your learning and personal development?

[Copy chart](#)

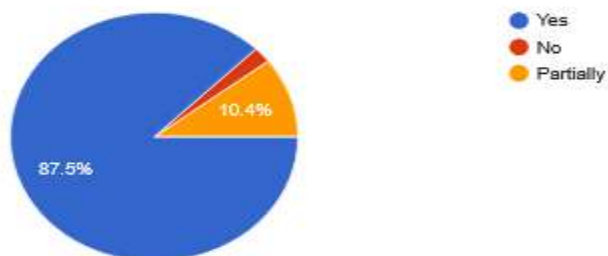
48 responses



Were the objectives of the event clearly met?

[Copy chart](#)

48 responses



How likely are you to recommend participation in such events to your peers?

[Copy chart](#)

48 responses

