



xiss

AXIS 2018

Annual of Xavier Institute of Social Service



XAVIER INSTITUTE OF SOCIAL SERVICE
ESTD. 1955

DR. CAMIL BULCKE PATH
RANCHI



XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI

Dr. Camil Bulcke Path (Purulia Road), Ranchi - 834001, Jharkhand

Tel: +91 651 2200873, Fax: +91 651 2213381

E-mail: xiss@xiss.ac.in, Visit us: <http://www.xiss.ac.in>

AXIS

2018



xiss

Annual of

XAVIER INSTITUTE OF SOCIAL SERVICE

P.B.-7, Dr. Camil Bulcke Path, Ranchi - 834001, Jharkhand, India

Phone : 0651-2200873 (O), 2351482 / 2351465 (Dir. Off.) | Fax : 0651-2213381

E-mail : xiss@xiss.ac.in | Website : www.xiss.ac.in

Contents

**xiss**

From the Editorial Board	Prof. (Dr.) R. K. Agrawal Prof. S. R. Roy Dr. Sudeep Kumar	1
Director's Report – 2018	Dr. Alexius Ekka, S.J.	3
Department of Human Resource Management	Prof. S. R. Shauq	11
Department of Rural Management	Prof. (Dr.) M. H. Ansari	27
Department of Information Technology	Prof. (Dr.) S. N. Singh	39
Department of Marketing	Prof. Anmol Roshan Bodra	45
Department of Finance	Prof. (Dr.) Ratnesh Chaturvedi	55
Central Placement Cell	Dr. Amar Eron Tigga	69
Department of Research and Planning	Prof. (Dr.) Himadri Sinha	73
Department of Research and Publications	Dr. Sudeep Kumar	81
Department of Library and Documentation	Mrs. Shamida Lakra	85
Development Resource Centre	Dr. Sant Kumar Prasad	87
Department of Entrepreneurship Development Programs (EDP)	Harpreet Singh Ahluwalia	91
Childline, Ranchi	Sanjay Kumar Verma	97

From the Editorial Board

“ Try not to become a man of success, but a man of value. Look around at how people want to get more out of life than they put in. A man of value will give more than he receives. Be creative, but make sure that what you create is not a curse for mankind ”

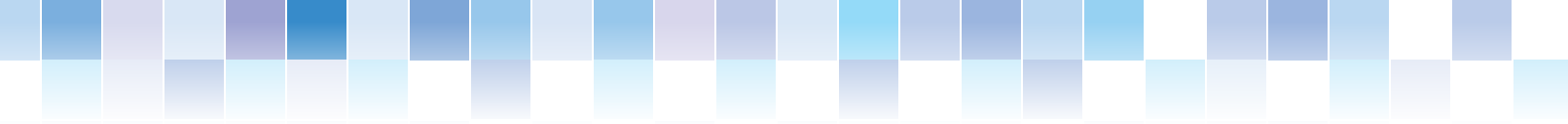
Albert Einstein

Welcome to the 2018 edition of *AXIS - Annual of Xavier Institute of Social Service* which is released every year on the day of Annual Convocation. It contains the annual reports of the different departments of the Institute for the academic year 2017-18. This publication provides us with a platform to take stock of the activities of the academic year gone by and plan for the next academic year.

Basically, there are three major goals of education – (i) humaneness, (ii) citizenship, and (iii) productive employment. Education is also an important factor determining the managerial and entrepreneurial orientation in individuals. As we know, management education is used in almost all matters where in, by using resources efficiently, desired goals are achieved. However, the general misconception about management education is that, it is “value neutral”. This understanding has given rise to the increasing human problems world over like over population, poverty, illiteracy, ill-health, corruption, unemployment, etc. leading to greater complexities in society including the emerging socio-political scenario.

Accordingly, the B-Schools around the world have been reinventing the pedagogy of management education. Besides inculcating good management education for developing managerial skills, they have also started training their students in terms of leadership, research competence and self-development for producing thought-leaders and entrepreneurs of the future generation for catering to the needs of the business houses, industries and society at large. However, the Management Education at XISS goes beyond the above-mentioned goals and objectives. Besides blending professionalism and academics together, the teaching and training programmes of our Institute also speak of social justice and empowering the poor. It provides management education that is free from selfishness, greed and lack of ethics, and recognizes and inculcates the value of sustainability and social responsibility. XISS believes that the prevailing social, economic and political problems in the society are more due to the non-participation of the educated human beings who could deal with the social ferment and economic distress in a much better manner.





Academic excellence through functional learning has always been the goal of Management Education at XISS along with the social field work experience for practical exposures and realization of various situations beyond classroom teachings. This is evident from the annual reports of all the five academic streams. Keeping abreast with new knowledge XISS is frequently interacting with the industry and the corporate world in order to revise the curriculum to suit modern business practices and also to keep pace with the emerging trends in research. It goes for revision of curriculum and updating of syllabus based on industries' and organizations' requirements in order to make it in line with their changing needs. The focus therefore, is to develop future leaders with the right combination of the knowledge, skills, values, and practical orientation in order to equip themselves with the right vision of a world class manager. Thus, XISS delivers quality in terms of a skilled and industry-ready workforce without diluting its vision and mission. Moreover, the students are put through rigorous practically oriented assignments, projects and case studies where they get enough opportunities to display their innovative skills. Such opportunities to each student also get offered when he/she gets attached to a particular industry/organization for 'Summer Internship Projects' (SIP). The academic excellence is further reflected in the Institute's research and publication activities which evaluates many development projects of national and International agencies, and disseminates such knowledge through publications. This is also followed by the regular publication of the peer-reviewed thematic and quarterly research journal of the Institute - "*Jharkhand Journal of Development and Management Studies*" (JJDMs) which is now prescribed in the UGC list of journals for meeting the standards of academic rigour and reflection that are relevant to the practicing managers and development professionals. Similar thing could be said about the International Conferences, paper presentations at seminars/conferences and the publication of books and articles by the faculty members and students.

Similarly, the training and development of the professionals from the Government and the Non-Government Organizations, the Community Based Organizations as well as the Corporate Organizations have the same thrust of deep knowledge and experience based learning and grassroots level involvement for solving the rural and urban problems like dealing with water resources management, projects/programmes for livelihood promotion and entrepreneurship development. And finally, the outreach programme of Childline at the Institute bears the testimony to its upholding the child rights and dignity.

XISS has always been striving to improve its all round quality for successfully demonstrating its commitment and become state-of-the art laboratory for nurturing the "*Professionals with a Difference*". We believe that these professionally different leaders – managers with right mix of scholarship and service would change the managerial and administrative practices to enhance the performance of organizations. These would further bring about a change in the pattern of social relationships and help us in getting rid of the existing social, political, and economic problems thereby leading to social transformation. It is a matter of pride that XISS for the last sixty three years has been serving the nation in terms of promoting equitable justice and well being of people. The Grand Finale of the Diamond Jubilee celebrations has instilled fresh energy with vitality among the XISS fraternity to continue with the commitments towards our vision and mission. We believe that our mission of "Putting the Last First" becomes universal and helps in transforming our society into a more just and equitable one. We thank the Almighty for helping us to carry out our vision and mission.

Patron: Dr. Alexius Ekka, S.J.

10th April, 2018

57th Annual Convocation Day

Dr. Ramakant Agrawal

Prof. Sushil Ranjan Roy

Dr. Sudeep Kumar

Director's Report - 2018

Dr. Alexius Ekka, S.J.

Director, XISS

The academic year 2017-2018 commenced on 17th June 2017 with Dr. Jerome Joseph, Professor Indian Institute of Management, Ahmedabad as the Chief Guest. In his keynote address he said that the Management Education in a Jesuit B-School was a privilege and so all those who studied at XISS must make the best of the opportunity. The professional education at XISS was as good as it was at the IIMs all over the country. Soon after the inaugural function the orientation cum induction programme of the new students began in the respective streams. This annual report consists of five sections: (1) Farewell and Welcome to the Institute's Faculty, Project Officers and Staff, (2) Governance and Administration, (3) Departmental Reports, (4) XISS & International Associations and (5) The Tasks Ahead.

I. Farewell & Welcome

The Institute expressed deep gratitude to the superannuating employees during the academic year 2017-2018. The first in the line was Mr. Syed Reyaz Irfan of the Department of Research and Planning. He gave his valuable services to the Institute for 28 years. The Institute bade him farewell on 13th May 2017. Second in the line was Prof. H.K. Singh, the Librarian. He served the Institute for 34 years. The Institute wished him well on 21st December 2017. Next was Mr. Pratul Chandra, also from the Department of Research and Planning. He served the Institute for 29 years. The Institute gave him farewell on 5th March 2018. And finally Dr. (Prof.) M.H. Ansari, the HOD of the Department of Rural Management retired after 36 years of service to the Institute on 27th March 2018. But on account of his request and the need of the Institute he has been re-employed on contract basis for a year.

Other Professors and Staff of XISS who left the Institute on their own were Dr. Joe Kelvin Walter Hill in May 2017, Prof. Subhajit Bhattacharya in July 2017, Prof. Sanjeev Bajaj in August 2017 and Mr. Francis Xavier Tirkey in December 2017. The Institute is also grateful to each of them for their committed services in their respective Departments.

The Institute also welcomed the following Faculty and Staff who joined various Departments since 2017. They were Prof. Pooja



(February 2017), Prof. Tina Murarka (March 2017) and Prof. Bhabani Prasad Mahapatra (Oct. 2017) for the Department of Marketing Management; Dr. Amit Kr. Giri (April 2017), Dr. Rishi Dwivedi (June 2017) and Dr. Jay Prakash Verma (June 2017) for the Department of Finance Management and Ms. Indrani Ghatak (June 2017) for the Department of Human Resource Management. Similarly, Mrs. Shamidha Lakra (February 2018) joined the Department of Library and Documentation, Mr. Subal Kartik Lakra (May 2017) as a driver of the Institute and Mr. Jaydev Mandal (May 2017) as a Security Guard.

II. Governance and Administration

The Institute came out with the 5th Edition of the Personnel Rules with effect from April 2018. Prior to that there was consultation with the Faculty and Staff on its draft. The New Personnel Rules also give a brief history of XISS and spell out the vision and mission of the Institute along with the Characteristics of Jesuit Education. It has been drafted as per the 7th Pay Scale structure and the latest guidelines of the AICTE.

Another significant development in the Institute has been the starting of the Departmental Leadership in rotation as per the recommendation of the Governing Body of XISS. The appointment of the new incumbent will be for four years on the basis of seniority, experience, ability of governance and administration and willingness to discharge the duties and responsibilities. Consequently, the change of guard for the six Departments was announced on 28th March 2018 to be effective from 17th June 2018 at the starting of the new academic



year. But first of all the Director thanked the outgoing HODs for their committed and innovative leadership in a public function at XISS. They were: Dr. M.H. Ansari of the Department of Rural Management, Dr. Himadri Sinha of the Department of Research and Planning, Prof. S.R. Shauq of the Department of Human Resource Management, Dr. S.N. Singh of the Department of Information Technology, Prof. A.R. Bodra of the Department

of Marketing Management and Dr. Ratnesh Chaturvedi of the Department of Finance Management. The new HODs appointed were Dr. Himadri Sinha for the Department of Rural Management, Dr. R.K. Agrawal for the Department of Human Resource Management, Dr. Mahua Banerjee for the Department of Information Technology, Dr. Pinaki Ghosh for the Department of Marketing Management, Dr. Arup Mukherjee for the Department of Finance Management and Dr. Pramila K. Panda for the Department of Research and Planning. In a moving function of felicitation the outgoing HODs thanked their respective Departmental colleagues for their whole hearted collaboration and wished their incumbents all success in their leadership. The Newly Appointed HODs thanked their predecessors for their landmark achievements and the examples of camaraderie set by them. Dr. Himadri Sinha took over as the new HOD of the Department of Rural Management on 3rd April 2018 and the rest would do so as the new Academic Year begins in mid June 2018.

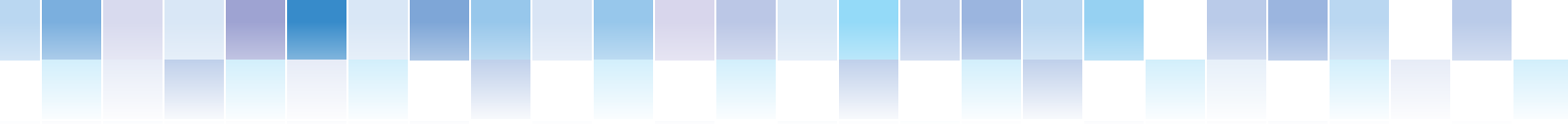
III. The Departmental Reports

1. Human Resource Management

During the induction the first year students benefited from a session by Mr. Rakesh Tigga, HR Head of Hindalco Muri on “Expectations of the corporate world from young HR Professionals”; and by Mr. Pramod Kumar, HR/IR Head, Tata Motors on “Challenges of the HR profession”. The field works for students in 7 centres in Ranchi city for the poor and the Differently Abled inmates of various organizations have continued with teaching, counselling, tree plantation drive and health awareness programmes. The Retreat and Rural Visits of the first year students at the Society for Rural Industrialization (SRI), Bariatu was also remarkable under the leadership and guidance of Dr. Shyamal Gomes. Similarly their industrial visits to the nearby industries under the care of Prof. S.R. Shauq and Dr. M. Spring and industrial tours for the second year students at Delhi and Kolkata were very enriching. The students further participated in the HR Analytics Conclave at MDP SAIL organized by NHRDN, IIM-Ranchi, XISS and SAIL, Ranchi from 11-13 Nov. 2017. They later attended an HR-IR Conclave organized by CII – Jamshedpur Chapter. And finally Ms. Riya Ray, a second year student participated in the 5th *Awanish Kumar Dev Memorial Lecture* on 30th August 2017 at Hyderabad organized by Maruti-Suzuki XISS Awanish Kumar Dev Trust. Among the Faculty Members Prof. S.R. Shauq, Prof. K.M. Spring, Prof. Nidhi Shukla and Prof. Mirtyunjay Roy attended the “People Analytics Conclave” at SAIL, Ranchi; Prof. K.M. Spring and Prof. Nidhi Shukla attended a Faculty Development Programme on “Utilizing Case Study as a Teaching Tool” at XIM Bhubaneswar from 24-25 Nov. 2017; Prof. Indrani Ghatak presented a paper on “Neo-Liberalism and Domestic Violence” at 43rd All India Sociological Conference on *Neo-Liberalism, Consumption and Culture* held at the Department of Sociology, Lucknow University from 9-12 Nov. 2017; Prof. R.K. Agrawal participated in many debates and talk shows on Ranchi TV and other local channels and Prof. Mary Sheila Bodra completed a certificate Programme titled “Advanced Learning Program in Competency Mapping” at TV Rao Learning System Pvt. Ltd, Bangalore from 8-10 Nov. 2017.

2. Rural Management

This year in the first year Rural Management there is a good gender balance among the students. The rigours of writing the term papers and doing the Summer Internship Projects have made the first and the second year students respectively more professional. Similarly, the study tours for the second year students in groups of 25 to the northern, southern and western regions of the country were insightful and motivating. The first year students have been duly engaged in *Thematic Field Work* in different groups in 10 slum centres of Ranchi for field work. In groups of 25 they had also fruitful Institutional Visits to AKSW, Khunti; JSLPS, Nagri and ISSNIP, Khunti on 18th August and to AROUSE, Gumla; LEAD, Khunti and PRADAN, Torpa on 21st August 2017. In the international scenario Ms Eliza Chakraborty, Mr Rajender Bisht and Ms Ankita Toppo participated in the summer course on *Europe: Diversity and Migration* at Stads campus, University of Antwerp, Belgium from 26th June to 7th July 2017. This year Ms. Kanaya Mahanti and Mr. Debdorshi are selected for the USOS scholarship to attend the summer school on the same topic at the University of Antwerp from 25 June to 6 July 2018. The



Department as a whole conducted a CSR *Choupal* in collaboration with TSRDS, Jamshedpur on 29th October 2017 and a consultative meet on *Save the Children* with UNICEF, Ranchi on 17th Nov. 2017. As regards the Faculty engagement in seminars and trainings following were significant: Prof. M.H. Ansari conducted two sessions on “Promoting Critical Thinking in College” organized by Ranchi University Academy of Staff Training, Ranchi on 28th June 2017 and Dr. Raj Shree Verma Presented a paper entitled “Social Justice among Women through Literacy Leads to Sustainable Action: An Understanding” at 23rd World Forum of IAJBS held at the University of Namur, Belgium from 16-20 July 2017. Some of the publications from the Faculty members were: *Demonetization, Digital India and Governance* co-authored by Dr. Niranjana Sahoo and published by New Century Publication, New Delhi. Dr. Anant Kumar co-authored an article “Income and Saving Habits among Rickshaw Pullers in Ranchi” in *Jharkhand Journal of Development and Management Studies*, of XISS, Vol. 15, No. 1, Jan-March 2017, pp. 7197-7209. Mr. Sanjay K. Verma presented a paper on Livelihood Dependence of Tribals on *Non-Timber Forest Products (NTFPs) in Jharkhand: Issues and Challenges*, held on 18-19 Sept. 2017 at the Department of Lifelong Learning and Extension, Rural Extension Centre (REC), Visva-Bharti, Sriniketan, Birhhum, West Bengal.

3. Information Technology

It is heartening to note that on account of the Departmental efforts to popularize the course in the under graduate colleges of Ranchi, the total intake of students has been 60 in the academic year 2017-2018 as allowed by AICTE. The newly admitted students had a two-day memorable orientation and induction programme soon after the inauguration of the academic year. Later during the year the students participated in the debate competition on the topic “My Vision Corruption Free India” organized by FCI on 28th Oct. 2017 at XISS as part of Vigilance Awareness Week. The second year students participated in a workshop on “Digital Marketing” held at XISS on 6th Nov. 2017. Along with Dr. S.N. Singh, and Mr. Himanshu S. Mahanta, the students also participated in the National Seminar on “Cyber Security: Emerging Trends” held at ICFAI University, Ranchi. Prof. Rik Das co-authored an article entitled “Partition Selection with Sparse Auto Encoders for Content Based Image Classification, Neutral Computing and Application” (2017) in *Springer, I.F.:2.505, (Thomson Reuters JCR (latest report))*, DOI: 10.1007/s00521-017-3099-0, Springer Verlag. Dr. Madhumita Singha presented a paper on “Sustainable Agriculture: Case Study of CSR Intervention of XISS and HPCL in Mukunda village of Jharkhand” at 23rd World Forum of IAJBS at the University of Namur, Belgium during 16-20 July 2017.

4. Marketing Management

Three new Faculty Members were selected in the Department recently. They are: Mr Bhabani Mahapatra (Asst. Professor) for Quantitative Economics/Economics and Research Methodology, Ms Pooja Mishra (Asst. Professor) for Organizational Behaviour, Human Resource Management and Business Ethics and Ms. Tina Murarka (Asst. Professor) for Finance & Accounts and Business Law. Four second year students participated in the 4th Annual Students’ Conclave “SANGATI” on September 2017 organized by KIIT School of Rural Management. Mr. Frank Russel and MR. Rohit Banerjee won the first prize in the debate – “Fortune at the Bottom of Pyramid by Dr. CK Prahlad: Theory or Practice”. Mr. Amar Kumar Singh and Ms. Richa Abhilasha won the consolation prize in the development of an – “Innovative Rural Marketing Model for Rural Development”. Two students – Mr. Pranjal Pragya and Mr. Saurabh Agrawal participated in a seminar – “Road to GES” on the theme *Fostering Innovation and Entrepreneurship among Academic Institutions*, organized by the Department of IT & e-Gov. Government of Jharkhand in association with National Research Development Corporation (NRDC), New Delhi on 22nd Nov. 2017 at Hotel BNR, Chanakya, Ranchi. The second year students went for the Industrial Visit from 6th to 16th Oct. 2017 to Delhi, Mumbai and Kolkata accompanied by the Faculty Members. And finally three new courses have been introduced in the Department: Business Analytics, Econometrics, and Sustainable Business Models, keeping in mind the requirement of the Industry.

5. Finance Management

The Department of Finance Management also has three new Faculty Members since this academic year. They are Dr. Amit Kumar Giri, Asst. Professor for Economics and Statistics; Dr. Rishi Dwivedi, Asst. Professor for Operation Research and Logistics and Supply Chain Management and Dr. Jay Prakash Verma, Asst. Professor for Marketing. With the new incumbents the Department is doing better in academics and co-curricular activities. Apart from the usual Freshers' welcome at the start of the academic year and the rural exposure visits and industrial visits the Department has very uniquely started FinaXiss, a Finance Club of XISS. Its primary objective is to create a challenging environment among the budding professionals and help them understand different Business phenomena. Among the Faculty members Dr. Amit K. Giri has been one of the 20 recipients of the prestigious Regulating Decent Work (RDW) fellowship from the International Labour Organization (ILO) for the year 2017. He also received US \$ 1000/- for his research work and was invited by ILO at Geneva to present his work at the 5th Regulating for Decent Work Conference during 3-5 July 2017. His paper was "Labour Conditions in the Global Value Chains in India: the Case of Hand-Knotted Carpet Manufacturing Cluster". Dr. Rishi Dwivedi has jointly developed a performance measurement tool for an agricultural enterprise using balanced scorecard and quality function deployment models. Fr. Pradeep Kerketta, SJ, Asst. Director and Dr. Amit K. Giri presented a research project entitled "Working Conditions of Daily Wage Labourers in Ranchi, Jharkhand" at the Indian Society of Labour Economics (ISLE), Trivandrum, Kerala during 16-18 December 2017. Dr. Bhaskar Bhowani presented a paper at IAJBS 23rd World Forum from 16-20 July 2017 entitled "Creating Sustainable Entrepreneurship through Microfinance Initiatives: A Case of Jharkhand, India". Dr. Ratnesh Chaturvedi, Dr. Bhaskar Bhowani and Dr. Jay Prakash Verma took sessions at the two-week Faculty Development Programme for participants from various states organized by the Department of EDP of XISS from 20th Nov. to 2nd December 2017.

6. Department of Research and Planning

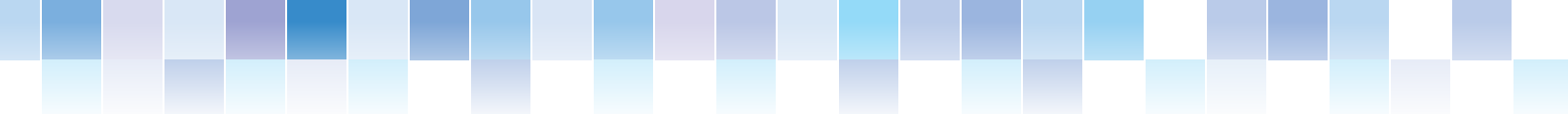
During 2017-18, the Department has completed 16 research projects. It has applied for 51 new projects out of which around 11 or 12 new projects are likely to be awarded to XISS shortly. Among the new projects, most noteworthy one is a national level study on Social Inclusion of SC and ST in NDP I (National Dairy Programme Phase I). This programme is funded jointly by Govt. of India and World Bank. This study will be conducted in 10 states across India under the aegis of NDDDB, Anand. In July 2017, the Department has submitted its recommendation on restructuring of DRDA under the Department of Rural Development, Government of Jharkhand. The XISS Research Department has suggested practical ways of making both DRDA and Department of Rural Development to be more effective and accountable. It is now up to Government of Jharkhand government to implement the same.

Dr. Himadri Sinha has been invited by Prof. Dr. Clare Lyonette from the Institute for Employment Research (IER), University of Warwick, UK to collaborate as Co researcher in the Project titled **GCRF Skills and Education 2018**. Prof. Sinha and XISS have sent their consent for the same to complete the international registration process. The Project will commence shortly.

Dr. Himadri Sinha was invited as an Expert Member of 1st Common Review Mission of Ministry of Panchayati Raj Institutions, Govt. of India to examine the progress and impact Fourteenth Finance Commission's grants (FFC grants) given Gram Panchayat directly. CRM was held during August and September 2017.

The 5th batch of trainees is currently undergoing the Short Training on GIS and Remote Sensing. The training prepared the trainees as job ready. Nearly all the trainees are recruited during training period by various companies. So far this training has recorded near 97% placement.

Dr. Pramil K. Panda delivered a lecture on 'Beyond the Etiquette: Parenting a Child with Autism' in the weekly seminar organized by the Rotary Club at Ranchi Club Complex, Ranchi on 21 September, 2017. Dr. Amardip Singh presented a paper 'Isolation, Characterisation and Classification of Plant Growth Supporting Bacteria'



in the International Conference on Advances in Environmental & Agricultural Biotechnology (ICAEA-2018), held on 22-24 February 2018 at St. Xavier College, Ranchi, Jharkhand. Dr. Pramil K. Panda published a paper in renowned Economic and Political Weekly journal

7. Department of Research and Publication

The *Jharkhand Journal of Development and Management Studies* (JJDMs) has been enlisted in the UGC approved list of journals where the Professors and Teachers are accepted to publish their papers for consideration for the purpose of Career Advancement Scheme (CAS) and Direct Recruitment of Teachers and other Academic Staff as required under UGC. Fr. Alex Ekka, SJ, Director, presented a paper at the 23rd World Forum of IAIBS at the University of Namur, Belgium during 16-20 July 2017 on the topic: “Sustainability and Social Justice: A Case of Organic Farming in India”. He also led the XISS delegation of three Executive Members of the Institute’s Alumni Association (AAXISS) to the 9th Congress of World Union of Jesuit Alumni (WUJA) held at John Carroll University, Cleveland, Ohio in USA from 28th June to 2nd July 2017. Dr. Sudeep Kumar published an article on “Promoting human behaviour for environmental sustainability: An urgent need for homeostasis of the society” in *Delhi Psychiatry Journal*, 20(1), 18-22. Fr. Alex Ekka, SJ co-authored and published the book *Securing Childhood Challenges, Opportunities and Strategies*, Ranchi: Xavier Institute of Social Service (ISBN: 81-904112-0-9), 2017. Secondly, Fr. Alex Ekka, SJ and Dr. Sudeep Kumar published the combined volume of *Jharkhand Journal of Development and Management Studies* (with index, Vol. 14), Ranchi: Xavier Institute of Social Service, Ranchi, 2017.

8. Central Placement Cell

First of all the Central Placement Cell (CPC) prepared the Placement Brochure – 2018 by 23rd September 2017 and sent the copies to 183 organizations. The CPC also compiled the questions asked during the interview and the GD topics and provided them to the current second year students for mock interviews and GDs. Based on the summer internships 5 Pre-Placement Offers have been received – 3 for HRM and one each for RM and Marketing Departments. Till today Department wise following is the campus placement scenario: HRM = 50/73, RM = 68/73, MKT = 49/52, FIN = 50/52 and IT = 18/35. According to Business India the ranking of XISS is 52 among all the PGDM Institutes in the country as reported on 30th Nov. 2017. The highest salary package is Rs. 13.50 lakhs and the average salary package Rs. 5.87 lakh per annum. Overall 82.7% students have been placed as of now.

