



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



# AXIS 2022

Annual of Xavier Institute  
of Social Service

## **XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI**

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# AXIS 2022



*Annual of*

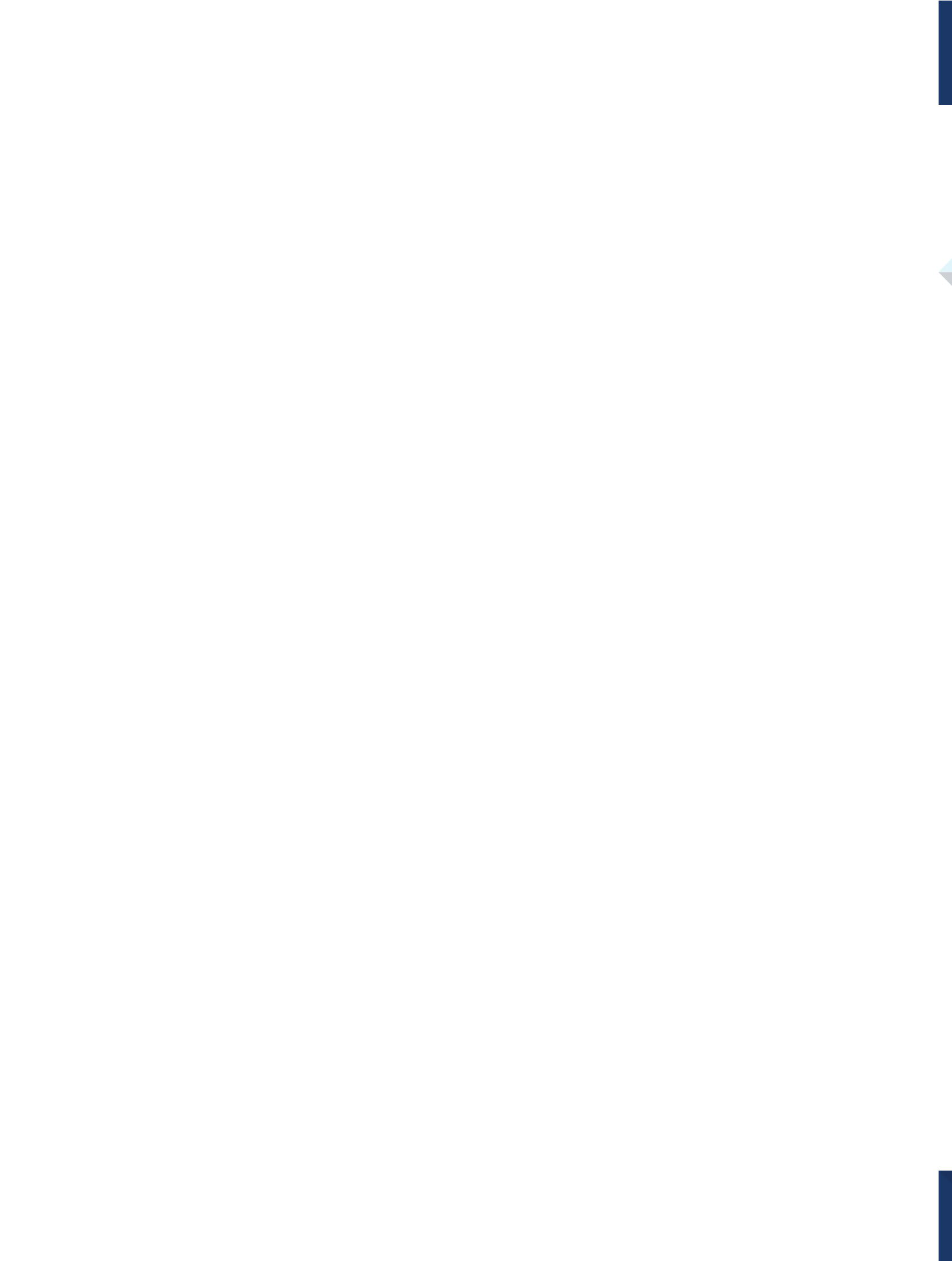
## **Xavier Institute of Social Service**

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## Editors' Column



**W**hat should business schools aim for today? Should they keep just advancing the shareholder's interests which has held sway for over 40 years, or should they address larger social issues like distributive justice and environmental concerns? Why should business leaders even think of such issues if their mandate is to look after the shareholders' interests only? Should it not be left to the political leadership to decide on the larger social challenges and social systems? These are difficult questions to answer.

Business leaders are now becoming increasingly convinced about the positive correlation between business success and social progress. They have begun to gradually realize their role not only in terms of wealth creation for their shareholders but also as agents of social change and addressing a broader canvas of stakeholders that includes communities and contribute towards protection of the environment. The current model of industrialism, to which b-schools cater to, is not sustainable. Mahatma Gandhi said in 1928, "God forbid that India should ever take to industrialism after the manner of the West. If an entire nation of 300 million people took to similar economic exploitation, it would strip the world bare like locusts." It is this realization worldwide that has revived the 1950s popular management principle of 'Stakeholder Capitalism'.

The Business Roundtable, an association of CEOs of America's leading companies, released a signed statement by over 180 CEOs in 2019, stating that the businesses should work for all stakeholders, Customers, employees, suppliers, communities, and shareholders as a guiding principle of corporate governance.

To coincide with its 50th anniversary, the World Economic Forum has launched a new Davos Manifesto, a set of ethical principles to guide companies in the age of the Fourth Industrial Revolution. It states that the companies should pay their fair share of taxes, show zero tolerance for corruption, uphold human rights throughout their global supply chains and advocate for a competitive level playing field.

So, what are the implications for business schools like ours as these realizations get solidified. One thing is for sure. We may no longer be focused only on core business and management principles reflected in Porter's 'Competitive Strategy' (1980) and 'Competitive Advantage' (1985) or Christensen's 'Disruption' (2015), or Kim and Mauborne's 'Blue Ocean Strategy' (2004) or 'Coopetition' by Brandenburger and Nalebuff (1996). They are primarily focused on competition and factors of business success. We must reformulate our curriculum to reflect the changing reality encompassing social and environmental concerns. It implies that inclusion of economics, psychology and data science will not be enough. We need to broaden the MBA toolkit to include Sociology, History, Philosophy, and the Environmental Sciences. Without it, the businesses will be unsustainable and hence it would render traditional toolkit of MBA education obsolete. The COVID pandemic has given rise to such challenges as 'The Great Resignation' and 'Future of Work', that force companies to make work more meaningful than just a tool of profit making.



Business schools will have to come up with courses that teach newer measures of business performance and accounting principles that capture the nuances of distributive justice apart from the traditional measures of economics and finance. However, it would be fair to say that b-school education still focusses on profits rather than people and the planet. We need to change it to make businesses more meaningful and sustainable.

We do hope that the present editorial note will help all the departments of XISS to understand further in-depth initiatives, especially in TRCS (Teaching-Research-Consultancy and Services) to fulfil our Vision and Mission. We are very much thankful to the Management, HOPs, HODs and all our other internal and external stakeholders, for their enormous contributions and support. Finally, our sincere gratitude and thanks to the Board of Governors for its constant handholding and guidance.

## **Editor-in-Chief**

- Dr Joseph Marianus Kujur SJ

## **Editorial Board**

- Dr Pradeep Kerketta SJ
- Dr Ramakant Agrawal
- Dr Shyamal Gomes
- Mr Sushil Ranjan Roy
- Ms Aayurshi Sahay

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## VISION

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

## MISSION

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



## From Director's Desk

**L**ife is all about counting your blessings each day and the past years of the pandemic made us realise the sanctity of the same. It is very gratifying to come back to the normal life once again and resume things “Offline”.

