



xiss
XAVIER INSTITUTE OF SOCIAL SERVICE
Nurturing Professionals, with a Difference

XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 4 · DEC 2021



Director's Message



Last month my message reflected on the importance of preparedness from the students' perspective to have a wonderful and inspiring career. This time I would like to draw your attention towards the importance of industry interface for an academic institution like ours.

We are a unique B-School as we have a lot of focus on the social impact of our education, and we intend to bring about a drastic improvement in the quality of lives of people who we work with. For such an intent to fructify we need a lot of collaboration with our stakeholders who are outside the campus but play a major role to teach our students the practical aspects of the working environment, and so, the importance of enhanced corporate relations.

Collaboration between industry and academia is key to catalyze innovation and growth in technology. While industry often focuses on solutions that are commercial in nature, academia focuses on building and sharing new knowledge through research. The combination can yield accelerated development of new breakthroughs.

Industry partnerships are instrumental in advancing research and creating a skilled workforce. Industry gains work-ready talent with specialist knowledge and practical training, and universities benefit by having opportunities to work on relevant technologies and challenging problems. As India ushers in the era of digitization, it is in the enviable position of having a young tech-savvy population ready to apply its learnings in key fields, such as AI and Big Data to solve major challenges facing critical industries like healthcare and energy.

With such a thought process we at Xavier Institute of Social Service have and are in the process of collaborating with various industry partners where we can mutually benefit, and the MoU can act as the first step to bridge the divide that we have with the actual market. We have signed MoUs with the Dharma Life, Central Institute of Psychiatry, Save the Children, Brooke India, PHIA Foundation, Central University Chhattisgarh, and IIT-ISM Dhanbad, for resource sharing, capacity building of students and faculty, industry exposure, internships, and live projects and especially to act as an incubation center for the budding entrepreneurs.

A productive interface between industry and academia, in the present times of knowledge economy, is a critical requirement. Industry-academia interface brings to meet the industry's needs and expectations and the academic aspirations. Interactions between universities, research institutions and private industries are discussed in a growing body of different issues and collaboration. Collaboration remains dependent upon and shaped by the organizational and management characteristics of partners engaged in cooperative activity.

It is, therefore, our resolve to engage more and more with industry partnerships and climb the ladders of success that we envision for the institute. May the last month of the year take away all your woes and the coming year be filled with hopes and prosperity!

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Willing to contribute?

Write to us at

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Send in your relevant ideas with photographs or share with us your valuable suggestions or feedback.

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XISS – A Centre for Academic Excellence



Dr Pradeep Kerketta SJ
Assistant Director
XISS, Ranchi

Image building of the Institution is a herculean task but knowing its paramount importance, an institution cannot afford to be complacent come what may. It is a conscious effort to create awareness about the institution among the target groups about its goals and objectives, vision and mission, and its overall commitment to bring about transformation in society.

In view of achieving the set goals and objectives every institution aims at optimizing its physical, financial, human and social assets to maximize its Return on Investment (ROI). XISS, as a business school, has been positioning itself among top B-Schools of our country through its constant and consistent effort to resonate with its goals and objectives. The USP of XISS, apart from excellence in academics is putting the last first and creating professionals with a difference. The budding professionals at XISS are exposed to the harsh socio-economic realities to imbibe the spirit of compassion, tolerance and resilience.

Our alumni are the torch-bearers, who navigate through the less travelled paths. Their presence in reputed companies and organizations makes institution visible and proud. Retention and long association of our students with the company appears to be encouraging, which shows their trustworthiness, dependability, viability, credibility and integrity.

XISS –Placements 2021-2022

XISS is well known for its campus placement records. This year the COVID-19 pandemic has affected hirings across the country and the Institute is paving its way through adversity. Students are securing placements in various companies across sectors.

XISS's focus areas have been its evolving curriculum, feedback from companies and our alumni guidance to meet the current industry requirements. Faith of our regular recruiters is evident this year also as in a short span of time 18 regular recruiters and 12 first time recruiters have participated in the placement drive while more are in the pipeline.

