



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

# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

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## Director's Message



I found an interesting story in the 'Quo Vadis' which I would like to share with the readers. *An old man, a boy and a donkey were going to town. The boy rode on the donkey and the old man walked. As they went along, they passed some people who remarked it was a shame the old man was walking, and the boy was riding. The man and boy thought maybe the critics were right, so they changed positions. Later, they passed some people who remarked "What a shame: he makes that little boy walk." They then decided they both would walk! Soon they passed some more people who thought they were stupid to walk when they had a decent donkey to ride. So, they both rode the donkey. Now they passed people who shamed them by saying how awful to put such a load on a poor donkey. The boy and man said they were probably right, so they decided to carry the donkey. As they crossed the bridge, they lost their grip on the animal and he fell into the river and drowned. Moral: You can't please everyone. So, don't try!* (DOMAIN, The Journal of Management Research, ISSN No. 0973-9564, Vol 14 – Issue 1, Jan-Dec 2021, p. 52).

Irrespective of where we are socially located, we make short-term, long-term, and often instant decisions in our life. The question, however, is whether we are taking the right decisions as students, teachers, managers, parents, friends, alumni, executives, heads of organisations, and so on. How does one take the right decision to affirm "Yahi hai right choice!" Just because of one crucial decision, the organisations may either flourish or collapse.

Our management education imparts to students approach to become a decision-maker instead of only a problem solver. Problem solving means decision-taking due to conditions beyond our control. It means choosing to decide to obtain the result of our choice. Decision making occurs because we want something to happen, while problem solving occurs when a problem arises. Of course, decision-making is at both the moments. We always try to inculcate certain set of ethical values along with hard skills in students. We want our students to combine logic, analyse problems, and have intuition in the process of decision-making. We teach students importance of good listening, a clear set of priorities, an open mind, flexibility, willingness to change and be realistic. The management training helps students in terms of improved communication skills, deeper understanding of the role of a manager, improved understanding of change management, improved decision-making skills, etc.

Saint Ignatius of Loyola, the founder of the Society of Jesus, that runs XISS, gave a formula of decision-making that has been applied over the last 500 years across the world with wonderful results. He called it a process of discernment, meaning the decision is to be taken as an end result of a process even if it has to be done instantly. St. Ignatius advocated never to take a decision when we are too emotional – either too happy, too sad or angry. These emotional imbalances prevent us from making the right choice. Hence, he proposed an attitude and temperament of "indifference" to be able to make the right choice. Weigh the pros and cons, advantages and disadvantages before the final decision. According to him, if we are unable to convince the other, we should enter through his/her door and come out through ours. This he suggested on the face of obstruction and resistance to certain decisions. If, after proper discernment, we are convinced of our position but expect resistance, we should work it out in such a way so that no one feels threatened and allows the process. However, the outcome is as per the conviction and decision of the leader in the interest of the institution. (contd...)

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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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### Follow us on:



We cannot please everyone. The leader should blend strictness with kindness. Do things as if everything depended on you and trust God as if everything depended on Him. Follow the principle of the greater good and lesser evil. In order to make a discernment fruitful we need 4 Is – (i) Initiation, primarily preparing a person for the discernment with proper disposition; (ii) Inner freedom, indifference and detachment from the final outcome (like *nishkam karma*, i.e., doing the duty without any personal gain in mind) for whatever is the greater good; (iii) Information about the matter to be treated; and (iv) Insights by listening to the conscience without being influenced by vested interests.

**My Best Wishes to everyone to take the Right Decision at every step of one’s life!**

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## Dean’s Message

At the outset, I would like to express my gratitude and regards to the management, colleagues, staff, students, alumni, and all other stakeholders of XISS, Ranchi, for their trust in me in the journey as a member of this wonderful XISS family.

We are at the crossroads of consolidation and expansion of XISS. The path we choose and the level of effort we put in to achieve the targets, will decide the future of our Institute. The whole world is changing fast, and if we want to survive, we need to change with a faster pace. We understand that challenges are many, but we are not new. Our Institute has years of experience and have credible stakeholders who are always there to support us. Today’s biggest risk is not to take any risk.

At present, we need to focus more on understanding the three important components of the Institute and its present working environment:

- **Society of Jesus:** The founder and management of the Institute and its Jesuit Philosophy.
- **Regulators:** Guidelines of the Regulatory Bodies and changing Education Policies.
- **Market:** Education Market and various Competitors.