However, reflecting on the tough times we’ve crossed, I would like to share how we at XISS went ahead with the academic session 2021-23 in accordance with the AICTE Calendar with a few preparatory classes in Statistics, Excel, Accounts and Economics, for the incumbents before the commencement of the academic year. This was followed by Inauguration, Convocation and Orientation events which displayed the commitment, hard work, and resilience of the faculty, staff, and students. At XISS, we have worked hard in the past year to increase the brand enhancement in terms of improved academic rigor, corporate connect, student engagement and alumni relations, a key to establish oneself among the top 30 B-schools of the country by 2025. Another step taken in this direction is achieving the NBA Accreditation, which will further not just polish our brand but is also a foundation to improve our quality in all possible ways.

The culture of social service inculcated in us by our Founding Fathers was brought to reality during the pandemic when we joined hands with the district administration to serve the less privileged, migrant workers and senior citizens during the pandemic. We have also organised vaccination camps and promoted covid appropriate behaviour across the state during these tough times.

As a management institute, we try to empower our students to become decision-makers instead of only a problem solver. Through this, we always try to inculcate certain set of ethical values along with hard skills in students. We want our students to combine logic, analyse problems, have intuition with ethical bias in the process of decision-making. We teach students importance of good listening, a clear set of priorities, an open mind, flexibility, willingness to change and be realistic. The management training helps students in terms of improved communication skills, deeper understanding of the role of a manager, improved understanding of change management, improved decision-making skills, etc. These are some of the prime qualities sought by the recruiters and we try to show an array of such qualities here at XISS. I have always said that hard work should always be complemented with integrity. This is one innate quality which can help you climb ladder of success which is not superficial but sustainable. I hope and pray that all of you have a wonderful career carved out and you make yourself, your near and dear ones, and your alma mater very proud.

On the enhanced corporate relations front, we are taking major decisions and the fruitful results can be seen as well. The Institute very well understands the importance of industry interface for a growing academic

institution. Thus, to fructify such intent we have collaborated with our stakeholders who are outside campus but play a major role to teach our students the practical aspects of the working environment, and so, the importance of enhanced corporate relations. Collaboration between industry and academia is key to catalyse innovation and growth in technology. Industry partnerships are instrumental in advancing research and creating a skilled workforce. Industry gains work-ready talent with specialist knowledge and practical training, and universities benefit by having opportunities to work on relevant technologies and challenging problems. With such a thought process we at XISS, have collaborated with various industry partners where we can mutually benefit, and the MoU can act as the first step to bridge the divide that we have with the actual market

The values spelt out in the preamble of our Constitution like “equality, fraternity, justice, liberty, dignity of the individual, etc.” have a very deep integration in the vision, mission, and values of XISS. We, at XISS, promote the same set of values which talks about inclusiveness in diversity, compassion, putting the last first, and building a socially conscious environment, through all our management courses. We also believe in a radical mapping of our programme objectives with our mission statements to acknowledge and bridge the gaps we understand. So, even while the pandemic struck us, we worked day and night to balance the digital divide and create value for all our stakeholders (society being one) irrespective of the background and resources available with them. We encouraged our students to be on a lookout for finance related projects and many of them responded favourably. Unsurprisingly, such students also successfully cornered good placement offers despite a drought of offers in 2021. This acted as a lesson for the coming batch, and they doubled down on effort to search for projects and activities outside the campus.

## Broad areas

### Academic Rigor

- **Course curriculum:**

A group of members including the Director, Programme faculty, Industry, and external experts from the field of academics comprise the Board of Study. This body deliberates upon the changing market dynamics and suggest relevant changes to the course curriculum of the programmes.

The programme thus modifies the courses of studies accordingly and tries to bring the students a step closer to the industry demand.

- **Faculty achievements and activities**

	HRM	RM	MM	FM	IT	Total
Publications	8	1	1	4	3	17
FDP/MDP	3	7	3	4	7	24
Lecture/Talks	4	17	1	1	-	23
Trainings	1	7	-	-	-	8
Consultancy projects	-	2	1	-	-	3

## Corporate Interface

### MoUs

Our Collaborations: XISS believes in remaining connected with the industry by not only sending its students in the market but also by collaborative approach to enhance the overall quality of the institute by virtue of signing Memorandum of Understanding with various industry partners for collaborative research or otherwise. Some of the signed MoUs for the year 2021-22 are as follows:

- **Atal Community Innovation Centre (ACIC) IIT ISM, Dhanbad**

XISS, Ranchi and ACIC IIT ISM Foundation sign MoU for 3 years to share each other's competency and proficiency to exchange information literature relevant to Technology, Research and Educational programs and submit proposals of joint research projects.

- **PHIA Foundation**

XISS, Ranchi and PHIA Foundation have entered into agreement for a year to engage students in making gender equality as reality and explore areas of higher education, capacity building including resource sharing.

- **Brooke India**

XISS, Ranchi and Brooke Hospital for Animals India, New Delhi have signed a 3-year MoU with an objective of uplifting the underprivileged in the society through various outreach programs. The areas of collaboration include capacity building of BI staff, increase participatory community skills, and carry out research activities in relevant areas.

- **Centre for Catalysing Change (C3)**

XISS, Ranchi and Centre for Catalysing Change (C3) have entered into an agreement to cooperate and focus efforts on areas of Women Empowerment and Gender Studies, Education and Research by organising webinars and conferences with focus around COVID19. They will also conduct joint studies and analysis using data and evidence on such issues.

- **Central Institute of Psychiatry (CIP), Ranchi**

XISS, Ranchi and Central Institute of Psychiatry (CIP), Ranchi have signed 3 years MoU in areas of Skill-Based Training, Education and Research. They will also carry out research activities in the field of Mental and Behavioural Sciences, Cognitive Sciences, Cognitive Neurosciences, Social Work Practice in the context of mental health and public mental health.

- **Save the Children – Bal Raksha Bharat (SCBR)**

XISS, Ranchi and SAVE THE CHILDREN – BAL RAKSHA BHARAT (SCBR) have entered into an agreement during 100-days of Action and Save Our Education Campaign with special emphasis on girls' education amidst the pandemic. The collective campaign focuses on the need for educational rights of marginalised children amid pandemic, as digital divide disabled children to continue their education in the state and across the country.

- **World Vision India**

XISS, Ranchi and World Vision India (WVI), Ranchi have signed an MoU for a partnership of one year for community engagement of students from the Rural Management Programme in 10 community slums of the city. In these communities, volunteers from WVI will extend their support to the student to introduce them to the communities, especially Community based organization (SDC) and children Groups formed by the organization.



- **Dharma Life**

XISS, Ranchi, and Dharma Life, an initiative of Gajam India Pvt. Ltd., New Delhi, have signed an MoU for a partnership of 3 years for cooperation in areas of Live Projects, Internship, Project Development, Education and Research for students of XISS.

- **TEDxKanke**

XISS, Ranchi, and TEDxKanke, have signed an MoU for knowledge partnership of 1 year to organize one TEDxKankeSalon event or one TEDxKankeStudio program at the XISS campus. Internship opportunities will be provided to 25 volunteer students of XISS as well.

## Industrial Visits

As part of curriculum, every year the Second-Year students of the PGDM Programme visit different industries located in metro cities of India to learn from the interactions with practicing managers and professionals. Due to Covid-19, the industrial visit was organised virtually by all the programme in January-February 2022. All the official clubs of XISS have been given the responsibility to conduct the sessions. Experienced corporate professionals from sectors like Banking, Retail, Telecom, Consultancy, FMCG, Research, Banking, Microfinance, Human Resource etc. interacted with the students. The interaction majorly emphasized on the requisite skills and core competency a marketing student requires to excel in the corporates. The interaction highlighted the recovery of the industries after the crisis created by Covid-19 pandemic in India. The interaction also highlighted the expectations of the industries from the budding marketing managers and coping management skill with corporate culture. Each interaction was conducted by the students with the expert guidance of the faculty members. Students actively participated in each interaction through question-answer session.