9. Library and Documentation

With the coming of Mrs. Samidha Lakra, Assistant Librarian, the Department of Library and Documentation has geared up to provide better services through print and digital forms. The library has a collection of 36,000 books in all the disciplines of management education at XISS. Similarly it has 82 periodicals from India and abroad having 3275 accumulated back volumes of bound journals. The library has also all the issues including back issues of the Institute’s Quarterly *Jharkhand Journal of Development and Management Studies* (JJDMs) both in loose and combined volumes. Then apart from the topic wise paper clippings, the Institute has the facilities of e-Library of EBSCO online database and EBSCO HOST Business Source Elite.

10. Entrepreneurship Development Programme

The Entrepreneurship Development Programme of the Institute carried out five Entrepreneurship Awareness Camps (EAC) one each at (1) Al-Kabir Polytechnic, Jamshedpur, (2) Government Women’s Polytechnic, Jamshedpur, (3) Xavier Institute of Polytechnic and Technology (XIPT), Namkum, (4) Government Women’s Polytechnic, Ranchi and (5) Government Polytechnic, Ranchi from August to November 2017. The EDP also conducted two Faculty Development Programmes on Entrepreneurship at XISS for outstation participants of various Colleges and NGOs from September to December 2017. From October 2017 to January 2018 the Department of EDP also conducted the first batch of skill training on Computer Hardware for the unemployed Scheduled Tribe Youths of Jharkhand. And finally, on the occasion of “National Education Day”, 11th November

2017, Mr. Harpreet Singh Ahluwalia and Mr. Arif Hussain attended a workshop at the Government Polytechnic, Koderma and delivered a talk on the “Need and Importance of Entrepreneurship at the Present Scenario”.

11. Development Resource Centre

There have been two main projects during the present academic year. The first one is the Enhancement of Livelihood Opportunities in the selected Blocks of the south region of Chotanagpur in Jharkhand. There are 11 Voluntary Organizations working along in this project for the capacity building of Community Based Organizations (CBOs) through Self-Help-Groups (SHGs). A total of 1377 target groups are engaged in income generation activities through the VOs and CBOs in poultry farming, vegetable cultivation, lac cultivation besides pig and goat rearing and small scale shop keeping in the rural areas.

The second one is India Development Gateway Initiatives (InDG) Vikaspedia. It is supported by the Department of Electronics and Information Technology (DIETY) under the Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

12. Childline Outreach Programme

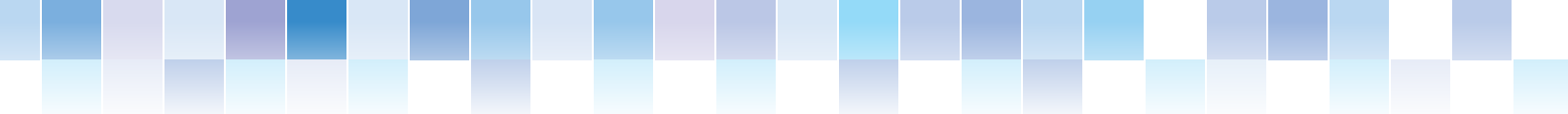
An agreement between XISS and CIF (Childline India Foundation) was signed on 4th July 2017 for another three years. The grant of the previous financial year 2016-2017 was sanctioned on 13th Nov. 2017. Childline stands for a friendly Didi or a sympathetic Bhaiya who is always there for vulnerable children 24 hours of the day and 365 days a year. Childline Ranchi is the urban model of 1098 free telephone service and is delivering the service through three partner organizations in Ranchi District. First in this is Xavier Institute of Social Service (XISS), Ranchi, which is a Nodal Agency. Its coverage area is Ranchi City. Second is the National Domestic Workers Welfare Trust, a Collaborative Organization. Its coverage area consists of 35 Municipal Wards (1-36 except 29) of Ranchi Municipal Corporation and Namkum Block. And the third is *Chotanagpur Sanskritic Sangh* covering the 21 Municipal Wards (37-57 and 29) of Ranchi Municipal Corporation. Additionally a CHILDLINE unit is operational at Ranchi Railway Station since 2015 coordinated by one Br. Maju Mathew.

In the year 2017-2018 the number of cases intervened and rescued by Railway CHILDLINE is: lost / abandoned child – 14, runaway children – 66, assisted by children – 3, begging – 1 and possibly trafficked – 67. Similarly, during this year CHILDLINE Ranchi conducted 24 Open House Programmes. It is a platform for children to express their opinions, give suggestions, address conflicts and give feedback. CHILDLINE Ranchi has also ensured participation of Principals, School Teachers, Students, Ward Members, SHG members, and other stakeholders in these programmes.

CHILDLINE team has conducted a total number of 46 person hours of outreach and awareness programmes in the financial year 2017-18. Out of 469 cases, 207 cases have been received from outreach and awareness programme. Under this outreach programme a special event called *Childline se Dosti*, a weeklong campaign was organized from 14-20 Nov. 2017. XISS feels proud to have very committed Professionals like Mr. Sanjay Verma, Programme Director and Ms. Suradha Kachchap, the City Coordinator doing such a commendable work in CHILDLINE Ranchi.

IV. XISS & International Associations

The Alumni Association of Xavier Institute of Social Service (AAXISS) was represented at the *9th World Congress of World Union of Jesuit Alumni (WUJA)* at John Carroll University, Cleveland, Ohio, USA from 28th June to 2nd July 2017. The AAXISS delegation consisted of Fr. Alex Ekka, SJ, President; Mr. Alok Kumar, Secretary; Dr. Pinaki Ghosh and Dr. Amar E. Tigga, both Executive Board Members.. A total of 9 delegates from Ranchi Province and 40 from other Provinces in India were present among the 120 delegates from all over the world. It was a learning experience for the AAXISS delegates about the Vision and Mission of WUJA, which was reflected in theme of the Congress – “Uniting Jesuit Frontiers”. It meant taking up more challenging tasks to bring about



justice, peace, equality and dignity in the society all over the world. During the trip to USA, the AAXISS delegates re-established the contacts with Prof. James Stoner and Prof. Frank Werner at Fordham University, New York.

The second international presence of XISS was at the *23rd World Forum of International Association of Jesuit Business Schools (IAJBS)* held at the University of Namur, Belgium from 15-19 July 2019. The four persons presented papers on the theme of Sustainability and Justice were: Fr. Alex Ekka, SJ, Director, Dr. Raj Shree Verma, Dr. Madhumita Singha and Dr. Bhaskar Bhowani. Fr. Alex continues to be a Board member of IAJBS.

V. The Tasks Ahead

XISS has stepped into the post Diamond Jubilee era and during this time an overhauling and restructuring of its vision-mission, goals and objectives as well as teaching – learning styles is envisaged. Consequently, first in the agenda is a Three-Day Workshop for all the Faculty Members and Project Officers on the theme: *“Revisiting and Reconfirming the Vision-Mission of XISS”*. This is scheduled to be held from 10-12 May 2018. A similar but short programme will also be organized for the staff members of the Institute soon thereafter.

The second task to be accomplished is to gain momentum in actualizing the University Status to XISS. A total of 35 acres of land has been obtained for this purpose in the campus of Agricultural Training Centre (ATC), Namkum along the Ranchi – Tatanagar Highway. Proper clearance of the ownership of the property is in the offing along with the construction of its boundary wall. In the meantime a master plan for the proposed XISS University is in the making along with its Vision 2020. Working towards actualizing the XISS University will be a priority in the coming years.

A Word of Thanks

At the end I would like to thank all the Faculty Members, Project Officers and Staff Members for their total support in running the Institute, which is not only a B-School but also an organization for social involvement particularly with the disadvantaged groups both in the rural and urban areas. I also thank you all for being Jesuit collaborators in imparting excellent management education and bringing about peace, justice and reconciliation in society through intellectual activism as well as through grassroots involvement from time to time.

XISS is also grateful to its alumni association both at the centre and at the different Chapters in Delhi, Mumbai, Kolkata, Bangalore, Patna, Pune and other places in the country as well as abroad. The XISS Alumni anywhere are the Institute’s brand ambassadors. We count on their association with their alma mater for mutual enrichment.

And finally, I would like to wish all success and bright future to all the graduating students. XISS was glad to have you all these two years when each one of you proved to be a unique leader and a man or a woman for and with others. Remember the motto of the Institute *“Leaven in the Dough”* and continue to transform the society from within just as the maxim signifies. Thank you and God bless you.

Department of Human Resource Management

Prof. S.R. Shauq
Head of the Department

Another academic year has come to an end, another batch marches out to fulfill the expectations of the corporate world and another departmental report shares with the readers the activities of the Department of Human Resource Management. The year that went by was full of academic engagements and achievements for the students and the faculty members of the department. We present below an exhaustive narrative of what happened in the department during the past one year.

1. Induction Program

The Induction program for the batch of 2017-19 was successfully conducted by the departmental faculties and the invited dignitaries. Mr. Rakesh Tigga (Head – HR), HINDALCO, Muri, delivered a session on “Expectations of the corporate world from young HR professionals”. Mr. Pramod Kumar (Head – HR/IR), Tata Motors, shared his corporate experience with the students and spoke at length to them on “Challenges of the HR profession.”

2. Corporate Visitors

During the academic year 2017-18, the following esteemed alumni of the HRM fraternity visited the campus and helped the students of HRM department to understand the current valuable corporate HR issues:

- Mr. Gurucharan Singh, Head – L&D, Aditya Birla Financial Services
- Mr. Rajorshee Ganguli, VP & Head – Commercial HR, Dr. Reddy’s Laboratories
- Mr. Akshay Rakshit, Honda India Ltd
- Mr. Sujoy Banerjee, Head – HR, Tractor India Ltd
- Ms. Nivedita Singh, Future Groups

3. Workshops Conducted

- Mr. Vivek Krishna, a practicing Law consultant was involved as a resource person in the one-day workshop on ‘Domestic Enquiry’.
- A workshop on ‘Entrepreneurship and start-ups’, was conducted by involving Dr. Natrajan of Voice Snap, Chennai as a resource person.



4. 5th Awanish Kumar Dev Memorial Lecture, 2017

Ms. Riya Ray participated in the 5th Awanish Kumar Dev Memorial Lecture, 2017 at Hyderabad, and spoke on the topic, “Tweaking HR strategies for the future”, in the student panel discussion.

5. Special Capability Building Initiatives of the Department to Augment Placements

- Mr. Shiladitya Bhattacharya- Positive Strokes, conducted a three-day Capability Building workshop for HRM- II students to improve their GD and interview skills.
- Mr. Rajneesh Singh – Managing Partner –Simply HR, conducted a three- day HR Lab to provide exposure to the students regarding real life situations in the field of – Culture building, Talent Acquisition, Performance Management, Training & Development, Rewards, Employer Branding, Restructuring, and IR Management.



Prof. K.M. Spring, Prof. S.R. Shauq & Prof. Nidhi Shukla in the class of HRM-II during the session taken by Mr. Rajnish of simply HR

- The Department of HRM organized a two-day training program for the HRM-I & HRM-II students on Labor Laws and IR. The program was conducted by the eminent scholar of Labour Laws and IR, Prof. P. K. Padhi of XLRI Jamshedpur. The program was conducted in the second week of December 2017.

6. Social Service Field Work (SSFW)

The Social Service field work continues in 7 centres across Ranchi city. The students are engaged in teaching, organizing competitions, plantation drives and health awareness programs. The 71st Independence Day was celebrated with high spirits and fervour throughout all the fieldwork centres. Prof. Shyamal Gomes with the help of Mr. Binod Thakur and others organized a joyful learning methodology workshop on the 26th of August 2017. Prof. Ms. Indrani Ghatak has started to assist Prof. Gomes in his endeavours of conducting Social service field work.

The students of 2017-19 batch were very active and took great initiative in their social service fieldwork under the guidance of Prof. Dr. Shyamal Gomes. Like every year the entire class (74 students) was divided in 7 groups to attend 7 Centres – St. Xavier’s School Doranda - Outreach Programme, Cheshire Home Bariatu, Guru Nanak Home for the disabled, Bariatu, MMK High School, Bariatu for the minorities, Brajkishore Netraheen Balika Vidyalaya, Bariatu, St. Michaels School for the Blind, Bahubazar, Indradhanus Project, and Government Girls Middle School, Hindpiri. The main objective is to socially engage the budding managers and groom them as true human beings besides their professional attitude in the field of Human Resource Management.

The schedule had each student spending more than two hours thrice a week at these centres to help the inmates / young kids with their studies and encourage in improving their hidden talents through extra-curricular activities. Besides, the scheduled activities in different social work centres this year, the students also participated in a number of outreach programmes like organising the street plays on Tobacco use and ill health, Sanitation, Girl Child Education, and the historical as well as environmental issues, in different centres with the students / inmates. They also continuously monitored *Swachh Bharat programme* in different centres, which was initiated by their seniors in the last year.

Moreover, the students took initiatives for Plantation, Health and Hygiene week celebration and crafts development week celebration in various centres. The team members for St. Xavier's Doranda, organised a sports competition on 26th January 2018 and felicitated the most clean household as well as the girl student with 100% attendance in the Dibdih village like previous year. They also conducted a talent survey for initiation of future activities of education in Dibdih Village. Team Brajkishore took very important initiative by organising a special program at Governor House on 20th January 2018.

6.1 Workshop on Joyful Learning

Prof. (Dr.) Shyamal Gomes organised a two-day workshop on '*Joyful Learning Methodologies*' at XISS on 26th August and 18th November 2017, for the first year Human Resource Management students. Fr. Pradeep Kerkatta, S.J. (Assistant Director, XISS) was the Chief Guest. The main speaker of this workshop was Mr. Binod Thakur from Greater Ranchi Development and Action, Government of Jharkhand. The main objective was to orient the management students about joyful teaching cum learning methodologies, so that they can learn and practice how to handle the learning sessions; engage in a friendly manner with weaker students and also share with teachers for good teaching; learn dynamics of motivation and how to engage the work/trainee/student force for greater participation.



The major objectives of this workshop were

1. To learn the joyful methods of sharing.
2. To help the children develop their cognitive and non-cognitive skills.
3. To improve our presence at the centre by more involvement rather than engagement only.
4. To develop creativity and intelligence among the budding managers.

6.2 Plantation / Kitchen Garden Drive

In order to develop teamwork amongst the inmates / staff, awareness towards organic farming, climate change, etc. the following fieldwork centres continued the kitchen garden drive from June - November 2017.

Cheshire Home: In the third week of August 2017, a one-day kitchen gardening activity was carried out by the team members and children of the centre. Flowers and vegetables like marigold and Papaya were planted in



Kitchen Garden initiative at Guru Nanak Home

the garden of the centre. Students and residents of Cheshire home actively participated in the plantation of saplings and shrubs and celebrated nature in a manner as if they established a communion not just amongst themselves but also with the nature.

St Michael's School for the Blind: The objective of this kitchen garden activity was to provide vegetables to the centre for consumption. It aimed at utilizing the idle resources present at the centre and ensure that the students realize the relevance of environmental sustainability. Papaya, mango, pomegranate, lemon, chili, groundnuts, ect. were planted at the centre and the group members as well as the students of the centre religiously took turn to water the plants every alternate day.

Guru Nanak Home: The kitchen garden activity here was a two-day event. On the first day. The soil was tilled and prepared for gardening, and on the second day, vegetables like papaya, brinjal, coriander, pumpkin, and spinach were sown. The team members and the children of the centre regularly took turns to water the plants.

6.3 71st Independence Day Celebration at Field work Centres

Like every year, all the centres of SSFW celebrated Independence Day in their own unique way. There was celebration in the air and everyone took pride to be an Indian. All the kids in the various centres were soaked in the spirit of brotherhood and nationality. The Chief Guest at various centres first of all hoisted the national



Inmates are getting awareness on Independence Day at Cheshire Home

flag which proceeded with the speeches. Students too spoke about the importance of Independence Day and presented group songs, dances and plays.

Guru Nanak Home: There was excitement in the air as the preparations of the Independence Day were on full swing. The Chief Guest of the event was the Provincial of Ranchi Jesuit Society Dr. Joseph Marianus Kujur S.J. and the Guest of Honour was Fr. Dr. Alexius Ekka, S.J. Director, XISS along with Mr. Jasbir Singh Khurana. Professor K.M Spring, who came to attend the program, was warmly welcomed with bouquets. They were



followed by other guests including Secretary of Guru Nanak Home, Retd. Major G.S. Saluja. At 11:30 am, the National Flag was hoisted by the Chief Guest and the National Anthem was sung by all assembled followed by the cultural program which commenced with a welcome song by the resident children and a speech delivered by the Material Director of Guru Nanak Home, Dr. S. Pandey. All the dignitaries were invited to the podium to say a few words following which Mr. B. N. Mishra, Manager at Guru Nanak Home spoke a few words on the activities being conducted there. This was followed by a short speech by a resident child Satyam and an energetic dance performance by Kishore Kumar, a resident child on the song '*Suno Gaur Se Duniywalon*' and a group dance on '*Desh Mera Rangeela*' and '*Bhumrao*'. Then the XISS team sang the national song *Vande Mataram* and spoke about their experience at Guru Nanak Home. Vote of thanks was proposed by Secretary of Guru Nanak Home, Retd. Major G.S. Saluja followed by refreshments.

Brajkishore Netraheen Balika Vidyalaya: The Chief Guest at the centre was Rev. Fr. Xavier Soreng, S.J. accompanied by Prof. Dr. Shyamal Gomes. The entire programme was organized by XISS students with the students of the Vidyalaya. All the guests and dignitaries also visited the entire centre along with the centre kids and staff. The program started with flag hoisting followed by dance performances and skits. The principal of the school Mrs. Neelu Verma also gave the valuable speech.



Government Middle School, Hindpiri: The joyous occasion started off in this centre with the flag hoisting ceremony. The students showed their skills by performing in various cultural activities. The Chief Guest for the event was the Principal of the School, Mrs. Usha Rani, XISS faculty members Professor Dr. R. K. Agrawal & Prof. S. R. Roy were the Chief Guests. During the occasion prizes were distributed for the drawing competition which was held on 15th August 2017.



MMK High School, Bariatu: The program commenced at 9.30 a.m by welcoming the Chief Guests Prof. Nidhi Sukhla (Professor of XISS). She hoisted the National Flag. Students sang the National Anthem "*Jana Gana Mana*". After which the students Afreen and Sharique presented their speeches on the importance of celebrating the Independence Day. Children had painted their faces with the tricolor to show their true spirit of patriotism. Besides the dance performances and group song, the students also presented a special event "creativity & cultivation" in which they were dressed as farmers and spoke at length about their particular characters. Director of this school, Dr. Tanweer Ahmed distributed the prizes to the winners in different competitions



St. Michael's School for the Blind : The centre celebrated the 71st Independence Day event with much enthusiasm. Various performances to pay homage and gratitude to our national heroes were organized thus making the event a success. At 7:30 a.m the flag hoisting ceremony commenced thereafter some students of St. Michael's School left for their performance at St. Paul's School. The Chief Guest was Dr. Prashant Agrawal. Professor S. R. Shauq, HOD-Human Resource Management, XISS and the seniors of XISS graced the occasion. Tricolour stickers were put on their shirts symbolizing our National Flag. The principal of the School, Mrs. M.T.P Agrawal helped in organizing the event gracefully.

St. Xavier's School, Doranda : The 71st Independence Day for the Outreach children was held at Koinar Toli.



Father Ajit Xess s.j., Principal St. Xavier's School, Doranda hoisted the National Flag and addressed the students by making them aware about the importance of Education and Environment. A set of cultural events were performed by the Balwari Centres which was much appreciated. In an initiative of interaction with the villagers, the students of XISS also organized a small event for the youth and ladies of the village who enjoyed it with fun and frolic. The SSFW Coordinator Prof. Dr. Shyamal Gomes and the project Co-ordinator Mr. Rajesh expressed their desire to organize more of such events.

6.4 Swachh Jharkhand & Swachh Bharat Movement



In 2015 the Department of Human Resource Management in XISS had initiated a concept of sustainable life style 'Swachh Bal Sansad' (Green and Clean Children Parliament) through *Swachh Jharkhand & Swachh Bharat Movement* in three middle schools like Government Middle School, Hindpiri, Government Girls Middle School, Shradhanand Street, and Government Middle School, Kantatoli to encourage the students & the youth (mainly those who are in the slums and remote and neglected areas of Jharkhand) in the "clean & green policy". This was to give an insight into the working of the good governance as 'Swachh Bal Sansad' (Green and Clean Children /



Students (HRM-I) performing Nukkad Naatak on Digitization & Social Change at Tirlacocha

Student Parliament) in the communities & schools. Every last Saturday of the month the representative of HRM one student from each social service field work centre and the coordinator visited the *Swachh Bharat* schools to monitor the progress along with the *Bal Sansad* members. This year the students took more initiatives in *Nukkad Nataks* specially on Demonetization, Digitization and social change, and environment & Ecology in various schools and rural areas.

6.5 Felicitating Ceremony – 2018 for the Social Service Field Work

The Department of Human Resource Management organized the ‘Felicitation Ceremony’ at XISS on 6th April 2018 during the farewell ceremony at XISS. Dr. (Fr.) Alexius Ekka, S.J. thanked all the centre heads for extending their cooperation and support to the students of HRM. The Assistant Director of XISS and the Superior of XISS distributed the achievement certificates to the outgoing students (Diploma Graduates), on their outstanding performance in the Social Service Field Work.

7. Retreat and Rural Visits

This year also Xavier Institute of Social Service engaged the students of Human Resource Department in Retreat cum Rural exposure for four days which was organized at the Society for Rural Industrialization (SRI), Bariatu and its operational villages (Rural Technology Park) at Angara block of Ranchi. Retreat & Rural Exposure means taking a step back from your day to day activities and serve the society and the nature to which we



Fr. Ashok Ohol addressing at SRI, Ranchi



Prof. Dr. Shyamal Gomes & Prof. Dr. Jean Derez at SRI Retreat



Mr. Ashit Sarkar, Training manager of SRI, addressing the Students in the welcome session

owe so much. The main purpose of R&R is to help the students to understand the real life challenges and to groom them with human management skills.

Like last year, this time also the entire class (74 students) was divided into 2 groups for Retreat cum Rural exposure from 21st - 24th February and 26th Feb. – 1st March 2018. Prof. Dr. Shyamal Gomes organising Coordinator facilitated the entire exercise. The camp was divided into broad components – Retreat & Rural Exposure. Under retreat there were five sub components like Meditation & Prayers, SEVA (Self Evolvement & Voluntary Actions), Social Inputs by experts, Rock climbing & other Team Building Exercises and Cultural activities.

In the Rural Exposure the main activities were Group wise *Tollah* (hamlet) visits, interactions with the villagers, SHG members, rural entrepreneurs and community leaders, and *shramdan* and awareness building through *nukkad natak*. It was an opportunity for the students to interact with the village leaders and empowered women in different villages of Angara block of Ranchi district. The students of HR enjoyed this camp as an eye opener and they felicitated the organizational heads, villagers, social activists and others by proposing the vote of thanks and presenting the XISS mementos as their token of gratitude. The entire Retreat and the Rural Exposure was full of excitement and participatory activities.



Fr. Xavier Soreng, S.J. being felicitated by Prof. Dr. S. Gomes, at SRI

Interactive Session at SRI: On the first day of our camp the students had an opportunity to interact with Prof. **Dr. Jean Dreze**, social activist and a guest faculty of Ranchi University. He is academically oriented, exuberant, self-motivated and very keen for Women Empowerment through MNAREGA activities. He briefed the students about “The Governance Evolution in Rural India”. He pointed out that Good Governance consisted of five important elements – presence, responsiveness, accountability, transparency and accountability. Rev. Fr. Ashok Ohol, S.J (XISS) was also present in this retreat. In their sessions they explained to the students about Social Justice, Equity and Peace in Jharkhand.



SEVA or SHRAMDAN at SRI Village (24th & 28th February 2018)



SEVA or SHRAMDAN at Kherwakocha Village (Rajadera, Angara: 24th Feb. 2018)

Nukkad Naatak: A series of *nukkad naataks* were organized by students on the topic “TOBACCO NAHI JINDAGI CHUNO”. It was enacted to spread the awareness among the villagers about the anti corruption, cleanliness and green environment. The *nukkad naatak* was presented in Kherwakocha Village under Rajadera Panchayat. It started at the beating of the drums and breaking the fourth wall by urging the people to come out of their houses for street play followed by a dialogue between the actors and audience. Uniformity in costumes was maintained. *Gulal* and sound effects were used and real life incidents were used to bring life to the street plays. The students chanted slogans in chorus and ended the play with a pledge “Tobacco nahi Jindagi Chuno”.



Awareness Building on “TOBACCO NAHI JINDAGI CHUNO” through Nukkad Naatak at Kherwakocha.

Integrated Farming - Fisheries, piggeries, goataries duckeries, horticulture, agriculture, etc

This year also whole group visited the Integrated Farm house in a small village in Angara, where the family of Mr. Ujyas Toppo lives and sustains itself through agriculture, fisheries and poultry etc. In 2010, Mr. Toppo received the President’s award for his integrated farming and fisheries. His family consists of his wife Mrs. Swita Toppo, his son and daughter. He and his brother hold a total of 80 acres of land. They have their own cattle as well as pig house and grow plants like lemon, mango, and banana. Electricity is provided by government and various aids are given to them. They have a total income of around Rs. 2-3 lakhs p.a. and have maintained a decent living.

Games and Meditation: In the evening it was the time to relax and rejuvenate through games and meditation. Students played various games under the guidance of Prof. Dr. Shyamal Gomes. These taught them team work and coordination and the importance of proper communication. In the evening prayers and meditation of different religions through a variety of practices were organized to promote relaxation, build internal energy and develop compassion, love, patience, generosity and forgiveness. They also learnt the importance of meditation and prayer in life. After the Meditation & prayer, some documentary films like ‘**Aaj Ka Bharat**’, etc. were shown to them so that they could relate with the urban and rural India. It basically highlighted various aspects of Incredible India featuring its culture and diversity. It also focused on the emerging problems like deforestation, child labor, police brutality, poverty, environmental pollution, unemployment and most importantly women rights. After watching this documentary students expressed their views and concluded that it was high time to bring about a change in the existing situation of the nation.



