



## HOMECOMING OF PM & IR CLASS OF 1997

The Human Resource Management (HRM) Programme of Xavier Institute of Social Service (XISS), Ranchi, organised a homecoming for the Personnel Management & Industrial Relations (PM & IR), Class of 1997 at Fr Michael Van den Bogaert Auditorium of XISS on 26 August 2022.

The reunion was held to commemorate the class of 1997 Silver Jubilee celebrations. As many as 27 distinguished alumni who are currently HR leaders in several large organisations attended the event. The alumni cherished the nostalgic moment and shared their life journey with the students.

The event commenced with a welcome address by Director XISS, where he expressed his happiness on the vibrant gathering and extended his heartiest wishes to the class of 1997 on achieving great milestones in their personal lives and the glories they have brought to the Institute.

“Your Alma Mater is proud of seeing you all grow as good human beings, well-educated individuals and position holders of top organisations who now contribute in making the society better. Your achievements reflect the legacy and you are instrumental in shaping these young minds. Seeing you on top of your games is extremely influential to the students present here, and hopefully they will learn something from your life journey.”



- Dr Joseph Marianus Kujur SJ, Director

“The Class of 1997 has made XISS very proud of all of their achievements. The institute has grown since your graduation and now has an online platform ‘Alma Connect’ to keep all of you connected to their Alma Mater. There is also an Alumni Association of XISS (AXXIIS) and its different city Chapters which are instrumental in expanding the XISS Alumni base across the world. I also appeal everyone to connect, reconnect, and stay connected with your institution. During the upcoming placement season, I urge the alumni to support the institute not only for a wider outreach in the industry but also for training and developing students according to the market demands.”



- Dr Amar E. Tigga, Dean Academics

Earlier, Dr Ramakant Agrawal, Professor, HRM and moderator of the event, warmly welcomed the alumni back to the campus and thanked them for bringing a treasure of knowledge and expertise. Dr Shyamal Gomes, Professor and Head of HRM, presented a summary of the programme and introduced all the HRM faculty members to the alumni.

In the cultural events, students of the HRM presented a group song and dance. A discussion was organised where the esteemed alumni in five panels attended by the students of the HRM talked about contemporary issues in HRM, such as Industrial Relations, Wellbeing & Mental Health, Multigenerational Workforce, HR Technology, Talent Management & Rewards, and Employee engagement and well-being practices.

Dr Pradeep Kerketta SJ, Assistant Director, XISS, Ranchi presented a vote of thanks. He said that the experience of the class of 1997 was important for the current batch and they must learn from it. The alumni reunion was attended by all faculty, staff, and HRM students of both years.



# PANEL DISCUSSIONS

## Panel 1:

Topic – **HR Technology**

Faculty Moderator – Dr Mrityunjoy Roy

### Panelists

Mr Mridul Chandra, VP HR, Tata Communications Ltd.	Ms Lipika Verma, VP HR Rewards and Performance, Schneider Electric
Mr Sajid Eqbal, Regional HR Director, Wabtec Corporation	Mr Roshan Kerketta, Former Banker, State Bank of India



A panel discussion on the topic, “How technology plays an important role in current HR context and sustainable talent acquisitions strategies in organizations”, was organised during the reunion. The panel discussion provided a platform to discuss opportunities and emerging challenges, such as the impact of new technologies and digitalization on HR business and practices.

Opening the discussion, **Mr Mridul Chandra** stated that the impact of technology that has changed every aspect of all businesses. The application of technology has changed business processes in nearly every industry and has become an imperative strategy for those wanting to maintain a competitive edge. Referring to technology, **Ms Lipika Verma** stressed upon the importance of digitalization during and post pandemic on how it has positioned itself to sustain their operations and respond quickly to the needs of the business. She highlighted that Artificial Intelligence is coming along at lightning speed, and although the effect is unknown at this point, it will in all likelihood have a significant impact on the economy. **Mr Sajid Eqbal** pointed out that HR leaders must create a solid program that includes multi-channel strategies and platforms to manage the entire integrated framework at different stages of the digital transformation process. **Mr Roshan Kerketta** highlighted the heightened demand to deliver an innovative employee experience. Growing business demands require continual modernization of technology, ranging from cloud services to intelligent automation. In addition, as change continues to impact businesses, HR professionals must identify and implement solutions that can help address challenges affecting both the workforce and the company at large.