## Industry interaction

In order to remain abreast with the market dynamics each of the PGDM programmes invited industry experts (alumni and non-alumni) who have been outperforming in their respective fields to interact with the students in the form of guest lectures, workshops, visiting faculty and mentors. These industry experts not only share their relevant experiences in the classroom but also tried to bring the academics in cohesion with the industry practices. Some of the key speakers from industry in the academic year 2021-22 were:

- Mr Vivek Sharma. Vice President -Strategic Planning and Product Development at Leeford Healthcare Limited.
- Mr Gaurav Chatterjee and Mr Shivam Bharadwaj from Nestle India
- Mr Shan Prabhakaran Senior Manager, Mahindra, and Mahindra Mumbai
- Mr Kushagra Verma, Senior Manager Tata Motors Pune
- Mr Amarendra Gupta, AGM, Financial Inclusion and Development Department, Shimla, Himachal Pradesh
- Dr Nilachala Acharya, Research Team Lead, Centre for Budget, and Government Accountability (CBGA), New Delhi

## Student Engagement

- **Rural camps/retreat by the students of PGDM -HRM**

The Human Resource Programme (HRM) of Xavier Institute of Social Service (XISS), Ranchi, organized 8 days Rural Retreat Camp for 72 students of the First Year PGDM HRM Programme who were divided into two groups (A&B) of 36 students each at Bariatu and Angara Block of Ranchi (Jaratoli, Jiddu and Barwadag revenue villages) from 3-12 March 2022. Rural Camp is an integral part of HRM Programme

that creates an opportunity for the students to have a better experience of community life & improve their professional know how.

- **Students of Rural Management Programme attend RURAL CAMP**

Students of Rural Management Programme of XISS attended Rural Camps to get a first-hand experience of rural lifestyle, understanding rural realities like education, health, occupational, social, and political status of the village. The students divided in three groups, attended the rural camp from 4-9 October 2021. All these 3 groups, during their rural camp learnt the various methods of Participatory Rural Appraisal (PRA) to understand the dynamics of village situation and did rapport building with the villagers. They also gathered information related to demography, caste, class-wise distribution, farmer landholding and conducted timeline and trend analysis, social mapping, and resource mapping of the villages. This helped students to learn working in a team and better understand academic knowledge base and complex realities of practice.

- **Students of PGDM Marketing management, Financial Management and Information technology has similar programmes with enriching experiences.**

- **Club activities**

Students are a powerhouse of ideas, they have enthusiasm, have desire to accomplish, are socially informed, and have ideas and innovations breaking barriers in their heads. All what they need is just a right platform, guidance, and opportunity to execute their brilliance. XISS very well provides them with this opportunity under the umbrella of XISS Clubs. An array of XISS Clubs is active in the campus, which are entirely student-led initiatives. Thus, students are encouraged to incorporate their own interests into relevant clubs, design and execute events, and promote the culture of XISS students leading from the front in social, management, and extra-curricular sectors.

**Rotaract Club of Social Revolution (RCSR)** of XISS during the COVID lockdown last summer, took up a remarkable initiative, ANNAMITRA, dry ration distribution drive, for the helpless laborers, and ANNAMITRA 2, to support the LGBTQ community. AASHAYIEN, nurturing hopes was undertaken in 4 phases for the distribution of stationery kits and packaged foods among poor children. The core team members of RCSR participated in 35th District Rotaract Assembly R.I.D 3250 held in Chaibasa. Team RCSR organized Let's Talk Period, a menstrual health and hygiene awareness and sanitary napkins distribution drive, in collaboration with Mukty Mission, Bal Kalyan Sangh and Ranchi administration. Let's Go Green was a Plantation drive executed by the Club. RCSR's celebrated its fifth anniversary by organizing Zonal Blood Donation Camp in collaboration with Sadar Hospital and distributed food to the needy in association with Roti Bank. The club celebrated Rakshabandhan with the orphans and Diwali with the elderly in old-age homes. In the month of November, Team RCSR organized a Cloth and Blanket Donation Drive, which lasted until December. When Omicron was at its pinnacle, Team RCSR chose to raise awareness about Social Distancing and the importance of vaccination. RCSR also held a contest called; social media Rockstar 2.0 and a picnic which translated into a Cleanliness Drive. They have also worked for the animals and birds, organised Dental Health Care Camp in villages and Mahadan 7.0, and the Book Donation Drive, is underway in the XISS campus. The baton was handed over to Rotaractors of the 2021-23 cohort at RCSR's recent review meeting.

**Embark Club** – the management club of XISS organised a webinar on Essentials of Blockchain organized by Tezos India where 150 students actively participated and at the end of the event a quiz competition was organized. A speech and open quiz competition sponsored by NTPC Ltd. was organised in XISS on INDEPENDENT INDIA@75: Self Reliance with Integrity. The club also contributed to Blood Donation Camp and CASCADE 2022. And also, it actively does its social media postings on Instagram and Facebook on all prominent occasions.

**Aawaz Club** – the Dramatics Society of XISS Ranchi along with the Internal Complaints Committee organised the Nukkad Natak event in college on 6 April 2022. Gurutsav 2021 was held on Teacher's Day

2021 to honour the Gurus and thank them for their selfless service. Monoact, Live song performance, Dance performance and some fun engagement games were the activities included in the programme. The Aawaz 2.0 Anthem, the anthem of AAWAZ was conceptualized, created, and released as well. In CASCADE 2022, a skit was performed by Aawaz and was widely appreciated for the message, 'Disability is only a Myth' it conveyed. Several videos on diversified topics like World Suicide Prevention Day, World Mental Health Day and Creative writings and Monoacts were also showcased under 'Aawaz Tiny Tales', 'Azaad Vaani' and 'Ek Aawaz Teri Meri' which were released on YouTube and other social media platforms as well by the club. In its roadmap ahead, the club plans on to enhance the video quality, perform in Inter-College Competitions and bring laurels to XISS, promote Nukkad Nataks across the state, production of Short Films and collaboration with local Cafe's for promotion of Mono Act and Open Mic. Creative Club – the creative hands of XISS organised an event UMANG at Guru Nanak Home on 2 October 2021 on the occasion of birth anniversary of Mahatma Gandhi. The idea was to bring out the creativity from inside every kid through an art and coloring competition. Christa'21, an online art competition was conducted on the theme of best out of waste at the occasion of Christmas. The Christmas decoration of XISS campus with vibrant lightings and alluring Christmas tree was successfully accomplished by the club. The club during the CASCADE 2022 again decorated the college campus on themes such as Bollywood Night, back to college and Night in Paris.

**Pulse Club** – the Dance Club of XISS put up a good show during the CASCADE 2022, and Farewell programme on Classical and Western songs and set the stage alive with their performances.

**Finaxiss Club** – the Finance Club of XISS has an objective to apprise and keep everyone updated on financial topics including the current financial news. Apart from this, the club also organised events for students such as Webinars on Financial Risk Management in collaboration with Midha Education Pvt. Ltd., 'How students can start an investment plan' in collaboration with HerMoneyTalks. on Importance of Blockchain in Today's World, on Social Media Do's and Don't's, a Seminar on Investment Awareness Programme by Mirae Asset Investment Managers (India), and a Virtual Session on "The new Science Managerial Leadership". Looking forward on the preparation for the upcoming placement season, 3 alumni interaction sessions were also organised for the financial management Programme (2020-22). The club also coordinated the Virtual Industrial Visits for batch 2020-22 where the topics moved around development of students, both personally and professionally, guide for career development, interview preparedness, etc. Bank of India, SBI Mutual Fund, Pantaloons, Dell Technologies, Nirvesta Capital Fincorp, SEBI, Vedant Assets, RM Associates, NatWest-Royal Bank of Scotland, Cholamandalam Investment, and Finance Company Ltd., PRAKRAMiS, DSP Investment Managers Pvt. Ltd., and Sabre Corporations were the organisations which participated. Events such as FINGENIUS- Finance Quiz Contents sponsored by HCA and -301°F was also organised.