Management Games and Rock Climbing session at SRI, Ranchi

8. ISLD-XIPT: Joint Venture in Learning & Development

On 24th February and 1st March 2018 the Students of HRM-I organized a two-day exposure visit to Kishore Nagar (Boy’s Town) at namkom with the students of Class X, IX and VIII to understand their sustainability concept. The day long programme was scheduled as follows: (i) Campus visit of Kitchen garden and crop fields managed by the students besides their regular classes, harvesting and cooking by them, etc., (ii) Community lunch, (iii) Interaction with the students of those classes and counselling them about higher education, and (iv) Organizing the *Nukkad Natak* “**Tobacco Nahi Jindagi Chuno**”. After this exposure, there was a brotherhood cricket match between. Fr. Xavier Soreng, S.J and Dr. Viplava Thakur were the Chief Guest and the Guest of Honour respectively.



Nukkad Natak at Kishore Nagar Boys Town (ISLD) on 24th Feb. 2018

9. Industrial Visits and Tours

By organizing the Industrial visits and Tours, the Institute provides the students with ample opportunities to interact with renowned professionals in the HR as well as IR space and thus builds contracts and formidable relationships in the corporate world.

9.1 Industrial Visits for HRM - I Students (Batch 2017-19)

To give an early start to the budding professionals, the department organized a four-day industrial tour to various organizations. The students led by Prof. S. R. Shauq, and Prof. K. M. Spring, had the privilege of visiting the organizations such as **JSPL- Patratu, HINDALCO- Muri, Tata Tinplate-Jamshedpur, Usha Martin- Ranchi, HEC-Ranchi, CCL- Rajrappa Mines and Tata Motors- Jamshedpur**. The tour exposed them to various current HR/IR practices in different organisations.



Prof. K.M. Spring handing over the XISS brochure to the Chief of Honda Motors at Gurgaon and inviting the team for the campus placement at Ranchi

9.2 Industrial Tours

Following the practice of past years, this year also industrial tours were scheduled for Delhi and Kolkata for HRM 2nd year students from 7th October to 16th October 2017. The students visiting Delhi were divided into two groups. In Delhi, the groups visited the following companies – **Greenlam Industries, Power Grid Corporation of India Ltd., Diageo, Times of India Group, Uflex Ltd., NXP Semiconductor Pvt. Ltd., Think Through Consulting, Jindal Stainless Ltd., ICICI Lombard, EDCIL, Samsung R & D, Sodexo, G.E. T & D, Hero Motocorp, JCB Bhallabgarh, Jindal SAW Ltd., Ameriprise, Delphi Automotive Systems Pvt. Ltd., and National Building Consultancy Ltd.**

The Kolkata group visited the following companies – **HDFC Bank, Axis Bank, India Power Corporation Ltd., Larsen and Toubro, Ambuja Cement, Dr. Lal Path Labs, Taj Bengal, TCS, Linde India, Exide Industries, Reliance Jio, ITC Ltd., Emami Cement, Positive Strokes, Samsung, Netscribes, Medica Superspeciality Hospital, Tractors India Ltd., and Castrol India Ltd.**

The members of these groups got the opportunity to meet and interact with their alumni of the Institute. These informal interactions with the stalwarts of the HR fraternity gave the students a lot of invaluable insights regarding the role of HR in contemporary organizations.

10. Placements

The demonetization impact on the nation did not deter the organizations from coming to XISS and recruiting our students. The combined efforts of the Dept. Placement Coordinator, Dr. Kumar Mohit Spring, and Dr. Amar E. Tigga – Central Placement Coordinator have yielded good and positive growth results.

The current placement status stands as follows:

The highest package offered is Rs. 13.5 lacs p.a; and the average package is Rs. 7.81 lacs p.a.

Tega Industries, Vedanta, Reliance Industries, Hdfc Bank, Hul, Icici Bank, Mahindra Finance, Leighton Contractors Pvt. Ltd., Educate Girls, Jubliant Life Sciences, Maruti Suzuki India Limited, Jindal Stainless, Mahindra Swaraj, Ultratech Ltd., Mindolo, Prestige – Ttk, Tata Metaliks, Reliance Retail, Tega Industries, Uflex, Icici Lambard, Tcs.

11. Academic Achievements of Faculty Members

- Prof. S. R. Shauq, Prof. K. M. Spring, Prof. Nidhi Shukla and Prof. Mrityunjoy Roy attended a two-day conclave on “*People Analytics*”, organized by NHRDN, IIM-Ranchi, and XISS-Ranchi, on the 11th and 12th November 2017.
- Prof. K. M. Spring and Prof. Nidhi Shukla attended a two-day Faculty Development Program on “*Utilizing Case Study as a Teaching Tool*” at XIMB Bhubaneswar, on the 24th and 25th of December 2017.
- Prof. S. R. Shauq, Prof. K. M. Spring, and Prof. Nidhi Shukla, attended a one-day “*HR-IR Conference*” organized by CII (Jamshedpur Chapter), at Jamshedpur.
- Prof. Indrani Ghatak presented a paper titled “*Neo- Liberalism and Domestic Violence*” at the 43rd All India Sociological Conference on “*Neo-Liberalism, Consumption and Culture*” held at the Department of Sociology, Lucknow University.
- Prof. (Dr.) R. K. Agrawal participated in many debates and talk shows on Ranchi TV and other local channels.
- Prof. (Dr.) R. K. Agrawal gave his expert opinion on Inflation, General Budget and Jharkhand Budget, which was published in the *Hindustan daily*.



CII Conference at Jamshedpur

- Prof. Mary Sheila Bodra completed a certificate Program titled “*Advanced Learning Program in Competency Mapping*” from T. V. Rao Learning Systems Pvt. Ltd., Bangalore from 8th to 10th November 2017.
- Prof. Mary Sheila Bodra presented a paper on ‘Leadership and Innovation in HRM for a sustainable world’, (case study of GE), in the “*International Conference on Management Education, Leadership and Innovation for a Sustainable World*” from 15th to 16th February 2017, organized by XISS, Ranchi.
- Prof. (Dr.) Shyamal Gomes presented a Case research on “Management of Emotional Intelligence through Social Engagement the Key Success factor of HR Professionals: A Case Study” in “*International Conference on Recent Advancement of Educational Psychology*” at North Eastern Hill University (NEHU), Shillong on 15-16th March 2018.



Prof. Mohit Spring Sitting in the session of HR IR organized by CII at SAIL, Ranchi



Prof. K.M. Spring & Prof. Nidhi Shukla attending the FDP Programme at XIMB - Bhubaneswar

12. Activities of Students

- Students participated in the HR analytics conclave organized by the NHRDN, IIM, and XISS on the 11th and 12th of November 2017.
- The students had an industrial interface with Ms. Nivedita Singh, alumni-HRM, XISS, who has recently joined Urban Ladder as Asst Manager.
- Mr. Rajneesh Singh- Managing Partner – Simply HR, spoke to the HRM I students regarding improving their preparedness for interviews.
- HRM I & II students attended an HR IR conclave organized by CII- Jamshedpur chapter.

13. Students' Achievements

- The students of HRM – 1 & 2 participated in the XLRI Sports Meet.
- Ms Preeti Rai's (HRM -1), project on "Artificial Prosthetics" got selected by the department of Science and Technology.



AXIS 2018 Annual of Xavier Institute of Social Service



PGDM Human Resource Management - Batch 2016-18

Department of Rural Management

Prof. (Dr.) M.H. Ansari
Head of the Department

1. Genesis of the Department

The Post Graduate Course in Rural Management (PGDM-RM) of Xavier Institute of Social Service was started in 1975 by the then Director Fr. M.V.D Bogaert, S.J. Today it is recognized as the flagship course of the institute. The course has now completed 43 years of excellence in creating rural management professionals. Our Alumni are working in various sectors i.e. Government, PSUs, Corporate, Funding Agencies, International NGOs and Banking Organisations in India and abroad.

2. New admission

A total Seventy-Five students with almost equal gender proportion from various academic disciplines like Agriculture, Engineering, Humanities, Social Science, Commerce, and Computer Science were admitted in the PGDM- Rural Management course for the academic year 2017-2019. Like previous years, the enrolment of this year was also a geographically balanced as some of them belong to the states of Rajasthan, Gujarat, Uttarakhand, Uttar Pradesh, Madhya Pradesh, Delhi, Odisha, West Bengal, Bihar, and Andhra Pradesh.

3. Class Room Learning

The 43rd academic session of PGDM-Rural Management was inaugurated on 18th of June 2017 with a 3-day Induction-cum-Orientation programme. A team of faculty members of this Department under the leadership of Prof. (Dr.) M. H. Ansari introduced to the students, the two-year course structure, curriculum of the syllabus, pedagogy of teaching, examination patterns, activities beyond academics and rules and regulations of the Institute. A group of Alumni working in the Industries, NGOs, and Government sectors was also invited to enlighten the new entrants. The scheduled classes of 1st and 2nd-year students started from 22nd of June 2017. The 2nd year students of Rural Management were also offered six elective papers in the beginning of their 4th Trimester namely GIS & Remote Sensing, RCH & Gender in Development, Disaster Management, Management of Rural Marketing and Cooperative Management.



4. Urban Field Work

The Institute's culture revolves around the learning through experiences, exposures, and realization of various situations. This is understood through the various experiences of students in their regular slum visits. It is a part of the Institute's tradition to deepen their experiences.

The first-year students of Rural Management have undertaken a Thematic Field Work in different batches in ten slum centres of Ranchi town. They devote two hours in the afternoon to the slum community. They facilitate the local community towards health, sanitation and hygienic practices. Practical Actions do contribute and help to improve the standard of living in the slums sustainably by focusing on the following key areas:

- Improvement of reliable, safe and clean water access
- Improvement of sanitation
- The promotion of safe hygiene practices

Students regularly work with the slum communities with the following outcome:

- It involves everyone in the community.
- It stresses total elimination of open defecation using hygienic, locally constructed toilets.
- Collective community decision, collective local action, and local diversity and innovations are key elements.
- Interventions are decided locally and don't depend on external support.
- Natural leaders lead future collective initiatives.
- It ignites a change in sanitation and hygiene behavior rather than through simply constructing toilets.
- People decide together how they can create a clean hygienic environment.
- The community takes responsibility for its own actions.
- It advocates washing hands with soap or a substitute at least during four critical times.

Each group has undertaken a thematic study in a slum area of Ranchi town under Thematic Field Exposure Visits which include the following:

Table 1 : Themes selected by ten groups for thematic field work

Sl.No	Groups	Themes
1.	Pragati	No Child Left Behind: A Study on the Child Right's focusing on the Right to Education in Mahadeotoli.
2.	Samvedna	A Study on the behavioral aspects of people and attitude regarding waste disposal and sanitation in Kalam Kocha.
3.	Prayatana	A Study on community health and garbage disposal practice in Lowadih, Akhra Kocha.
4.	Karuna	A Study on Community health, garbage disposal practice and its effect on the health of local residents of Akhra Kocha area.
5.	Sahara	Slum as a set of the informal and unorganized economy: A Study of the livelihood opportunities of the urban poor of Karam Toli.
6.	Asha	Waste disposal practices of the residents of Kathar Gonda.
7.	Vikas	A Study on sanitation and hygiene practices prevailing in Makchund Toli.
8.	Nirman	Waste disposal and poor sanitation practice in Samlong area.
9.	Jyoti	Status of cleanliness and hygienic behavior of the people of Hatia Talab.
10.	Pravah	Sanitation and daily hygiene practices in Chunna Bhatta area.

Rural Management students celebrated Independence Day, Children's day and Republic Day in all ten field work areas enthusiastically. A glimpse of this can be seen in the photos given below:



Inculcating hand wash habit before and after food



Fr. Alex giving message to children of Akhra Kocha



Fr. Alex Ekka with members of Prayatna group



Prof. M.H.Ansari with the members of Prayatana group during Independence Day Celebration



Meeting with local residents of Lowadih



Celebrating Children's Day

5. Institutional Visits

Two Institutional Visits of one day each for the 1st year students of Rural Management were conducted in two phases, 1st on 21st of July 2017 and the 2nd on 18th of August 2017 with the objective to get them exposed to the functioning of Voluntary / Social Development Organizations in and around Ranchi district. The exposure mainly covered learning about the Organizations' vision, mission, objectives, organizational structure, interventional areas, funding sources, and pattern and the challenges faced and the strategies adopted to overcome them. In the 1st phase, three visits for three separate groups of 25 students each were organized into three distinct organizations namely AROUSE Gumla, LEADS Khunti and PRADAN, Torpa. The similar system was followed in the 2nd phase of the visit. In this phase also another three organizations were visited namely AKSW Centre, Khunti, JSLPS, Nagri and ISSNIP, Khunti.

6. Rural Exposure (Village Camps)

The strength and character of the PGDM- Rural Management course is Rural Camps for its mode of interactions and outcome-based learning. During the academic year the Rural Camps were held for both 1st year and 2nd-year students in two separate time periods. Three camps for the 2nd year and the same number of camps for the 1st year were conducted wherein 25 students participated in each camp. The 1st exposure camp for the 1st year and 3rd Camp for the 2nd year of 10-day duration each were held from October 7th to 16th, 2017 whereas the 2nd camp for the 1st year and 4th camp for the 2nd year were held from 20th Feb to 1st March 2018. Details of the places where exposure camps were held are given below:

1st to 4th camp for the class of 2016-18

Group	Name of the Village/ place	Faculty Supervisors and Associate supervisors
A	Chitrakota, Ratu Block	Prof. (Dr.) M.H.Ansari & Mr. Ajit Tirkey (in 1st and 4th camp)
B	Bisha, Angara Block	Dr. Niranjana Sahoo & Mr. Ashok Kumar
C	Gorgai, Ormanji Block	Dr. K.K Bhagat & Mr. Sanjay Verma

1st and 2nd camp for the class of 2017-19

Group	Name of the Village	Faculty Supervisors and Associate supervisor
A	Semra, Bero Block	Dr. Sant Kumar Prasad & Mr. Arvind Dey (in 1st camp) / Herman Ekka (in 2nd camp)
B	Gadri, Bero Block	Dr. Amardip Singh (in 1st camp) & Dr. Raj Shree Verma (in 2nd camp) Mr. Pratul Chandra
C	Jamuni, Bero Block	Dr. Anant Kumar & Dr. Pramila. Panda



Meeting with local residents of Lowadih



PRA session in process in a village



Interaction with supervisor before leaving for PRA



Social mapping in process



Sharing of rural camp learning in process



Students getting ready for PRA presentation in village

7. Summer Internship Project (SIP)

Citing the academic practices and event's calendar of the RM department, students approaching the end of their 2nd year were sent to undertake SIP for a period of two months beginning from 20th April to 19th June 2017.

SIP mainly comprised of two aspects- firstly an Organizational Training (OT) for 15 days during which students were acquainted with the organization, their working techniques, and innovative functioning style, and secondly to increase engagement in the dissertation for the remaining period the students conducted their field studies based on the topics assigned to them by the respective organizations.

After the completion of both the aforesaid activities, the students submitted their interim report to the concerned organization and prepared their dissertation report upon their return to the Institute. All the reports of dissertation work were submitted to their respective guides for receiving feedbacks and instructions for improvement.

Finally the students finish their dissertations under the guidance of their respective supervisors. This entire experience of SIP beginning from the organizational visit to report preparation has been enriching for the students who have come across the working modules, ethics and functioning of the respective companies. The

students benefited from each learning exercise research material and the analytical skills including the ground reality of preparing the reports. These skills and hard work put up by the students help them to nurture the professional in them, with a clear concept of looking forward to working for the society. SIPs were carried out in various Corporate Organizations, NGOs, Government and the Semi-Government organizations. The SIP for the academic year 2017-18 was coordinated by Dr. Sant Kumar Prasad.

List of the Institutions where SIPs were conducted during April 20 – June 19, 2017

S.N	Name of the Organizations where students were placed for SIP	No. of Interns
1	Bihar Rural Livelihood Promotion Society (BRLPS) Patna, Bihar	3
2	Shree Cements, Rajasthan	2
3	Tribal Research & Training Center (TRTC) Chaibasa, Jharkhand	2
4	Foundation of Ecological Security (FES), Rajasthan	7
5	Sewa Mandir, Rajasthan	2
6	SWADES Foundation, Maharashtra	1
7	Jubilant Bhartia Foundation, Gajraula, U.P.	3
8	Tata Steel Rural Development Society(TSRDS) Jamshedpur	2
9	Tata Chemicals Society for Rural Development (TCSR) Babrala, U.P.	2
10	Arohan Microfinance, Kolkata	3
11	Jharkhand State Livelihood Promotion Society (JSLPS), Jharkhand	4
12	Prayatn Sansthan, Jaipur, Rajasthan	4
13	Hindalco, Gujarat	2
14	Educate Girls, Rajasthan/ MP	3
15	Jan Seva Samiti, Varanasi	3
16	Udyogini, Ranchi	1
17	Spark Minda, Delhi	2
18	SOS Gujarat / Maharashtra /M.P.	6
19	Action Aid, Odisha	1
20	Ultratech Cement, Karnataka / M.P.	5
21	Save The Children, Ranchi	2
22.	XISS- NTPC	10
23.	Reliance Foundation, Mumbai	1
24.	Himalayan Action Research Center (HARC), Dehradun	1
25.	Coal India Limited (CIL), Ranchi	1

8. Study Tours

With an objective of getting the students exposed to the different development domains happening in different zones/ regions of the country, the class of 74 students of the 2nd year was divided into three groups of 25 each for the study visits. On the basis of regions and concentration of development organizations, three regions namely Northern, Southern and Western parts of the country were finalised. Like previous years this tour was conducted in three groups from 10th to 24th December 2017 led by Prof M.H. Ansari, in the northern region,

Dr. Niranjana Sahoo in the western region and Dr. Sant Kr. Prasad in the southern region. Students were taken into the interior project operational areas of the corporate agencies, government organizations, co-operatives etc. in order to give a wide range of learning experiences. The places where the students were given the exposure during study visits can be seen in the glimpse given below.



Students discussing in the farm of a progressive farmer in Sitapur, UP





Visit to BALCO's CSR field in Korba, Chattisgarh



Visit to SAARC Center for Disaster Management, Gandhinagar



Visit to Gandhinagar, Gujarat



Visit to Institute of Rural Management Anand, Gujarat



Prof. M. H. Ansari in the Alumni Meet in Delhi

Dept. of Rural Management | Alumni Interaction Details

S.No.	Name	Batch	Date of Visit	Organisation	Place	Designation	Contact No.	E-mail Id	Topic Addressed	Addressee
1	Mrs. Malini Gupta	1990-92	20th of June, 17	Royal Bank of Scotland	Gurgaon	Vice-President	9871145639		Scopes, Challenges and Future of Rural	RM 1
2	Mr. Mahadev Hansda	1995-97	21st of June, 17	Save the Children	Ranchi	State Programme Manager	9430331262	m.hansda@savethechildre n.in	Journey in Rural Management and Job	RM 1
3	Mr. Himalay Indraprastha	2010-12	22nd of June, 17	Central Coalfields Limited	Ranchi	CSR Manager	9431357081	himalay.99@gmail.com	Personal Experiences in Development Sector	RM 1
4	Gurudatta Divedi	2013-15	12th of July, 17	Essel Mining, Aditya Rirla Group	Orissa	CSR Manager	7855896138		Personal Development & career options	RM 2
4	Mr. Pratham Jain	2014-16	16th of Aug, 17	Municipal Corporation	Damshala, Himanchal	Consultant (Urban Governance)	8894561235	prathamjd@gmail.com	Developmentalist in Governance	RM 1
5	Mr. Azhar Haque	2012-14	23rd of Aug, 17	London School of Economics	London	(Student, 2017)	9534085692		Possibilities of Higher Studies and opportunities	RM 1
6	Mr. Rakesh Das	1996-98	11th of Sept, 17	Fincare	Bengaluru	Head-Risk Management at	8754598549	rakesh.sonuza@gmail.co m	Scopes and future of MFIs and "Financial inclusion"	RM 1 & 2
7	Ms. Nishat Firdaus	2012-14	18th of Oct, 17	HCL Foundation	Hardoi, UP	Project Manager	8541027632	firdausnishatrm@gmail.co m	Personal Experiences with CSR at HCL for education	RM 1
8	Ms. Swati Agrawal	2012-14	18th of Oct, 17	Educate Girls	Jhalawar, Rajasthan	Project Manager	8051216688	swati.agrawal0316@gmail. com	Personal Experiences in NGO & career guidance	RM 1
9	Ms. Medha Bharti	2012-14	18th of Oct, 17	HCL Foundation	Hardoi, UP	Project Manager	8674969309	medhabharti0009@gmail.c om	Personal Experiences in CSR at HCL foundation & CSR Act: its strengths & limitations - personal	RM 2
10	Mr. Praveen Kam	2003-05	23rd of Oct, 17	Spark Minda Group	Gurgaon	Head-Group CSR	9818127083	praveen.kam@minda.co.in	CSR activities at HP Foundation	RM 1 & 2
11	Bijay Chowdhary	2013-15	23rd of Oct, 17	HP Foundation	Gurgaon	Asst. Project Manager	9999785154	bijaychowdhary@hp.com	Displacement and Resettlement: A case of	RM 1 & 2
12	Debyahas Ray	1993-95	28th of Oct, 17	TSRDS	Kalinganagar	Unit Head			Documentation of the exposure and training at	RM 1 & 3
13	Shubendu	2015-17	28th Oct, 17	TSRDS		Trainee			The concept of CSR and CSR activities at Sun	RM1 & 2
14	Brajesh Choudhary	1996-98	23rd of Nov, 17	Sun Pharma	Varoda	Head CSR	8238034272	brajesh.choudhary@gmail. com	An Introduction and the functions of FFS	RM 1
15	Subrata Singh	1990-92	8th Jan, 17	FES	Orissa	Group Head			An Introduction and the functions of FFS	RM 1
16	Chetanand Jain		8th Jan, 18	FES	Orissa				An Introduction and the functions of FFS	RM 1
17	Meena Das Mohapatra		8th Jan, 19	FES	Orissa				Importance of self confidence in career. The	RM 1
18	Suchurita Datta	1993	25th Jan, 18	Nutrition Intrenational	New Delhi	Country Head			Workshop on "Democracy in everyday life"	RM 1
19	Kaustav Chakravarty	non alumni	18th Jan, 18	PRIA						

9. Feedback on Students' Appraisal

As an integral part of students' performance assessment, after the completion of the 1st year of their study in Rural Management, a feedback session was conducted associating all the faculty of the department. This helped the students to improve in the areas lacking in them to be professional with a difference.

10. Lead Role of the Department

- A CSR Choupal was conducted jointly by RM Department in collaboration with TSRDS Jamshedpur on 29th of October 2017.
- A Consultative Meet on Child Rights and Child Development Issues was organized jointly by RM department in association with Save the Children, Ranchi on 17th of November 2017.

11. Personal Achievements of Faculty Members

Prof. M. H. Ansari

- Conducted two sessions on "Promoting Critical Thinking in College Students" on 28th of June 2017 organized by Ranchi University Academy of Staff Training.
- Conducted two sessions on Identification of business opportunities and Method of selecting potential entrepreneurs for Faculty trainers organized by REDI, Ranchi on 15th September 2017.
- Conducted two sessions on Identification of business opportunities and Method of selecting potential entrepreneurs for Faculty trainers organized by REDI, Ranchi on 29th November 2017.
- Participated as Moderator in pre-budget consultation meeting of Jharkhand state held on 29th December 2017 at Hotel Lilac, Ranchi organized by LEADS Ranchi.
- Conducted project viva-voce as external for MBA-RM students on 11th of January 2018 at Doranda College Ranchi.
- Delivered introductory session on "*Media Advocacy on Child Rights in Jharkhand*" organized by Save the Children, Jharkhand in association with Department of Rural Management, XISS on 30th January 2018.
- Conducted project viva-voce as external for MBA students on 17th of February 2018 at Doranda College Ranchi.

Dr. K. K. Bhagat

- Delivered a lecture on "Corporate Social Responsibilities" at Indian Institute of Coal Management, New Delhi on 6th of June 2018.
- Delivered another lecture on "Corporate Social Responsibilities" at RTO office, Ranchi on 7th of Sept 2018.
- Delivered a lecture on "Social Audit" at the office of Accountant General, Ranchi on 29th May 2017.

Dr. Niranjana Sahoo

- Represented the country and presented Official Statement at UN's International Strategy for Disaster Risk Reduction at Cancun, Mexico from 22nd -27th of May 2017 along with Union Minister of Home Affairs and Principal Secretary to PM
- Represented XISS at National Platform on "Disaster Risk Reduction" held at Vigyan Bhawan, New Delhi on 15th-16th of May 2017
- Acted as one of the Panelists in a Workshop held at B.R. Ambedkar University of Social Sciences, Indore on 3rd of Nov 2017
- Delivered a Keynote address at a National Conference on "Development Perspectives of Swami Vivekanand" held on 11th-12th of January 2018 at RKV Mahavidyalaya, Rahara, Kolkata.
- Acted as a Panelist in the 4th Foundation Day of Development Management Institute (DMI), Patna on 13th -14th of Feb 2018.

- Sahoo, N., & Lohana, S.R. (2017). *Demonetization, digital India and Governance*. New Delhi: New Century Publishing House. Honourable Prime Minister of India has given some review comments on this book. The review of the book has been published in *Journal of Economic Literature and American Economic Association*, 55(4).

Dr. Anant Kumar

- Dr. Anant Kumar was appointed as an expert to conduct the Personal interview for admissions in MBA programme of Lalit Narayan Mishra Institute of Economic Development and Social Change, Patna. (28-30 June 2017).
- Dr. Anant Kumar was appointed as an expert to review the progress of the Eastern Regional Centre (ERC) of the Institute for Human Development located at Ranchi. (25th June 2017).
- Attended the 4th Board of Studies meeting of the School of Rural Management at IIHMR University (23rd May 2017).
- Kumar, A., Lekha, K R. N., Baht, D., Shaffi, M., & Grace, C. (2017). Happy days are ‘not’ here. *Economic and Political Weekly*, 52(19).
- Kumar, A. (2017). Politics around washrooms. *Economic and Political Weekly*, 52(48).
- Kumar, A. (2017, November 15). स्थापना दिवस के उत्सव का अर्थ *Prabhat Khabar*.
- Anand, T. N., Shaffi, M., Pillai, A .M., Lathika, R. A., Sreemathy, L.S., Rajasekharan Nayar, K., Lordson, J., Abraham, M., Rajeev, P., Marthanda Pillai, A., Kumar, A., Grace, A. C., & Jacob, J.(2018). Prevalence of hypertension and pre-hypertension among a coastal population in south India: baseline findings from a population-based health registry project in Kerala. *Public Health*,155,107-109. doi: 10.1016/j.puhe.2017.11.012.
- Kumar, A. (2018, January 4). वर्षारंभ 2018: स्वास्थ्य सेवाओं के राह में चुनौतियां *Prabhat Khabar*.

