



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 3 · NOV 2021



Director's Message

"We cannot start over, but we can begin now and make a new ending." – Zig Zigler

This quote is so true when we talk about our careers. Career and future are like parallel tracks of the rail which go hand in hand. My dear students, I dedicate this message of the October issue to you in specific as this is the juncture where you are all set to start your careers for life.



We are at the crossroads of human civilization which has been ravaged by the Covid-19 pandemic impacting all walks of life at all levels, across social groups, political affiliations, religious and geographical boundaries, and other forms of identities. Devastated by numerous deaths across the world, particularly in India, we have come to realize for the first time after Independence how vulnerable we are to such natural and human-made calamities. Even the most developed of the nations looked helpless in the wake of the first two waves of the pandemic. Apart from various sectors, such as education, health, manufacturing, to name a few, having been adversely affected by the pandemic, employability of the promising and dynamic young graduates has been one of the major concerns of all institutions of professional and higher learning. Still life has to go on...

This is that defining moment for all my students where they will be paid for their zeal and commitment towards their goals. The placement season has just begun, and we are very keen to see all our students being placed in the best of the organizations and set their foot forward in the corporates. It's time for your dreams to get realized and I want to share with you a piece of advice.

I want you all to learn and remember this once and for all that there is no substitute for hard work. Work hard, party harder is something that you can follow but, hard work should always be complemented with integrity. This is one innate quality which can help you climb ladder of success which is not superficial but sustainable.

I hope and pray that all of you have a wonderful career carved out and you make yourself, your near and dear ones, and your alma mater very proud.

9th Awanish Kumar Dev Memorial Lecture

The Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust and NHRDN organised the 9th Awanish Kumar Dev Memorial Lecture on 'Redefining ER strategy with focus on employee wellbeing' via online mode on 21 September 2021. The theme of the lecture was 'Preparing for the new Labor Codes' followed by a student panel discussion on the theme 'Future of Work'. Director, XISS, appreciated the efforts of the organizing committee and conveyed his best wishes to the participants. Mr Mussarat Hussain, Head-Leadership & Functional School, Maruti Suzuki India Limited (MSIL) commenced the session where Mr Rajesh Uppal, Executive Board Member, MSIL, announced the recipients of this year's scholarship at XISS-Mr. Kamaljeet Singh, Ms. Shrawani Roy and Ms. Nidhi Singh respectively. Mr Suresh Narayan, Chairman and MD Nestle India Ltd stated that the task of leadership is to be an evangelist, and not the one wielding the stick at all times. Dr Santrupt Misra, CEO & Director, Group HR Aditya Birla Group emphasized on the employee relationship with each other needs to be built on respect, dignity, and trust. Mr S.Y. Siddiqui, Executive Advisor, MSIL; Mr P. Dwarkanath, Former Chairman of GSK Consumer Healthcare Ltd; Mr Madhu Damodaran, (contd...)

This issue:

Director's Message	Pg. 1
9th Awanish Kumar Dev Memorial Lecture	Pg. 1
Five-day ATAL FDP on Strategic Performance Management at XISS	Pg. 2
Students of Rural Management Programme attend RURAL CAMP	Pg. 2
XISS and STC organize a Symposium on "Girl Envision: In the Digital World"	Pg. 2
Webinar on 'Covid Appropriate Behavior: Opportunities and Challenges'	Pg. 3
Christians should participate in policy making – MoS for Minority Affairs, Sri John Barla	Pg. 3
Session on "Gender Sensitization, Prevention and Prohibition of Sexual Harassment"	Pg. 3
Faculty Corner	Pg. 3
Alumni Achievement	Pg. 3
Sampark – Prevention and Protection from Covid-19	Pg. 4
Potable Water in Healthcare centres of Bokaro and Giridih district of Jharkhand	Pg. 4
Students' Club Corner	Pg. 4
Media Corner	Pg. 4

Willing to contribute?
Write to us at
bulletin@xiss.ac.in
Send in your relevant ideas with photographs or share with us your valuable suggestions or feedback.