**Prakriti Club** – the Rural Management Programme Club organised several events and webinars such as C3 SAKSHAMAA, highlighting on the impact of COVID 19 on the lives of women. The first webinar was on the topic "COVID, Migration and Women Workers" and the second webinar was on "Impact of Early marriage on life choices of young women in Eastern India". In collaboration with Save The Children, an Inter-College Debate competition was organised, and the topic was "Online Education Hindrance to the Right to Education".

Also, a storytelling and Comic Competition was organised with the theme "Education for All". Talks on Development Biographies on people who have dedicated their lives to "Putting the Last First" were also organised by club Prakriti and other talks like "Importance of Democracy" were organised on The International Day of Democracy to strengthen the democracy, protect human rights, and encourage government. Centre of Behavioral and Cognitive Sciences (CBCS) with the collaboration of the Central Institute of Psychiatry (CIP) talks on "Coping and Managing humiliation" was also organised. A webinar on "The Entrepreneurial Process of Seeking, Screening and Seizing from the entrepreneurial view" collaborating with Bayan Academy was also organised by club Prakriti.



**Markbuzz Club** – the Marketing Club of XISS began the academic session with induction of batch 2021-23 of Marketing Management, where the founding members of Markbuzz were invited to share their experiences. This was followed by series of webinars on Preparing for a Corporate Career, Applications of AWS in business/corporate world, a Session on Monetary Policy and, Understanding Budget of Government of India- by the Centre for Budget and Governance Accountability. Alumni Talk Series on World of Technology-Led- Marketing & What it takes to be successful as a Corporate and Financial Services Market- India International Market and Alumni Meets were organised as well. Interaction with Core Team of 2019-21, Face of Marketing 2021 – were a few ice-breaking sessions that were conducted by the Club. A Rural Camp (for batch 2020-22 and 2021-23) was also organised. Virtual Industrial visit to SBM Bank India Ltd, Shopper’s Stop, Fujairah Building Industries PSC. Dubai, Clicflyer, Godrej Agrovet Ltd. and, Vox Populi Research were conducted for the Marketing Management Programme students as well.

Meanwhile, the **Obscura Club** – the media club of XISS left no stone unturned to ensure that all of XISS activities reached out to more people via newspapers, news channels and social media handles. The enabled good coverages of XISS’s 60th Convocation Ceremony, Online Inaugural Session Batch of 2021-2023, Faculty Orientation Program ahead of new session, Online Inaugural Session Batch of 2021-2023. The Club also covered the webinars on New Education Policy Challenges and Opportunities Ahead, XISS-UNICEF SAMPARK Project and, Interaction program with District Collectors (DC) of Godda & Deoghar. During the offline events such as COVID-19 Vaccination Camp, Blood Donation Camp, Aadhar Camp, Student Exchange Program, Independence Day and Republic Day celebrations, the Club very well handled the media representatives in the campus as well.

- **CASCADE**

XISS, Ranchi, bid goodbye to its weeklong cultural and sports fest “CASCADE 2022” on 26 March 2022, with a final fun-filled celebration. Both the students as well as the faculty and staff enjoyed the series of events which began from 21 March 2022, that included activities such as badminton, basketball, cricket, table tennis, and tug of war. The first of its kind event, organized post COVID in the campus, was surely one of the most memorable one’s in the history of the Institute. The cultural programme and the certificates distribution were the highlights of the evening which culminated in the dinner for all.

- **Farewell**

XISS organised CIAO ADIOS ’22, a farewell ceremony, to bid adieu to the batch of 2020-22 in the XISS Campus. The evening was a celebration dedicated to the two years spent together with friends and teachers, reminiscing the good days. The event was attended by the Head of Programmes, Faculty, Staff and all Students from Programmes of Human Resource Management, Rural Management, Information Technology, Financial Management and Marketing Management respectively.

## Alumni Relations

As a strategic decision by the XISS management the alumni relations office was revamped, and new office bearers (Dr Sharda Singh as Alumni Co-Ordinator and Ms Aayurshi Sahay as Assistant Alumni Co-Ordinator) were given responsibility to strengthen the ties with the alumni spread across the globe.

With a certain degree of normalization after the pandemic, the Institute is back to fostering healthy relationships with all its alumni by inviting them for guest lectures, taking their opinions on course curriculum revisions, making them an important stakeholder for certain strategic advisory bodies etc.

List of activities that were initiated by the Alumni Association of XISS (AAXISS) in 2021-22:

- 10 Jan 2021: - Blanket Distribution to the needy people residing in rural areas Ranchi was done members of alumni association.
- 17 June 2021 – Covid- 19 Vaccination Camp was organised in which around 261 beneficiaries got vaccine.

- 16 August 2021 - Covid- 19 Vaccination Camp was organised in which around 166 beneficiaries got vaccine.
- 21 November 2021- Covid- 19 Vaccination Camp was organised in which around 120 beneficiaries got vaccine
- 11 and 12 March: - 02 Day UID/ADDHAR enrolment and modification camp were organised at XISS Campus in which around 120 beneficiaries

I take this opportunity to place on record my thanks, appreciation and gratitude to Mr Jasbir Singh Khurana, the Vice Chairman of AAXISS and his team for proactively working to strengthen the ties between XISS and its alumni.

### **A Brief on various Departments of the Institution**

- **Research and Planning**

This is the research wing of XISS which brands XISS as a credible research and consultancy body and hence brings projects to the institution. This year amidst the Covid outbreak the department bagged two national level consultancy projects, and many are in the pipeline for the current financial year.

- **Library and Documentation**

Library is an integral to an academic institution. The XISS Library got its new name as “Fr Micheal Windey SJ Library” after one of its founding fathers. The Institute Library has around 38,949 books in print edition. Around 10,500 eBooks are available through a subscribed database “EBSCO eBooks Collections”. Our institute has subscribed to the online database EBSCO “Business Source Elite”. There are around 823 online peer-reviewed journals available from India and abroad. The EPW (Economic and political weekly) journal is available in print as well as online. Our Institute’s library has 3338 back volumes of bound journals. Around 4274 subscribed Business Cases with teaching, notes are available online through SAGE. XISS is a member of National Digital Library of India (NDLI) which facilitates a single-window search to access 7.2 Crore content from more than 347 sources free of cost.

- **Centre for Behavioral and Cognitive Sciences**

Center of Behavioral and Cognitive Sciences (CBCS) is a newly established interdisciplinary Centre at XISS under the leadership of Dr. Anant Kumar that is being developed slowly and steadily over the period. The Centre intends to promote new ideas, thoughts, and programmes. The purpose of establishing this inter-disciplinary Centre at XISS is to create and provide a space for academicians, researchers, and students to think, develop and come out with new ideas, thoughts, research, and programmes. The Centre promotes and facilitates interactions amongst scholars, practitioners, and others. The Centre believes in breaking the boundaries of knowledge hierarchy, dominant thoughts, and methodological debates of science; and promoting critical thinking and research central to the human quest for knowledge and the common good.