Dr. Sant Kumar Prasad

- Appointed as one of the Members, PCPNDT State Level Advisory Committee, Ministry of Health and Family Welfare, Govt. of Jharkhand.
- Appointed as one of the Members, State Level Recruitment Committee for new recruitments – Directorate of SBM (G) under Department of Drinking Water & Sanitation, Govt. of Jharkhand.

Dr. Raj Shree Verma

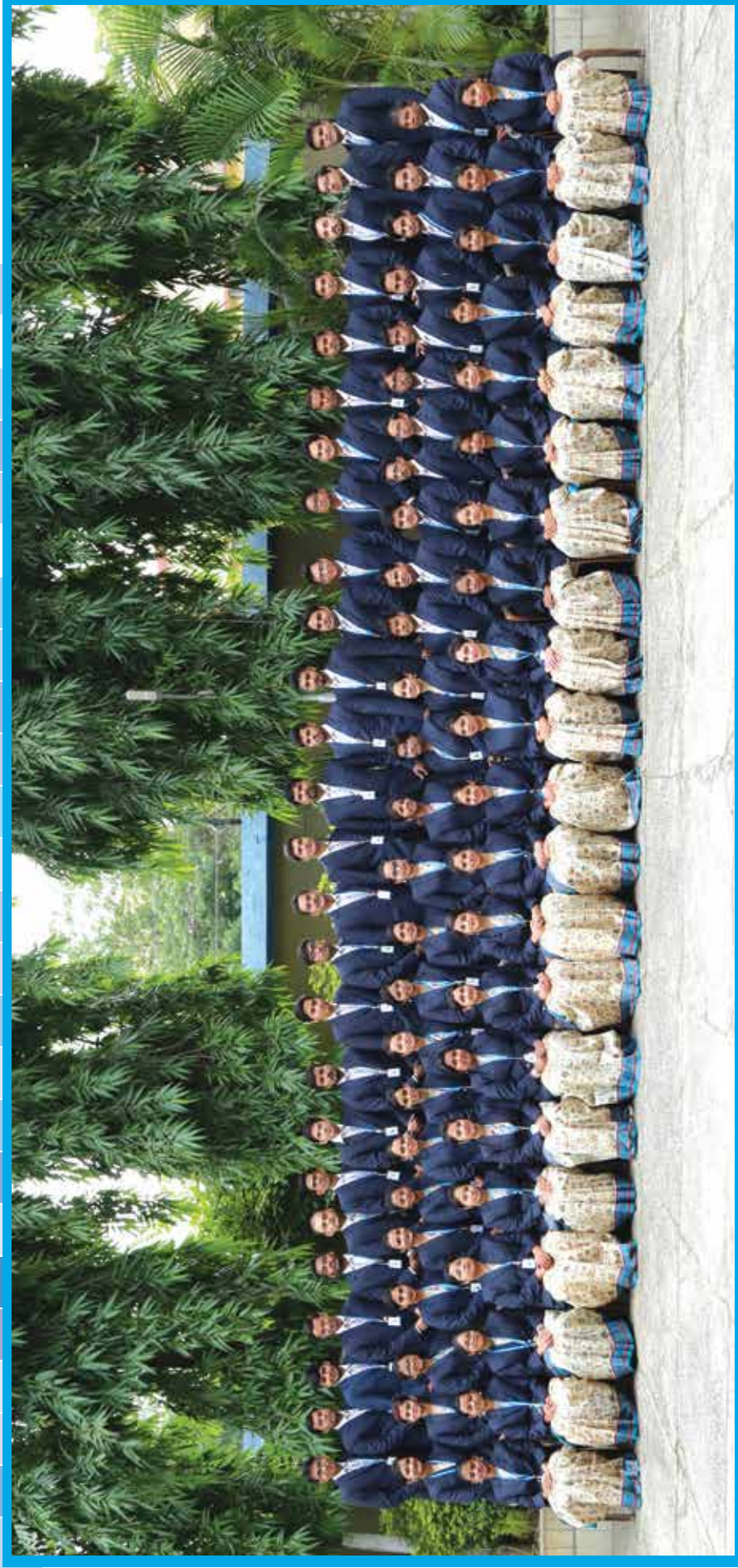
- Presented a paper on “Social Justice Among Women Through Literacy Leads to Sustainability: An understanding” at the “IAJBS World Forum” held on 15-19 July, 2017, organized by International Association of Jesuit Business Schools and the Scientific Committee at Namur, Belgium.

Mr. Sanjay Kumar Verma

- Presented a research paper on ‘Livelihood Dependence of Tribal on Non-Timber Forest Products (NTFPs) in Jharkhand: Issues and Challenges’ during the *National Conference on Women Livelihood: Challenges and Strategies* held on 18th – 19th September 2017, organized by Department of Lifelong Learning and Extension, Rural Extension Centre (REC), Visva-Bharati (A Central University), Mr. Niketan, Birbhum, West Bengal.
- Ekka, A, Verma, S.K., Kumar, S., & Bhagat, K.K. (Eds.). (2017). *Securing childhood: Challenges, opportunities, and strategies*. Ranchi: Xavier Institute of Social Service Publications.
- Verma, S.K., & Paul, S.K. (2017). Measuring child poverty through Bristol approach: An empirical study in the slums of Ranchi, Jharkhand. In A. Ekka, S. K. Verma, S. Kumar & K. K. Bhagat (Eds.), *Securing Childhood: Challenges, Opportunities, and Strategies* (pp. 57-77). Ranchi: Xavier Institute of Social Service Publications.
- Nominated as one of the Board Members in the selection interview of “State Mission Managers” and “City Mission Manager” under National Urban Livelihood Mission (NULM), in the Department of Urban Development, Government of Jharkhand, held in the month of July and August 2017 respectively.



AXIS 2018 Annual of Xavier Institute of Social Service



PGDM Rural Management - Batch 2016-18

Department of Information Technology

Prof. (Dr.) Satya Narayan Singh

Head of the Department

1. Introduction

Information and communication technologies have triggered the re-engineering of business processes across industries. It has brought about significant changes in the way business functions are conducted now-a-days. Information Technology has transformed many businesses by 360 degrees. In this present scenario, education in IT coupled with skill development in management makes an important difference.

The Department of Information Technology has actively contributed and participated in several activities and events of the Institute since the commencement of academic year 2017-18. The active involvement of the Department has resulted in fetching awards and recognitions to the Institute in assorted quarters of academics, training programs, research, social services and sports & culture.

2. Orientation Program for newly admitted students

An Orientation Program was organised by the Department for the newly admitted students during the period 19-06-17 to 20-06-17. A number of sessions were conducted by the faculty and the guests from the industry

- The students benefitted immensely from the speech on “Information Management for Energy Efficiency” by Mr. Anil Kumar Choudhary, Asst. General Manager (Electrical) MECON India Ltd., on 19th June, 2017.
- Mr. Aunindo Roy, Divisional Manager, Affirmative Action and Employee Volunteering, Tata Motors, Jamshedpur gave a presentation on “Future Ready, Powers of Business Communication & CSR” on 19th. June, 2017.
- Other eminent speakers were Mr. Rabindra Sah, Chief Engineer Strategic Projects, Tata Technologies Ltd., Jamshedpur, Dr. Pralay Pal, Sr. Program Manager, Knowledge Based Engineering & Digital Product Development, Tata Technologies Ltd., Jamshedpur. They shared their valuable insights on “Digitizing SHE (Safety, Health, Environment)” practices and processes in large automotive OEM” followed by the incredible session of Mr. Kuntal Chowdhury, Manager HR CVBU, Tata Technologies Ltd., Jamshedpur on 20th June, 2017.



3. Special Events and Field Work

- The Freshers' Welcome program was organised by the second year students on 20-06-18.
 - ❖ Ms. Anisha Kundu was adjudged as Miss Fresher, and
 - ❖ Mr. Aman Tushar Minj was adjudged as Mr. Fresher.
- GATHBANDHAN 2k17, was organised by the students of 1st year along with the students of XIPT on 15th July 2017 at XIPT premises.
- The Department organised Blood Donation camps under the guidance of Dr. Viplava Thakur at XISS premises on 12th and 13th August and at GEL Church Complex on 15th August, 2017.
- The Vigilance Awareness Week was observed during the period October 30, 2017 to November 4, 2017. During this time the Department in collaboration with CCL Head Quarters, Ranchi, organised a debate on the theme "Common man has no say in curbing Corruption".
- A panel discussion on the "Challenges and Opportunities before today's Youth" was organised by a Bengali Yuva Manch during a day long Yuva Sanskriti Samagham, AHAVAN, in the memory of legendary poet Sukumar Roy on 29th October at Ranchi University Convocation Mandap, Morabadi. Students of IT and HRM were invited to be the speakers on the occasion.
- Students participated in various activities like Basketball (Men/Women), Badminton (Men/Women), Volleyball (Men/Women), Football, Table Tennis (Men/Women), Chess and Cricket during, Annual sports of BIT Mesra, VAJRA-2017 held on 3rd and 4th Nov.2017.
- NHRDN in collaboration with SAIL, CCL, IIM, Ranchi and XISS, Ranchi organised a two day seminar on "People Analytics". A number of students of the department actively participated in the cultural Extravaganza, held in the evening of the first day of the seminar on November 11, 2017.
- The first year students participated in a workshop titled "Digital Marketing" at XISS Auditorium on 6th Nov, 2017.
- The first year students celebrated Children's Day in Anchal Shishu Ashram on 14th Nov. 2017. Thirty eight students participated in the National Seminar on "Cyber Security: Emerging Trends" on 29th November 2017 at ICFAI University, Ranchi.

4. Industrial Visits

As an integral part of the curriculum, the students of second year visited a number of organisations and plants during the period October 7, 2017 to October 16, 2017. Prof. S. R. Roy led a group of students to Delhi and NCR.



Students visit to Maruti Suzuki Manesar



Students visit to Hero Moto Corp., New Delhi

They visited the following organisations: **Feedback Infra, HR Anexi, Hero Moto Corp, JCB, Maruti Suzuki Manesar, Moserbear, Zephyr Solutions, Ameriprise Financial.** In these visits students not only interacted with the practicing managers but also visited various plants to understand the IT interventions in the production process.

Prof. Rik Das led a group of 21 students to Bengaluru. The following companies were visited: **Mantra Labs, DXC Technologies (HP Enterprise), Razorpay, Aditya Birla Group, Digiby, Tech Mahindra and Gympik** in Bengaluru.



Students visit to Tech Mahindra at Bengaluru

5. Campus Recruitment Programme

As on date out of 35 students 17 have found quality placement in organisations like **TCS, Neo Niche, ICICI Prudential Life Insurance, Global Shiksha, Utkarsh Bank, Saija Microfinance, Aditya Birla Fashion & Retail Ltd. (Madurai), Satya Micro capital, Kotak Life Insurance and The Research Department, XISS** has recruited students of this department for the first time. A few more companies are expected to visit the campus in the days to come.

6. Industry Interface

The First Year students visited the following industries during the period February 19, 2018 to February 28, 2018 to have interactions with business managers and learn business processes. During the visit students also visited the shop floors of the industries to have a first-hand knowledge of production process.

The students visited industries like **Tata Motors, Indian Steel and Wire Products Ltd. (ISWPL), Tinsplate Company of India Ltd., Tata Hitachi and Tata Power,** accompanied by Prof. S. R. Roy, Dr. Mahua Banerjee and Mr. Himanshu Mahanta.



Faculty members with Students at Tata Motors, Jamshedpur



Faculty members with Students at Tata Motors, Jamshedpur



At IICM, Ranchi



Visit to JSPL plant, Patratu



During Interface at Jamshedpur

Students also visited the industries like **Jindal Steel & Power Limited (JSPL)**, **Indian Institute of Coal Management (IICM)** and **Chorus Rice Mill** accompanied by Dr. S.N. Singh and Dr. M. Singha.

7. Students' Achievements

In PANACHE 2018 students of the departments participated in many events and won a number of prizes.

- Mr. Pratik and Mr. Mukul won the First Prize in CROSS ROADS.
- Ms. Vishalakshi won the First Prize in RUN A THON.
- Ms. Minakshi won the Third Prize in RUN A THON event.
- Mr. Gautam Barla won the Second Prize in LAN GAMING.
- Ms. Prabha Munda won the Second Prize in RUN A THON event.
- Mr. Rehan Moini won Third Prize in POSTER MAKING:-
- In the Skit event following students won the runner up prize: Mr. Aniket, Mr. Shwet, Mr. Anisha, Mr. Vikrant, Mr. Ishan, Ms. Ruchika, Ms. Neha, Mr. Pratik, Mr. Asish, Mr. Vijay, Mr. Nikhil
- Ms. Sonal won the first prize in Pulse Dance group in the ON YOUR TOES.
- Mr. Akshat Gupta won the Second Prize in POSTER MAKING event

8. Papers Presented and Published by Faculty Members

Research papers presented and published in various national and international seminars, conferences and Journals, by faculty members are given below:

- Das, R., Singh, S.N., Banerjee, M., Mayank, S., & Shashank, T. (2018). An integrated framework for information identification with image data using multi technique feature extraction. In Rik Das, Siddhartha Bhattacharyya & Sourav De (Eds.), Feature Dimension Reduction for Content-Based Image Identification. USA: IGI Global.(Accepted for Publication).
- Das, R., Singh, S.N., & De, S. (2018). A study of recent trends in content based image classification. In Rik Das, Siddhartha Bhattacharyya & Sourav De (Eds.), Intelligent Multidimensional Data Analysis. Germany: De Gruyter. (Accepted for Publication).

- Kumari, R., & Banerjee, M. (2017). Delta J 1.5: A tool for delta oriented programming. *The International Journal of Computer Engineering & Applications*, XI(IX), (ISSN 2321-3469).
- Banerjee, M. (2018). Aspect oriented programming: A tool to handle cross-cutting concerns in modularization mechanism. *The International Journal of Emerging Technologies and Innovative Research*, 5(2),902 - 906 (ISSN: 2349-5162)
- De, S., Singha, M., Kumari, K., Selot, R., & Gupta, A.(2018). Dimension reduction using image transform for content based feature extraction. In Rik Das, Siddhartha Bhattacharyya & Sourav De (Eds.), *Feature Dimension Reduction for Content-Based Image Identification*. USA: IGI Global. (Accepted for Publication).
- Dr. Madhumita Singha presented a paper on “Sustainable Agriculture: Case Study of CSR Intervention of XISS and HPCL in Mukunda Village of Jharkhand, India” at *International Association of Jesuits Business Schools (IAJBS), World Forum 2017*, July 15-19, hosted by Namur University, Belgium.
- Mamta Arya, Himanshu S. Mahanta, Dr. S. N. Singh, and Om Prakash Dubey, presented a paper on “Traditional e-Governance to Cloud Based e-Governance in India”, in 2nd On-Line International Conference on *Ancient Mathematics & Science for Computing (amsco2k17)*.

9. Seminars and Invited Talks

- The Department also arranged a seminar on “*Entrepreneurship and Start-up*” for the students and the faculties, at XISS auditorium on 19thh. August, 2017, the resource persons Mr. Natrajan, Director and Dr. Minakshi Pandya of Voice Snap.
- Prof. S. R. Roy was nominated by the Institute to participate in the seminar on “*People Analytics*” organized by NHRDN in collaboration with SAIL, CCL, IIM, Ranchi and XISS, on November 11, 2017.
- Dr. S. N. Singh and Dr. Himanshu S. Mahanta attended in the National Seminar on “*Cyber Security: Emerging Trends*” on 29th November 2017 at ICFAI University, Ranchi.
- The Department of Information Technology has been graced by the session of Mr. Rajorshi Ganguly, Vice President & Head Commercial HR (India, Emerging Markets, Europe, API & CPS biz.), Dr. Reddy’s Laboratories Ltd. He has shared his insights on “*Industry, Expectations and Preparation for Placement Process*”.
- Prof. Rik Das was invited as a resource person for Refresher Course in Information and Communication Technology (ICT), Human Resource Development Centre, Ranchi University on 20.01.18.
- Prof. Sarbjeet Prasad has perused an on-line course on “*Cyber Security Basics: A Hands-on Approach*” (UC3Mx: INF.2x) during 14, March 2017 to 30, May 2017 from Charles III University of Madrid, Spain.

10. Conclusion

The Faculty of Information Technology places on record its deep sense of gratitude to all internal and external faculty members as well as support staff for delivering their best. I, put on record my sincere appreciation for the unflinching support of Dr. Fr. Alexius Ekka, S.J., Director, XISS.

I express my sincere gratitude to Fr. Pradeep Kerketta, S.J., Assistant Director, XISS, for his support in all academic and non-academic matters.

I also take this opportunity to extend my gratitude to all the faculty members, guest faculty members who left no stone unturned in delivering their best.

Finally, I take this opportunity to thank all the graduating students for being so hardworking and receptive. On behalf of all members in the Department I wish all graduating students success in all their future endeavours.



AXIS 2018 Annual of Xavier Institute of Social Service



PGDM Information Technology - Batch 2016-18

Department of Marketing

Prof. Anmol Roshan Bodra

Head of the Department

The Department has completed another successful and vibrant academic session 2017 – 2018 with various activities and involvement of both the students as well as the faculty.

1. The Curriculum

The course curriculum of the Department has hitherto been revised to inculcate modern day skills. As time has gone on, it is essentially required to adapt the curriculum to suit modern business practices. The focus therefore is to develop future managers with the right combination of knowledge, skills and practical orientation in order to equip themselves with the right vision of a world class manager.

Since its inception, the focus of the PGDM (Marketing) course is the use of pedagogy that is oriented towards decision making. The integrated learning takes place through case study analysis, projects/assignments and presentations, company internship, classroom lectures and class discussion. The Department believes that the students, immersed in this active hands-on learning environment gain knowledge and experience, which they may never otherwise obtain in a typical lecture type setting.

The skills most improved, as a result of this effort, include general business knowledge, managing decision-making processes, leadership, and managing strategy and innovation. These skills are essential in today's ever-changing business environment, especially when it comes to the need to continuously innovate and make informed decisions.

2. Updating of Syllabus

The Department strives towards continuous updating of the syllabus based on industry requirement to make it in line with the changing needs of the industry. Suggestions are accepted from the Industry and their needs are examined. A review of the syllabus is then carried out. The course content of each subject is assessed and decision is taken in case a need is felt to add something new or delete something that has become outdated. The changes are then accordingly incorporated in the syllabus.

In the academic year 2016-17 the new courses that have been introduced are “Sustainable Business Models”, and “Business Analytics”.



3. Summer Placement / Internship

Summer Internship, being an integral part of the course curriculum, is a firsthand learning experience for the students. This year almost 90% of the students have already got summer jobs in various organizations. Some of the major organizations which have engaged summer interns are **HDFC Bank, Exide Industries, ICICI Prudential, etc.**

4. Placement 2018

The Department of Marketing has achieved a new high with almost 92.3% placements as on 31st March, 2018. Some more will get placed by the end of their academic session.

Some of the major organizations where the students got placed are **TIL Ltd, HDFC Bank, ICICI Lombard, Tata Motors Finance, Reliance Retail, Aditya Birla Fashion Retail, etc.**

The highest package of Marketing Department has increased by 30 % as compared to last year.

The Department acknowledges the extraordinary efforts of Dr. Amar E. Tigga, Associate Professor in the Marketing Department and also the Central Placement Coordinator of the Institute who has worked very hard for the placement assistance of all the students.

5. Student Participation in Matters Related to Academics



The KIIT School of Rural Management (KSRM) had organized the 4th Annual Students' Conclave "SANGATI" on September 22, 2017 on the theme - "*Development through Rural Marketing.*" Four students of the second year had participated in this conclave. Mr. Frank Russel and Mr. Rohit Banerjee won the first prize in the debate - "*Fortune at the Bottom of Pyramid by Dr. C. K. Prahlad – Theory or Practical*" and Mr. Amar Kumar Singh and Ms. Richa Abhilasha won the consolation prizes in the development of an - "*Innovative Rural Marketing Model for Rural Development.*"

The Department of IT & e-Gov., Government of Jharkhand in association with National Research Development Corporation (NRDC), New Delhi and Global Business Incubator India Private Limited (GBI) had organized "*Road to GES*" on November 22, 2017 at Hotel BNR, Chanakya, Ranchi. The theme of the program was - "*Fostering Innovation and Entrepreneurship among Academic Institution*" Two students Mr. Pranjal Pragya and Mr. Saurabh Agarwal have participated in this seminar. They both have shown a keen interest in becoming entrepreneurs.

TATA STEEL had organized its annual business challenge competition "Steel-a-thon." Students from premium B-Schools along with XISS were invited to form teams and submit their solutions on real life management

challenges. Seven students from the Department participated in this intellectual marathon and gave a commendable performance.

6. Student Participation, Sports, Games and Extra Curricular Activities

The senior students gave a warm and hearty welcome to the freshers, the batch of 2017-2019. The highlights of the evening consisted of cultural program, a contest to select Mr. and Ms. Fresher and ended with a sumptuous dinner.

Each year the Institute organizes Inter Departmental Games Tournament for its students. This year the tournaments were held in January/February, 2018 where the students of Marketing Department participated in Basketball and Cricket Tournament.

Like each year, this year also the students organized a class picnic. This is an important activity as it helps in team building, understanding and camaraderie amongst the students.



The students of the Department successfully organized the Independence Day 2017 and participated in the cultural programme which was appreciated by one and all.



7. Industrial Tour / Corporate Interface

The senior students of Marketing (Batch 2016-18) had gone for a Corporate Interaction Programme/ Industrial Visit from October 06, 2017 till October 16, 2017. The students visited the following destinations.



Industrial Visit-TIL, Kolkata

The students who went to Mumbai were led by Prof. A. R. Bodra, Delhi NCR by Prof. Tina Murarka and Prof. Pooja Mishra and Kolkata by Dr. Pinaki Ghosh.

This visit has helped the students in their learning process through the fruitful interactions that they have had with the practicing managers. This has also brought about awareness among the students about the corporate culture and climate prevailing in the business environment.



Industrial Visit-Hero Motorcorp Gurgaon



Industrial Visit-Raymond, Thane



Industrial Visit-Reliance Industries, Mumbai



Industrial Visit-Royal Enfield, Delhi



Industrial Visit-Reliance Industries, Mumbai



Industrial Visit-Royal Enfield, Delhi

Presentations were made by the students about the Institute, its various Departments and its activities. This has helped in brand building which is beneficial for the students for their future with regard to their summer and final placements. This visit has also yielded results as some of the companies visited have turned up for campus recruitment.

Alumni meets were also organized in these areas and the students had a chance to interact with the senior alumni and learn from their experiences.

8. Rural Camp

The Department of Marketing had organized the Rural Exposure Camp from March 06, 2018 till March 09, 2018 with the objective of providing the students with an understanding of the social, cultural, marketing and economic dimensions, environment dynamics, governmental and non-governmental support mechanism etc.



Rural Camp Village Visit-Gumla

Prof. A. R. Bodra along with Prof. Tina Murarka camped with 30 students in Khunti while Dr. Amar Tigga and Prof. Pooja camped with 29 students in Gumla.

The response from the students has been overwhelming and they have carried out the tasks assigned with a great deal of enthusiasm. This has also brought about awareness among the students as to what rural Jharkhand and what rural life is all about.



Rural Camp Market Visit-Murhu



Rural Camp Presentations



Rural Visit Presentation Assessment

9. Contributions in Books / Journals

- Ghosh, P. (2017). Horticulture logistics situation in Jharkhand - Opportunities and challenges. *Jharkhand Journal of Development and Management Studies*, 15(4), 7527-7547.
- Pooja & Kumar, P. (2017). The role of emotional intelligence in managing rural sales force performance. *Jharkhand Journal of Development and Management studies*, 15(4), 7549 - 7556.
- Mahapatra, B.P., Patro, B. (2017). Assessing nutritional intake from a field study in Odisha. In B. Kamaiah, C. Shylajan, S. Seshaihah, M. Aruna, & S. Mukherjee (Eds.), *Current Issues in Economics and Finance* (pp.197-212). Singapore: Springer. https://doi.org/10.1007/978-981-10-5810-3_12
- Mahapatra, B. P., Shylajan, C.S., & Patro, B. (2017). Nutritional status of children in India: An empirical study using national family health survey data. *The Indian Economic Journal - Journal of the Indian Economic Association* (Special Issue), *Issues in Distribution* (Part-1), ISSN 0019-4662.
- Murarka, T. (2017). Role of management education in enhancing quality of life. In Rita Kumari (Ed.), *Proceedings of the UGC Sponsored National Seminar on Shaping the Society through Education* (pp. 41-46). Ranchi: True Chare Research and Development.

10. Conference /Seminars Attended

- Dr. Amar E Tigga and Dr. Pinaki Ghosh participated in the International Conference as “Executive Members” of the Core Committee of Alumni Association of XISS (AAXISS) at the *9th World Union of Jesuit Alumni Congress* held from 28th June to 2nd July 2017 at John Carroll University, Cleveland, Ohio, USA.



- Dr. Amar E. Tigga also attended “*People Analytics Conclave – Evolving from opinions to data*” on 11th & 12th November 2017, at MTI Ranchi, organised by NHRDN – Ranchi Chapter, IIM Ranchi, XISS Ranchi & SAIL.
- Prof. B. P. Mahapatra presented a research paper entitled “*Nutritional Status of Children in India: An Empirical Study using National Family Health Survey Data*” in the *100th Annual Conference of the Indian Economic Association* held on 27-30 December 2017 in the Department of Economics of Acharya Nagarjuna University, Andhra Pradesh.
- Prof. Pooja has attended a National conference on “*Recent trends in management, humanities and social sciences*” organised by Amity University, Jharkhand, from 8th to 9th September 2017 and presented a paper titled “*Factors contributing to emotional Intelligence and their effect on leadership-A study on the Indian Service sector*” in the conference on 9th September 2017.
- Prof. Pooja has also attended “*People Analytics Conclave-Evolving from opinions to data*” organised by NHRDN-Ranchi chapter at SAIL, MTI from 11th November 2017 to 12th November 2017.
- Prof. Tina Murarka presented a paper titled “*Role of Management Education in Enhancing Quality of Life*” during the UGC sponsored *National Seminar on the theme Shaping the Society through Education* held on 22nd and 23rd April 2017, organized by Marwari College, Ranchi University, Ranchi.

11. MDP/ Training Programme

- Prof. Pooja has participated in Management development program (MDP) on *Multivariate data analysis*, organised by Vinod Gupta School of Management, Indian Institute of technology, Kharagpur, India from June 5th-June 10th, 2017.
- Dr Amar E. Tigga has participated in “*XLRI-Cornell Research Methodology Workshop*” at XLRI, Jamshedpur from June 06 to June 10, 2016.

