



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

XISS Bulletin

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Director's Message

Greetings everyone!

Communicating with you through this message of mine in the monthly bulletin feels like having a "mann ki baat" session with each of my dear stakeholders. With the culmination of the financial year 2021, also culminated various events at XISS, CASCADE-2022 being one of them. The mood of CASCADE-2022 could be captured in terms of 5 Cs.



Continuity – One should understand and believe that CASCADE is not a replacement for our annual property PANACHE, but it is a continuity of the spirit of XISS. It is the continuity of the values, ethos and culture of XISS. It is about the culture of academic rigor, corporate interface, college-led activities, student-led activities, and Alumni connect, etc.

Change – in terms of the spirit of resilience and audacity of XISS that the covid-19 and the corona pandemic could not dampen. Hence, as soon as we came back to the campus it is once again buzzing with the same enthusiasm or even more that we had in the pre-pandemic era.

Corona batch – It was, maybe, the unfortunate batch which was struck by the covid 19 pandemic and had to spend most of the curriculum inside their homes with online sessions and less of physical interactions. Thus, this cascade, a student-led activity under the management guidance made them understand the true essence of what a manager is and how to innovate, imagine, create and come out with something which is so positive and also has a critical bent of mind. XISS has taught the students to convert the negative energies into positive as in the pandemic period. In the future, they will be faced with similar situations while playing a leading role in their organizations.

Come back to XISS – All the graduating students, please be faithful to your Alma mater. In your professional world you will be guided by the professional dynamics and not by emotions. This is virtually the last platform together as a team, as a batch. Please feel attached and connected to the institute which has helped you reach wherever you are and in later stages whatever you will be. As an alumnus remain connected to your institution, feel for your XISS family. It is your lifetime commitment to XISS and not just for two years. Always remember -- Once a Xaverian, always a Xaverian!

Confluence – This cascade has helped in the cross fertilization of ideas, activities, cultures, identities, talents, strengths, and innovativeness. We all are winners in making this event a huge success. We have contributed collectively and individually and this will definitely make us more competent persons for a challenging tomorrow.

Vision:

We envision a centre of academic excellence towards creating a sustainable society with peace, justice and reconciliation.

Mission:

- To become a leading management school in India by offering a portfolio of academic, research, social involvement and outreach programmes.
- To create leaders with conscience, compassion, competence, and commitment for sustainable development and empowerment of the marginalised.

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Follow us on:





Director, Assistant Director, Superior, Dean Academics and Heads of Programmes during the inaugural ceremony of CASCADE 2022.

and ROTARACT were given certificates for their contribution in all the extra-curricular events organized throughout the year in the Institute.

A Cascade of Celebrations

XISS, Ranchi, bid goodbye to its weeklong cultural and sports fest "CASCADE 2022" on 26 March 2022, with a final fun-filled celebration. Both the students as well as the faculty and staff enjoyed the series of events which began from 21 March 2022, that included activities such as badminton, basketball, cricket, table tennis, and tug of war. The first of its kind event, organized post COVID in the campus, was surely one of the most memorable one's in the history of the Institute. The evening began with lighting of lamp by Director, Assistant Director, Dean Academics and Head of Programmes amidst a prayer and inaugural message by Fr Xavier Soreng SJ, Superior, XISS. The games and competitions were followed by a cultural night with songs and dance performance by Club Pulse, a skit by the Aaawaz Dramatic Society on the theme All The Best, and a special performance by students from St. Michael's Blind School. The Cultural and Sports Committee (CASC) along with the student clubs such as OBSCURA, EMBARK, CREATEGIC, MAXISS, PULSE, AWAAZ

To read more on the week-long celebration of CASCADE 2022, click on the link: <https://xiss.ac.in/readmore/a-cascade-of-celebrations>

Business education in HRM in post-pandemic world

Business schools are facing more intense competition than ever before, not only from brick-and-mortar schools, but also from alternative suppliers of education like edX, Coursera and the Byju's. Additionally, they are facing many challenges in terms of getting the right faculty talent, retaining them, investing in right technology, upskilling the faculty members and the support staff. Then there are some programme-specific challenges. Take the Human Resource Programme that this Institute offers. There are over 75 HR softwares in use today. How do we expose our students to at least some of them so that they are industry-ready?