- **Admissions**

For an Institution with a strong sense of identity, this past year has been a highly unusual one, with unprecedented challenges like never before. Despite the outbreak of the 2nd wave of covid 19 and the series of local lockdowns that followed and with the work from home protocol we still managed to maintain the attractiveness as an institution, recording a large number of applications. While the pandemic has, in many ways, changed the way we operate, it has not weakened our commitment to serve the nation and excel in creating industry ready professionals. An increase in both actual numbers with (about 100 more application forms) and diversity in terms of applications from other states (an increase of 6% - from 41% to 47%), religious and caste backgrounds (an increase of 10% - from 15% to 25%) is a stamp of excellence of the institute’s brand awareness.

- **Counselling Centre**

It is a pleasure to present before you an annual report of our newly established Counselling Centre at XISS by its pioneer Dr Anant Kumar. When I joined XISS in June 2020 as a director, one of the tasks was to motivate the XISS community (Students, faculty, staff, and their family member) and ensure their safety, mental health, and wellbeing due to the COCID-19 pandemic. It was also a requirement by the AICTE to have a Counselling Centre at an institutional level to take care of students' mental and psychological health. The Centre was approached by students for various issues and problems. Some of the key issues/problems shared by students were related to worries and anxiety related to career, placement, failures, relationships and break-up, sleeplessness, poor concentration, feeling low and depressed, and family issues, etc. In the coming days, the Centre has planned to organize online and offline webinar, talks and workshops on issues related to stress, anxiety and other mental and psychological health issues in collaboration with the Central Institute of psychiatry, Ranchi.

- **Research and Publications**

The department of Research and Publications is responsible for the publication of our in-house journal "Jharkhand journal of Development and Management Studies" (JJDMs). It is listed in the UGC CARE LIST. We thank Dr Anirudh Prasad, the Editor and his team who is working rigorously to get it listed in SCOPUS.

- **Childline**

In the state capital of Ranchi, CHILDLINE is providing 1098 service through one Nodal (XISS), one Collaborative (NDWWT), one Support Organization (CSS) and one Railway CHILDLINE unit operational in Ranchi Railway Station. During the period 1st April 2021 till 31st March 2022, CHILDLINE-1098 service in Jharkhand has intervened 292 cases out of which 174 Cases are of core child protection issues (it includes cases like Child Labor, Child Marriage, Sexual abuse, Physical and Emotional abuse, Child Trafficking, Beggary etc.). I appreciate the efforts of Dr Sanjay Kumar and Ms Suradha Kachhap.

- **Entrepreneurship Development Programmes**

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 Entrepreneurship Awareness Camps, conduct Faculty Development programs on Entrepreneurship, Trainers Training programs on Entrepreneurship, short term Management Development programs and other programs related to Entrepreneurship. In the year 2021-22 the department of EDP organized three programmes for skill development and entrepreneurial training.

## **Awards & Accolades**

Our Institute ranked 3rd in Eastern Region under the Region-wise Top B-Schools and 19th rank in Top B-School (Overall Ranking) with Grade A++ by 12th Chronicle's All-India B-School Survey 2022. XISS ranked at 37th position in Top 100 private institutions and 6th position in East Zone Private Institutions by TIMES Annual B-School Survey 2022. XISS got 3rd rank among Top B- Schools of Eminence in CSR-GHRDC Rankings 2021. XISS had also been ranked 6th in Eastern Zone B-Schools (Government and Private) by THE WEEK-HANSA research survey 2021. The Institute ranked 5th in Eastern Zone, 18th in Private Standalone Institutions and 42nd in Top Private B-Schools by Outlook Group in 2021. Institute ranked 46th rank in Open Magazine survey 2021.



# XISS IN NEWS

## Corporate Sector

The Institute very well understands the importance of industry interface for a flourishing academic institution. So, we have collaborations with our stakeholders who are outside campus but play a major role to teach our students the practical aspects of the working environment, and so, the importance of enhanced corporate relations. Some of them are Dharma Life, Central Institute of Psychiatry, Save the Children, Brooke India, PHIA Foundation, World Vision India, TEDxKanke, and IIT-ISM Dhanbad.

### XISS students participate in RIS Inter-College debate competition



XISS students participated in the RIS Inter-College debate competition held at the RIS Institute of Social Service, Ranchi, on 21st August 2022. The students performed exceptionally well and secured a commendable position in the competition.

### XISS-CIP pact on mental health in biz management



XISS has signed an MoU with Central Institute of Psychiatry (CIP), Ranchi, for the purpose of enhancing the mental health awareness among the students of XISS. The MoU is aimed at providing the students with the necessary support and resources to deal with mental health issues.

### XISS, Save 'The Children' sign MoU on girls' education



XISS has signed an MoU with Save the Children, Ranchi, for the purpose of enhancing the girls' education. The MoU is aimed at providing the girls with the necessary support and resources to deal with the challenges of education.

### XISS inks MoU with PHIA Foundation for gender equality



XISS has signed an MoU with PHIA Foundation, Ranchi, for the purpose of enhancing the gender equality. The MoU is aimed at providing the students with the necessary support and resources to deal with the challenges of gender equality.

### एक्सआईएसएस और वर्ल्ड विजन के बीच एमओयू



एक्सआईएसएस और वर्ल्ड विजन इंडिया ने एक समझौते पर हस्ताक्षर किए हैं। इससे अंतर्गत राशन की 10 सामुदायिक स्लम परिवारों में संस्थान के सामूहिक प्रबंधन कार्यक्रम को लागू करने में मदद मिलेगी। इस समझौते के तहत, वर्ल्ड विजन, राशन के वितरण रूप में और संरक्षण की ओर से

### एक्सआईएसएस-सीआईपी के बीच कराए गए समझौते



एक्सआईएसएस और सीआईपी के बीच एक समझौते पर हस्ताक्षर किए गए हैं। इससे अंतर्गत राशन की 10 सामुदायिक स्लम परिवारों में संस्थान के सामूहिक प्रबंधन कार्यक्रम को लागू करने में मदद मिलेगी। इस समझौते के तहत, सीआईपी, राशन के वितरण रूप में और संरक्षण की ओर से

### एक्सआईएसएस के जीआईएस कोर्स में 15 सितंबर तक कर सकते हैं आवेदन



एक्सआईएसएस के जीआईएस कोर्स में 15 सितंबर तक कर सकते हैं आवेदन। यह कोर्स छात्रों को नौकरियों के लिए तैयार करने में मदद करेगा। आवेदन के लिए छात्रों को XISS की वेबसाइट पर जाकर आवेदन करना होगा।

### एक्सआईएसएस और धर्म्य एडवेंचर्स गैजटिंग के बीच एमओयू



एक्सआईएसएस और धर्म्य एडवेंचर्स गैजटिंग के बीच एक समझौते पर हस्ताक्षर किए गए हैं। इससे अंतर्गत राशन की 10 सामुदायिक स्लम परिवारों में संस्थान के सामूहिक प्रबंधन कार्यक्रम को लागू करने में मदद मिलेगी। इस समझौते के तहत, धर्म्य एडवेंचर्स गैजटिंग, राशन के वितरण रूप में और संरक्षण की ओर से



# XISS IN NEWS

## Social Sector

XISS lives by the culture of social service imbibed by the Founding Fathers. We take special pride in serving the downtrodden, less privileged and anyone who is in need. Vaccination Camps, Aadhar Camps, Blood Donation Camps, Health Checkup Camps, talking out on women centric issues, gender sensitization, sexual harassment and, book donation drives are few issues close to our heart.