12. Faculty achievements / Contributions

- Dr. Amar Tigga has been appointed as an Independent Director to the Board of Ranchi Smart City Corporation Limited, on 13th December 2017 for five years.
- Dr. Pinaki Ghosh has been appointed as member of the Editorial Board of the *Jharkhand Journal of Development and Management Studies*-An U.G.C Approved Journal of XISS.
- Prof. Pooja has been awarded Ph. D. degree by Birla Institute of Technology, Lalpur Extension, Ranchi in the month of March 2018. The topic of her doctoral research was “**Emotional Intelligence and its effect on Managerial Leadership: A Study on the Male and Female Managers in the Service Sector**”. She completed her research under the guidance of Dr. Pranab Kumar, Associate Professor, Department of Management, Birla Institute of Technology, Lalpur Extension, Ranchi.

13. New Faculty Recruit

The Department is pleased to welcome Prof. Bhabani Prasad Mahapatra in the areas of Economics, Quantitative Techniques, and General Management. He had been teaching in different institutes of repute. His PhD. is almost through and he would be awarded the degree very soon. The department wishes him all the very best in his endeavours.

14. Conclusion

The Department has achieved significant success through the efforts of each and every faculty member. Needless to mention this self reliant Department consists of faculty members who are professionally qualified and have relevant corporate experience. This has enabled us to totally revolutionize our teaching with focus on practical inputs. The strength of the Department lies in its faculty and dedicates all its achievement to the Director Dr. Fr. Alexius Ekka, S.J who has always been a pillar of support and has provided the inspiration and guidance to bring this department to its present position.

Our endeavour shall be towards continuously striving hard to achieve future growth par excellence by way of up gradation of the course and the pedagogy.

I offer herewith my best wishes to all the faculty members, the administrative and the support staff and all the students of the Graduating Batch of 2016. Thank you very much.





AXIS 2018 Annual of Xavier Institute of Social Service



PGDM Marketing - Batch 2016-18

Department of Finance

Prof. (Dr.) Ratnesh Chaturvedi
Head of the Department

Money is the lifeblood of business and finance is the nerve center. Finance is required to promote or create a business, gain assets, develop products, run market surveys, and advertise. The goal of any finance function is to achieve three benefits: business support service, lowest costs, and effective control of the environment. The conventional view of finances focuses on being reactive, efficient, quantitative and risk averse. New innovative views focus on being vision-oriented, opportunity and growth focused, intuitive and risk-taking.

As Finance is required at each stage of an enterprise, i.e., promotion, incorporation, development, expansion and administration of day-to-day working, etc., proper administration of finance is very necessary. Proper financial administration means the study, analysis and evaluation of all financial problems to be faced by the management and to take proper decision with reference to the present circumstances in regard to the procurement and utilisation of funds. Hence, importance of finance cannot be over-emphasized. It is, indeed, the key to successful business operations. Without proper administration of finance, no business enterprise can reach its full potentials for growth and success.

The financial manager plays a very important role in the success of business organization by advising the top management the solutions of the various financial problems as experts. They assist the top management in its decision making process by suggesting the best possible alternative out of the various alternatives of the problem available.

The modern concept implies that finance is an integral part of the overall management rather than the mere mobilization of funds. The finance manager under this concept is expected to ensure a wise application of funds in the productive process of the organization. Thus, carrying out the financial activities of planning, raising, allocating and controlling of funds in the organization has become the important duty of a finance manager.

To cater to the changing requirement of the financial sector, the course of Post Graduate Diploma in Management - Finance is designed to prepare the best finance professionals in the country. This full time program provides necessary education for students



seeking finance positions in industry, in financial institutions, or in government or in non-profit organizations. It seeks to equip the students with conceptual and analytical skills for financial decision making and offers insights into how the financial markets function. Completion of this program provides students with theoretical & practical knowledge for successful attainment of management positions in the Insurance and the Banking sector. It also opens up avenue for financial analysts. The curriculum combines strengths in management with technical skills and internship opportunities in each area.

For this purpose, the Department is deeply concerned with the learning process which is based on study analysis, presentations, seminars, live projects, company internships, classroom lectures and discussions. The teaching pedagogy is purely case based problem analysis which helps students to understand the complexities of real life business.

The curriculum is very much flexible to ensure the current and foreseeable future requirements of the business. The activities of the Department of Finance during the year 2017-18 are as follows:

1. Freshers' Orientation Program

Every year the department has Freshers' Orientation Program for the new students. Departmental faculties, various corporate personnel and alumni of the Department took sessions in this year's orientation program for the incoming students for the batch of 2017-19 and explained them the importance of developing necessary skills and competence required for the corporate life. Mr. Amit Ranjan Sinha, GM-HR, Usha Martin Ltd., Ranchi took a session on "Strategies to Face Corporate Challenges" held in the month of June'17. Mr. Manish Thakur (Batch-2006-08), Business Head Jharkhand & Bihar, Mr. Ram Finance Ltd. & Mr. Amandeep Sahani (Batch-2008-10), Manager, HDFC Bank also talked about the challenges to be faced while working in an organization.

2. Rural Exposure Visit

The objective of rural visit is to study the rural market and the involvement of marketing and financial activities in rural areas. This year also the Department organised rural visits to Gumla and Simdega in the month of Feb., 2018 led by Mr. Bhaskar Bhowani & Dr. Rishi Dwivedi (Gumla) and Prof. Arana Kausar & Dr. Jay Prakash Verma (Simdega).

Gumla Group (led by Dr. Bhaskar Bhowani & Dr. Rishi Dwivedi)

The group had a four days stay at **AROUSE** (Animation Rural Outreach Service), Gumla. On the very first day the students visited the Gumla JSLPS office and were briefed by the DPM Ms. Manisha Sancha and the her team about the dynamics and working of JSPLS with SHGs in the district. They also explained about the role of JSLPS



in implementing the development initiatives and schemes run by the Central and the State Governments.

The team visited villages, like Kasira Musatoli, Pandariya, Silam, Karonda Bera, Naratoli and Salyatoli where they met the SHGs and Mahila Samitis functioning in these villages and witnessed the development initiatives taken up by AROUSE, Gumla a Jesuit run NGO, **PRADAN** and JSLPS. The students were also able to get a glimpse of the tribal culture and history of Chotanagpur in a visit to the TRIBAL MUSEUM located in the campus of St. Ignatius School, Gumla. They also got an extensive exposure of the rural haats and explored their marketing dynamics.

Simdega Group (led by Prof. Arana Kausar & Dr. Jay Prakash Verma)

The group had a four-day stay at Simdega district in Jharkhand, during which they studied the rural economy and the working of financial institutions at the village level. They visited villages in Thethaitangar block and interacted with the Executive members of the cluster level federation of Jharkhand State Livelihood Promotion Society, supported by NRLM (National Rural Livelihood Mission). They also visited Sansewai village and interacted with the Sarpanch and other members of the Panchayat and the members of the Self Help groups and the youth groups under the able guidance of the officers of Jharkhand Tribal Development Society. The understanding of livelihood projects successfully running in the villages definitely gave a deep insight for sustainable development. The students were deeply touched with the warm welcome they received by the villagers in the traditional ways. They also got an exposure of the village haats and the marketing dimensions. On the whole, it was a great learning for the students

विद्यार्थी शैक्षणिक भ्रमण पर टेढइटांगर पहुंचे



टेढइटांगर. जेवियर समाज सेवा संस्थान रांची के एमबीए के विद्यार्थियों का 29 सदस्यीय दल शैक्षणिक भ्रमण पर टेढइटांगर पहुंचा. इस दौरान विद्यार्थियों के यहां के रहन-सहन व रीति-रिवाज की जानकारी प्राप्त की. इसी क्रम में आजीविका महिला संकुल संगठन के कार्यालय भी पहुंचे, जहां विद्यार्थियों का स्वागत किया गया. यहां विद्यार्थियों ने महिला समूह, ग्राम संगठन व कलस्टर संगठन से संबंधित जानकारी कलस्टर की अध्यक्ष फुम सुरीन से ली. आजीविका मिशन के अमित कुजूर, डीएम संजोता केरकेट्टा व बीपीएम मुकुल खाखा ने भी आवश्यक जानकारी दी. दल का नेतृत्व प्रो अराना कौशर व डॉ जयप्रकाश वर्मा कर रहे हैं.

3. Industrial Visits

Every year students of the department go for industrial visits. It is an integral part of the course curriculum. The purpose of the visit is to provide exposure to them about the practical aspects of the organizational functioning so that they can correlate their theoretical knowledge with the practical aspect. This year industrial tours to Bangalore (led by Dr. Ratnesh Chaturvedi and Dr. Jay Prakash Verma) and Delhi (led by Dr. Bhaskar Bhowani and Dr. Rishi Dwivedi) were organized. During the visit the groups visited many reputed companies v.i.z. **Fincare, SPAR, Jindal Aluminium, DSP Blackrock, Zydus Healthcare, Pepsico, Thomson Reuters, Baskin Robbins, Karvy, Aditya Birla Retail Ltd., Vistaar Financial Services Pvt. Ltd., Ocwen Financial Corporation, ShopClues, HCL, SEBI, American Express, PWC, ABInBev, Motilal Oswal,** and interacted with the corporate personnel.



Industrial Visit at Jindal Aluminium, Bangalore



Corporate Interaction at SPAR, Bangalore



Corporate Interaction at Your Own Room at, Bangalore



Corporate Interaction at GMR, Delhi

4. Summer Placement

To correlate the classroom knowledge with the practical business function the curriculum has summer internship program. The students have to do a live project for a period of 6-8 weeks in any organization. The summer internship provides students a deep insight into the real life business situation in a competitive environment which is very much uncertain.

The Chief Placement Coordinator Dr. Amar E. Tigga and Summer Placement coordinator Dr. Bhaskar Bhowani have worked very hard and have ensured the summer placement of the entire batch spanning the cross-section of industries ranging from manufacturing to the services sectors viz. **TATA Steel, BHEL, DSP Blackrock, Reliance Jio Infocomm Ltd., Reserve Bank of India, Ernst & Young, Vodafone India, State Bank of India, AXIS Bank, Outlook, HDFC Bank, Osam Dairy, ICICI Securities Ltd., Genus Power Infrastructure Ltd., ESAF Small Finance Bank Ltd.,** and many others.

5. Placement 2018

The Department is deeply concerned about the overall development of the students as well as their placement. For this purpose rigorous training is given to the second year students (Batch: 2016-18). They have gone through continuous practice of Group Discussion and Mock Interviews. Domain Test is also conducted to keep them updated in their domain area. The faculties of the department have contributed in knowledge updation of the students by taking Mentorship sessions on continuous basis. The placement of the students shows a

consistent trend since the last three years. The placement of students in the current year is as good as previous year. Many companies have come for campus recruitment which is a positive sign. The total percentage of placement (with the combined effort of CPC & DPC as well as students own efforts) till 31st March, 2018 is 96.2%. These students have got placed with an average C.T.C. of Rs.5.6 lacs p.a.. The major recruiters till now are : ICICI Lombard

- ❖ **HDFC Bank**
- ❖ **ICICI Pru**
- ❖ **Tata Motor Finance**
- ❖ **Capital First Ltd.**
- ❖ **Ujjivan Finance**
- ❖ **Satya Finance**
- ❖ **JSLPS**
- ❖ **BFIL**
- ❖ **ICICI Securities**



Students with Mr. Sandeep Kumar (Batch - Fin-2008-10)

Some of our valued alumni from various industries took out precious time to deliver motivational sessions to the current batches.

The sessions conducted in this quarter specially by Mr. Sudhir Bharadwaj, AGM- Finance, IDBI Bank Ltd., Nagpur (Batch-2005-07), Ms. Paridhi Newatia, eClerx, Asst. Manager-Operation, Pune (Batch- 2013-15), Ms. Shambhavi Tulsyan, Senior Associate – Origination, IFMR, Chennai (Batch- 2013-15), Ms. Nupur Jain, Sr. Key Account Manager, OLX, Bangaluru (Batch- 2013-15), Mr. Pranjal Mitra , Tata Asset Management Company, Mumbai (Batch- 2014-16), Mr. Sandeep Kumar, Marketing Operations Manager, CallidusCloud, Hyderabad (Batch – 2008-10), and Mr. Chandrakant Rath, Sr. Manager, Marketing, Tata Motors, Hyderabad (Batch - 2012-14) were highly informative and enriching. Such interactions helped the students in their overall development and makes them placement ready.

6. Guest Lecture

Mr. Subhash Seraphim, DGM, NABARD, took a session on **“Micro-Finance : Its Inception as well as different Models and Channels”** on 25th Nov., 2017. In his lecture, he made the students (Fin-2016-18 & Fin-2017-19) aware about the inception of Microfinance and also explained different models and channels of microfinance and SHG.



Felicitation of Mr. Subhash Seraphim By Dr. Ratnesh Chaturvedi



Mr. Subhash Seraphim with faculties and Students

7. Seminars attended by students

NSE Investor's Fair

On 8th July, 2017, students of Finance (Batch: 2016-18 & Batch: 2017-19) attended a seminar on “Investor's Fair” organized by the National Stock Exchange at Hotel Chanakya BNR, Ranchi. The Seminar had three sessions and among them the first session on “How to make career in the Securities Market” was attended by the students. The students were also made aware of the different certifications offered by NSE.



Investor's Fair at Hotel Chanakya BNR, Ranchi

Emerging Crypto-Currency- Bitcoins

Students of Finance 2017-19 attended an informative session on “Emerging Crypto-Currency- Bitcoins” on 24th-25th Nov 2017. It was organized by Ranchi Mall at Carnival Hall, Ranchi. The speaker Mr. Sunil Aggarwal, Author of “Bitcoin Magnet” shared with the students valuable knowledge about the digital currency. Students participated actively in the 2 day Seminar.

Entrepreneurship in Jharkhand

Two Students of Finance Mr. Akarsh Lohia and Mr. Snehadeep Paul (Finance-2017-19) with a mix of students from other Department of XISS participated in an interactive session to promote Entrepreneurship in Jharkhand, at Chankya BNR Ranchi organized by Department of IT and E-Governance, Government of Jharkhand on 22nd Nov. 2017. This event was presided over by Hon'ble Chief Secretary of Jharkhand as a Guest of Honor. It was a learning experience for them.



Session on “Entrepreneurship in Jharkhand”

Students of Finance 2017-19 got an opportunity to interact with emerging entrepreneurs in the Entrepreneurship Awareness Drive held at ISM Pundag, Ranchi. The EAD consisted of Workshops, Panel Discussions, and Guest lectures. The Seminar was successfully organized by the Entrepreneurship Cell, IIT Kharagpur.

8. Participation in Competitions / Management Fests

Participation at Electron Quiz organized by NTPC:

Two students of Finance Mr. Abhinav Kumar Sinha and Mr. Abhyankar Shivam (Batch – 2016-18) participated in a Regional Quiz event “ELECTRON” organized by NTPC at Chandragupta Institute of Management, Patna, on 29th July, 2017.

“BIZ-INNOVATION” hosted by Team Embark of XISS

The first offline contest “BIZ-INNOVATION” hosted by Team Embark of XISS, sponsored by Oyo rooms was based on the idea of “Product Branding and Marketing Strategies”. In this, the students had to



“BIZ-INNOVATION” hosted by Team Embark

present their ideas and creativity about developing such a product and its marketing analysis that would help Oyo to increase its market share. The winners of the contestant were REETIKA RAJ and Ms. SHRUTI PRIYA (Team Crafting Emotions) from Finance (2nd yr.) (Batch-2016-18) who received a cash prize of Rs.5000/- and goodies from Oyo.

Participation in Debate Competition

Ms. Sonali Sharma, Ms. P. Kritee Rao, Ms. Kumari Sonal and Ms. Divya Kabra from the Department (Finance - 2017-19) won the debate competition organized by Embark, XISS along with Food Corporation of India on 30th, October, 2017 as a part of their Vigilance Awareness Programme.

■ Participation in a Presentation Competition on Corruption

CCL organized an inter departmental presentation competition on the occasion of Vigilance Awareness Week at XISS on 4th Nov., 2017. Ms. Jyoti Kumari (Finance – 2017-19) and Ms. A. Shriya (Finance – 2017-19) got the first position and Mr. Satyam Pachisia (Finance – 2017-19) and Mr. Rajeev Nayan (Finance – 2017-19) got the second position in the competition.

■ Participation in Simulation Strategy Game

In the month of Oct.,2017, Team Diamond of Finance Department (Team of four students viz. Mr. Satyam Pachisia, Mr. Sunny Kedia, Mr. Rajeev Nayan and Mr. Rahul Nath Shahdeo from Finance-2017-19) participated in “XLRI Synergy Business Summit, 2017” an inter departmental simulation strategy game conducted as a prelims by XLRI, Jamshedpur and won the competition and qualified for the final round. The competition was on presenting a strategy on a real time business case study in which top B-Schools had also participated viz. IIM, Ranchi, XLRI, IIT, Kharagpur, etc..

■ Participation in Tata Steel-a-thon

In the month of Nov.,2017, a team of four students (Mr. Sahil Jain, Mr. Charles Philip, Ms. Sonali Sharma and Ms. Aditi Ghoshal from Finance-2017-19 batch) were selected in the Wild Card Round at Tata Steel-a-thon held at Jamshedpur. This was the one team amongst the three teams selected from XISS. The students received participation certificates from the organizers.



Vigilance Awareness Programme with FCI



Certificate and Award for second position



XLRI Synergy Business Summit, 2017



Tata Steel-a-thon, Jamshedpur

Participation in a Management Fest of IIM, Ranchi – ENVENT

Two students of the Department (Mr. Rajeev Nayan and Mr. Rahul Nath Shahdeo from Finance – 2017-19) participated in a national competition on Startup Idea in a Management Fest “ENVENT 1.0” organized by E-cell of IIM, Ranchi. The final round was held on 24th Sep.,2017 in which they got 3rd prize. The major competitors were IIM, Ranchi & BHU, Varanasi.



Management Fest of IIM, Ranchi – ENVENT

Participation in All Jharkhand Capital Market Quiz 2018

Students of the Department participated in the “All Jharkhand Capital Market Quiz 2018” organized by SEBI, which was held at ICFAI, Ranchi. Out of six finalists, three were from XISS. The team of Mr. Abhinav Kr. Sinha, Mr. Abhyankar Shivam and Mr. Nitish Kumar (All from Finance 2016-18 batch) won the second runner’s up prize.



All Jharkhand Capital Market Quiz 2018

Certifications

Students from the Department of Finance took the online Corporate Bridge General Aptitude Test (C-GAT) which is conducted across the Engineering colleges and other technical institutions. Out of thousands of participants 7 students from the Department were offered Scholarship and were felicitated with Certificate of Excellence.

9. Students’ Freshers’ Party

Students of the Dept. of Finance (Batch – 2016-18) organised a welcome party for the freshers. They welcomed the students by organising a cultural programme where they got an opportunity to showcase their talent. It also trains them to work in a team with proper co-ordination thereby enhancing their leadership skills.



Students Fresher’s Party

10. Sports

The girls’ team of the Department of Finance (Batch - 2017-19) won the trophy in the inter-departmental basketball championship held during the month of Jan’2018. The boy’s team of the Department of Finance (Batch - 2016-18) won the runner’s up trophy in this tournament. Last year the girls’ team and boys’ team were at the same position and won the main trophy and runner’s up trophy.



Girls’s Basket Ball Team Receiving Trophy from the Director

11. Celebration of Republic Day

Every year the Department takes the responsibility of flag-hoisting on the Republic Day. This year also the Department conducted flag-hoisting ceremony on the occasion of the 69th Republic Day and organized a cultural programme to pay tribute to our freedom fighters.



Republic Day Celebrations

12. Sports Meet

- At the sports meet held at XLRI, Jamshedpur on August 15, 2017 three students from the Department represented XISS and participated for prizes in Basketball and Football.



Girl's Basket Ball team at XLRI, Jamshedpur

- At the sports meet “VAJRA – 2017” held at Birla Institute of Technology, Mesra from 3rd to 5th Nov.,2017 two students from the department represented XISS in Basketball and Football. Ms. Yashaswini Pandey (Finance-2017-19) led the women’s team of Basketball as Captain. The women’s team defeated St. Columbus College, Hazaribagh & St. Xavier’s College, Ranchi. Maximum baskets were put by Ms. Yashaswini. Mr. Biswaraj Paul Choudhury (Finance-2017-19) participated in the football match but unfortunately the team lost the game.



XISS Sports Team at BIT, Mesra

13. FinaXiss: The Finance club of XISS

The students of the Department of Finance (Batch – 2016-18) have formed a Finance Club of the Institute whose primary objective is to create a challenging environment among the budding professionals and help them understand different Business Phenomena.

- In the month of June, 2017 FinaXiss organized a session on “GST” followed by a Group discussion on the topic “How GST can bring changes in life of people of different Income groups”.



Live Trading Process of Stock Exchange at SEBI, Ranchi

- In the month of Nov. 2017 FinaXiss organized a session on the Live Trading Process of Stock Exchange in association with SEBI. It was organized at the SEBI Local Office, Ranchi. Mr. G. Neeraj, DGM, SEBI, Ranchi along with Mr. Prashant Jha from Bombay Stock Exchange explained the detailed process of trading and ill practices prevailing in stock exchange. Thirty students of the Department actively participated the session. The event was coordinated by Mr. Prateek Mr.vastava & Mr, Vaibhav Prakash (Finance – 2017-19).

14. Rotaract Club of Social Revolution

Students of the Dept. have initiated a social service club named “Rotaract Club of Social Revolution” and represented XISS by taking its mission of serving the society.

- On the eve of the Independence Day (15th Aug., 2017), the students from all discipline of XISS distributed paper bags among the vendors of Ranchi and spread awareness about the usage of paper bags and all its advantages.
- The students also helped the Rotary Club, Ranchi to organise a medical screening camp at Raj Hospital on the Independence day (20th Aug., 2017) under the banner “Gift of Life to find children who are suffering from congenial heart disease” and fund their operation that will be conducted in New Delhi in the coming months.
- In the month of July the President Ms. Diksha Vijayvergia (Finance – 2016-18) and Secretary Ms. Arshi Gandhi (Finance – 2016-18) got the best president and secretary award by the Rotary Club of Ranchi Midtown.
- On the occasion of Children’s Day (14th Nov.,2017) Rotaract Club of Social Revolution visited Anchal Sishu Ashram to celebrate Nanhe Kadam 2.0 today. The members of the club organised a musical evening for the children of the ashram and gifted them Maggie, chips and chocolates. Special songs were performed by Mr. Gaurav and Mr. Alexander. Children participated in full enthusiasm and sung songs as well.
- Rotaract Club of Social Revolution along with Rotaract Club of St. Xavier’s College, Ranchi organised a two days mega sport extravaganza “SPOTARACT 2.0” from 13th to 14th January, 2018. The event was promoted in the city through flash mobs in Big Bazaar, Nucleus Mall and Pantaloons on 5th, 7th and 11th of January 2018. The mega sports event witnessed the plethora of enthusiastic sportspersons across the city. The sports events included cricket, volleyball, basketball, football and kabbadi and the winners in each were awarded with cash prizes. Assistant Director General of Police, Mr. Rezi Ddungdung , Rotarian Rajesh Prashant (President) Rotary Ranchi midtown and Rotarian Harminder Singh (President) Rotary club Ranchi adorned the prize distribution ceremony This proved the emphatic kick off for the year to come.
- Rotaract Club of Social Revolution organized a basic health and hygiene awareness programme on 27th January, 2018, at the Samlong slum. Self Help Group (SHG) Head, Mrs. Filicita, helped in reaching each and every household of Samlong and as a part of this drive, free medical kits were distributed to the people of the slum. The rotaractors made people aware about all the medicines inside the kit and helped them learn the usage of first aid.

Activities of Rotaract Club of Social Revolution : Some Glimpses





15. Alumni Data Base

After the establishment of Central Placement Cell, Alumni data base has taken a good shape. I want to congratulate our placement cell and Dr. Amar E. Tigga, Chief Co-ordinator Placement for taking great initiative to prepare a strong Alumni data base. Now the processes of the establishment of different chapters are almost complete and definitely it is going to become a very important channel to connect with alumni.

16. Recruitment of New Faculty

In the current academic year there have been three fresh recruitments.

1. In the area of Economics/Statistics: Dr. Amit Kumar Giri, Ph.D. in Economics from the Department of Humanities and Social Sciences, IIT, Roorkee. The title of his thesis is **“Labour Conditions in Export Oriented Hand-Knotted Carpet Industry in India”**. Prior to this, he worked as an Assistant Professor at Alliance School of Business, Alliance University, Bengaluru.
2. In the area of Operation Research, Logistics & Supply Chain Management: Dr. Rishi Dwivedi, Ph.D. in Production Management from the Department of Production Engineering, Jadavpur University, Kolkata. The title of his thesis is **“Applications of Activity Based Costing to Indian Organizations for Competitive Edge”**. Prior to this, he worked as an Assistant Professor in the Department of Management at Central University, Ranchi, Jharkhand.

3. In the area of Marketing : Dr. Jay Prakash Verma has more than 10 years of rich experience in the industry and academia. Prior to joining academics, Dr. Verma was working with the UB Group as an Institutional Sales Head for Western U.P. region. He has been awarded Ph.D. in the year 2011 in the area of Management from Ranchi University, Ranchi. His topic of research was **“Consumer buying behavior in the Air Conditioning Industry - A case study of Ranchi and Patna district”**.

17. Fellowship

Dr. Amit K. Giri, Assistant Professor, Department of Finance, received the prestigious RDW fellowship from the International Labour Organization (ILO) for the year 2017; the fellowship was awarded to only 20 researchers from around the globe. Dr. Giri was awarded USD 1000 for his research work and was invited by the ILO to present his work in the 5th Regulating for Decent Work Conference in ILO's headquarters in Geneva, Switzerland from 3rd to 5th July, 2017. Dr. Giri presented his work titled “Labour Conditions in the Global Value Chains in India: The Case of Hand-Knotted Carpet Manufacturing Cluster”. The paper suggested various ways and means to improve the working conditions of workers in the industry. The full paper can be accessed at <http://www.rdw-conference.org/pages/info>.

