

Innovation in Teaching and Learning Case Study Writing and Teaching

Subject: HRM

Introduction - A 5-day Faculty Development Workshop focusing on the art of writing and teaching cases case was conducted on 20th- 24th June 2023. During this program, case narrators shared their authentic real-life scenarios and issues, with the workshop participants. This provided valuable guidance for crafting compelling cases. These insights were implemented and a real case was then developed by a group of authors (Dr. Farida Virani, Dr. Rashmi Bhadani, Dr. Utkarsh Mangal, Dr. Sudesh Kumari, and Ms. Ishani Chakraborty). These case writers were faculty members from diverse educational institutes. The case study developed mainly focused on the nuances of human resource management, change management, and organization development, add could add value to management students. This case was discussed in MET-IOM for MMS students.

Goals – The main objective was to integrate the case study seamlessly into the existing curriculum, ensuring coherence with course content and learning outcomes.

Method – The major challenge was to build connections with the mining industry and the associated demographics of the workers in the mining field. The aim was also to make them aware of the sustainable aspect of the mining industry along with an overview of the mining sector. To build the connection, two videos were shown 1. Coal Mining's Environmental Impact | From The Ashes – National Geographic <https://www.youtube.com/watch?v=ynN39sfqT8w> and <https://www.youtube.com/watch?v=oc7ozKKpv3U-> Mine Visit which demonstrates Underground Coal Mining/Nimcha UG/ECL/Coal India Limited a complete process of underground Coal Mining Operations in one of the Oldest Coal Mines under Coal India Limited. Case reading time was allocated initially, and then the student and the faculty discussed the various aspects related to the case,

- Forces impacting mining industry;
- The forces that have led to change in EMIL;
- Role of union, frictional relationship with the management;
- Role of HR manager in changing organization culture;
- Organizational development initiatives; and
- Sustainability in the mining industry.

Results:

Feedback from the Faculty:

- There was some understanding of Mining so they could associate with the case better
- The student understood the case easily as the language was simple and they could easily connect with the case.
- The student constructively used the theories of motivation, negotiation, and organizational change to solve the challenges mentioned in this case.
- The students also explained the sustainability concepts relating to the mining industry.

- The case – “Unrest at EMIL” is effective for teaching concepts – organizational change, organizational development, sustainability, and negotiation.

Feedback from the Student:

- The videos were good and when we saw their hardships we were more empathetic and socially more conscious about people and the planet. We count our blessings
- The case study was quite simple to understand.
- The language was very easy and comprehensible.
- Easy application of concepts that were taught in the class, like the theory of motivation, resistance to change, and OD strategies, insights into real HR –IR issues in organizations
- Greater understanding of the social-cultural factors of the workers in Odisha mines.
- Deeper insights into the impact of the frictional relationship between the management and unions that results in a climate of fear, stress, and uncertainty.

There was a positive impact of incorporating the case study on student engagement, critical thinking skills, and the application of theoretical concepts to real-world scenarios.



Case Discussions in Class

At MET – IOM we believe faculty innovations must be reproducible and available for peer review and critique to uphold the integrity and advancement of academic research and teaching practices. Reproducibility ensures that the findings and methodologies of innovative projects can be independently verified, strengthening the credibility and reliability of scholarly work. By making innovations accessible for peer review and critique, faculty members invite constructive feedback from their colleagues, which fosters collaboration, refinement, and improvement of ideas. This transparent process promotes accountability and rigor in academic endeavors, ultimately contributing to the growth and dissemination of knowledge within the scholarly community. Find attached the case study with discussion questions and the connect to various concepts and theories in HRM

For any more information, critique or review please contact: faridav_iom@met.edu