### कमजोर समूहों और महिलाओं की रक्षा के लिए बने कानूनों का इस्तेमाल जरूरी

कमजोर समूहों और महिलाओं की रक्षा के लिए बने कानूनों का इस्तेमाल जरूरी है। यह बातें एक कार्यक्रम के दौरान केंद्र के अध्यक्ष डॉ. राजेश कुमार ने कहा। उन्होंने कहा कि हमें इन कानूनों का इस्तेमाल करना चाहिए ताकि हम इन लोगों की रक्षा कर सकें।

### क्सआईएस में नि:शुल्क स्वास्थ्य जांच शिविर

क्सआईएस में नि:शुल्क स्वास्थ्य जांच शिविर का आयोजन किया गया। इस कार्यक्रम में डॉ. राजेश कुमार ने कहा कि हमें इन लोगों की रक्षा करनी चाहिए।

### Free Health Checkup Camp of XISS



### "जगज-2021" में विजय-2025 पर विचार-प्रारंभ

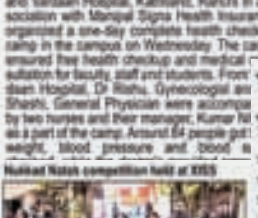
### एक्सआइएसएस को चार वर्षों में टॉप 20 बिजनेस स्कूल में शामिल करने का लक्ष्य

एक्सआइएसएस को चार वर्षों में टॉप 20 बिजनेस स्कूल में शामिल करने का लक्ष्य है। यह बातें केंद्र के अध्यक्ष डॉ. राजेश कुमार ने कहा।

### टीन टाइम में जैसी एक्सआईएसएस में आयोजित बुनाई बाटक प्रतियोगिता

टीन टाइम में जैसी एक्सआईएसएस में आयोजित बुनाई बाटक प्रतियोगिता का आयोजन किया गया। इस कार्यक्रम में डॉ. राजेश कुमार ने कहा कि हमें इन लोगों की रक्षा करनी चाहिए।

### Xavier Institute of Social Service (XISS), Ranchi and Vasant Hospital, Kathmandu, Ranchi in association with Municipal Signs Health Insurance organized a one-day health checkup camp in the camp-city on Wednesday. The camp featured free health checkup and medical consultation for faculty, staff and students. From dawn Hospital, Dr. Rajesh, Gynecological and Shashi, General Physician were accompanied by two nurses and their manager, Kumar. In all, around 84 people got weight, blood pressure and blood sugar checked. The camp was held from 10:00 AM to 12:00 PM.



### एल्युमिनाई एसोसिएशन एक्सआईएसएस के आधार शिविर में 70 लोगों ने उठाया लाभ

एल्युमिनाई एसोसिएशन एक्सआईएसएस के आधार शिविर में 70 लोगों ने उठाया लाभ। यह बातें केंद्र के अध्यक्ष डॉ. राजेश कुमार ने कहा।



### Internal Complaint Committee of Xavier Institute of Social Service (XISS), Ranchi in collaboration with Asses Club- the student body of XISS, organized a 10-day health checkup for students and women are complementary to each other and one cannot function without the other. It is important to sensitize people about Gender Equality and so this theme today at this event holds great importance. He also emphasized on the "Importance of Gender equality in every sphere of life and looking for the paradigm shift."

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### एक्सआइएसएस से शुरू हुआ पुस्तक दान अभियान

एक्सआइएसएस से शुरू हुआ पुस्तक दान अभियान का आयोजन किया गया। इस कार्यक्रम में डॉ. राजेश कुमार ने कहा कि हमें इन लोगों की रक्षा करनी चाहिए।

### Impact of Early Marriage on Young Women discussed at XISS

Impact of Early Marriage on Young Women discussed at XISS. यह बातें केंद्र के अध्यक्ष डॉ. राजेश कुमार ने कहा कि हमें इन लोगों की रक्षा करनी चाहिए।

### 120 beneficiaries at UIDAI AADHAR Camp at XISS



### 20th. विद्युत कला और योग्यता प्रतियोगिता में विजय

20th. विद्युत कला और योग्यता प्रतियोगिता में विजय का आयोजन किया गया। इस कार्यक्रम में डॉ. राजेश कुमार ने कहा कि हमें इन लोगों की रक्षा करनी चाहिए।







# XISS IN NEWS

## Student-led Activities

The true essence of what a manager is and how to innovate, imagine, create and come out with something which is so positive and also has a critical bent of mind is something that is promoted through and through by XISS. In the future, they will be faced with similar situations while playing a leading role in their organizations. We have thus, entrusted them with organising events in the college, such as CASCADE 2022, Republic Day celebrations, Independence Day celebrations, St Francis Xavier's Feast Day celebrations and Farewell to the outgoing batch, to highlight a few.

### एक्सआईएसएस में मना गणतंत्र दिवस

## 31 मेधावी छात्रों को 20 से 50 हजार रु. तक मिली स्कॉलरशिप

रांची. एक्सआईएसएस में गणतंत्र दिवस पर निदेशक डॉ. जोसेफ मौरियानस कुजूर एसजे ने तिरंगा फहराया। कार्यक्रम में सहायक निदेशक डॉ. प्रदीप केरकेट्टा एसजे, फैकल्टी, स्टाफ, छात्र उपस्थित थे। निदेशक ने स्वस्थान निर्माता के योगदान को याद किया और कहा कि भारत के एक



contribution to XISS.

### Feast of St. Francis Xavier celebrated at XISS



सबके आदर्श हैं संत फ्रांसिस जेवियर

एक्सआईएसएस में शुक्रवार को 31वें गणतंत्र दिवस का कार्यक्रम आयोजित किया गया। कार्यक्रम में निदेशक डॉ. जोसेफ मौरियानस कुजूर एसजे, सहायक निदेशक डॉ. प्रदीप केरकेट्टा एसजे, फैकल्टी, स्टाफ, छात्र उपस्थित थे। निदेशक ने स्वस्थान निर्माता के योगदान को याद किया और कहा कि भारत के एक

73वां गणतंत्र दिवस मनाया गया

रांची। जेवियर सम्मान सेवा संस्थान (एक्सआईएसएस), रांची, ने शुक्रवार को सम्मान परिसर में 73वां गणतंत्र दिवस मनाया। इस समारोह में डॉ. जोसेफ मौरियानस कुजूर एसजे, निदेशक, एक्सआईएसएस के साथ ही प्रमुख विचारक वारोरे डामासो विरिथिया

### Cityमास्कर

एक्सआईएसएस के विदाई समारोह में कॉलेज की यादों को संजो कर रखने का वादा कर कहा... चारों अलविदा



### कास्केड 2022

कास्केड 2022 का समापन



### डांस, म्यूजिक और मस्ती से कास्केड-22 का समापन

कास्केड-22 का समापन



## XISS- The Way Forward

XISS, as a modern management institution, performs a diverse set of activities, which include:

- educating high quality human power with the required skills at postgraduate levels
- leading to solution of local problems as a source of innovation
- sharing a repository of knowledge and of experts
- accumulating, creating, and disseminating knowledge
- leading to wealth and employment generation.

Growth in vibrant economies of the world has been fueled by innovation, disruptive technology, and product development, which have roots in state-of-the-art research and education in academic institutions. Such institutions are strategic assets of a nation, contributing to both, national prosperity, and national security. Successful institutions have strong links with local communities and industry, and contribute to the city, the region and the nation's development and growth. It is recognized that technology has a major role in transforming lives. Creating an enabling ecosystem for innovation and entrepreneurship is thus a key activity for progressive educational institutes. Hence, enhancement in our autonomy and infrastructure are our key focus areas.

- University Task Force

A ten-member task force was created to study the SWOT of XISS University, and a feasibility study report has been submitted by the team. The report will have some deliberations and then can be submitted to the province head office for further action.

- A New Campus

Infrastructural growth is the need of the hour and XISS has initiated the process to shift to a larger campus approximately 8 kms away from its present location. It will have all the modern amenities and state of the art facilities to enable a richer and more intense learning.