Address :
Xavier Institute of Social Service,
Dr. Camil Bulcke Path, P.B.- 7,
Ranchi-834001, Jharkhand
Phone : (+91-651)220-0873/4456
Website: www.xiss.ac.in

Bulletin Team:

Editor: Dr. Joseph Marianus Kujur SJ, Director, XISS
Content & Editing: Aayurshi Sahay, Shruti Sahay
Designing & Layout: Akash Bhuinya

Follow us on:



Group Head Legal Quess Corp Ltd; Mr Sreekanth Reddy Narala, VP-HR Aditya Birla Group; Mr Ramkishore S, VP & Head-HR, L&T Construction; Mr R.P. Singh, Director-HR & Legal IFFCO; Mr Suresh Tripathi, Former VP-HR TATA Steel and Dr G. P. Rao, Founder of GPR HR Consulting LLP also shared their words of wisdom with students participating from various B-schools across the country. Dr Pradeep Kerketta SJ, Assistant Director, XISS, faculty and students of the HRM programme of XISS also attended the online lecture.

To read more, visit the XISS Website...



Five-day ATAL FDP on Strategic Performance Management at XISS



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 was organized by XISS, Ranchi, Human Resource Management (HRM) Programme via online mode from 21-25 September 2021.

Director, XISS, expressed his gratitude to AICTE-ATAL for helping faculty members from all over the country in improving their efficiency and delivery and appreciated AICTE for being successful in bringing structural changes to technical education by fostering research and innovation benefiting almost 30,000 resource persons.

Mrs Mamta Rani Agarwal, Adviser-1, ATAL Academy said that the pandemic has heightened and accelerated the re-skilling emergency that we are facing both in the corporate world and in academics. Learning itself is a skill and structured learning is a long term driver of career success. Each of us should become intentional learners to grow and drive a sustainable mindset. Dr Ramakant Agarwal, HoP, HRM Programme, established that managerial economics not only tracks the external but also the internal environment in order to achieve sustainability in long term performance as well as gain a competitive advantage. Dr Shyamal Gomes, Professor, HRM XISS, and Coordinator ATAL-FDP, discussed the linkage between performance management and business strategy during the session. Dr Pradeep Kerketta SJ, Assistant Director, XISS, Faculty of XISS and from several other universities and colleges attended the FDP.

To read more, visit the XISS Website...



Students of Rural Management Programme attend RURAL CAMP

Students of Rural Management Programme of XISS attended Rural Camps to get a first-hand experience of rural lifestyle, understanding rural realities like education, health, occupational, social and political status of the village. The students divided in three groups, attended the rural camp from 4-9 October 2021. Group A led by Dr KK Bhagat and Dr SK Verma visited two villages named Rampur Khas and Sarjumdi under Rampur Panchayat. Group B led by Dr Sant Kumar Prasad and Dr Niranjana Sahoo visited the Chene village under Rampur Panchayat of Namkum block. Meanwhile, Group C led by Dr Anant Kumar and Dr Pramila Panda visited Balikat village under Rajaulatu Panchayat of Namkum block. All these 3 groups, during their rural camp learnt the various methods of Participatory Rural Appraisal (PRA) to understand the dynamics of village situation and did rapport building with the villagers. They also gathered information related to demography, caste, class-wise distribution, farmer landholding and conducted timeline and trend analysis, social mapping and resource mapping of the villages. This helped students to learn working in a team and better understand academic knowledge base and complex realities of practice.



XISS and STC organize a Symposium on "Girl Envision: In the Digital World"

Save the Children (Bal Raksha Bharat) in collaboration with Rural Management Programme, XISS, Ranchi, organized a Symposium on "Girl Envision: In the Digital World" on 9 October 2021, following the theme of 'Digital Generation'. Director, XISS, put forth his views on the digital divide and discussed in detail, the Double Discrimination – firstly of being a child, secondly being a girl child. Mr Mahadev Hansda, Save the Children, stated the objective and talked about the fulfillment of human rights, especially the right to education among girl children. Ms Kiran Kumari Pasi, IAS, State Project Director, stated that there is a need of new setup to drive back children, in the folds of school. Mr Sudarshan, CEO, Save the Children, stressed on gender equality for the marginalized children by rebooting the life skill education for the girl child. Mr Mitra Ranjan, National Coordinator, Right To Education (RTE), talked about RTE compliance among schools. Girl Champion Ms Roselin Kindo from Gumla, shared her journey of difficulties and how she joined back her schooling. Dr Raj Shree Verma, XISS, briefed about the challenges and opportunities of digital education. Ms Parul Sharma, UNICEF-Jharkhand; Ms Kamal Gaur, Deputy Director, STC; Ms. Soumi Halder and Ms Paromita Majumdar, STC, along with students of RM Programme of XISS, attended the Symposium.