18. Research Work & Publications

i. **Dr. Rishi Dwivedi**, Assistant Professor of Department of Finance has carried out research work in collaboration with Dr. Shankar Chakraborty, Professor of Production Management at Jadavpur University. He has developed a strategic decision making model for the footwear industry using activity based costing (ABC) and value chain analysis (VCA) models. In his research work, an integrated ABC-VCA model is proposed for the first time to comprehend the reasons for ineffectiveness in the chain and recognizes potential leverage points for enhancing the performance of the chain of a footwear enterprise. The research paper encompassing the said work has been accepted for publication in a Scopus indexed international journal titled *“Leather and Footwear Journal”*, Romania and will be published in upcoming September 2017 issue of the journal. The Leather and Footwear Journal is published by INCDTP - Division: Leather and Footwear Research Institute, Bucharest, Romania, at CERTEX Publishing House, which is acknowledged by CNCSIS (The National University Research Council).

ii. **Dr. Rishi Dwivedi**, Assistant Professor of the Department of Finance has also developed a performance measurement tool for an agricultural enterprise using balanced scorecard (BSC) and quality function deployment (QFD) models in association with Dr. Shankar Chakraborty, Professor, Jadavpur University, Mr Amresh Kumar, Assistant Professor, Sikkim Manipal Institute of Technology, Ms. Snigdha Singh (Fin-2016-18), XISS, Ranchi and Ms. Richa, (Fin-2016-18), XISS, Ranchi. This research work proposes the application of BSC model in an Indian seed manufacturing organisation to place the organizations expediently against the competitors by aligning its corporate vision and strategy with organisational performance through the interconnectedness of different layers of perspectives. Next, a framework to integrate both BSC and QFD models is provided for the first time in a seed manufacturing industry in order to evaluate its performance over the two time periods. The integrated BSC-QFD technique can help managers to understand competitive strength of the said organization and in turn facilitate in efficient and effective decision making. The paper constituting this research work has been accepted for publication in the Proceedings of the 1st International Conference on Mechanical, Materials and Renewable Energy, which was held in Majitar, Sikkim, from December 8 to 10, 2017. The proceedings of the said conference have been published by IOP Conference Series: Materials Science and Engineering, which is indexed in globally renowned indexes such as, Conference Proceedings Citation Index – Science (CPCI-S) (Thomson Reuters, Web of Science), Compendex, Scopus, Inspec, Chemical Abstracts Service, INIS (International Nuclear Information System), NASA Astrophysics Data System, SPIRES, VINITI Abstracts Journal (Referativnyi Zhurnal).

iii. **Dr. Amit K. Giri** published an article entitled, “India’s Economy Post Demonetization: A Preliminary

Assessment”, in the *Jharkhand Journal of Development and Management Studies*, Vol. 15, No. 2, (April-June, 2017).

iv. **Rev. Fr. Pradeep Kerketta, S.J.**, Assistant Director, XISS and Dr. Amit K. Giri have voluntarily taken up a project to study the working conditions of daily wage earners in Ranchi city, Jharkhand. On the invitation of the Indian Society of Labour Economics (ISLE), the findings of the study was presented in the form a research paper entitled “Working Conditions of Daily Wage Labourers in Ranchi, Jharkhand” in the *59th ISLE Conference*, which was held in Trivandrum, Kerala, during 16-18 December, 2017.

19. Conference Participation and Paper Presentation

Dr. Bhaskar Bhowani along with the Director, XISS and two other colleagues: Dr. Madhumita Singha and Dr. Rajshree Verma attended the *23rd Annual World Forum - International Association of Jesuit Business Schools – “IAJBS 2017” conference* held from July 15-19, 2017 at the University of Namur, Belgium and presented a paper titled: “Creating Sustainable Entrepreneurship through Microfinance Initiatives – A case of Jharkhand, India”.

20. Research Projects

Dr. Bhaskar Bhowani facilitated as a financial expert in the XISS research team headed by Dr. Himadri Sinha on a Ministry of Rural Development, Government of Jharkhand project on DRDA restructuring. The recommendation of the study team has been accepted by the MoRD and a revamping of the State’s DRDA structure has been proposed in the state assembly.

21. Lectures in MDP as Resource Persons

Three faculties from the Department were involved as resource persons for different batches of participants from other technical institutes and NGO’s in the “Two week Faculty Development Programme (FDP)” on “Entrepreneurship” organized by the EDP Cell of XISS, Ranchi, in the month of October and November 2017:

- Dr. Ratnesh Chaturvedi took sessions on “Break Even Analysis” & “Working Capital Management”.
- Dr. Bhaskar Bhowani took sessions on “Role of Support Agencies in Entrepreneurship Development” & “Need and Importance of Financial Management in Small Scale Industries”.
- Dr. Jay Prakash Verma took sessions on “Need of Marketing for Entrepreneurs” for different batches of participants (from other institutes and NGO’s).

22. Panel Member in an Interview Board

Dr. Bhaskar Bhowani was nominated on the five member Interview Board for the selection of the Chief Executive Officer (CEO) for Jharkhand State Cooperative Bank Ltd, Ranchi on 20th Nov, 2017 along with the Registrar of Cooperative Banks, the Regional Director or RBI, CGM NABARD and Senior Faculty representative from IIM, Ranchi.

Conclusion

I take this opportunity to extend my sincere gratitude to each and every faculty member of the department who have sincerely contributed the required inputs and guidance to the students.

I can never forget the guidance and inspiration which we all have received from our Director Dr. Fr. Alex Ekka, S.J.. and Assistant Director Fr. Pradeep Kerketta, S.J.. and I would like to extend our gratitude to both of them on behalf of the Department.

I offer my best wishes to all my departmental colleagues and hope that with an effective team work and dedication, the growth of the department will continue in the coming future.



AXIS 2018 Annual of Xavier Institute of Social Service



PGDM Finance - Batch 2016-18

Central Placement Cell

Placement Report Batch 2016-18

Dr. Amar Eron Tigga

Associate Professor & Chief Placement Coordinator

The Placement Team at XISS, Ranchi is pleased to announce another successful completion of the final placements for the PGDM batch of 2016-18. The team would like to express sincere thanks to everyone involved in the smooth coordination of placements. This collective effort has resulted in rewarding results for students at a crucial juncture in their careers and lives.

This year final placement has achieved a new milestone by getting 06 Pre-Placement Offers and the highest package of Rs. 13.50 lakhs per annum. There is a substantial improvement in Summer Internship wherein most of the students are having paid internships and also in reputed organisations. Although, the shrinking job opportunities is making the task very challenging.

We would like to thank our regular recruiters who continued their strong relationship with us and offered placements across different Departments. We are also grateful to the new recruiters who visited our Institute and recruited our students as a show of trust in XISS and the students.

The Team XISS has taken various initiatives to make this process successful, namely, mentoring by faculty members, documentation of feedback from seniors, mock interview and GDs, timely preparation of Placement Brochure, understanding the need of various sectors and managing the relationship with the corporate etc. A new initiative from this year was to empower our students' placements representatives for mailing and contacting the corporate for placements. This has helped in greater reach to corporate and the alumni.

Key Highlights

- Highest Package this year is Rs. 13.50 Lakhs per annum.
- 6 PPOs from three departments i.e. HRM, Marketing and Rural Management
- Overall 83.1% of students placed.
- Percentage placed in 1st Phase was 56.4%
- Most of the Summer Internships for Batch 2017-19 are with Stipend & PPO facility (Highest Stipend = Rs.75000.00 per month).



Although the job market is very competitive, XISS was successful in getting the participation of some 80+ companies in the final placement process out of which 32 percent were new recruiters. The number of offers made was 236 with a highest salary of Rs. 13.50 lakh/annum and the average salary package of Rs. 5.87 lakh/annum. The average salary for HR department has reached to Rs. 7.81 lakh/annum. The Department of Finance Management, the Department of Rural Management, and the Department of Marketing have achieved a placement of 96.2%, 95.8% and 94.2% respectively. We expect few more offers as the recruitment processes of a couple of organisations are still in process.

The recruiters participated were from different sectors such as Consultancy, Manufacturing, Logistics, FMCG, IT, Telecom, Retail, Social/Non-Profit Organisations, Banking, Financial Services & Insurance (BFSI), etc. The major recruiters (organisations) were from BFSI (25%), Manufacturing (22%), Development Sectors (17%) and Technologies (10%).

The highest numbers of job offers were in the sector of BFSI i.e. 38% of total students placed, followed by Development Sector (19%) and Manufacturing Sector (17%).



Some of the prominent recruiters were **Vedanta, HUL, Qess Corp, HDFC Bank, ICICI Bank, ICICI Lombard, BFIL (SKS), Ujjivan Financial Services, Leighton India Contractors Pvt Ltd., Maruti Suzuki, Tractors India Ltd, Ultratech Cement Ltd., Aditya Birla Group – HINDALCO, TM International Logistics, Pantaloons, Tata Steel, TCS, Tata Metalicks Ltd., Tata Motors Finance, Tega Industries, TSRDS, Vox Populi, ICICI Prudentials, Vaya Finserv, Dharma Life, Capital First, Mahindra Finance, Fincare, JSLPS, BRLPS (Jeevika), Odisha Livelihood Mission, Educate Girls, Aditya Birla Fashion & Retail, Wipro, Welspun, Emagine People Solutions, Mahindra Swaraj** etc.

Placement Statistics for Class of 2016 - 2018

No. of companies/organisations participated in the campus recruitment process	81
Companies/organisations that participated for the first time for final placements	26
No. of students joining their family business/opted out of placements process	15

Different Departments offering PGDM	Batch Size for Placement	Placed	%age placed
Class of HRM	73	50	68.5%
Class of Rural Management	72	69	95.8%
Class of Information Technology	35	18	51.4%
Class of Marketing Management	52	49	94.2%
Class of Finance Management	52	50	96.2%
Total	284	236	83.1%

The Institute's continued growth owes much to its Jesuit values and leadership of the top management, the seasoned and knowledgeable faculty members and its large and well-connected alumni network, whose guidance, support, and backing was once again instrumental in the successful accomplishment of placements.

We would like to appreciate the patience and cooperation extended by the students during the placement season and their hard work.



Finally, I would like to thank all the Heads of different Departments, faculty members and my core team of Placement Cell Prof. Sajeet Lakra (APC), all DPCs Dr. Rajshree Verma, Dr. Kumar Mohit Spring, Dr. Pinaki Ghosh, Dr. Bhaskar Bhowani, Prof. Rik Das and Dr. Sant Kr. Prasad.

I must thank our two Placement Officers – Ms. Aditi Mehrotra and Ms. Koyel Mukherjee for taking greater responsibilities and for their dedication, cooperation and support. They were instrumental in delivering the remarkable placement results in difficult situations also.

I appreciate and thank our Students' Placement Coordinators and all the students' team members who have coordinated and supported all through the placement process and staying for late hours to complete the process.

We look forward to take the placement process to greater heights and to continue matching the requirements of the various organisations in the years to come.

Glimpses of Placement Activity



Department of Research and Planning

Prof. (Dr.) Himadri Sinha
Head of the Department

As I start penning down the Departmental report, the national media is buzzing with reports of how Indian economy is bobbed in the billion rupees bank fraud, how India slips down on happiness index in global ranking, and how the Marxist lost its bastion in Tripura, etc. In the midst of strong governmental push for economic reforms through measures like GST, FDI, bills on bankruptcy, the above mentioned incidents are setbacks for Indian growth and development. Research is a vital tool for assessing the various situations and development measures. An unbiased research is required to get proper data. However, there is mushrooming growth of fake organisations which present the distorted facts and figures to please their clients. Their reports have little connection with ground realities. The Department of Research and Planning of XISS stands out as institution with difference amidst these fraudulent practises to bring out the true pictures of various development programmes in the national forums.

During the past one year we as the Department bade farewell to three of our most experienced staff Mr. Aftab Ahmed, Mr. S. R. Irfan and finally Mr. Pratul Chandra after all of them put up their thirty plus fruitful years of services with XISS. The Department will always remember their dedicated and committed contributions in the time of difficulties as well as the time of smooth sailing. They were indeed very much present to help as resource persons during all difficult project and research assignments. We wish them peaceful retired lives with their kith and kin in their own way.

During this year, the Department has submitted its recommendation on restructuring of DRDA under the Department of Rural Development, Government of Jharkhand in July 2017. The Department has suggested practical ways of making both DRDA and the Department of Rural Development more effective and accountable. It is upto the Government of Jharkhand to implement the same.

The Department has been awarded a national level study on Social Inclusion under NDP I among SC and ST. The study will be conducted in 10 states across the country. Besides these, the Department has completed 16 projects during 2017-18. The various achievements of the Department are described below:



a. Collaboration with Warwick University, UK

Dr. Himadri Sinha has been invited by Prof. Dr. Clare Lyonette from the Institute for Employment Research (IER), University of Warwick, UK to collaborate as Co researcher in the project titled GCRF Skills and Education 2018. Prof. Sinha and XISS have sent their consent for the same to complete the international registration process. The Project will commence shortly. One of our alumni, Mr. Bhaskar Chakravarty will also be part of the research project as a part of his doctoral assignment.

b. Common Review Mission of Govt. of India

Dr. Himadri Sinha was invited as Expert member of 1st Common Review Mission of Ministry of Panchayati Raj Institutions, Govt. of India to examine the progress and impact of the Fourteenth Finance Commission's grants (FFC grants) given to Gram Panchayat directly. CRM was held during August and September 2017. CRM report has been submitted to the Ministry.

c. Project Liaising Cell

During FY 2017-18, the Department has formed a Project Liaising Cell to facilitate the writing of new project proposals, liaising with the client till the project is awarded and to expedite recovery of all pending dues. Dr. Ajit Tirkey has been made in-charge of the Cell. The Cell has applied for 51 projects during September 2017 to February 2018 (Table 1).

Table 1: Type of projects applied for during FY 2017-18

Sl. No.	Proposal Types	Number	Clients	Location
01.	Social Impact Study (SIA)	20	DLAOs of Sate Govt.	Ranchi, Ramgarh, Giridih, W. Singhbhum, Dumka, Pakur
02.	Social Audit Survey	23	NTPC	Jharkhand, Bihar, Odisha, Chhattisgarh, West Bengal, Madhya Pradesh, Assam, Rajasthan, Gujarat, Punjab, Haryana, Himachal Pradesh,
03.	Social Audit	01	Talwandi Super Power Project	Mansa (Punjab)
04.	Social Impact Evaluation (SIE)	03	NTPC-CSR, JSPL, NDDDB	Korba-Odisha, Raigarh (CG), Anand-Gujarat
05.	Need Assessment Survey and Social Impact Evaluation	03	NTPC	Jhanor (Gujarat), Talcher (Odisha), Korba (CG)
06.	Concurrent Evaluation and Monitoring	01	MoCAFPD/ NFSA	Central Govt. New Delhi

d. Administrative Reform and Restructuring

- Dr. Himadri Sinha, Dr. Amardip Singh, Dr Bhaskar Bhowani with the assistance from Mr. W. Norman, Mr. M. Singh and Mr. A. K. Baitha and Mr. Madan Sengupta (Retd. IAS) completed the studies on Viability of Existing Human Resources Structure in 24 District Rural Development Agencies (DRDAs) and 16 Blocks of Jharkhand with respect to their mandate to deliver the benefits, rights and other entitlement to the eligible and targeted rural population in their service areas. The team has submitted its report with recommendations to the Department of Rural Development, Government of Jharkhand.

e. Integrated Development Projects

- Dr. Amardip Singh and Mr. A. Ahmad completed the "Feasibility studies on livelihood and agricultural

development options and health & nutrition status among the common people of Basia Block of Gumla District, Jharkhand". The project was sponsored by Turbunga Tribal Community Development Initiatives, Gumla, Jharkhand.

- Dr. Amardip Singh and Mr. Manoj Kumar Singh completed the "Investigation / review of the SBM (G) and NRDWP schemes under the MoDWS (Govt. of India) in three Districts, 14 Blocks and 16 Gram Panchayats of Telangana State" under the aegis of Ministry of Drinking Water & Sanitation, Government of India.
- Mr. Arvind Dey and Mr. Nirmal Kumar Mishra completed "National Level Monitors (NLM) to your District for Regular Monitoring of Centrally Sponsored Schemes under Rural Development Programmes during 2016-17 (Phase-II) in Sant Ravidas Nagar, Uttar Pradesh" during April 2017 under the aegis of MoRD, Govt. of India, New Delhi.
- Mr. Arvind Dey and Mr. Madan Kumar Sengupata (Retd. IAS) completed "Time and Motion Studies for Schedule of Rate (SOR) under MGNREGA in Hazaribagh, Gumla, East Singhbhum and Jamtara Districts of Jharkhand" under Rural Development Department, Government of Jharkhand.
- Fr. Ashok Ohol S.J., Mr. A. Ahmad, Mr. Pratul Chandra, Mr. Herman Ekka, Mr. Arvind Dey, Mr. Manoj Kumar Singh and Mr. Ashok R. Baitha evaluated the "Jan Netritva Pahal" (JNP) project at different centers of Jesuit Provinces during 18th January to 7th February 2018. The team has completed the field data collection and the report writing work is in progress.
- Mr. A. Ahmed and Mr. Arvind Dey completed "Institutional National Level Monitors (NLM) for Monitoring of SBM (G) and NRDWP schemes in Wanaparthy, Suryapet, Warrangal Urban and Nirmal Districts of Telangana" during February 2018 under the aegis of Ministry of Drinking Water and Sanitation, New Delhi.
- Mr. Nirmal Mishra and Mr. W. Norman monitored all the Centrally sponsored Rural Development schemes of Ministry of Rural Development and Ministry of Panchayati Raj under the Regular Monitoring [Phase – I of 2017-18] in three Districts viz. West Garo Hills, South-West Garo Hills and South Garo Hills of Meghalaya State.
- Mr. Nirmal Mishra and Mr. Pratul Chandra monitored all the centrally sponsored Rural Development schemes of Ministry of Rural Development and Ministry of Panchayati Raj under the Regular Monitoring [Phase – II of 2017-18] in three Districts viz. Balasore, Mayurbhanj and Kendujhar of Odisha State.

f. GIS Projects

- Prof. Prakash Chandra Dash and Mr. Sunil Pratap Kumar completed the "GIS Based Development Plan Preparation of Kailasahar Municipal Council, Unakoti District, Tripura". The Draft Report has been submitted.
- Prof. Prakash Chandra Dash and Mr. Sunil Pratap Kumar have also submitted the Final Report of "Baseline Survey of Two Model Villages under CSR Intervention for UAIL in Kashipur Block of Odisha".

g. Studies on Social Impact Evaluation

- Dr. Pramila K. Panda, Mr. Aftab Ahmad and Mr. Herman Ekka completed the "Social Impact Evaluation of CSR Activities in 78 Villages of Muri and Lohardaga in Jharkhand, Renukoot & Renuagar in UP and Samri in Chhattisgarh" under Hindalco Industries Limited.
- Dr. Pramila K. Panda, Mr. Manoj K. Singh and Mr. Ashok R. Baitha completed the "Social Impact Evaluation and Society Perception Survey of 147 Villages in West Bengal and Jharkhand" under NTPC Farakka's CSR Zone.
- Mr. Pratul Chandra and Mr. Arvind Dey completed "SIA study of land losers for broadening and strengthening of roads from ITI bus stand to Chapu Toli via St. Francis School, Ranchi" under the DLAO, Ranchi District.

Glimpses of Departmental Activities



Dr. A. Singh & Mr. M. Singh during NLM review meeting with PD-DRDA, Vikarabad District (Telangana) on SBM (G) & NRDWP schemes under MoDWS, Govt. of India



Dr. A. Singh & Mr. M. Singh during NLM review meeting with GP & Mandal functionaries & line departments (Vikarabd District, Telangana) on SBM (G) & NRDWP schemes under MoDWS, Govt. of India



PVTG laborers engaged for Time and Motion Study under MGNREGA

Glimpses of Departmental Activities



Mr. A. Dey & Mr. N. Mishra during NLM visit of the MGNREGA site in Sant Ravidas Nagar, U.P.



Mr. A. Dey & Mr. A. Ahmed during NLM visit of the site for NRDWP scheme in Telangana



NLM visit to inspect the toilet under SBM (G) scheme in Telangana



NLM visit to the site of single village scheme under NRDWP in Telangana



Mr. N. Mishra during Regular Monitoring [Phase – I of 2017-18] in three districts viz. West Garo Hills, South-West Garo Hills and South Garo Hills of Meghalaya State



Glimpses of Departmental Activities



XISS personnel observing Mobile Medical Van under Social Impact Evaluation of CSR activities of NTPC Korba



Mr. S. R. Irfan observing community pond constructed under Social Impact Evaluation of CSR activities of NTPC Korba



Mr. P. Chandra interacting with the SHG members during monitoring of MoRD programmes in Odisha under NLM project



Mr. N. Mishra interacting and getting information from the beneficiaries of NASP programme during monitoring of MoRD programmes in Odisha under NLM project



Dr. A. Singh and Mr. M. K. Singh visited School for monitoring under NLM-SBM (G) programme of MDW&S in Telangana State



Dr. A. Singh and Mr. M. K. Singh interacting the officials at GP under NLM-SBM (G) programme of MDW&S in Telangana State

h. CSR Need Assessment and CSR Impact Assessment Studies

- Dr. Pramil K. Panda, Mr. Manoj K. Singh & Mr. Ashok R. Baitha conducted the Need Assessment Survey of 20 Villages in Jharkhand and West Bengal at Marry Go Round Affected Area of NTPC Farakka. The survey has been completed and draft report has been submitted to NTPC Farakka.
- Mr. S. R. Irfan is conducting Social Impact Assessment Study at NTPC Korba when this report is going to press. Survey is expected to be completed by March 2018.

i. Short Training on GIS and Remote Sensing

The fifth batch of trainees is currently undergoing the Short Training on GIS and Remote Sensing. The training prepared the trainees job ready. Trainees are recruited during training period by various companies. So far, 97% trainees have been placed.

Academic Pursuits

A. Publications

- Panda, P. K. (2017). Cultural capital, reference group, and social mobility in India. *Economic and Political Weekly*, 52(50), 88-89.
- Meher, B., & Dash, P. C. (2017). Pattern and determinants of remittances sending behaviour of out-migrants from Odisha. *Jharkhand Journal of Development and Management Studies*, 15(1), 7227-7243.

B. Seminars, Conferences, Trainings Conducted and/or Attended

- Dr. Pramil K. Panda delivered a lecture on 'Beyond the Etiquette: Parenting a Child with Autism' in the weekly seminar organized by the Rotary Club at Ranchi Club Complex, Ranchi on 21 September, 2017.
- Dr Amardip Singh presented a paper 'Isolation, Characterisation and Classification of Plant Growth Supporting Bacteria' in the *International Conference on Advances in Environmental & Agricultural Biotechnology (ICAEA-2018)*, held on 22-24 February 2018 at St. Xavier College, Ranchi, Jharkhand.

C. Other Contributions within the Institute

- Dr. Pramil K. Panda reviewed 2 research articles as a peer reviewer for *Jharkhand Journal of Development and Management Studies*.
- Prof. P. C. Dash mentored students of IT 2nd year to prepare GIS based data products for the live project "Karnataka Election-GIS" for Vox Populi Research Solutions, Delhi.
- Dr. Amardip Singh has been involved in taking "Environmental Management" paper in the department of Post Graduate Department of Information Technology (PGDIT).
- Dr. Amardip Singh is supervising SIP Dissertation works of 04 students of XISS, Ranchi during 2017-18 academic year.
- Dr. Amardip Singh has supervised the Rural Camp of Department of Rural Management, XISS, Ranchi.
- Dr. Amardip Singh is supervising a Ph.D. scholar of Jharkhand Rai University, Ranchi.

Roads Ahead

Department has an ambitious plan to set up two testing laboratories for testing hydro samples and atmospheric air samples and seek accreditation from NABET. This will enable department to take up EIA (Environmental Impact Assessment Studies) in future.



Epilogue

The Department is already functioning as a data base centre for Jharkhand state particularly in the area of education, agriculture and agro-based industries, CSR interventions and health and sanitation in the state of Jharkhand. The Department will continue to strive to give this full shape during next two years.

The members of Research and Planning Department work tirelessly throughout the year forfeiting their vacations, leisure and holidays. They go to most difficult areas to conduct the surveys. They are always under tremendous pressure to meet the report deadline. Most of the time, our faculty members and research scientists cum project officers work under most adverse climatic conditions under the life threat from extremist group. Their family members often and on go through tensed moments. I shall fail in my duties if I do not acknowledge the extraordinary contributions of all my Departmental colleagues to keep our boat sailing. They are the silent unsung heroes of XISS who work indefatigably without any appreciation year after year. My sincere thanks go to all of them and their family members.

I also take this special privilege to extend our gratitude to the Director, Fr. Dr. Alexius Ekka, S.J. and Asst. Director, Fr. Pradeep Kerketta, S.J for their constant support and guidance. They indeed stand by us amidst all odds always. Truly our journey is tough and difficult but it is quite satisfying when we see all our efforts are contributing towards poverty alleviation, empowering the weaker sections and above all national growth and development.

Department of Research & Publications

Dr. Sudeep Kumar
Head of the Department

The Department of Research and Publications of XISS was established in June, 2002. The overall objective of the Department is to publish the thematic, quarterly and peer-reviewed research journal – *Jharkhand Journal of Development and Management Studies* (JJDMs). The Department also undertakes research studies from time to time independently and publishes the findings after a good deal of field work. Finally, the Department is also involved in teaching and guiding the P.G. students of Rural Management in their SIP dissertation work and Term papers.