After the interactive discussion, students made concluding remarks followed by a Q&A session.

## Panel 2:

Topic – **Mutigenerational Workforce**

Faculty Moderator – Dr Johnson Minz

### Panelists

Mr Alok Ranjan, CEO, Flipcarbon Integrated Solution	Dr Sunil Singh, CHRO, Stellar Value Chain Solutions Pvt. Ltd.
Dr Arup Choudhury, Assistant Professor, XIMB-XUB	Mr Arvind Indwar, Senior Manager, HRD, Punjab National Bank



This panel discussed opportunities and emerging challenges of the multigenerational workforce, such as the pros and cons of hybrid work models, situational workforces, and the measures to be taken to sustain the productivity of the employees of different generations.

To begin with, **Mr Alok Ranjan** provided a backdrop for the discussion. Thereafter, **Dr Sunil Singh** shared his insight on the topic of discussion. He shared the difference in perspectives of the different generations regarding employee engagement, rewards and recognition, and wellbeing in general. Referring to the prevalence of job-hopping among younger generations and the rise of gig workers and contract workers, **Dr Arup Choudhury** stated that organizations today are looking for a situational workforce, which encourages adaptability to fit in past, present, and future situations. **Mr Arvind Indwar** also highlighted the importance of a multigenerational workforce in the banking sector and the benefits of a hybrid workplace.

The panelists then turned the tables and invited five students from the HRM Second year to take place of the panelists and share their own opinions regarding the multigenerational workforce. The discussion ended on a concluding note that a well-planned hybrid work culture is one of the means of achieving productivity in the multigenerational workforce.

### Panel 3:

#### Topic – Talent Management & Rewards

Faculty Moderator – Ms Mary Sheila Bodra

#### Panelists

Mr Alok C Kerketta, SDGM, BHEL	Mr Amitabh Singh, Head Business HR, ICICI Bank
Ms Chetna Singh, Sr. VP Rewards, SAP LAB	Mrs Davinder Kaur, Homemaker



The panel discussion was very engaging and organized around the opinions and experiences shared by the alumni. **Mr Alok Kerketta** shared that right now, understanding the labour codes and implementing them for the benefits of the employees and their well-being is very important for every HR Manager. On a question, how to manage human resources, **Ms Chetna Singh** shared that a project is assigned based on its demands where team members are chosen or work is allocated to them. Later, they develop an action plan and are then rewarded as per their efforts. All of this helps the team members to be efficient and churned out their best ability. She also mentioned that organizational culture and synthesis of talent is very important. She said that individual excellence is her organisation's main focus, where different cultures require different work plan. She advised all to learn, unlearn, and relearn for sustenance.

**Mr Amitabh Singh** highlighted that talent management is very necessary as it's a fierce competition amongst the companies to hire best talents and retain them. He also mentioned that survival is important in this competitive world, for that performance assessment is required and referred to his current organisation, stating that whatever profit the company makes, a certain profit percentage is given to all the employees based on their pay. He also discussed the No Sack Policy of ICICI which has made it achieve a retention attrition rate below of 9 percent even after Covid 19 and that no leave request is denied in ICICI.

While, giving away words of wisdom, the esteemed alumni stated that vision, essence of an individual, balance, legal boundaries, and outcome is important towards their work towards but equal attention should be paid on the above process also. They advised the students to not to get obsessed over their tomorrow but work hard today to make their present and future great.