Webinar on 'Covid Appropriate Behavior: Opportunities and Challenges'

A webinar on 'Covid Appropriate Behaviour: Opportunities and Challenges' (CAB) was organised by CBCS, XISS; Central Institute of Psychiatry (CIP), Kanke; and UNICEF, Jharkhand on 22 October 2021. Director, XISS, highlighted that XISS is working with a bent of mind towards a sustainable society and so has joined hands with UNICEF to work with the district administration of 21 districts in the state to promote CAB and motivate people to get vaccinated. Prof. Basudeb Das, Director, CIP, graced the occasion and delivered the keynote address. Among the eminent panellists, Dr Anant Kumar, Associate Professor and Head, CBCS, talked about the opportunities in the new normal era. Dr Arbind Sinha, MICA-CDMC, presented the various challenges post covid while Mr Danish Khan, Communication for Development Specialist, UNICEF, emphasized on the role of youths in promoting CAB and vaccine. The webinar was moderated and coordinated by Dr Rajshree Verma, Assistant Professor, XISS and Dr Nishant Goyal, Assistant Professor, CIP. The vote of thanks was proposed by Aditya Raj.

Christians should participate in policy making – MoS for Minority Affairs, Sri John Barla

Sri John Barla, Minister of State for Minority Affairs, attended an interactive session jointly organised by The Archdiocese of Ranchi and XISS which was arranged by Secretariat CBCI Office for Tribal Affairs, New Delhi, in the XISS Campus on 22 October 2021. Sri Barla emphasised that working in the field of education and health is the strength of the Christian community, but the absence of this community in the formulation of policies related to these show a poor state of affairs. He also assured the gathering to share all the issues and problems raised during the session with the Prime Minister, Union Ministers of the concerned Ministries and the Chief Minister of the State. His Grace Felix Toppo SJ, Archbishop of Ranchi Archdiocese, stated on the need for special schemes for students from the Christian community and weaker sections during the session while, Theodore Mascarenhas, SFX, Auxiliary Bishop of Ranchi stressed that the Christian community needs to be assured of safety, security and equality and that there should be equal consideration for their growth and prosperity in the New Education Policy 2020. Dr Joseph Marianus Kujur SJ, Director, XISS, discussed the constitutional rights under sections 29-30, which ensure the security, happiness, freedom and development of the community and also stressed on the importance of equality in educational institutions and government jobs which needs to be implemented concretely. Fr Nicholas Barla, Secretary, CBCI Office for Tribal Affairs, New Delhi was present during the session while Vinay Kandulna, Bishop of Khunti Diocese and Telesphore Bilung, SBD, Apostolic Administrator, Jamshedpur Diocese also shared their views.



Session on “Gender Sensitization, Prevention and Prohibition of Sexual Harassment”

A session on “Gender Sensitization, Prevention and Prohibition of Sexual Harassment (POSH) of Employees and Students and Redressal of Grievances in Higher Education Institutions” was organized by Internal Complaint Committee (ICC) of XISS, Ranchi, in collaboration with CII-Indian Women Network (IWN) Jharkhand Chapter on 23 October 2021. Director, XISS, stated that all religions promote the similar idea that all humans irrespective of their gender needs to be respected because they are sacred as they are made in the image and likeness of the Almighty. POSH is therefore important to maintain its sanctity. Resource persons Ms Rajni Bagai, HOD – OBGYN at Tata Motors Hospital; Ms Sangeeta Jha, Advocate, Jamshedpur; Ms Preeti Sehgal, Vice Chairwoman, IWN Jharkhand Chapter & Company Secretary & DGM – CSR, Tata Steel Utilities and Infrastructure Services Ltd shared the aim and scope of POSH act, meaning of sexual harassment at workplace, procedure of filing a complaint, grievance redressal mechanism and whistle blower policy. Dr Madhumita Singha Neogi, Presiding Officer, Internal Committee, XISS, Ranchi delivered the closing remarks and proposed the vote of thanks.