Dr Ramakant Agrawal, HoP, PGDM – Human Resource Management

The HR students today are supposed to possess some key KSAs. Here is a sample of them: In terms of KNOWLEDGE they need to know Personnel and Human Resources, Administrative and Management, Law and Government, Education and Training. In terms of SKILLS, they need to have skills like speaking, active listening, writing, critical thinking, persuasion, complex problem solving, negotiation, time management, judgement and decision making and monitoring. In terms of the ABILITIES they need to have abilities in the areas of writing, comprehension, expression, deductive reasoning, problem sensitivity, deductive and inductive reasoning and near vision (The ability to see details at close range). On top of it, they need to be persons of high integrity, cooperative, someone who is attentive to details, have self-control, has concern for others, perseverance and stress tolerance. So, the challenge is how to create a courseware and software for such KSAs and keep them updated in an ever-changing world.

The B-schools are also supposed to expose students to hands-on training in a variety of softwares like ADP Workforce Now; Kronos Workforce HR; Lawson Human Resource Management Suite and Oracle Taleo. Moreover, you also need to create a learning environment where you have to provide experiential learning and flexibility in learning (when, where and how students want to learn). HRM@XISS is gearing up to face any challenge that may come about to keep it relevant and future-ready.

HRM students successfully complete Rural Retreat organised from 3-12 March



Students of HRM Programme performing during the Valedictory Programme of Rural Retreat Camp.

The Human Resource Programme (HRM) of XISS, Ranchi, organized 8 days Rural Retreat Camp for 72 students of the First Year PGDM HRM Programme who were divided into two groups (A&B) of 36 students each at Bariatu and Angara Block of Ranchi (Jaratoli, Jiddu and Barwadag revenue villages) from 3-12 March 2022. Rural Camp is an integral part of HRM Programme that creates an opportunity for the students to have a better experience of community life & improve their professional know how. The valedictory programme was held at Fr Michael Van den Bogaert, SJ Memorial Auditorium in the XISS campus to felicitate the students for their active participation as a team player, special achievement as a team leader and best achievement as best camper during the rural retreat in the presence of Director, Superior XISS and Assistant Director, XISS. Dr Shyamal Gomes, Professor & Coordinator of the rural camp, presided over the function, where he presented the report and shared his experience of the camp. A poster exhibition of the village map drawn during the visit was displayed by the students. The best camper male and female was awarded to Mr Oliver Minz and Ms Navneet Singh from Group A; Mr Arpan Anurag Kandir and Ms Ranu Jhawar of Group B by the Director. On this occasion

several prizes and certificates were distributed to the winners of different activities conducted during the camp by Dr Ramakant Agrawal, Head of Programme HRM along with faculties of the programme namely Dr Shyamal Gomes, Dr Kumar Mohit Spring, Dr Indrani Ghatak, Dr Mrityunjoy Roy, Dr Binit Lakra, Dr Johnson Minz and Dr Sharda Singh.

To read more on the valedictory programme, click on the link:

<https://xiss.ac.in/readmore/hrm-students-of-xiss-successfully-complete-rural-retreat-organised-from-3-12-march>

XISS organizes 3-Day Management Development Programme for JSLPS

Leaders of the development sectors face a lot of challenges while leading a team for the organizational growth. The challenges are flanked up while influencing the team, resolving the internal conflict, providing right training to the team members, accomplishing the organizational growth and development, building the morale of the team members and motivate. In view of the above challenges, field level various difficulties and organizational goals of JSLPS, the Programme of Rural Management (RM) of XISS, Ranchi has instituted an agreement with the Jharkhand State Livelihood Promotion Society (JSLPS) to sensitize their district and block level officials through Management Development Programme (MDP) training. JSLPS agreed upon conducting two training MDPs on Effective Leadership and Team Management, for the District Level managers of JSLPS.



Director XISS along with Faculty of Rural Management Programme and trainees from JSLPS during the Management Development Programme.