### Panel 4:

#### Topic – Industrial Relations

Faculty Moderator – Dr Kumar Mohit Spring

#### Panelists

Ms Nupur Mallick, Group CHRO, Tata Sons	Mr Sushil Agarwal, GM – HR, Engineers India Limited
Mr Vikas Verma, Functional Head, Human Resources, Ultratech Cement	Mr Basant Kandula, Assistant Labour Commissioner, Ministry of Labour and Employment
Mr Bikash Prasad, AVP Business HR, Reliance Retail Limited	



The panel discussion on Industrial Relations was organised during the reunion, where **Ms Nupur Mallick** shared that as an HR, one should always learn to collaborate, respect, and succeed together. IR is not just about laws and rules but your knowledge and communication. She also mentioned how important it is to remember the importance of "human factor" and that if you are morally right, you ought to be legally right. She was of the idea that without changing our surroundings it is difficult to know our bias. She concluded saying that the importance of knowing the purpose, observing the trend, and keeping your values intact will always help one to succeed as a professional. **Mr Bikash Prasad** shared his insights about IR, and how important it is to interact with your people. He stated that if a worker's voice is heard, they become more productive and results can be seen. He emphasised on the importance of visiting a village which can turn out to be a great life lesson. To understand them, to observe their life style and ideologies can give us a greater outlook in life. He also stressed on the importance of communication, dialogues, and noticing small things in an organisation.

**Mr Basant Kandula** talked about the practical aspect of IR, and how it is very different from theories and we have to take a spontaneous decision for different issues like conflict of interests. He cited examples of how three unions can have different approaches for the same problem. He then advised saying that communicating and understanding the people with respect to various situations should always be taken care of. **Mr Vikas Verma** talked about, how IR is not just laws and labour, but a mixed concept, and an overall relationship between everyone in the organization. The importance of compliance and relations was shared with an example of a "Joint Family", where everybody needs to follow a set of family rules. Similarly, in Trade Unions, compliances play a very important role as they help in regulating relations. Talking about IR, he further mentioned that as a labourer is involved in IR it's very important for us to be aware of basics of IR and labour laws, and become their voice.

**Mr Sushil Agarwal** shared an anecdote in which there was a conflict between workers regarding "Toilet" and how they wanted the management's toilet to be similar to theirs'. The HR there couldn't get their toilets fixed before a week, so they came up with a different solution of changing the nameplates of the two washrooms, which in turn provided the workforce with a better toilet and the management's toilet was also fixed within a week. This revealed the point of importance of workforce for an HR manager and how they must prioritize them. He also highlighted the importance of handling issues at our level and limit acceleration. He concluded by a great idea which suggested "one should not make strong perceptions about anyone too soon".

## Panel 5:

### Topic – Employee engagement and well-being practices post pandemic and importance of employee mental health

Faculty Moderator – Dr Indrani Ghatak

#### Panelists

Ms Durre Shahwar, Sr. DGM, Corporate HR, BHEL	Mr Sanjeev Verma, Sr. Vice President – HR Strategy, ST Telemedia Global Data Centres, India
Mr Sushil Chander, HR Practitioner, RECBT Counsellor	Mr Prashant Nimaiyar, Director Human Resources, CB&I



**Ms Durre Shahwar** shared the importance of professional space and credibility. She said that one should build a good base and work on how it helps others also. There were discussions on fundamental importance of Human Resource Management. She also mentioned that there are different aspects of HRM and there is no particular role of action. Any HR manager also deals with employee's personal problem. The root cause of problems lies somewhere in holding relationships. She stated that a HR manager should always be approachable. She mentioned that any organization carries out employee-based intervention programs in order to focus on dealings of employee on personal level and that people should be also be open to listening. **Mr Sanjeev Verma** stated that HR cannot work in a frame and therefore is always open to domain particular ideas to certain situations. Life of any HR professional is unpredictable and that he/she may need to attain a certain role in certain situations. He added stating that one should give allowance to be helped and that finding balance to have right frame of mind is important while also looking out for others. They further elaborated that HR facilitates building the culture. The present generations have more opportunities than there were 25 years back in HR and IR domain. One should look for different aspects through case study of different organizations. Focus should be on what is required depending on dynamic changes occurring similar to several reports on layoffs, retention, leaving of jobs due to Covid 19 situation.