I wish that the graduating batch which I call the 'Corona Batch' feels attached and connected to the institute which has helped you reach wherever you are and in later stages whatever you will be. As an alumnus remain connected to your institution, feel for your XISS family. It is your lifetime commitment to XISS and not just for two years.

Always remember -- Once a Xaverian, always a Xaverian!

**With a hope to see XISS flourish and reach the zenith of success, become an epitome of intellectual gathering, I hereby close my report for the academic year 2021-22.**



## Teaching Employees



**Top Row (L to R) :** Dr Kumar Mohit Spring, Dr Shyamal Gomes, Dr Prakash Chandra Dash, Dr Sant Kumar Prasad, Dr Anant Kumar, Dr Niranjan Sahoo, Dr Pramil K. Panda, Dr Bhaskar Bhowani, Dr Amit Giri, Dr Fedric Kujur, Dr Binit Lakra, Dr Johnson Minz, Dr Bhabani Prasad Mahapatra, Dr Rishi Dwivedi, Dr Prashant Jha, Dr Pinki Ghosh

**Mid Row (L to R) :** Dr Viprav Thakur, Mr Sarabjeet Prasad, Mr Anmol Roshan Bodra, Ms Mary Sheila Bodra, Dr Sharda Singh, Dr Indrani Ghatak, Dr Pooja, Dr Madhumita Singha, Dr Arana Kausar, Dr Rajshree Verma, Dr Tina Murarka, Dr Ratnesh Chaturvedi, Dr S. N. Singh, Dr Mrityunjoy Roy

**Bottom Row (L to R) :** Dr Krityanand Kumar Bhagat, Mr Sushil Ranjan Roy, Dr Mahua Banerjee, Dr Ashok Ohol, Fr Francis David Kullu SJ, Dr Joseph Marianus Kujur SJ (Director), Dr Pradeep Kerketta SJ (Assistant Director), Fr Xavier Soreng SJ, Dr Amar Eron Tigga, Dr Arup Mukherjee, Dr Himandri Sinha, Dr Ramakant Agrawal





**Top Row (L to R) :** Hit Narayan Shreshtha, Ashok Kumar Bharti, Harsh Vardhan, Aditya Raj, Sunil Tigga, Shreeram Mishra, Himanshu Shekher Mahanta, Cyril Tigga, Md. Sabir, Akash Bhuinya, Manoj Lakra, Subal Kartik Lakra, Sheru Bahadur, Sunil Pratap Kumar, Ashok Ram Baitha, Prisca Xalxo, Kamla Ekka, Prity Soreng

**Mid Row (L to R) :** Mery Ekka, Pyari Anima Shushma Kandulna, Manoj Kumar Singh, Nirmal Mishra, Arvind Dey, Mary Margrita Soreng, Suradha Kachhap, Md. Ashraf, Christopher Crasto, Prakash Narayan Sahdeo, Vimal Sharma, Hit Narayan Jha, Singha Munda, Nelson Kerketta, Jahangir Khan, Harpreet Singh, Ahluwalia, Dr Sanjay Kumar Verma, Pankaj Tirkey

**Bottom Row (L to R) :** Rosa Swati Ekka, Sabina Bara, Alka Kiran Kujur, Shamida Lakra, Koyel Mukherjee, Fr Francis David Kullu SJ, Dr Soseph Marianus Kujur SJ (Director), Dr Pradeep Kerketta SJ (Assistant Director), Fr Xavier Soreng SJ, Kishori Minz, Aditi Mehrotra, Shruti Sahay, Shamita Sengupta, Aayurshi Sahay



# HRM

## Departmental Report of the Programme of Human Resource Management

**DR RAMAKANT AGRAWAL**  
**HOP-HRM**

### Transition from online to offline

The ongoing pandemic has played havoc with the normal lives and livelihood of people around the world. There is hardly any economic or social sector which has not been affected by it. The Education sector is no exception. However, thankfully, the situation appears to be getting back to some sort of normalcy.

To start with, we could not start our new academic session 2021-22 as per the schedule. The AICTE did well by shifting the academic calendar in response to the emerging COVID-19 situation. We were able to start the new Academic Session 2021-22 in the first week of August but only in an online mode. The Induction Programme of the new batch started on 2 August and ended on 4 August 2022. Apart from Programme's faculty members, we also arranged talks from industry experts for students. Shri Musarrat Hussain from MSIL and Shri Sushil Kumar from Eastern Coalfields Limited and Shri Ravi Ranjan from Indian Institute of Petroleum Management, IOCL, Baroda delivered talks during the student Induction.

### Webinars Organized

The pandemic offered us an opportunity to hold virtual seminars and talks from time to time. We are very pleased to say that we have made good use of this opportunity and organized many webinars for the benefit of students and faculty members. The resource persons/keynote speakers have been very well known in their field of expertise and their sharing of professional experiences with our students has enriched their academic life. The following presents a summary of the webinar topics, keynote speakers and the dates when they were held:



Webinar on (topic)	Held on	Keynote Speaker(s)	Audience
“Changing Employment and Employee Relations”	22 August 2021	Mr Kunjvihari Jandhyala, Head-Strategic HR, TATA Power	Students and Faculty of PGDM-HRM Programme
World Vision	22 November 2021	Mr Madhav Bellamkunda, CEO and National Director, World Vision India	Interactive session with Faculty, Project Officers and Students.
Leadership Talk	26 September 2021	Mr Ajith Nair, Global Advisor – Workforce Analytics Offering (Tata Consultancy Services)	Students and Faculty of PGDM-HRM Programme
Diversity and Inclusion – An Indian Context	18 September 2021	Dr Rajlaxmi Ghosh, Assistant Professor of Media Studies (iLEAD College, Kolkata)	Students and Faculty of PGDM-HRM Programme
“Humane” in Human Resource Management – in the New Normal	3 August 2021	Mr Mussarat Hussain, Haed Leadership and Functional School, MSIL (AAXISSPERT, Delhi Chapter)	Students and Faculty of PGDM-HRM Programme
New Education Policy: Challenges and Opportunities Ahead	5 July 2021	Dr Md Sanjeer Alam; Prof Ramesh Sharan; Prof Jean Dreze, Fr. Dr Joseph Marianus Kujur S.J	Students and Faculty of PGDM-HRM Programme
Corporate Learning	31 July 2021	Mr Natwar Kadel, Head Center of Expertise, Hyundai Motors Pvt Ltd.	Students and Faculty of PGDM-HRM Programme
Digital Employment Session	18 August 2021	Ms. Lipika Verma, VP Rewards & Performance Innovation & Thought Leadership; Mr Sanjay Mishra - VP - Human Resources, Global Supply Chain	Students and Faculty of PGDM-HRM Programme
Axis Bank	1 November 2021	Ms. Vaijayanti Naik, Senior VP and Head - Wholesale Banking HR and Diversity , Equity & Inclusion at Axis Bank ; Harish Iyer , Head - DEI- Axis Bank	Students and Faculty of PGDM-HRM Programme
9th Awanish Dev Memorial Lecture	29 September 2021	Mr Suresh Narayan, Chairman and MD Nestle India Ltd., Dr Santrupt Misra, CEO, Birla Carbon; Director, Chemicals; Director, Group H.R. Aditya Birla Group, Mr S.Y. Siddiqui, Executive Advisor  (Maruti Suzuki India Ltd.) Mr Madhu Damodaran, Group Haed - Legal Quess Corp Limited; Mr R.P. Singh - Director - HR & Legal IFFCO; Mr Sreekanth Reddy Narala - VP - HR - Aditya Birla Group; Mr Suresh Tripathi - Former VP - HR - Tata Steel	Students and Faculty of PGDM-HRM Programme

## MDP/FDP conducted by HRM Programme

### ATAL – AICTE FDP ON STRATEGIC PERFORMANCE MANAGEMENT

Human Resource Management (HRM) Programme organized a Five-Days Faculty Development Programme (FDP) on ‘Strategic Performance Management’ in collaboration with All India Council for Technical Education (AICTE) under its AICTE Training & Learning (ATAL) Academy, New Delhi from 21– 25 September 2021.