1. Publication of JJDMs and other policy level activities

In the year 2017-2018, so far the following thematic/general issues have been published:

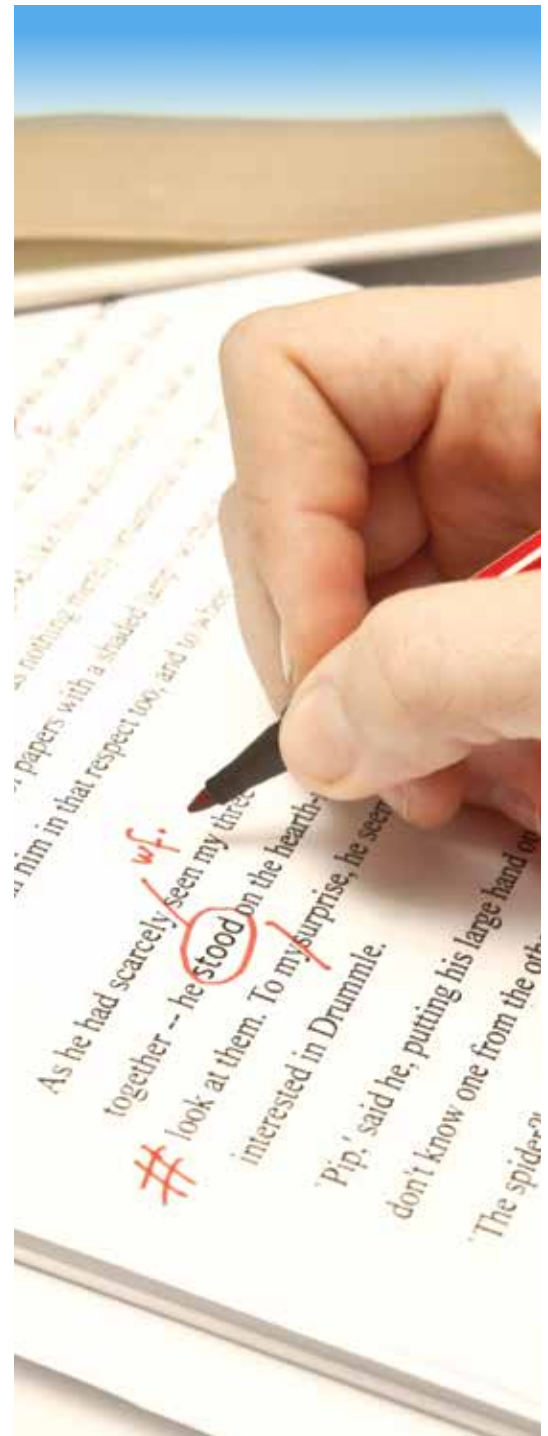
- (i) General Issue (January-March, 2017)
- (ii) Demonetization and Social Change (April-June, 2017)
- (iii) General Issue (July-September, 2017)
- (iv) Rural Marketing: Strategies and Challenges (Oct-Dec. 2017) (in progress)

Forthcoming themes

- (i) General Issue (January-March, 2018)
- (ii) Women Empowerment (April-June, 2018)
- (iii) General Issue (July-September, 2018)
- (iv) Sustainable Business Practices (October-December, 2018)

The following are the policy level activities carried out so far:

- (i) We have been following a rigorous Editorial process including double-blind peer review process.
- (ii) The Ethical policy of JJDMs after finalization has been uploaded online on the JJDMs website.
- (iii) The journal (JJDMs) has gone for open access in the Institute's website since January 2016 onwards.



- (iv) Preparations are underway to get our journal Indexed in some International/National directory of repute (ICI/SCOPUS) for increasing the visibility and its open access.

2. Departmental Achievements

- (i) **XISS journal JJDS has been enlisted in the UGC list of journals** : University Grant Commission (UGC) has prescribed a list of Journals where Professors and Teachers are accepted to publish that would be considered for the purpose of Career Advancement Scheme (CAS) and Direct Recruitment of Teachers and other Academic Staff as required under UGC (Minimum Qualification) for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education (4th Amendment), Regulation, 2016.
- (ii) Dr. Sudeep Kumar has been appointed as member of the Editorial Board of the *Journal of Economic and Social Development* (UGC Listed Bi-annual Research Journal of Economics), published by Institute of Economic and Social Development, Ranchi, Jharkhand w.e.f. July 2017.

3. Research and Academic Contributions

(i) Publication of Book

Ekka, A., Verma, S. K., Kumar, S., & Bhagat, K. K.(Eds.)(2017). *Securing childhood – challenges, opportunities and strategies*. Ranchi: Xavier Institute of Social Service (ISBN: 81-904112-0-9).



Releasing the Book - Securing childhood – challenges, opportunities and strategies

(ii) Publication of Combined Volume of JJDMS

Ekka, A., & Kumar, S. (2017). Combined Volume of “*Jharkhand Journal of Development and Management Studies*” (with index, Vol. 14). Ranchi: Xavier Institute of Social Service, Ranchi



Releasing the Combined Volume of JJDMS

(iii) Publication of AXIS - 2017

Agrawal, R.K., Roy, S.R., & Kumar, S. (Eds.). (2017). *AXIS 2017 Annual of Xavier Institute of Social Service*. Ranchi: Xavier Institute of Social Service.



Releasing the AXIS 2017

(iv) Book Chapters

1. Ekka, A., Verma, S.K., Kumar, S., & Bhagat, K. K. (2017). Introduction. In A. Ekka, S. K. Verma, S. Kumar, & K. K. Bhagat (Eds.). *Securing Childhood: Challenges, Opportunities and Strategies*. Ranchi: Xavier Institute of Social Service, Ranchi (ISBN: 81-904112-0-9).
2. Toppo, R., & Kumar, S. (2017). Child migration and development dynamics with reference to children of disadvantaged and tribal communities of Jharkhand. In A. Ekka, S. K. Verma, S. Kumar, & K. K. Bhagat (Eds.). *Securing Childhood: Challenges, Opportunities and Strategies*. Ranchi: Xavier Institute of Social Service, Ranchi (ISBN: 81-904112-0-9).
3. Biswal, D. K., & Kumar, S. (2017). Children in-between: State, children and naxalites movement in India. In A. Ekka, S. K. Verma, S. Kumar, & K. K. Bhagat (Eds.). *Securing Childhood: Challenges, Opportunities and Strategies*. Ranchi: Xavier Institute of Social Service, Ranchi (ISBN: 81-904112-0-9).

(v) Articles in National/International/Peer Reviewed/Refereed Journals

1. Prasad, A., & Kumar, S. (2017). Contextualizing CSR and poverty: With special reference to initiatives of Tata Steel in Jharkhand. *ISMP Quarterly - A Journal of Management and Development Studies*, 1(1), 27-52.
2. Kumar, S., & Kumar, P. (2017). Promoting human behaviour for environmental sustainability: An urgent need for homeostasis of the society. *Delhi Psychiatry Journal*, 20(1), 18-22.
3. Singh, A., & Kumar, S. (2017). Kosi floods in Bihar: Challenges and cures. *Rai Management Journal*, XIV(1) (in Press).

(vi) Book Review

1. Kumar, S. (2017). Book Review of "State of India's Livelihood Report 2015", by Giriza Srinivasan & Narasimhan Srinivasan and published by Sage Publications, New Delhi. *Jharkhand Journal of Development and Management Studies*, 15(1), 7253-7256.

(vii) SIP Orientation Classes for Rural Management Students

1. Dr. Sudeep Kumar conducted a special session on "Constructing Research Proposal: A Framework" for the students of RM-1 (2016-18 Batch) during SIP orientation programme on 6th April 2017.
2. Dr. Sudeep Kumar conducted a special session on "Constructing Research Proposal: A Framework" for the students of RM-1 (2017-19 Batch) during SIP orientation programme on 16th March, 2018.

(viii) Research Guidance

1. Dr. Sudeep Kumar has been supervising 5 PGDM RM students (2016-18) in their SIP dissertation work.
2. Dr. Sudeep Kumar has been mentoring 10 PGDM RM students (2017-19) in their Term Paper assignments.
3. Dr. Sudeep Kumar has been supervising two Ph. D. scholars of ICFAI University Jharkhand (i. Mr. Aagu Chaudhary, Marketing Head at Reliance Jio, and ii. Mr. Sumit Kumar Gupta, Assistant Registrar, Jharkhand Raksha Shakti University, Ranchi). The doctoral research works of both the scholars are satisfactorily in progress.

(ix) Viva-Voce

Dr. Sudeep Kumar was invited as External Examiner for the paper "Fieldwork and Report Writing" of VIth semester examination at the Centre for Indigenous Culture Studies (CICS), Central University of Jharkhand, Brambe, Ranchi on 13th May 2017.

I take this special privilege to extend our gratitude to the Director, Fr. Dr. Alexius Ekka, S.J. and Asst. Director Fr. Pradeep Kerketta, S.J. for their inspiration, constant support and guidance towards the continuous growth of the Department.

Department of Library and Documentation

Mrs. Shamida Lakra
Assistant Librarian

1. Introduction

The Libraries of 21st century involve in creating access to very high quality collection in both digital and print forms to make it a knowledge hub for learning and research. Library not only facilitates the dissemination of knowledge but is also engaged in promotion of knowledge by sharing and supporting the growth of knowledge.

Presently our Institute's library accommodates varieties of resources in print and digital forms. In print, we have books, journals, magazines and newspapers. In digital form we have online journals and magazines. We also have a good collection of CDs and DVDs. All these resources are accessible to academic community for reference or borrowing. This helps students and faculties in their intellectual pursuits.

2. Primary objectives and planning

Our primary objective is to provide the right information at the right time in the right form to our users. To meet our objectives we provide followings to our users:

1. Keep our users aware of current literature of their specialisation.
2. Meet the research requirement of academic communities.
3. Guidance and aid in using of library resources.
4. Make resources easily accessible by their systematic arrangement.
5. Automating library functions and services to make it even more accessible.

The Department has developed a specialised collection of resources based on course contents subjects taught and research needs of academic communities of various departments of the Institute.

The Institute's library has a special section known as "**Kumar Suresh Singh Reference Collection**" donated by **Mrs. Bimleshwari Singh**. This is the personal collection of **4000 books** of **Late Kumar Suresh Singh** an IAS officer and Director- General of the Anthropological Survey of India.



3. Resources

(i) Books

Our library has a collection of 36,085 books in the areas of Management, Rural Development, Information Science, Marketing Management, and Finance Management.

(ii) Periodicals

Our library has subscribed 82 periodicals from India and abroad. It has accumulated around 3275 back volumes of bound journals. Besides, the library has the collection of all the back issues of our Institute's thematic, quarterly and peer-reviewed journal "*Jharkhand Journal of Development and Management Studies*" (JJDMs) both in loose as well as in combined volumes (Hard Bound).

(iii) Paper clippings

The centre has classified paper clippings collected from various dailies. This covers a large number of topics in consonance with the priorities of the P.G courses and other departments of this Institute.

(iv) Electronic Resource (e-Library)

With the emergence of Information Technology applications in library and particularly on the Internet, there is a transition or shift in the libraries from the traditional print to electronic versions (e-journals). On the other hand electronic form offers tremendous possibilities and advantages compared to the printed resource like multi access, sharable cross labs, and hyper-links to related article or multimedia articles. The library has subscribed "EBSCO online database– EBSCO HOST– Business Source Elite".

4. Resource Management

The resources are classified by Dewey decimal classification schemes and catalogued according to Anglo American Cataloguing Rules. All the collections are kept on open shelves for direct access to the users.

5. Services and facilities

Our library provides the following services and facilities:

1. Circulation services
2. Text book services
3. Periodical services
4. Reference services
5. Reprographic service
6. Internet services
7. Library orientation to fresh members
8. Catalogue cards
9. Current Awareness Service (CAS): CAS through indexing and New Arrival List

6. Retirement and New Joining

After the retirement of Prof. H.K Singh from the department of Library and documentation on 31st December 2017, Mrs. Shamida Lakra has joined the department as the new Assistant Librarian w.e.f. 1st February 2018.

DEVELOPMENT RESOURCE CENTRE

Dr. Sant Kumar Prasad

Associate Professor & Assistant Coordinator

1. Introduction

Development Resource Centre (DRC) was established in 1989 to promote voluntarism and strengthen social action in the Jharkhand region among the small voluntary organisations through capacity building interventions, information sharing and networking, clustering initiatives and resource linkage building with secular spirit and giving an equal opportunity in the promotion of voluntarism. DRC has supported the efforts of small organizations working at the grass root level through capacity building process and has created a pool of likeminded organizations/institutions/individuals/community leaders/youth group/farmers to understand the present needs of the society and act accordingly.

Since its inception development efforts in delivering services to meet the emerging training needs and professional support to grassroots level action groups and NGOs, DRC has emerged as one of its kind of development support centers in Jharkhand. The development priorities of DRC was more sharpened from 1997 onwards on tribal empowerment and its interventions were focused on self-help group development as a potential platform for enhancing the socio-economic status as well as securing socio-political identity of the people.

2. DRC Projects during the year 2017-18

During the year 2017-18 DRC implemented the following two projects:

(i) Enhancement of Livelihood Opportunities in the selected Blocks of the south eastern region of Chotanagpur in the state of Jharkhand. The project is being supported by CONFERENZA EPISCOPALE ITALIANA.

(ii) India Development Gateway Initiatives (InDG): Vikaspedia project supported by the Department of Electronics and Information Technology (DIETY), under Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

(i). Enhancement of Livelihood Opportunities in the Selected Blocks of the South Eastern Region of Chotanagpur in the State of Jharkhand



During the reporting period 2017-18 in its extension year DRC, XISS while capacitating the initiative looked forward to the completion of its major objective of “Enhancement of livelihood opportunities in the Selected Blocks of the south eastern region of Chotanagpur in the state of Jharkhand’ in the far off remote and rural pockets of the Southern Chotanagpur region of Jharkhand, India to combat the prevailing poverty concerns working along with 11 Voluntary Organizations.

The project is in the process of building the capacity of VOs and CBOs, through SHG meetings even during this extension phase to strengthen the women’s groups and making the target groups to reach more towards their goal of income generating activities. Various project activities have unfolded so as to develop a region-based women’s forum through bringing together a cluster group of 8-12 women for a wide coverage and reach of the project. DRC therefore, undertook a series of activities for creation of such cluster formation for all staffs of VOs and CBOs and provided them with training cum workshops on cluster formation. Simultaneously, the VOs and CBOs have enabled the SHG representatives through intense Cluster Formation at the field level.

From its initiation level, the project has focused on the Empowerment of SHGs/women groups and strengthening of Income Generating activities both through backward and forward support in line of convergence with the Government line departments to mobilize and provide the required financial support for IGAs and promoting SHG clusters and federation.

DRC with the help of 11-CBOs and VOs achieved significant results involving 50% (1377) target groups out of 2741 in Income Generating Activities. The major involvements of target groups in Income Generating Activities (IGAs) are poultry farming, vegetable cultivation, lac cultivation, piggery, goatry and small shops in rural area.

On- Site Training on Vegetable Cultivation

Several on site trainings on vegetable cultivation were organized at the locations of CBOs and VOs. The details of the training are provided in the following table no 1.

Table 1. Details of the on-site trainings on vegetable cultivation

SN.	CBOs/VOs	Venue	Date	No. of Farmers	Vegetables for cultivation
1.	CBO: Dolda & Sarwada	Chendagutu	11.02.2018	27	Seasonal Vegetables
2.	Gram Jan Jagriti Munch	Chene	17.02.2018	26	Seasonal Vegetables



On-site Training on vegetable cultivation at Chendagutu (Sarwada)

An experienced expert resource person has been arranged to impart technical knowhow for improved farming and marketing of agricultural produce for better price. Group leader is a link person between the farmers and the expert. He monitors the farming activities of each member and shares the progress report with the expert.

Women's Convention Organized by Partner Organizations

XISS facilitated the partner organizations to organize women convention in their respective project areas. The basic objectives of this event were - (i) to activate the women's forum, and (ii) identification of different pertinent issues and problems they face. The details of women's conventions held during the last one year are presented in the following table no. 2.

Table 2. Details of the women's conventions

SN	Partner Organizations	Venue	Date	No. of Groups	No. of Participants	Emerging Issues
1	Hoffman Social Service, Khunti	Banai River	18.01.018	15	152	Realization of Credit need, Capacity of women group and Loan for IGAs
2	CBO: Sarwada	Chenda Gutu	20.01.018	18	126	Marketing of Minor forest produce
3	CBO: Dolda	Dolda	27.01.018	10	112	Forward and backward linkages to promote IGAs
4	Jan Utthan Samitee	Kapadia	25.01.018	15	117	Leadership & Monitoring
5	SITARA, Gumla	Gumla	24.01.018	16	141	Effective Meeting, functioning of women group and Bank linkage
6	Gram Jan Jagriti Munch	Chene	31.01.018	13	58	Sustainability of Women forum
7	Sahbhagi Vikash Simdega	Tukupani	03.02.018	16	141	Credit Consumption Capacity of women group
8	CBO: Namkum	Chatakpur	05.02.018	13	126	Minimum IGAs undertaken by the members
9	Mr.-Bariatu/ Angara & CBO-Chamghati	RTP-Chamghati	12.02.018	18	140	Growth and Development of women group
10	Daya Sagar Mahila Vikas, Lalganj	Sugnu	28.01.018	16	130	Convergence with govt. program



Women's Convention at Tukupani, Simdega



Learning game during women convention at Sugnu under the Organization, "DMVK"

(ii). XISS: A State Nodal Agency for Vikaspedia Web Portal

Vikashpedia project is supported by the Department of Electronics and Information Technology (Deity), under Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

- An initiative of the Ministry of Electronics & Information Technology, (Meity) Government of India.
- Implemented by Centre for Development of Advanced Computing (C-DAC), Hyderabad at apex.

Xavier Institute of Social Service (XISS) successfully has been the State Nodal Agency (SNA) for Vikaspedia in Jharkhand for the past five years (2013-2018) to work in the areas of regional content development in Hindi through building a network of volunteers and outreach along with special focus on Santali language.

Citing the accomplishments after completion of five years of the programme implementation, XISS has performed in areas of outreach, sharing knowledge among development stakeholders- Government, NGOs and private sector and creation of content in six domains of Vikaspedia Hindi and Santali portal.

Achievement in Content Creation as on Date

In five years of project period, the SNA so far has created 27077 pages in all domains. As State Nodal Agency, XISS has followed well the Annual Work Plan in the focused areas for desired and relevant content generation. The given table-3 shows details of content generation/uploading during 2013 – February, 2018.

Table 3. Domain wise details of the web contents created during 2013-18.

Domains	Year 2013-14	Year 2014-15	Year 2015-16	Year 2016-17	Year 2017-18 (till February 2018)	Cumulative Status
Agriculture	1658	1037	1898	1961	1592	8146
Health	939	1176	1243	1192	451	5001
Education	217	891	1018	692	844	3662
Social Welfare	460	1028	2587	2022	607	6704
Energy	76	385	427	325	161	1374
e-Governance	96	458	287	704	645	2190
Total as on date pages uploaded to the portal	3446	4975	7460	6896	4300	27077

State Level Consultation

For mid-term evaluation of the progress at State-level consultation meeting was conducted on July 21st at Conference hall of XISS. It was a half day activity where officials from several departments gathered together and shared their views regarding the portal who in the past have attended Vikaspedia workshops and also are stakeholders.

The consultation meeting witnessed representatives from Education department, IT department, Agriculture department, Department of Tribal and regional languages, Health department, Social welfare, SIRD, SAMETI, Media and expert from academic institutes.



One could have an access and like the page for more information at FB page <https://www.facebook.com/pages/Vikaspedia-Hindi/1408918432687610>

Visit Vikaspedia portal at <http://hi.vikaspedia.in/INdG>

Department of Entrepreneurship Development Programs (EDP)

Mr. Harpreet Singh Ahluwalia

In-charge

The Department of Entrepreneurship Development Programs (EDP) is responsible for training entrepreneurship development and skill upgradation through appropriate training facilities. The main functions of the EDP department are to plan, promote, organize and assist in implementation of the programs/projects/ for generation of employment opportunities through training.

So far the Department has conducted more than three hundred and twenty (320) Entrepreneurship Development Programs (EDPs), skill development programs and related programs sponsored by the apex funding agencies.

The prime focus of the Department is to provide Entrepreneurship education, skill training and micro-finance development with activities like, organizing different categories of Entrepreneurship Development Programs, providing skill training in different trades, organize awareness camps on entrepreneurship, conduct Faculty Development programs or Trainers' Training programs on entrepreneurship and short term Management Development Programs.

The results we have achieved is very encouraging and our training has yielded significant success. Our trainings have helped the participants to improve their self-esteem, confidence, social status, and economic empowerment.

1. Entrepreneurship Awareness Camp (EAC)

With a view to expose the students of academic institutions, offering degree/diploma courses in Science and Technology, to entrepreneurship as an alternative career, Entrepreneurship Awareness Camps (EACs) were conducted for the students of Five different Polytechnics at their premises:

1. Al Kabir Polytechnic, Jamshedpur.
2. Government Women's Polytechnic, Jamshedpur.
3. Xavier Institute of Polytechnic & Technology (XIPT), Namkum Ranchi.
4. Government Women's Polytechnic, Ranchi.
5. Government Polytechnic, Ranchi.





Entrepreneurship Awareness Camp at Al Kabir Polytechnic, Jamshedpur.



Entrepreneurship Awareness Camp at Government Women's Polytechnic, Jamshedpur.



Entrepreneurship Awareness Camp at Xavier Institute of Polytechnic & Technology, Ranchi.



Entrepreneurship Awareness Camp at Xavier Institute of Polytechnic & Technology, Ranchi.



Entrepreneurship Awareness Camp at Government Polytechnic, Ranchi

EACs were conducted with an aim to create awareness among students about various facets of entrepreneurship while highlighting the merits of pursuing such a career option and also to create an awareness of the need and importance of entrepreneurship. All together about five hundred thirty students (530), of the above mentioned five Polytechnics, were exposed to different aspects of entrepreneurship, including opportunity guidance, services offered by agencies of support system, concept of entrepreneurship, financial aspects, creativity, problem solving, communication skills, motivational aspects, etc. The program was sponsored by the Department of Science and Technology, Government of India.

2. Faculty Development Program (FDP) on Entrepreneurship

The Department successfully completed two Faculty Development Programs (FDPs) on Entrepreneurship. The programs aimed at equipping the participants with knowledge and skills that were essential for inculcating entrepreneurial values in students and guiding and motivating their progress towards entrepreneurial career. The participants were Faculty members of Universities, Engineering Institutes, Polytechnics, Management Institutions and from Non Government Organisations. Total Forty one participants successfully attended the program so that they could act as resource persons in the field of Entrepreneurship. They may float related courses, training programs and workshops in their respective institutions. The program was sponsored by National Science and Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India in association with Entrepreneurship Development Institute of India.



Faculty Development Programs (FDPs) on Entrepreneurship. Batch-I



Faculty Development Programs (FDPs) on Entrepreneurship. Batch-I



Faculty Development Programs (FDPs) on Entrepreneurship. Batch-II



Faculty Development Programs (FDPs) on Entrepreneurship. Batch-II

3. Skill Training

In recent times, Skill Training has become an important area of training for unemployed youths. It is considered to be a solution for generating employment. EDP department in its efforts, to create job environment for many such youths, has been also making interventions in this direction through skill development programs. This year also we conducted Skill Development Program for unemployed Scheduled Tribe youths in the trade of Computer Hardware. The program was sponsored by Jharkhand State Tribal Cooperative Development Corporation.





Skill Training Program on Computer Hardware, Batch-I

4. Workshop

Harpreet Singh Ahluwalia and Mr Arif Hussain, delivered a motivational talk and shared their views on the topic: **“Need and Importance of Entrepreneurship: Present Scenario”** to the students and faculties of Government Polytechnic, Koderma, on the occasion of Education Day, 11th November 2017.



Workshop at Government Polytechnic, Koderma



Participants attending Workshop, at Government Polytechnic, Koderma.

During 2017-2018 the department was engaged in following activities:

Sl.No	Program/Activity	No. of Batches	Status
01.	Entrepreneurship Awareness Camp (EAC), at:		
	i. Al-Kabir Polytechnic, Jamshedpur.	01	Completed
	ii. Government Women's Polytechnic, Jamshedpur	01	Completed
	iii. Xavier Institute of Polytechnic & Technology (XIPT), Ranchi.	01	Completed
	iv. Government Women's Polytechnic, Ranchi.	01	Completed
	v. Government Polytechnic, Ranchi.	01	Completed
02.	Faculty Development Program on Entrepreneurship at XISS Campus.	02	Completed
03.	JSTCDC*/Computer Hardware	01	Completed
	JSTCDC/Computer Hardware	01	To be Conducted
04.	JSTCDC/Electronics Devices	02	To be Conducted

***JSTCDC: Jharkhand State Tribal Cooperative Development Corporation.**

This year also, we could manage and consolidate ourselves in the direction of achieving our aims and objectives. This, of course, could be possible only with the help, active participation and tremendous encouragement we gained from all our well wishers.

We give our sincere thanks to all those who helped us and contributed in our departmental activities so that everything went favorably well for the Department

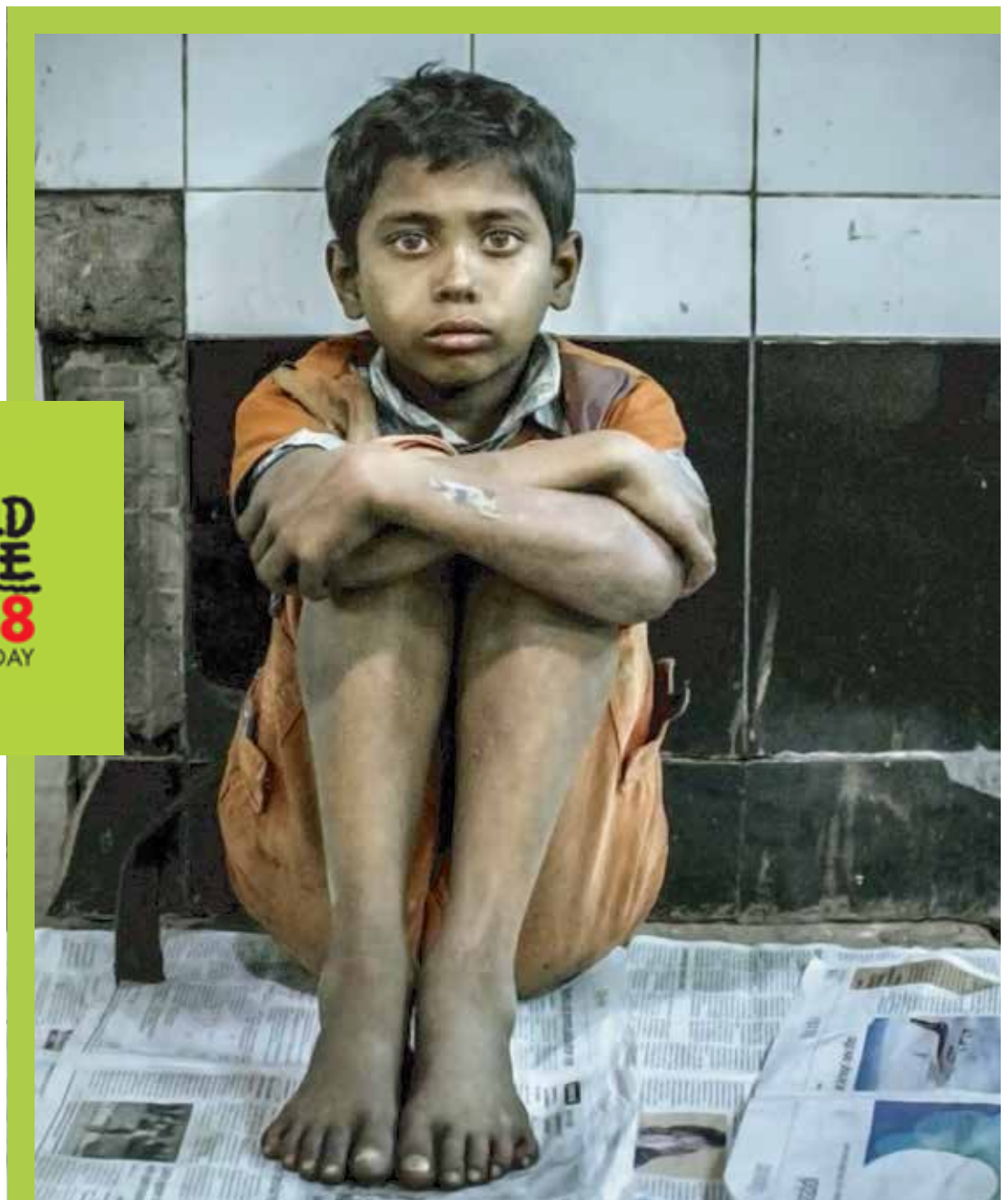
Childline, Ranchi

(Care and Protection of Child)

1098 TELE HELPLINE

“An emergency toll free phone outreach service” 1098
A Programme of Ministry for Women and Child Development,
Government of India

Sanjay Kumar Verma
Programme Director



1. What is CHILDLINE?

CHILDLINE stands for a friendly 'didi' or a sympathetic 'bhaiya' who is always there for vulnerable children 24 hours of the day, 365 days of the year.