The understanding of the future expectations and strategies of the above three will help in identifying the new opportunities and selecting the right path for our Institution. The future lies in keeping a good balance among the three and positioning our Institute accordingly.

Business and Society are the two sides of the same coin and businesses exist to provide the solutions to the problems of society. We are in the business of nurturing people for becoming responsible professionals who will not only bring growth and prosperity to the organisations but also care for society.

XISS, Ranchi has a distinct and glorious past and to make its future bright, we need to work hard at present. There is a need to create a good road map and then put all our energy and efforts to achieve that. Our Director has already shown a Vision for 2025. We need to work together in this journey of re-inventing and re-fitting ourselves to fulfil the expectations of various stakeholders of the Institute.

Steve Jobs once said that your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.

We are in a great work of making positive changes in the life of people especially young students, transforming them as professionals with a difference. We must honestly and passionately love this.

God has given us a beautiful opportunity called Life; we must utilise it properly and honestly!  
I wish all a good health and happiness in future.



**Dr Amar E. Tigga**  
Dean - Academics  
Professor & Chief  
Placement Coordinator

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## Workshop on Gender Sensitization and other relevant issues



A Two-Day Workshop-cum-Training on ‘Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions’ was organized for faculty, project officers, staff and District Project Coordinators by Internal Complaints Committee (ICC) of XISS during 3-4 September 2021 at Fr Michael Van den Bogaert SJ Auditorium, XISS, Ranchi. Director emphasized on the importance of ICC and law enacted on protection of vulnerable groups during the workshop. The resource persons were Fr Ravi Sagar from The Centre for Human Rights & Law (CHRL), ISI, New Delhi and Senior Advocate, Supreme Court of

India and Bokali Kasho, Advocate, CHRL, ISI, New Delhi. Dr Madhumita Singha, Presiding Officer; Dr Amit Giri and Dr Pooja, Koyel Mukherjee and Harsh Vardhan, members of ICC organized the workshop. Dr Singha earlier briefed the purpose of the workshop – to make aware all the employees of XISS with the Act and providing and maintaining an academic and working environment free from any kind of gender discrimination as well as sexual harassment.

**To read more on the workshop, visit XISS Website...**





## Entrepreneurship and Innovation

Entrepreneurship development is an effective tool for poverty alleviation and thereby raising the standard of living in any country. It is in this pursuit XISS, Ranchi, took initiative in starting Entrepreneurship Development Program (EDP) way back in 1974, with the primary objective of empowering rural tribal youth of Jharkhand through skill development. Since its inception, the Department has conducted numerous programs in collaboration with agency such as National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida. The syllabi was formulated according to the NESBUD's "Tribal EDP" design. We have been conducting programs for Small & Medium Enterprises (SMEs), Non-government Organizations (NGOs), Government Organizations (GOs), Schools and Colleges. In keeping pace with the change that is occurring in all spheres of life, XISS, Ranchi, has launched a course in Entrepreneurship and Innovation with the aim to harness creativity and lay strong foundation of entrepreneurship among the students. Our focus is mainly on micro, and medium enterprises.



**Dr Ashok Ohol, SJ**  
Assistant Professor  
Rural Marketing Programme

Students study an overall business venture and its dynamics which helps them to conceptualize their own enterprise in much better way. A practical exercise is conducted on how to prepare a business plan. This provides comprehensive knowledge that helps them to concretize the venture they have visualized and wish to float in near future. The rural and urban network of progressive entrepreneurs that we have provides professional practical inputs in addition to the academic knowledge they gain in the classroom sessions. They are always welcome to contact the Innovation Cell that assures the latest knowledge and guidance even after they have completed their course. This is how we mould the "Professionals with the difference".