The final campus placement for the batch of 2020-22 began in two different phases, i.e., Phase I: 25 October 2021 – 4 December 2021 and Phase II: 5 January 2022 – 25 April 2022, where 295 students are appearing in the process.



The Summer Internship Placement for the Batch of 2021-23 has also started simultaneously. The students will be ready to undertake projects of 6-8 weeks duration, starting from 2 May 2022 to 30 June 2022. The **highest stipend for internship is Rs.1,00,000/- per month** for the batch as of date.

The Institute is organising campus drive in both online and offline mode as per company requirements. XISS has also witnessed consistent response from companies for choosing their young professionals in form of Pre-Placement Offers (PPOs). This year, organisations such as *Tata Steel Ltd., Tata Metaliks Ltd., Swiggy, PayU, Society for Human Resource Management, Ayekart, Tata AIG GIC Ltd. and Vox Populi* have **offered PPO to a total of 09 students**. A total of 85 students are placed, with the **highest CTC of Rs 20.50 lakhs per annum** and the **average CTC so far is Rs. 8.08 lakhs per annum**. The average salary for the HR programme has touched Rs. 11.00 lakhs per annum.

The Young Professionals from XISS have grabbed opportunities from wide spectra of sectors including Consultancy, Automobile, Power, Steel, Edu-tech, BFSI, IT, Retail, Telecom, Pharma and Social/Non-profit organizations. Some of our Key Recruiters are Vedanta Ltd., Elasticrun, Swiggy, Tata Steel Ltd., Adani Wilmar Ltd., HFCL, Darwinbox, Atomberg Technologies Pvt. Ltd., Axis Bank Ltd., WNS Global Services (P) Ltd., Tata Advanced Systems Ltd., PayU, Tata Motors Ltd., Tata Metaliks Ltd., Society for Human Resource Management, Tata AIG GIC Ltd., Mswipe Technologies Pvt Ltd., VE Commercial Vehicles Ltd. (A Volvo Group and Eicher Motors joint venture), ICICI Lombard, Cummins, HDFC Bank Ltd., Vox Populi, Birlasoft – C K Birla Group, Vodafone Idea Ltd., Deloitte India, ICICI Prudential LIC GIC Ltd., Aditya Birla Fashion and Retail Ltd., and Ayekart.

"The pandemic has changed the placement process as most of the recruitments are happening online. Students have studied online and are getting placed also through online processes. But they must deliver as per the expectations of the organisation. The companies have started looking for students with knowledge of technology besides having strong fundamental knowledge. Students and the Institute have to work together for providing quality workforce to the industry," said Dr Amar E. Tigga, Professor & Chief Placements Coordinator, XISS, Ranchi.

XISS as a Knowledge Partner for IHM Brambe, Ranchi

XISS, as a professional management Institute of repute agreed to be a knowledge partner for Institute of Hotel Management, Catering Technology and Applied Nutrition (IHM), Brambe, Ranchi in August 2021. Director, XISS, Dr Joseph Marianus Kujur SJ and Principal, IHM Ranchi, Dr Bhupesh Kumar, agreed upon knowledge / experts support for two specialized courses namely Strategic Management and Financial Management by XISS Faculty for their students.

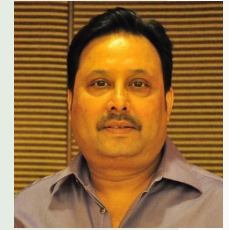
To read more, visit the XISS Website...



Illustrious Alumni

Mr Sidhartha Ghosh - Chief of Human Resource Officer – Adani Wilmar Limited

A PM&IR post graduate from XISS in 1985, he joined Coal India Limited and contributed in areas like Human Resource, Industrial Relationship, Legal, CSR and Corporate Liaison. With around 3 decades of experience in colossal Corporate Houses like Jindal Steel, Reliance and Aditya Birla, he has proven ability to shape the strategic direction of the business and deliver value through strong subject knowledge and principles. Today as the CHRO of Adani Wilmar Limited, he is instrumental in leading HR strategy and transformational agenda for the organization keeping a close view of asset acquisitions, greenfield and current manufacturing operations, workforce integration etc.