Alumni Achievement Corner



Mr. Ashutosh Srivastava, (XISS, PGDM - PM, batch of 2004) has been appointed as Head of India HR, CLSA

Faculty Corner



Dr Raj Shree Verma, Assistant Professor, XISS, conducted an Awareness Program on Maternal & Child Health on 29 October 2021, with more than 200 beneficiaries who are lactating women. Organised at the project location of Samri mines division at Aditya Birla- Hindalco Ind. Ltd, the main objective of this program was to increase quality awareness of institutional deliveries. The program also aimed to educate on how to reduce out-of-pocket expenditure, to ensure quality care and nutrition to mother and baby and thereby reducing maternal mortality rate and infant mortality rate. Dr Verma shared about Child Health in one session and Women Health with a special focus on Reproductive/ Maternal Health in the second. Her flow of interactions was on inputs related to the growth of girls/women from the womb of a mother to infant/child followed by menstruation, reproduction, delivery, abortion, family planning and menopause. She also discussed many programs for Maternal and Child Health by the Government of India like Janani Suraksha Yojana, Mission Indradhanush and more.

Sampark – Prevention and Protection from Covid-19



The programme began on 10 June 2021 is into the second quarter and the 21 Social and Behavioural Change Communication (SBCC)-District Project Coordinators (DPCs) are involved in coordinating with NGOs/CSOs and other relevant stakeholders bridging the communication interventions through them. Several modes of communication have been adopted, such as miking, folk shows, interpersonal communication, banners, leaflets, audio-video bytes, and roadshows, to name some. They are also supported by the block-level administration – BDOs, BPMs, MOICs, etc. The State Rural Livelihood Mission – JSLPS is a key stakeholder which helps reach the Self-Help Groups (SHGs) and members associated with them. Members of Panchayati Raj Institutions (PRIs) are also playing a vital role in this endeavour. Overall, the programme has been delivering significantly towards the project objective and benefit of humankind.

Potable Water in Healthcare centres of Bokaro and Giridih district of Jharkhand



XISS in collaboration with Bosconet, New Delhi implemented the facility of providing potable water in 16 healthcare centres of two blocks – Dumri of Giridih and Nawadih of Bokaro district since March 2021. The initiative was a part of the Corporate Social Responsibility (CSR) activity of Diageo India and Give India. In the initial stage, a need assessment study was conducted followed by proper installation of equipment and machines. The officials, functionaries, and beneficiaries extended their gratitude to XISS and the concerned organisations for this noble and significant contribution. The project was managed by Aditya Raj, Assistant Project Officer.

Students' Club Corner



Blood Donation Camp organized by RCSR at XISS

XISS, its student club Rotaract Club of Social Revolution (RCSR) organized Zonal Blood donation camp on 2 October 2021, its 5th anniversary where 80 units of blood were collected zone-wise. Director, XISS, along with Atul Gera, Ankur, Mohit Chopra, Life Savers of the city; Dr Viplava Thakur, Faculty, XISS, and RCSR Club Advisor, Rotarian Diptesh Nawal, attended the event.

“Umang-Drawing Competition” at Gurunanak Homes by Creategic Club

Creategic club organized “Umang-drawing competition” at Guru Nanak Home of Handicapped Children, Ranchi on 2 October 2021. Stationery items were distributed among the children and light refreshments were served on the occasion. Dr Hassan of Gurunanak Homes graced the occasion with his presence and interacted with the students.