### Faculty Corner



Dr Raj Shree Verma, Assistant Professor, Rural Management Programme was invited as a resource person/panellist in three important programmes: *First*, to take a session on the Role of Educational Institution in Tobacco Control and challenges faced by them at National Tobacco Control Programme (NTCP), State Tobacco Control Cell, National Health Mission, Department of Health, Medical Education and Family Welfare, Government of Jharkhand (GoJ), for the effective implementation of National Tobacco Control Programme and enforcement of Tobacco Control Laws with special emphasis on the role of Educational Institutions in making them Tobacco-Free and challenges faced by them on 2 September 2021. *Second*, in the "Awareness and Access to Remedy for Women Migrant Workers in Garment Sector located at Jharkhand, Tamil Nadu and Delhi/ NCR" organized by PHIA Foundation, Change Alliance and UNDP at Ranchi on 28 September 2021. *Third*, in the Impact Lecture Session at Institution's Innovation Council, Jharkhand Rai University, supported by MIC/ AICTE Ranchi, on 29 September 2021, on "Challenges and opportunities of Women Entrepreneur".

### Workshop on Psychosocial Support for Children during COVID-19

A one-day workshop on 'Mental Health and Psychosocial Support for Children who need care and protection (CPNP), was jointly organized by XISS, a nodal agency of CHILDLINE 1098 and Central Institute of Psychiatry (CIP) Ranchi. Children may express psychological distress (anxiety, sadness) by acting out in a different way – each child behaves differently. Caregivers need to be patient with children and understand their emotions. Dr Sanjay K.Verma, XISS; Dr Nishant Goyal, CIP; Dr Anant Kumar, XISS; Dr Madhumita Bhattacharya, CIP; Liza, Mittu, and Prakriti were the speakers while Suradha Kachhap coordinated the workshop.

### Development Biographies

The Programme of Rural Management has initiated a webinar series titled 'Development Biographies' to engage and listen to development Practitioners' journey who have dedicated their lives in 'Putting the Last First'. In the first webinar of the series, Mr Amit Banerjee, Director, SAMPARC was invited to share his experience and journey in the development sector on 9 September 2021. Dr Anant Kumar and Dr Pramil K. Panda moderated the session. The webinar witnessed the presence of faculty, students as well as alumni of RM programme.

### MOU between XISS and Centre for Catalyzing Change (C3)

Xavier Institute of Social Service (XISS), Ranchi has signed a Memorandum of Understanding (MOU) with Centre for Catalyzing Change (C3) under Sakshamaa initiative for a webinar series 'COVID-19 and Economic Opportunities for Women in Eastern India'. The webinar series aims to develop a dialogue to understand the implications of COVID pandemic on women workers in Eastern India. Further, it intends to provide an opportunity to discuss, analyse, understand, and contextualise what works for enhancing economic opportunities for women in eastern India in wider policy and state-specific contexts. Two webinars have been organised under this MOU and many more are in line.

### XISS and Dharma Life sign MoU for Live Projects and Research for Students

XISS, Ranchi and Dharma Life, an initiative of Gajam India Pvt. Ltd., New Delhi have signed an MoU for a partnership of 3 years for cooperation in areas of Live Projects, Internship, Project Development, Education and Research for students of XISS. This will enable XISS to have an in-depth exposure to ground reality, innovative solutions, practical exposure and competitiveness of industry, especially development sector. The association will also bring in a change in the curriculum design with the potential for students to fit into the industry. Students will also be offered Placements and Internships in the partnering organisation during the tenure to increase the Industry and Institution interaction and will give students an insight into the latest developments / requirements of the industries.



# Open House: Coping and Managing Humiliation



The experience of humiliation and talk around it receives little or no attention. Humiliation is often equated with shame instead of a separate emotion. Centre for Behaviour and Cognitive Sciences (CBCS), XISS, in collaboration with Central Institute of Psychiatry (CIP), Ranchi, jointly organised an open house on the topic 'Coping and Managing Humiliation' on 16 September 2021. This was the first talk in the series of 'Thursday Talk' initiative. The programme was graced by Director, XISS; Dr Nishant Goyal, Associate Professor, CIP; Dr Madhumita Bhattacharya, Assistant Professor, CIP and Dr Ashok Ohol SJ, Assistant Professor, XISS. Dr Anant Kumar, Associate Professor and Head, CBCS moderated the programme. The talk was attended by faculty, staff, and students of XISS.

# Alumni Achievement Corner



Mr Abhishek Kumar, (XISS, PGDM - PM, batch of 2003) has been appointed as Senior Director APAC-Talent Acquisition, Honeywell.



Ms Neha Sinha (XISS, PGDM - IM batch of 2009) has been appointed AVP Central Training & Quality Head at YES Bank.



