



# SWAMI VIVEKANANDA UNIVERSITY

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## **Special Lecture on HR Strategies for Startups: Balancing Flexibility and Structure**

**Date:** 05.05.2025

**Organized By:** School of Management, Swami Vivekananda University

**In Collaboration With:** Institution's Innovation Council (IIC)

**Speaker:** **Dr. Tarun Mandal** (Principal of Sundarban Hazi Desarat College), **Dr. Nirmalendu Nath** (Former Principle of Chittaranjan College)



The Institution's Innovation Council (IIC) of Swami Vivekananda University, in collaboration with the School of Management, successfully organized an insightful special lecture on “**HR Strategies for Startups: Balancing Flexibility and Structure**” on 5th May 2025.

The session was honored by the gracious presence of two eminent academicians, **Dr. Tarun Mandal**, Principal of **Sundarban Hazi Desarat College**, and **Dr. Nirmalendu Nath**, Former Principle of Chittaranjan College, both of whom bring **over four decades of teaching experience** in the field of higher education. Their deep understanding of organizational behavior, academic leadership, and real-world human resource practices added immense value to the session.

Focusing on the delicate yet critical equilibrium startups must maintain between dynamic flexibility and essential structural frameworks, the lecture delved into strategic HR practices, team scalability, and the challenges of nurturing talent in a constantly evolving business

environment. Real-life examples and comparative models from established institutions and emerging ventures made the session not only informative but also engaging.

The interaction witnessed enthusiastic participation from undergraduate management students, who actively raised questions and shared perspectives. The session not only expanded their understanding of startup ecosystems but also underscored the importance of human resource planning in organizational success.



This event aligns with IIC's ongoing mission to foster innovation, entrepreneurship, and industry-relevant knowledge among young minds.

### Highlights:

- Dynamic insights into the HR needs of early-stage startups
- Practical frameworks for managing people in agile environments
- Lively Q&A segment with active student involvement
- Guidance from highly experienced academicians with 40+ years in teaching

We express our sincere gratitude to the distinguished speakers for their invaluable contribution and to all students and faculty members who helped make the event a grand success.