Media Corner

बिहान भारत

लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण विषय पर वेबिनार आयोजित

राँची (बिभा संवाददाता)। आंतरिक शिवालय समिति, जेबियर समान सेवा संस्थान (एसआईएसएस), राँची द्वारा सोसोआइड इंस्ट्रुमेंट यौवन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैप्टर द्वारा एक सत्र आयोजित किया गया। डॉ. लोकेश मौर्यगुप्त, प्रमुख, एसआईएसएस, राँची ने अपने उद्देश में बतवत कि सभी धर्म इस बात को मानते हैं की एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर देना चाहिए क्योंकि वे सब इंसान को समान हैं और उनकी दिव्यता के प्रतीक हैं और दुर्भाग्यवश, जैसा अधिमन्यम इस्तेमाल पाकिस्तान बनाया रखने के लिए महत्वपूर्ण है। सत्र में सुशी राजनी, एचओडी-ओपेनीटीवियन, टाटा भेटर्स अस्पताल और सुशी समीत झा, एडवोकेट, जयदेवपुर शांति भी। सुशी मीत सहलाल, उपाध्यक्ष, आईआईएसएस, झारखंड चैप्टर और कान्ही रविशंकर और दीपजान - सीएसआर टाटा यूटीवी सेंट्रलटिडीज ग्रुप

एक्सआईएसएस का लैंगिक संवेदीकरण विषय पर वेबिनार आयोजित

राँची (बिभा संवाददाता)। एसआईएसएस द्वारा सोसोआइड इंस्ट्रुमेंट यौवन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैप्टर द्वारा एक सत्र आयोजित किया गया। डॉ. लोकेश मौर्यगुप्त, प्रमुख, एसआईएसएस, राँची ने अपने उद्देश में बतवत कि सभी धर्म इस बात को मानते हैं की एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर देना चाहिए क्योंकि वे सब इंसान को समान हैं और उनकी दिव्यता के प्रतीक हैं और दुर्भाग्यवश, जैसा अधिमन्यम इस्तेमाल पाकिस्तान बनाया रखने के लिए महत्वपूर्ण है। सत्र में सुशी राजनी, एचओडी-ओपेनीटीवियन, टाटा भेटर्स अस्पताल और सुशी समीत झा, एडवोकेट, जयदेवपुर शांति भी। सुशी मीत सहलाल, उपाध्यक्ष, आईआईएसएस, झारखंड चैप्टर और कान्ही रविशंकर और दीपजान - सीएसआर टाटा यूटीवी सेंट्रलटिडीज ग्रुप

हिंगुस्तान

STC organise a symposium vision: In The Digital World

XISS, STC organize symposium 'Save the Children (Bak Raikhor) Xavier Institute of Social Service organized a symposium on "Girl and XISS in Digital World" on Saturday, 10 October 2021. The symposium was organized by the STC members of XISS, Kiran Kumari Pasi, IAS, State National Coordinator, Right to Girl Champion Roselin Kando, Gau, Deputy Director from STC, Verma, Assistant Professor, XISS and UNICEF-Jharkhand mainly participated in the event.

देश में उद्योग संबंध की क्षमता मजबूत करनी की जरूरत

राँची (बिभा संवाददाता)। एसआईएसएस द्वारा सोसोआइड इंस्ट्रुमेंट यौवन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैप्टर द्वारा एक सत्र आयोजित किया गया। डॉ. लोकेश मौर्यगुप्त, प्रमुख, एसआईएसएस, राँची ने अपने उद्देश में बतवत कि सभी धर्म इस बात को मानते हैं की एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर देना चाहिए क्योंकि वे सब इंसान को समान हैं और उनकी दिव्यता के प्रतीक हैं और दुर्भाग्यवश, जैसा अधिमन्यम इस्तेमाल पाकिस्तान बनाया रखने के लिए महत्वपूर्ण है। सत्र में सुशी राजनी, एचओडी-ओपेनीटीवियन, टाटा भेटर्स अस्पताल और सुशी समीत झा, एडवोकेट, जयदेवपुर शांति भी। सुशी मीत सहलाल, उपाध्यक्ष, आईआईएसएस, झारखंड चैप्टर और कान्ही रविशंकर और दीपजान - सीएसआर टाटा यूटीवी सेंट्रलटिडीज ग्रुप