Mr Robin de Cruz (XISS, PGDM - PM, batch of 2010) has joined Bharti Airtel as Circle HR Head.

# Media Corner

**Enrollment in XISS GIS Course begins**  
Xavier Institute of Social Service (XISS), Ranchi is beginning a new batch for its GIS Training Program (in both online and Offline mode) and has rolled out the admission forms, last date of applying being 15 September, 2021. GIS is a six-month long course run at XISS with 30 seats available and students from any discipline of UG or PG can apply for this course. Students will have to pay Rs 35,000 for this course along with the taxes and more details can be sought from the official web address of XISS - [www.xiss.ac.in/GI](http://www.xiss.ac.in/GI). Each student is provided with a separate computer along with free books and study materials. In this course, ArcGIS, ERDAS, ENVI, I-GIS, Q-GIS etc. software is taught along with this, of GPS, DGPS and ETS hardware.

**Sanitiser Dispensers handed over to Government School**

# Students' Club Corner

**TEACHER'S DAY**

"BECAUSE OF YOU, WE ARE"

Teacher's day celebration by OBSCURA

# A Small Glimpse Of 'GURUTSAV'



GURUTSAV celebration by AAWAZ



On 2 September 2021, Director interacted with the representatives of Institutional clubs of XISS

# XISS, CIP hold Talk on 'Coping

**XISS, CIP hold Talk on 'Coping'**  
Sunday, 19 September 2021 | PMS | Ranchi

Xavier Institute of Social Service (XISS), Psychiatry (CIP), Ranchi together organ Michael Van den Bogaert SJ Auditorium

Dr Joseph Mariamias Kujur, Director apt first and one of its kind of the upcoming addressing important aspects like be mental health counselling services a destructive. We all engage in business thus we should be aware of our statu

The CBCS is an interdisciplinary cen intends to create and provide a spe with new ideas, thoughts, research,

**5-DAY ATAL FDP BEGINS AT XISS TODAY**  
Xavier Institute of Social Service (XISS), Ranchi and its Human Resource Management (HRM) Programme is organizing a five-day Faculty Development Programme (FDP) on 'Strategic Performance Management' in collaboration with All India Council for Technical Education (AICTE) under its AICTE Training & Learning (ATAL) Academy, New Delhi from 21-25 September. The programme is being organized on virtual mode, due to COVID-19 restrictions. The FDP is centered on developing strategic and analytic skills on practicing managers among the teaching fraternity and providing skills as well as an understanding of financial decision making towards overall organizational sustainability.

**Workshop on mental health and psychosocial support for Children held at XISS**



# दूसरों के प्रति संवेदनशील होना जरूरी : डॉ जोसेफ

संघी (आजाद सिपाही)। अपमानन ज्यदातर समय विनाशकारी होता है। जाने-अनजाने हम सभी किसी न किसी तरह से दूसरों को अपमानित करने में लगे रहते हैं। पर अब हमें अपने दैनिक जीवन में अपने बयान अक्षत होना होगा। यह आदरक है कि हम दूसरों के प्रति संवेदनशील बनें। ये बातें एक्सआईएसएस के डायरेक्टर डॉ जोसेफ मरियानुस कुर् एसजे ने कही। वे माइकल वैन डेन बोगार्ट एसजे ऑटोरिथिटीय में आयोजित वार्ता कार्यक्रम में बोल रहे थे। सीबीएसएस प्रमुख डॉ अनंत कुमार ने कहा कि अपमानन एक ऐसी चीज है जिसे हम दूसरों के साथ सझु नदी करते हैं, लेकिन इस पर चर्चा करना महत्वपूर्ण है। सीआईपी एसआईएट प्रोफेसर डॉ म्यूमिना भट्टाचार्य ने एक ऐसे परिदृश्य पर चर्चा की जहां बच्चे के लिए यह समझना या महसूस करना भी मुश्किल था कि अपमानित हो रहा है। डॉ. निशांत गौयल ने भी अपनी बात रखी।



Workshop on mental health and psychosocial support for Children held at XISS

# लोगों के संवेदनशीलता, महिला कर्मचारियों और छात्रों के यौन उत्पीड़न की

रोकथाम और निषेध पर दो दिवसीय कार्यशाला सह प्रशिक्षण का समापन

**हिन्दुस्तान**

**SUPPORT**