Message:

Life is one marathon, and we cannot avoid but run...

I look forward on continuing the partnership, we have built over the years along with establishing new relationships and soon we will meet various leaders in the Institute to discuss how human resources can continue to meet the evolving needs and identify areas that are not providing value. The overall emphasis is on creating future HR leaders.

Mr Mussarat Hussain - Senior Advisor - Maruti Suzuki Training Academy & Vice President – NHRDN (Delhi NCR)



A PM&IR post graduate from XISS in 1987, he has more than three decades of rich experience in HR Strategy, Corporate HR, Plant HR & ER, Leadership Development, Compensation & Reward. He has worked across diverse Industries like Digital Equipment, India Limited (DEC), Eicher Ltd, HEG Limited, KHD Humboldt Wedag etc. He has also been the Head of Corporate HR & Head of Leadership & Functional School at Maruti Suzuki India Limited. He is the President, Alumni Association of XISS (AAXISS) Delhi NCR Chapter while is also on the Board of TRUSTEE of Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust.

Message:

I am thankful to XISS, my alma mater for helping me in keeping this valued association strong and steadfast. It is a time to rewrite or enhance your 'life story'. Challenge yourself to take on something new and out of your comfort zone. Dive into your studies and soak up every moment of higher learning. Reach out to new friends who will enrich your life in ways you can't even imagine. This is your time – embrace it! It is my call to the alumni of XISS to do their bit to build a vibrant alumni network, maintain endless relationship with our alma mater and help XISS discover invaluable alumni potential. Let us display exemplary standards of services to our present and past student community, academia and industry.

Mr Ashish Chatteraj - CHRO, PayU Payments (India)

A PGDM-PM post graduate from XISS in 2002, he joined Shaw Wallace, Infosys, Wipro Technology and was also associated as Country HR Director with NXP Semiconductor.

Message:

I often wondered when I joined XISS that why does the institute take pride in calling that it produces "Professionals with a difference" and perhaps after close to two decades in corporate world, I think I have got the secret recipe. The institute not only provides you a lifelong memories and support system in terms of friends & professors whom you can bank upon anytime, but most importantly teaches the life skill to be resilient in face of failures by instilling in you "Courage to be yourself", "collaborate with peers", "influence with empathy" and most importantly "being change agile". I owe a lot of my personal successes to the values the Institute instilled in me. The Institute provides an amazing grounding to professionals in human resources by creating the right blend of "industry exposure", "social awareness" from its effective curriculum.



Events @ XISS

World Vision India team visit XISS

Mr Madhav Bellamkonda, CEO & National Director, World Vision India, along with his team, visited XISS on 22 November 2021. World Vision India is one of the country's largest child-focused humanitarian organizations. In the interactive session, he demonstrated the various sectors in which, World Vision India is working to improve the lives of underprivileged children and expecting mothers living in poverty. He expressed his desire to partner with XISS in taking his vision forward more effectively.

Webinar on "Climate Change, Sustainable Development, and the Commons"

Rural Management Programme of XISS, Ranchi, organized a webinar on "Climate Change, Sustainable Development, and the Commons" where eminent scientist Dr Vandana Shiva presented her thoughts on sustainability as well as climate change and Commons in a global prospect. She stated that nature biodiversity and organic farming are the solution to hunger, climate change, biodiversity distinction and water crisis. She highlighted to work upon some strong participatory research projects so that our coming generations can stay free in an era of carbon colonization and carbon enclosures of the commons. Other panellists also presented their views on the topic and made the session fruitful.