To begin this, first batch of the MDP was conducted from 14-16 March 2022 in the Fr Michael Van den Bogaert Auditorium of XISS. In the first batch of the MDP on Effective Leadership and Team Management, total 30 participants from various districts of Jharkhand took part. The 3-day MDP was inaugurated by Director, XISS while a special address was given by Dr Himadri Sinha, Head of the Programme (RM). Resource Persons from BIT-Mesra, IIM-Ranchi, CIP-Kanke and XISS had taken very effective sessions. Mr Bishnu C Parida, COO of JSLPS attended the valedictory programme while Assistant Director, XISS offered the valedictory remarks followed by the distribution of certificate of participation by the Director. This MDP was coordinated by Dr Niranjana Sahoo, Associate Professor, RM Programme.

To read more on the Management Development Programme, click on the link:

<https://xiss.ac.in/readmore/xiss-organizes-3-day-management-development-programme-for-jslps>

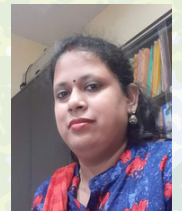
Alumni Relations and Institution Success

Most successful educational institutions across the globe have one thing in common, a dynamic and vibrant Alumni management and guidance system. Top educational institutions realized the worth of their alumni. Alumni reflect our institution's values, teaching, and ideologies. XISS is set to have a robust Alumni Management System. We have created various chapters in India, and we are now prepared to build overseas chapters. Our alumni affairs are well-supported by Alma Connect, a technology-enabled service for alumni relations. We are aspiring to have an exhaustive alumni directory for better connection. There is a plan to have a minimum of two alumni meet every year. XISS is willing to be with alumni during every stage of their careers. Alumni will have the opportunity to expand their network, meet other alumni in their field, enhance their skill set, support job search, post job opportunities for students, become mentors, learn from faculty, and use institutional resources required to excel in their respective careers. Alumni have a wealth of experience and skills that undoubtedly contribute to the success of the current students. Dr Sharda Singh, Assistant Professor & Coordinator, Alumni Relations, along with Ms Aayurshi Sahay, Officer Branding & Accreditation & Assistant Coordinator, Alumni Relations, are working towards the goal of strengthening Alumni Relations at XISS.

We are intended to create a highly engaged alumni network for Our alumni, Our flag bearers!



Dr Sharda Singh, Assistant Professor & Coordinator, Alumni Relations



Ms Aayurshi Sahay, Officer Branding & Accreditation & Assistant Coordinator, Alumni Relations

XISS students participate in RBI Inter-College debate competition

Reserve Bank of India (RBI), Ranchi organised an inter-college debate competition on the topic, 'Factoring climate risk in institutional finance will impede growth in developing country like India', in the city on 23 March 2022. The debate competition saw participation of two students each from premier educational institutions across the state including Xavier Institute of Social Service (XISS), Ranchi; Xavier School of Management (XLRI), Jamshedpur; Indian Institute of Management (IIM), Ranchi; Birla Institute of Technology (BIT), Mesra and St. Xavier's College, Ranchi; wherein 5 students spoke in favour of the motion while the other 5 spoke against the motion. The team speaking against the motion, won the debate competition. Mr Robin Sethi and Ms Riya Verma, both second-year students of Financial Management Programme at XISS spoke 'for' and 'against' the motion respectively. RBI General Manager (In-charge Officer), Mr Sanjeev Sinha attended the event while, Mr HS Gupta, Retd. IFS and Dr Harishwar Dayal, Director-in-chief, Centre for Fiscal Studies were the judges.

To read more on the event and the motion presented by the students, click on the link:

<https://xiss.ac.in/readmore/xiss-students-participate-in-rbi-inter-college-debate-competition>



Mr Robin Sethi and Ms Riya Verma, Second Year student, PGDM – Financial Management

