

## A Summer Internship Experience

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I am glad to be sharing with you my Summer Internship experience at BHIVE Workspace, Bangalore!

I had first read about BHIVE Workspace through an article sent by Prof. Neetu Ganpathy. Her mail said that BHIVE Workspace, a start-up, co-founded by one of our alumnus in 2014 (Mr. Ravindra M.K.), has received a huge amount of funding. When I saw BHIVE's mail inviting PGDM students for an internship program, I went through its website for more information. BHIVE Workspace is a startup company, which aims at providing hybrid workspaces that are innovative and simultaneously focus on co-working and community building. Co-working is a style of work that comprises of a shared working environment, shared values, usually like an office, with the difference being that individuals co-working are not employed by the same organization.

What drew me to this company was that it was a start-up and it seemed to be a very vibrant organization, teeming with energy. As its selection procedure, the students applying for an internship at BHIVE had to undergo 2 rounds of selection. One, a questionnaire round, and the other was the self-introductory video round. I was very excited to make the video, more so because one of its criteria for selection was to make the video as interesting and exciting as possible! I went ahead with my gut feeling to incorporate 'Dubsmash' in my introductory video, and voila! I was the only one selected! The point I am trying to make here, is that BHIVE warmly welcomes new and exciting ideas into their already fun-filled but focused work culture which they believe is what would make one want to happily and devotedly work.

Being passionate about Human Resources, I chose to study the HR practices of the organization. I learnt, how different a start-up is, in terms of various HR functions, procedures, and policies, as compared to well-established, larger organizations. BHIVE, being a start-up that was at the time one and a half years old, needed a lot of formalization of its HR policies. This is the opportunity I had to learn the most. I even grabbed opportunities to interact with employees to understand their perspectives of BHIVE's functioning. I gained many insights which led me to perform an Employee Engagement Survey. This survey was the highlight of my internship, and apart from the application of the theoretical concepts in real-life situations, it taught me how an organization really works, and what frequent issues a start-up has to grapple with. Another highlight of this internship, was where I had the opportunity to mix Event Management with Human Resources. I was given the thrilling experience of organizing a panel discussion among the who's who of HR giants in the Start-up community, for the clients of BHIVE Workspace, who are in need of HR assistance.

From the co-founders, to the employees and the staff of BHIVE, they were all helpful and eager to entertain ideas that I suggested, and were empathetic towards issues that I came across. In all, my experience at BHIVE Workspace has been full of insights, learning, fun, and excitement every single day.

I shall always cherish these fond memories of BHIVE!

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