**Mr Sushil Chander** highlighted that mental health problem is a big stigma. There are organizations having Employee Assistance Program (EAP) where it deals with response, cause, family etc. Trusting people is highly important in such situations. Mental health is also linked to financial problems. He advised that while counselling as HR professional, one should be respectful, giving value, and not to be judgmental. HR itself is a balancing act, thinking from the perspective to have impact on somebody's life. HR should be active from brain and physic. **Mr Prashant Nimaiyar** stressed that physical health is equally important. He stated that things build up after years of misuse and abuse. Thus, rationalization and better understanding of the situation is required. The intake should be taken into consideration of what, when, how we eat. Lifestyle disorders, especially health problems have increased due to impact of Covid 19. He also informed that in several organizations there are yoga sessions, work-time naps which nudges the employees to do things to help themselves. Physical health requires in keeping some habits which requires physical movement in dealing with stress.



# KEY TAKEAWAYS



**Ms Lipika Verma**

Grateful to XISS for shaping the person I am today. Even if you start small, do not get disheartened. What really matters is your grit and perseverance. The very thought of social well-being produces and nurtures an individual with a difference.

**Mr Sanjeev Verma**

XISS taught the value of social service. Always believe in giving back to society. Be happy and enjoy your life to the fullest because you only live once.



**Mr Prashant Kumar Nimaiyar**

XISS taught me to learn from the great leaders and pick up useful learning from them. It's not about the profession only but also the human touch and empathy.

**Ms Durre Shahwar**

Certain good traits automatically get attached to you once you mention XISS. I overcame my fear of public speaking here in XISS. Always believe in conscious nature and compassion.



**Mr Amitabh Singh**

I am a nobody in the absence of XISS. Humility (Who you are) and Hardwork (Nothing beats hardwork in any circumstances) are your key to success.

**Dr Arup Roy Choudhary**

XISS taught me to always be grounded no matter what. It's not always about oneself but one has to go beyond that and think for society as a whole. Behaviour is like a window which emits light on the person to know their true self.



**Mr Vikas Verma**

Being open to learning is what XISS taught me. The key is to communicate down the line and always be grounded.

**Mr Sushil Chander**

XISS builds you into a person with social conscience. Never lose the hunger to do something more than you did yesterday.



**Ms Nupur Mallick**

XISS teachings resonated with my organization where it's not only about shareholders but also about the purpose of business. One should belong to the organization. One should know who I am as a person and focus on one-self.

**Mr Mridul Chandra**

Values that have been put in me by XISS helped me sail through multiple organizations. I believe in three things: Empathy, Authenticity, and Compassion.



**Mr Alok C Kerketta**

XISS taught me to never forget the humane angle. Always believe in hard work and follow laws and sections of different acts.

**Mr Sajid Eqbal**

When clouds rise from XISS, it will rain everywhere."



**Mr Alok Ranjan**

What you get here at XISS you will not get elsewhere. Always have your feet on the ground and be humble. Also, learn the difference between haves and have nots.



# KEY TAKEAWAYS

## Mr Sushil Kumar Agarwal

XISS taught me to have confidence and trust in ourselves. Never think you can't do it if you are coming from a humble background. Never feel embarrassed about not having a certain set of skills that your peers will be having. Try out things that you don't know.



## Mr Bikash Prasad

XISS taught me the importance of integrity in all aspects of life. Always be honest to your work and keep yourself adaptable to change.

## Dr Sunil Kumar Singh

XISS taught me to believe in myself and build my own path. Simple nature, curiosity and risk taking are my three main strengths.



## Ms Chetna Singh

My journey and dreams of making something big in life were nourished here in XISS. Resilience is the key, always nurture it. Respect your roots, be humble, and be authentic.  
"If you try, you risk failure. And if you don't try, you will ensure failure."

## Ms Davinder Kaur

A proud alumnus of XISS who now manages her house.