Illustrious Alumni

Mr Praveen Sinha, Co-Founder, People n Planet Forum

A PGDPM&IR management graduate from XISS in 1982, he secured the highest marks in the paper on Personnel Management and was awarded the NIPM Silver Medal. He was also conferred Fellowship of the Indian Institute of Business Management, Patna, Bihar. As an HR professional with comprehensive strategic HR experience which spans over 35 years, he has proven expertise in HR transformation and managing complex HR issues in multi-layered organizations. He has worked with business groups like Tata, Raymond, Escorts etc. in change management and leadership positions. He is also the Ex-Head – HR Centre of Excellence, Escorts Ltd. Additionally, he has ICF accredited Coaching certification from Erickson coaching International. He was also part of corporate team and worked with McKinsey company on creating business transformation agenda of an Engineering company. He has conducted sessions on Diversity for Washington State University, College of Arts and Sciences, Psychology, WSUV campus Vancouver, Washington. He Served as a leader of a Global team - program conducted by Stanford University, USA on Design Thinking – and was awarded a distinction. Currently, he is the Co-Founder, People n Planet Forum-working in HR consulting and community space, is an Executive Coach and a HR Advisor to a start-up - a new age market place – redefining business outsourcing.



Message:

Become an exceptionally good listener-when listening put intuition on ice to make correct decisions. Becoming more self-aware is crucial for personal growth and remember that the best learnings happen in discomfort zone. Care for reverse mentoring to always be relevant in the industry. I wish each student all the very best in their career and lives ahead.

Events @ XISS

XISS celebrates International Women's Day

The International Women's Day, which is observed on March 8 every year, was celebrated at XISS, Ranchi in the Fr Michael Van den Bogaert SJ Auditorium. The theme for this year's celebration was 'Gender equality today for a sustainable tomorrow'. In his address, Director XISS emphasized on gender equity and gender justice and said that every year this day reminds us of the powerful human beings that women are. But when we come closer to the reality of their situation at home or workplace, an entirely different picture is seen. They are often kept deprived of the power to make decisions, which is averse to the popular belief of the day we are celebrating today. He added that the plight of women especially in rural areas often leads to them becoming domestic helps or being trafficked and this situation is worsening day by day. This hostile approach needs to be corrected and only then we will celebrate this day in its actual glory. He concluded saying that at XISS, we believe in making an environment equal for all, keeping all gender bias at bay. The event was followed by an informal interactive session and sharing of thoughts between the faculty and staff. Dr Pradeep Kerketta SJ, Assistant Director, Dr Amar E. Tigga, Dean Academics, Heads of all Programmes, esteemed faculty members and staffs of XISS were present during the celebration.



Assistant Director and Finance Officer along with Faculty and Staff during the International Women's Day celebration

Two-day UIDAI AADHAR Camp organised by XISS and AAXISS

XISS, Ranchi along with Alumni Association of XISS (AAXISS) and Jesuit Alumni Ranchi Province (JARP) organised two-day of UIDAI AADHAR camp which was attended by 190 beneficiaries in the college campus on 11-12 March 2022. 190 beneficiaries from both age groups of new born- 5 years age group and 18+ years age group benefited from the camp wherein they enrolled and modified the AADHAR cards. Beneficiaries included XISS faculty and staff, AAXISS family, extended Jesuit Society, residents nearby XISS campus, students of XISS and family members of the above mentioned. Representatives of AAXISS, Mr Alok Gupta, Secretary; Mr Jasbir Singh Khurana, Vice-Chairman; Mr Himalay, Joint Secretary and Mr Srijan, Executive Member played important role in organising the camp.

To read more on the AADHAR Camp, click on the link:

<https://xiss.ac.in/readmore/190-beneficiaries-get-uidai-aadhar-enrolment-and-modification-during-two-day-xiss-and-aaxiss-uidai-camp>

Free Health Check-up Camp organized

XISS, Ranchi and Vardaan Hospital, Kathitand, Ranchi in association with Manipal Signa Health Insurance organized a one-day complete health check-up camp in the campus on 23.3.2022. The camp ensured free health check-up and medical consultation for faculty, staff and students. The aim of the camp was to spread awareness about health among all and the need for regular check-ups. From Vardaan Hospital, Dr Rishu, Gynaecologist and Dr Shashi, General Physician were accompanied by two nurses and their manager, Mr Kumar Nitesh as a part of the camp. Around 84 people got their weight, blood pressure and blood sugar checked, while the doctor's provided consultation based on it.