A phone number that spells hope for millions of children across India, CHILDLINE is India's first 24-hour, free, emergency phone service for children in need of aid and assistance. Whether you are a concerned adult or a child, you can dial 1098, the toll free number to access our services. We not only respond to the emergency needs of children like medical aid, repatriation, rescue, emotional support and guidance, etc. but also link them to services for their long-term care and rehabilitation in the space of shelter.



CHILDLINE is a platform for bringing together the Ministry of Women and Child Development (MWCD), Government of India, Department of Telecommunications, street and community youth, non-profit organisations, academic institutions, the corporate sector and concerned individuals. CHILDLINE scheme across India is supported by the Union Ministry of Women and Child Development (MWCD) and facilitated by Childline India Foundation (CIF), Mumbai under the Integrated Child Protection Scheme (ICPS).

Childline India Foundation (CIF), Mumbai is the nodal organization for CHILDLINE service across the country. The goal of CIF is to reach out to marginalized children in need of care and protection.

2. Target Audience

We work for the protection of the rights of all children in general. But our special focus is on all children in need of care and protection, especially the more vulnerable sections, which include:

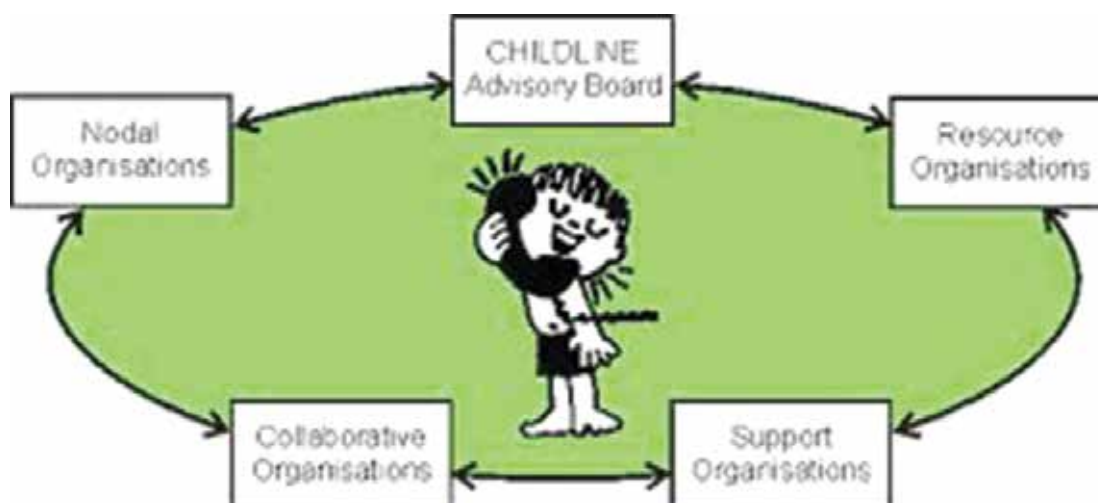
- Street children and youth living alone on the streets
- Domestic help, especially girl domestics
- Children affected by physical / sexual / emotional abuse in family, schools or institutions
- Children who need emotional support and guidance
- Victims of child trafficking
- Children abandoned by parents or guardians
- Missing children
- Run away children
- Children who are victims of substance abuse
- Differently-abled children
- Children in conflict with the law
- Children in institutions
- Mentally challenged children
- HIV/ AIDS infected children
- Children affected by conflict and disaster
- Children whose families are in crises

3. Structure of CHILDLINE at the city level

Every city, where the CHILDLINE service is running, has a similar structure, as well as a uniform process in which it assesses the needs of the children, develops a resource directory of organizations in the city and ensures that the phones are ringing and provides training to the new team. CHILDLINE functions through a network of NGOs, academic institutions, the corporate sector and the allied systems. The key stakeholders in the CHILDLINE model at each city/district are:

- **CHILDLINE Advisory Board (CAB):** CAB comprises senior level functionaries from the allied system, NGOs, concerned individuals, media etc. The CAB reviews information received by local CHILDLINE's from children collated at Open House sessions. The CAB ensures that all Allied systems' stake-holders and organisations are actively involved in Child Protection in their cities.
- The Nodal Organisation is mostly an academic institution which ensures coordination, training, research, documentation, awareness and advocacy.
- The Collaborative Organisation is the 24-hour service for children, which responds to the intervention cases, provides emergency intervention if required, links the children to the services for ultimate rehabilitation, conducts awareness and outreach programmes and documents every case that comes into CHILDLINE including the intervention or follow-up done.
- The Support Organisation responds to calls referred by the collaborative organisations and conducts awareness and outreach programmes.
- The Resource Organisations act as referral centres for CHILDLINE. They also participate in outreach and awareness programmes for CHILDLINE.
- The CHILDLINE Contact Centre (CCC) is the centralized call centre initiative of CIF. There are six CCCs located in - Mumbai (2), Kolkata (1), Chennai (1), Bangalore (1) and Gurgaon (1); and they receive calls to 1098 from all cities. Intervention calls are forwarded to partners.
- CHILDLINE has thus evolved into partnership between children, the Government, NGOs, academic organizations and the community at the city and national levels to respond to the concerns of marginalized group of children.

CHILDLINE's comprehensive strategy to bring about systematic change by creating child friendly systems has yielded astonishing results. CHILDLINE works with the system and its processes on behalf of the child to reach the goal of a safe child friendly environment.



4. CHILDLINE 1098 – How it works

The intervention methodology

CHILDLINE Contact Centre (CCC) is a modern facility using contemporary BPO technology. Hence a 1098 call landing at CCC is immediately transferred by a “Switch”/Server to an agent Childline Contact Officer (CCO). The Call is linked to a server that records the call as well as to a CRM (Customer Relations Management software) server. The CRM server then pops/opens a screen for the scripts. Once the conversation is done and the CCO decides that this is an intervention call requiring direct intervention, the CCO dials an out bound call to the IU (Intervention Unit) in the city (of the caller) and informs the CHILDLINE team to determine the nature of interventions done and status of the case. The CRM server collates the details of all such cases received directly by the local team either at their office or during outreach activities. Thus in this model the voice domain of CHILDLINE (response to calls) are handled by CCC and the direct intervention is handled by the IU (Intervention Unit – local CHILDLINE Collaborative partner).



5. Childline intervention at city level

A phone number spells hope for millions of children. Any call coming into a CHILDLINE centre is attended to by the CHILDLINE teams. This ensures that the calls coming in are attended to, all 24 hours at the phone-receiving centre. Depending on the nature of the call, be it by a child or an adult, the team member responds to it effectively. The intervention could be by going to meet with the child first and then linking him or her to medical help, shelter, repatriation, rescue from abuse or even intensive counseling as per requirement.

At CHILDLINE we believe that every call is important

Child or adult, each call at 1098 is important and taken seriously.

We Respond » Children are especially vulnerable to crisis situations where they are trapped with no one to



respond to their pleas for help. Our primary function is to respond to the needs to such children, more so in emergencies. We define emergency as a crisis period in the child's life, wherein if the child does not get timely and sustained intervention, it could lead to the relapse of child into the crisis situation. After the emergency need is taken care of, we also help the child with rehabilitation.

We Sensitize » An important function of CHILDLINE is to sensitise, train and collaborate with allied systems, such as the Police, Hospital, Railway, Municipal Corporations, Government, Educational Institutions and Social Welfare Organisations to work towards ensuring the rights of children in need of special care and protection.

We Document » In order to increase transparency and accountability, we always document the process of CHILDLINE. We also conduct research on relevant issues to bring them to the fore and to help this to make a child friendly world.

We Build » We are dedicated to working towards building a referral network of legal, medical, economic and media professionals to advocate for child related issues.

We Network » It is important to bring every child into the fold of child protection organizations. To increase our outreach, we work to establish CHILDLINE networks in the region.

We Involve » We involve the government, the public, the media and the corporate sector in our efforts to respond to children's needs.

We Advocate » Since it is important to create a legal framework to support any issue, we advocate for changes in laws and policies relating to children's issues.

We Explore » We believe that integrated, synergised efforts can go a long way in enabling us to create a widespread network of outreach for children.

CHILDLINE explores options with the child to study, learn a trade, go back home, etc. Based on the decision of the child, CHILDLINE links the child to an appropriate organisation in the city.

If the team member feels that some time will be involved in reaching out to the child in terms of physical distance, then assistance from a support organisation located in the vicinity of the caller is sought. After the emergency intervention measures are taken by the CHILDLINE, the next step is to link the child with long-term rehabilitation. This involves referral and networking with other organisations providing specialised services.

In this process - from Response to Rehabilitation, the children's participation is an integral component. The country's first toll-free tele-helpline for street children has grown into a national child protection service that operates in over 420 cities and towns in India.

6. CHILDLINE – 1098 Service in Jharkhand

CHILDLINE-1098 started ringing in Jharkhand in 2001 in the city of Ranchi. Gradually, it expanded its services to the Districts of Dhanbad, Pakur, Chaibasa, Deoghar, Hazaribag, Palamu, East Singhbhum, Giridih, Koderma and Khunti. Additionally a CHILDLINE unit is operational in Ranchi Railway Station from June 2015.

The CHILDLINE-1098 service started in Jharkhand initially with the support from the Ministry of Social Justice and Empowerment, Government of India. Later on, it came under the purview of the Ministry of Women and Child Development, Government of India in 2006. Presently, the CHILDLINE – 1098 service is operational in 13 cities / districts in Jharkhand namely – Ranchi, Dhanbad, Pakur, Deoghar, Chaibasa, Giridih, Gumla, Hazaribagh, Khunti, Koderma, Palamu, Sahibganj, and East Singhbhum

The CHILDLINE Urban model is operational in Ranchi and Chaibasa whereas rural model is operational in



Dhanbad, Deogarh, Pakur, Giridih, Gumla, Hazaribagh, Khunti, Koderma, Palamu, Sahibganj, and East Singhbhum
 CHLDLINE India Foundation (CIF) envisages extending its service to 4 more Districts, Garhwa, Lohardaga, Bokaro, and Simdega. The plan for approval was submitted by CIF to the Ministry of Women and Child Development, Government of India.



State Map of Jharkhand having CHLDLINE Service

7. Childline case intervention

CHLDLINE-1098 service in Jharkhand has intervened in 1998 cases. CHLDLINE has effectively provided services of medical, shelter, restoration, rescue from abuse, and sponsorship. The following graph provides a break-up of CHLDLINE case intervention during the period from April 2017 till September 2017 of all thirteen districts of Jharkhand.

Types of cases intervened by CHILDLINE

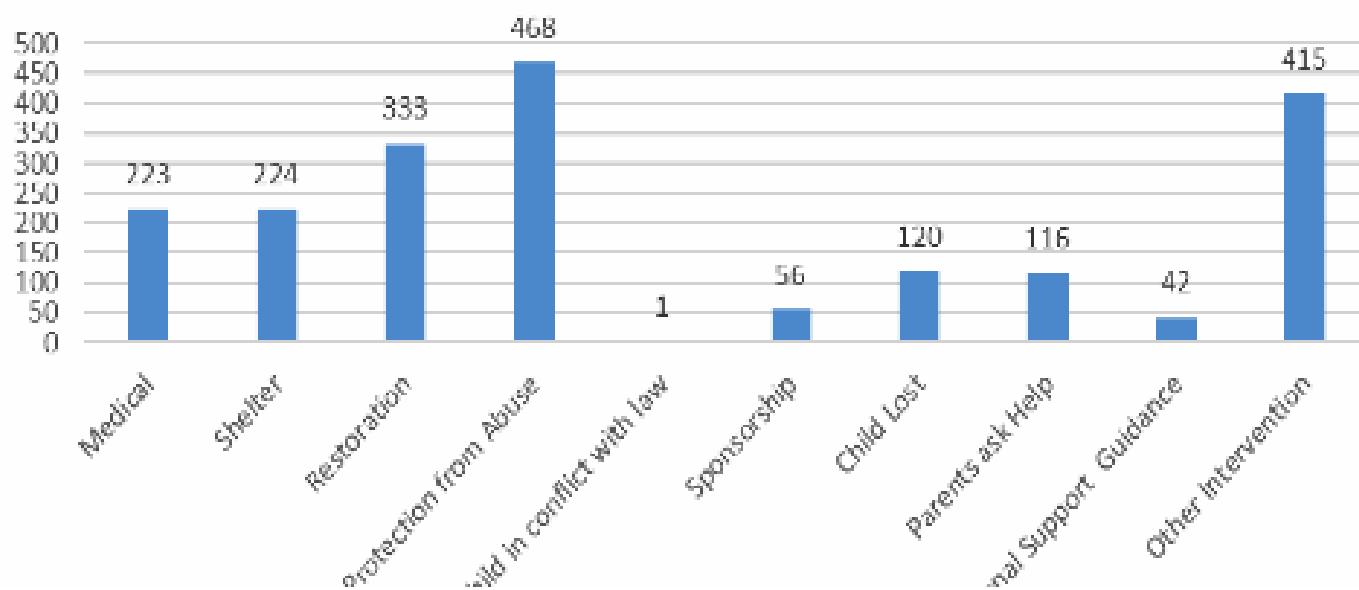


Figure 1: Type of cases intervened by CHILDLINE

Out of the total number of 1998 cases intervened by CHILDLINE, 468 cases were of protection from abuse; in 333 cases children have been restored back to their families; in 223 cases support was provided for medical treatment; in 224 cases shelter has been provided; in 116 cases parents/guardians were linked with police for lodging missing FIR; in 42 cases emotional support and guidance were provided; sponsorship support was given to 56 children; 1 case was related to child in conflict with law; and finally, in 415 cases long term support or linkages with government schemes were provided.

8. District wise break up of case intervention

During the period April 2017 to September 2017, CHILDLINE at Jharkhand has intervened a total number of 1998 cases. Out of the total number of cases, CHILDLINE Ranchi has intervened the highest number of cases (376), followed by Dhanbad (246), Pakur (194), Sahibganj (185), East Singhbhum (184), Hazaribag (173), Deoghar (153), Gumla (116), Chaibasa (111), Koderma (107), Giridih (62), and Palamu (56). The least number of cases were intervened from Khunti (35).

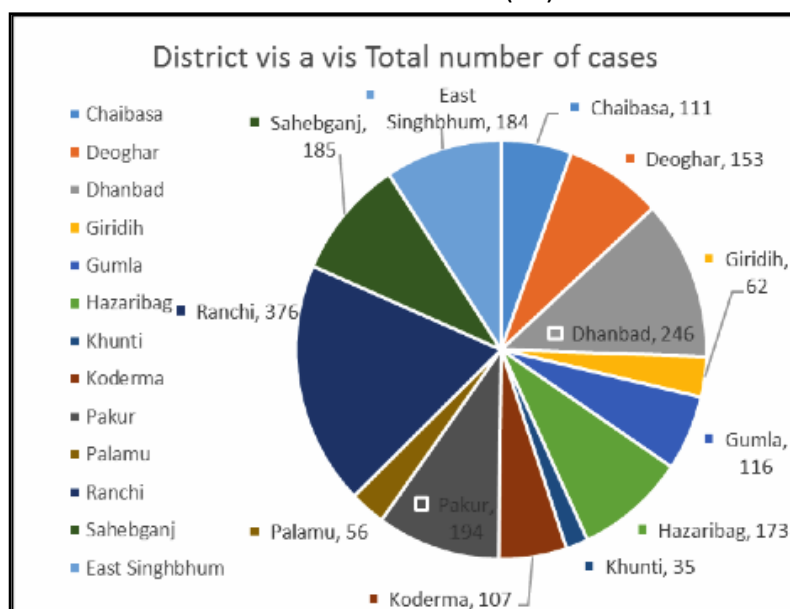


Figure 2: District-wise total number of cases

9. CHILDLINE Ranchi

It is an urban model of 1098 service and is delivering the service through three partner organizations in the Ranchi district.

Name of the Organisation	Structure	Coverage area
Xavier Institute of Social Service	Nodal Organisation	Ranchi city
National Domestic Workers Welfare Trust	Collaborative Organisation	35 Municipal wards (1 to 36, except 29) of Ranchi Municipal Corporation and Namkum block
Chotanagpur Sanskritik Sangh	Support Organisation	21 Municipal wards (37 to 57 and 29) of of Ranchi Municipal Corporation

Additionally a CHILDLINE unit is operational in Ranchi Railway Station from June 2015, coordinated by Brother Maju Mathew. The CHILDLINE Unit at Ranchi Railway Station has also extensively conducted outreach programmes in and around Ranchi Railway Station and held multistakeholders' meeting with vendors, shop owners, cleaners and colliers working in the station.

Table 1: Number of cases Intervened by Railway CHILDLINE

Category	Number of Children Rescued
Lost child/Abandoned child	14
Runway Children	66
Assisted by Children	03
Begging	01
Possibly Trafficked	67
Total	151

Childline, Ranchi covers various events and activities across the town and have been able to restore, reunite lost and runaway children with their families. We are constantly learning from each other's diverse experiences. Childline, Ranchi reaches to the most marginalized children with the objective of providing them rehabilitation and care from unsafe situations. Any child in distress or in crisis is calling to toll- free 1098.



Sensitization workshop on 'Child Rights and Vulnerability of Children Chaired by Shri Vijay Kumar, ADRM, Shri Neeraj Kumar, SDOM, Shri M. R. Acharya, SDCM, Mr. Sanjay Kumar Verma, Programme Director and other personnel of RRD

10. Open House Programme

Children are also involved in evaluating the CHILDLINE service through Open House Programmes. It is a platform for children to express their opinions, give suggestions, address conflicts and give feed backs. Open House serves as a forum for children to assess, review and evaluate CHILDLINE functioning. This open uninhibited interaction that allows CHILDLINE team along with the children to identify solutions to problems, thereby giving children the authority to judge a situation and decide a verdict or determine a course of action in relation to a problem. It also serves as an opportunity to share the positive encounters between children and functionaries of allied systems like the police, health personnel, etc, who otherwise traditionally share a relationship of mistrust. This helps not only in giving insights for improving the services but also in building a relationship of trust with the children.

In the financial year 2017-18, CHILDLINE Ranchi has conducted 24 Open House Programmes. CHILDLINE has also ensured participation of Principals, School teachers, Students, Ward members, SHG members and other stake holders in these programmes through formal invitation.



City Coordinator, Ms. Suradha Kacchap with school students during Open House



Centre Coordinator, Mr. Deepak Rojario with children of slum community during Open House



Rural Management students of XISS organized Open House with CHILDLINE team in Mahadeo Toli slum

The issues raised by children in Open House are:

- Substance abuse
- School drop-outs
- Child marriage
- Child labour
- Sexual abuse
- Incidence of eve-teasing
- Problem of drinking water and sanitation in schools

CHILDLINE team culls out the issues raised by children in open house programmes and escalates the same to the concerned authority towards resolving the issues. Follow-up visits are also done and the children are informed on the steps taken by CHILDLINE team towards resolving their problem.

11. Out-reach and awareness

In CHILDLINE, the principle of outreach and awareness programmes is to reach out to the children, concerned adults, allied system, corporates and thereby the community at large and to ensure awareness on CHILDLINE 1098 across the operational area. Besides school visit, meeting with stakeholders like AWW, SHG members, Rural Police, Gram Panchayat, Health Workers, etc., the team has conducted awareness programmes with the VLCPC and BLCPC members and allied system in respective areas of Ranchi city.

CHILDLINE team has conducted a total number of 4627 person hours of outreach and awareness programmes in the financial year 2017-18. Out of 469 cases, 207 cases have been received from outreach and awareness programme.



City Coordinator with community members during outreach

CHILDLINE Se Dosti is a week-long campaign organised from 14th – 20th November, 2017 to make ordinary citizens stakeholders in CHILDLINE 1098. The primary objective of this campaign is to spread awareness amongst those who remain unaware about the work done by CHILDLINE and generate CHILDLINE ‘Dosts’ everywhere.

Be it an allied system, a student, an auto driver, a rickshaw puller or a housewife, it is our objective to reach out to people from different walks of life to get to know CHILDLINE, begin to care about vulnerable children and initiate action towards change. The ostensible purpose of this campaign is to generate a Million 'Dosts' for CHILDLINE and acquaint people with Child Rights and Protection.



Children tying Friendship band to Shri M. S. Bhatia, Principal Secretary, Dept. of Social Welfare, GOJ

Following are the activities organized for smooth functioning of CHILDLINE, Ranchi.

- **In-House Training Programme:** In-house training is for capacity building and learning opportunities for Coordinators, Team members and Volunteers of CHILDLINE team. This in-house training programme was organized on 18th and 19th December, 2017 in Conference hall of XISS. Training was mainly on Juvenile Justice Act, 2015 and JJ Rules, 2017, Practical issues in dealing with children who need care and protection, GD/FIR and other aspects of children, POCSO (Protection of Children from Sexual Offence) Act, 2012 and Documentation and motivational learning.
- Agreement between XISS and CIF (Childline India Foundation) was again signed on 4th July, 2017 for another three years.
- Grant of previous financial year 2016-17 was sanctioned vide letter no. BG/E/16-17/26 dated: 13th November, 2017.
- We as a nodal organization of Childline, coordinate activities like advocacy and networking with allied system like, Police, Health Dept., Education Dept., Railway Dept., Labour Dept., Ranchi Municipal Corporation, Juvenile Justice Board, Child Welfare Committee, etc. and provide necessary support to intervention unit and support organization for case interventions.

- City Advisory Board (CAB) chaired by Deputy Commissioner, Ranchi was organized in Conference Hall of Deputy Commissioner, Ranchi on 17th March, 2017 and Resource organizations meet was also organized in third week of March, 2018.
- Number of cases of children reported in the Intervention Unit during April, 2017 till 30th November, 2017 is 469. Category-wise, the cases are given below in the table 2.

CHILDLINE Figures Speak

From 1st April, 2017 till 28th February, 2018

Total number of cases and the details of their intervention in the financial year 2017-18 are provided in table 2 and figure 3.

Table 2 : Category-wise case intervention

Category	Number of cases
I. Interventions	
Medical help	18
Shelter	39
Restoration	121
Rescue	80
Sponsorship	07
II. Missing children	
Child lost	27
Parents asking for help	44
III. Emotional support & guidance	
IV. Referred by other CHILDLINE	13
V. Unclassified	14
VI. Other intervention	48
Total	469

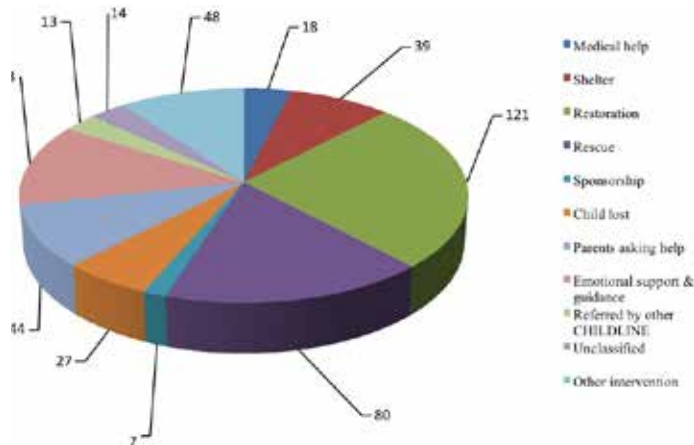


Figure 3: Category-wise case intervention

Numerous shelter homes exist in our country and in these shelter homes there reside quite a good number of children who are longing to go back to their homes and families but cannot do so because of lack of information about their parents and addresses. In such type of cases, CHILDLINE helps the children to recognize their address or some clue to get to their birth guardians through in-depth counseling.

CHILDLINE becomes fruitful in securing the children's future

One day, a coordinator accompanied by a counselor of CHILDLINE Delhi visited the Shelter Home to see the children over there. They got to meet a 8 year old boy named Raju over there. When they had a brief conversation with him, they came to know that he really wanted to go back to his home and also knew his father's name (Birsa).

Then the counselor counseled the child, and during the session he told that he belonged to Latehar, Jharkhand. Then the team member of CHILDLINE Delhi went to Child Welfare Committee (CWC) and took the order to refer the case to CHILDLINE Ranchi to trace out the address of the child. After taking the order from the CWC CHILDLINE Delhi team member contacted CHILDLINE Ranchi to trace his address. After almost a week, CHILDLINE Ranchi sent a mail to CHILDLINE Delhi in which it was mentioned that they have found the child's address which is in Latehar, Jharkhand. Immediately CHILDLINE Ranchi team members on the order of the CWC personally went to the child's home at the found address. Thereafter they completed all the required legal formalities and finally handed over the child to his family.

In this way CHILDLINE restored the child to his family and became fruitful in securing the child's future.

Way Forward....

CHILDLINE has thus evolved into a partnership between children, the Government, NGOs, academic organizations and the community, at the city and national levels, to respond to the concerns of marginalized groups of children. CHILDLINE's comprehensive strategy to bring about systemic change by creating child friendly environment has yielded astonishing results. CHILDLINE works with the system and its processes on behalf of the child to reach the goal of a safe child friendly environment. Hence, impact and change are processes that take a considerable amount of time and call for perseverance. It is the surest way to ensure a long-term solution.

The team of CHILDLINE, Ranchi is always grateful to Fr. Dr. Alexius Ekka S.J. Director, XISS, Fr. Pradeep Kerketta S.J. Asst. Director, XISS, Fr. Xavier Soreng S.J. Superior, XISS and Fr. Ashok Ohol S.J. for their valuable guidance and support in all the affairs of this programme.



AXIS 2018 Annual of Xavier Institute of Social Service



Faculty Members of XISS