## Mr Basant Kandula

XISS taught us to reach out to the downtrodden and upbringing them. Make your subordinates happy, the upper management will automatically be happy.

## Mr Arvind Indwar

Principles of management taught in XISS proved to be very useful in his HR role. Always have self-belief and self-confidence. Don't be demoralized.



## Mr Roshan Kerketta

XISS taught me to follow the path of honesty. Always do what is true and try to be useful for the poor.

## Mr Fabuel

XISS taught me humility, which has shaped me into a good person. Always pay attention in classes and take good care of your health. Build friendships if you wish to move ahead in life.



# MEDIA CORNER

**एक्सआईएसएस के 1997 बैच के 25 वर्ष पूरे होने पर देशभर से आए पूर्व स्टूडेंट्स**

राजि. एक्सआईएसएस के ग्राम रिसोर्स मैनेजमेंट (एचआरएम) प्रोग्राम ने 1997 बैच के 25 वर्ष पूरे होने पर इसके एल्मुमिनाई ने रीयूनियन मनाया। इसमें पर्सनल मैनेजमेंट व इंस्ट्रुमेंटल रिलेशन (पीएम एवं आईआर) के 22 एल्मुनी शामिल हुए। ये एल्मुनी वर्तमान में कई बड़े संगठनों में मानव संसाधन अधिकारी के तौर पर अपनी सेवा दे रहे हैं। कार्यक्रम में इन्होंने पुरानी यादों का स्मरण किया साथ ही वर्तमान स्टूडेंट्स के बीच अपनी

जीवन यात्रा साझा की। निदेशक डॉ. जोसफ मारियानुस कुजुर एसजे, डॉ. अमर ई. तिग्गा, डॉ. रमाकांत अग्रवाल, डॉ. श्यामल गोप्स मौजूद रहे।



**विद्यार समाज सेवा संस्थान से साझाट छात्रों का मिलन मारोह**

Lagatar News - 27/06/2022

**अपस मिले, तो खुला यादों का पिढारा**

Ranchi: जेवियर समाज सेवा संस्थान (एक्सआईएसएस) के 1997 बैच के साझाट छात्रों के मिलन समारोह का रविवार को आयोजन किया गया, इसमें छात्रों ने एक-दूसरे से मिल कर 25 साल पुराने यादों का स्मरण किया. डॉ. अमर ई. तिग्गा, डीन एकेडमिकल ने पूरे छात्रों का स्वागत किया. उन्होंने कहा कि संस्थान के पूर्व छात्र संस्थान की विरासत हैं, पीएम और आईआर से विरासत किये हैं. संस्थान का अर्थ प्रत्यक्षतः से विरासत किये हैं. और आगे चल कर अपने एल्मुमिनाई से जुड़े अपने के जिन एक अभिमान भरेदर्शन अर्थात् अमेरिका में एल्मुनी एसेसिमेंट ऑफ एक्सआईएसएस एक पूर्ववर्ती छात्र एस ई और इसके विभिन्न सदस्यों में बैठकर भी हैं, जो दुनिया भर में संस्थान के पूर्व छात्रों को जोड़ता है.

**एक्सआईएसएस के पूर्व छात्र संस्थान की विरासत**

एक्सआईएसएस के पूर्व छात्रों का स्वागत किया. उन्होंने कहा कि संस्थान के पूर्व छात्र संस्थान की विरासत हैं, पीएम और आईआर से विरासत किये हैं. संस्थान का अर्थ प्रत्यक्षतः से विरासत किये हैं. और आगे चल कर अपने एल्मुमिनाई से जुड़े अपने के जिन एक अभिमान भरेदर्शन अर्थात् अमेरिका में एल्मुनी एसेसिमेंट ऑफ एक्सआईएसएस एक पूर्ववर्ती छात्र एस ई और इसके विभिन्न सदस्यों में बैठकर भी हैं, जो दुनिया भर में संस्थान के पूर्व छात्रों को जोड़ता है.

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