To read more on the free health check-up camp, click on the link:

<https://xiss.ac.in/readmore/free-health-check-up-camp-organized-at-xiss>

New Batch Induction of GIS Training Program at XISS

A new batch induction program of Geoinformatics (GIS) Training Program (in both Online and Offline mode) was held at XISS. Geoinformatics is a six-month long Training Program run at XISS with 30 seats and students from any discipline of UG, PG as well as ITI Training Programs apply for this program. This program began in 2016 and this is the 11th batch which began its classes from 29 March 2022.

To read more on the induction of GIS Training Programme, click on the link:

<https://xiss.ac.in/readmore/new-batch-induction-of-gis-training-program-at-xiss>



Director XISS, Dr Amar Tigga, Dean Academics; Dr Prakash Chandra, Mr Sunil Pratap Kumar along with new students of the GIS Training Program during the Induction.

MoU signed between XISS and TEDxKanke

A Memorandum of Understanding (MoU) was signed between XISS, Ranchi and TEDxKanke for a period of one year in the campus on 30.3.2022. This is a knowledge partnership agreement wherein TEDxKanke is known to organize events to help communities, organizations and individuals to spark conversation. Under this agreement, TEDxKanke will organize one TEDxKankeSalon event or one TEDxKankeStudio program at the XISS campus.

To read more on the MoU, click on the link:

<https://xiss.ac.in/readmore/mou-signed-between-xiss-and-tedxkanke>

CHILDLINE Advisory Board meeting held

XISS, Ranchi is the nodal organisation of CHILDLINE, Ranchi and provides guidance and reliable services to children of various communities residing in slums and villages. The CHILDLINE Advisory Board (CAB) is the principal policy-making body of CHILDLINE at the city level and is responsible for ensuring the effective functioning of CHILDLINE. The meeting was chaired by Shri Vishal Sagar, IAS, Deputy Development Commissioner (DDC), Ranchi. Dr Sanjay K.Verma, Programme Head, CHILDLINE and twenty-five members from the various allied system also attended the meeting.

To read more on the CHILDLINE Advisory Board meeting, click on the link:

<https://xiss.ac.in/readmore/childline-advisory-board-meeting-held-on-awareness-and-publicity-among-masses>

Alumni Achievement Corner

FACULTY CORNER

Youthsav organised by Rural Management Students & Phia Foundation

Youthsav event was organized virtually on 6 March 2022 in which Dr Raj Shree Verma, Assistant Professor was invited as a speaker on the topic "Importance of Engaging Youth on issues of Gender and Masculinity in Academic Institutions". She shared about XISS and Phia Foundation collaboration, in accordance to that, multiple activities like open-mic, training program etc. were organised with students of XISS-Rural Management Programme which has sensitized them towards gender issues and made them understand the joint effort of men and women for overall development.



Salil Lal (PGDM-PM, batch 1992) has been elevated to the post of HR and IR Head at Maruti Suzuki India Limited.



Smriti Sudha (PGDM-PM, batch 2008) has been awarded Emerging Leaders League Award by ETHRWorld under the age of 40 for her exceptional work and creating an impact personally and/or professionally through their leadership.



Kumar Devanshu (PGDM-PM, batch 2009) has been awarded Emerging Leaders League award by ETHRWorld under the age of 40 for his exceptional work and creating an impact personally and/or professionally through their leadership.

Rural Management students & CEED organise event on International Women's Day

In collaboration with Centre for Environment and Energy Development (CEED), Rural Management Programme of XISS organized an awareness program with the women's group for a constructive discussion around the cooking practices opted by the women of the village and the impacts and challenges they face with it. It was held at Sarwal Village, Hahap Panchayat of Namkum Block in Ranchi District on 8 March 2022 under the supervision of Rural Camp Supervisors, Dr Raj Shree Verma and Mr Manoj Singh. The main objective of this event was to create awareness about the major health impacts of cooking on solid fuels and the alternatives which can be opted to combat the issue. More than 100 women participated and it was a great experience for our Rural Management students who organised it and also presented a street play and group song in it.



Students of Rural Management Programme during the International Women's Day celebration in Sarwal Village