Faculty Corner

XISS Faculty conduct MDP on CSR at SAIL



Dr Himadri Sinha, Dr K.K.Bhagat, Professors, XISS and Dr Niranjana Sahoo, Associate Professor, XISS, conducted a two-day Management Development Training on Emerging Issues, Planning, Execution and Monitoring of CSR Functions as resource persons for CSR Officials of SAIL (R&D) on 1-2 November 2021 at SAIL's RDCIS Office, Ranchi. The training focussed on modern concept, TBL, strategic objectives, ethical practices, need assessment of CSR

developing leadership in CSR field and village adoption guidelines. Capacity building of personnel engaged in CSR auditing and compliances, issue identification, project planning, monitoring and evaluation of CSR projects and best practices of CSR activities adopted by other corporate were also the major components of the training module. SAIL (R&D) is also in discussion of institutional collaboration with XISS in the field of training, research and consultancy.

Sampark: Prevention and Protection from Covid-19

To fasten and cover the entire eligible population with the Covid-19 vaccination programme, the Ministry of Health and Family Welfare launched a nationwide door-to-door programme named 'Har Ghar Dastak' on 2 November 2021. In Jharkhand also, the district administration is working day and night to ensure maximum vaccination coverage in a short period. The XISS-UNICEF supported Social Behavioural Change Communication-District Project Coordinators (SBCC-DPCs) in the 21 districts of Jharkhand are assisting respective administration in preparing micro-plan, route map for tika express and special vaccination drive in hard-to-reach areas. Additionally, they are also advocating the proper inclusion of pregnant and lactating mothers into the campaign, identifying the low vaccine coverage village/panchayats and vaccine promotion through mobilization activities in the hesitant area/group.

Students' Club Corner



A workshop on "How Students Can Start An Investment Plan" was organized by Finaxiss Club in collaboration with "HerMoneyTalks", where Ms Nidhi Kothari, a Chartered accountant with experience in banking and finance sectors enlightened students on how to make a strategic plan for effective financial planning. She covered various topics like financial goal setting, asset allocation, investment instruments, capital markets, the role of SEBI, grievance redressal for investors, etc. in the workshop.



Embark Club in collaboration with "Tezos India" organized a workshop on the trending topic, "Blockchain", where Mr. Mudrit Marda, Co-Founder & CTO @DRIFE and also a Blockchain Tech Analyst & Specialist in "Tezos India" discussed on topics such as Blockchain and Smart Contracts, Blockchains vs Ethereum, Cryptocurrency wallets and keys etc.

Alumni Achievement Corner



Mr Samar Srivastava, (XISS, PGDM PM&IR, Batch of 1986) has been appointed as Vice President, Havells.



Mr Atish Raj, (XISS, PGDM RM, Batch of 2013) has been appointed as National Manager-CSR, PNB Housing Finance Limited.

XISS and PHIA sign MoU for gender equality

XISS, Ranchi, and Partnering Hope Into Action (PHIA) Foundation, Ranchi, have signed an MoU for a partnership of one year for cooperation in areas of gender equality and engaging XISS students as Change Makers. This partnership is in time to amplify the involvement of the budding graduates passing out from XISS to become Changer Maker of this initiative, where they become individuals who are willing to delve deeper and critically question believes and values which perpetuates inequality.

To read more, visit the XISS Website...

Media Corner

A collage of news articles in Hindi. The main article is titled 'टीकाकरण शिविर में 120 लोगों ने लिया कोविड का टीका' (120 people got COVID vaccine at the vaccination camp). Other articles mention 'एक्सआइएसएस में 120 का हुआ टीकाकरण' and '120 beneficiaries get vaccinated during XISS and AAXISS Vaccination Camp'.

A collage of news articles in Hindi. The main article is titled 'XISS inks MoU with PHIA Foundation for gender equality'. Other articles mention 'आर्टि फिशियल इंटेलिजेंस पर चर्चा' (Discussion on Artificial Intelligence) and 'XISS begins AICTE-curated faculty training on emerging trends in business analytics'.