Following were the industry experts who conducted the sessions during the FDP: Mr Musarrat Hussain (Head Leadership & Functional School, Maruti Suzuki India Ltd.), Mr Imdad Ali (Chief HRM, Tata Steel Kalinganagar), Dr Ratna Sinha ( VP – HRM Tata Metaliks), Dr Kamakshi Raman (Executive Director SAIL Ranchi) and Mr Sanjay Dua (Founder DUA’s Knowledge Potli). Prof. R.K.Agrawal, Prof. Dr Shyamal Gomes, Mrs Mary Shiela Bodra, Dr Kumar Mohit Spring were the in house resource persons. Dr M Roy and Mrs N Shukla moderated the sessions. The Programme was principally coordinated by Dr Shyamal Gomes participants in this FDP. Prof. Nidhi Sukhla, Dr Mrityunjoy Roy, Dr Kumar Mohit Spring were the moderator of different sessions. Dr Joseph M Kujur S J Inaugurated the programme and Dr Mamta Rani Agarwal, Adviser-I, ATAL Academy delivered the valedictory address. The Programme came to an end with a vote of thanks proposed by Dr Pradeep Kerketta SJ, Assistant Director, XISS.

### MDP

Human Resource Management Programme of XISS also served as the Knowledge Partner for Indian Oil Institute of Petroleum Management (IiPM), the apex Learning & Development Center of Indian Oil Corporation Limited (IOCL). We conducted an MDP on ‘Advanced Leadership Management’ on **13-14 and 17-18 January 2022** for IiPM (IOCL). Dr Shyamal Gomes was the chief organizer and coordinator of this prestigious Programme which was organized for senior level managers / executives of IOCL. A total of 35 managers with 12 years of experience in IOC attended the MDP. As per the IOCL / IMA the faculty ratings were 95-99% for those sessions. The sessions were chiefly delivered by internal faculty members as given below:

Resource Persons involved	Topic
Dr R. K. Agrawal and Dr Indrani Ghatak	Influencing Skills
Dr Shyamal Gomes	Customer Delight
Dr R. K. Agrawal	Business Etiquettes and its impact on Business.
Dr Shyamal Gomes	Business Ethics and Individual Ethics.
Dr Mrityunjoy Roy	Emergent Trends Industry 4.0
Dr Raj Shree Verma	Key Statutory Regulations: A must know (for e.g. RTI, POSH, SC/ST Acts etc.)

The Programme of HRM places on record its deep sense of appreciation for Dr Shyamal Gomes for efficiently handling and coordinating the MDP and FDP organized by the HRM Programme.

## Academic Achievements of Faculty Members (2021-22)

### Prof. Shyamal Gomes

- Served as Visiting Faculty of ‘Strategic Management’ at Institute of Hotel Management, Catering Technology and Applied Nutrition (IHM) at Brambe, Ranchi under Ministry of Tourism, Government of India and Department of Tourism, Art, Culture, Sports and Youth Affairs, Government of Jharkhand from August 2021 to October, 2021.
- Published research papers in reputed journals. He published a papers titled **‘Rethinking Atmanirbhar Bharat Abhiyaan in the context of COVID-19 Migrant Labourers: A challenge’** in UGC Care Listed Journal named Jharkhand Journal of Development and Management Studies 19(1), pp. 8671-8633
- **‘Newer Paradigms in Human Resource Management and Productivity’** in 19 (2) of the same journal, pp. 8723-8736.
- Wrote a research paper titled **‘Collaborative Strategy Paces Good Governance: a Case study of JHARCRAFT in Eastern India’** in Strategic Management Forum 2020 in the year 2021. This paper was published in an e-book (excel publishing house) organized by Indian Institute of Management, Ranchi.



### Mrs Nidhi Shukla

- Mrs N. Shukla as a Guest Speaker attended Singrauli HR Conference - SHRAM-2021 based on the theme “Industrial Revolution 4.0: Competing Through People Matrix”, was successfully organized by Northern Coalfield Ltd. (NCL), Singrauli, M.P. on 17-18 November 2021. She deliberated on the sub-theme ‘Emerging Environmental, Demographic and Legal Shifts – Impact on HR Landscape’.

### Dr Indrani Ghatak

- Completed an Online Elementary FDP on **‘Emerging paradigms in Organizational Behavior’** from 5-7 July 2021 at Shri Ram college of Commerce.
- Published her research article titled **“Marital Conflict leads to Domestic Violence: A study in Durgapur, West Bengal”** as Book Chapter. The name of the Book is Contextualizing Peace: Experiences of Contemporary India and Neighbouring Countries (Vol. 1, pp. 62- 84) published by Manak Publications Pvt.Ltd., New Delhi A. Sarkar, & S.Dhar (Eds.).
- Published her research paper titled **“Violence against Women in marital relationship post pandemic: A Social Work Perspective.”** In Research Ambition (ISSN- 2456-0146), Vol. 06, Issue – III, November, 2021 (pp. 9-13) {DOI: <https://doi.org/10.53724/ambition/v6n3.05>}

### Dr Sharda Singh

- Ribeiro, N, Semedo, A, Gomes, D, Bernardino, R; Singh, S. (2021). The Effect of Workplace Bullying on Burnout: the mediating role of affective well-being. Management Research Review. (Accepted on 13 September 2021). (ABDC category “C” and Scopus Indexed).

- Sharda Singh, Sitamma M, Neuza Ribeiro and Rajasekhar david (2022). Psychological Contract during Pandemic. 7th Biennial Conference of INDAM. 7- 9 January 2022.
- Sharda Singh and Namrata Chatterjee (2021). HR Analytics adoption model in Indian startups. 6<sup>th</sup> Interdisciplinary Conference of Management Researchers 16-17 December 2021.
- Namrata Chatterjee and Sharda Singh (2021). Does People Analytics Impact Digital Employee Experience? A Study on IT/ITES firms in India. 6<sup>th</sup> International Conference of Human Resource Management, 10-11 December 2021.
- Rajasekhar David, Sitamma Mikkilineni, Sharda Singh, Neuza Ribeiro. (2021). Exploring the impact of workplace ostracism on employee turnover intentions through the lens of positive psychology. 6<sup>th</sup> International Conference of Human Resource Management, 10-11 December 2021.

### **Dr Ramakant Agrawal**

- Completed an 8-weeks course on “Accreditation and Outcome-based Learning” from I.I.T-KGP and secured an Elite-Silver certificate from Govt. of India’s MOOC platform SWAYAM in October 2021 with a consolidated score of 79%.
- Attended the National Seminar as a Keynote Speaker (digital Mode) on Unveiling the Paradigms of Indian Unorganized Sector during the Covid-19 Pandemic organized by P.G. Department of Commerce & Centre of Excellence on Unorganized Labour, Utkal University, Bhubaneswar held on 30-31 October 2021.
- **Presented a paper** titled Social Security Schemes for Unorganized Workers during the National Seminar on Unveiling the Paradigms of Indian Unorganized Sector during the Covid-19 Pandemic organized by P.G. Department of Commerce & Centre of Excellence on Unorganized Labour, Utkal University, Bhubaneswar held on 30-31 October 2021.
- Appointed as a Member of the Confederation of Indian Industries (CII) Jharkhand Economic Panel (CIIJEP) in August 2021 and attended its first meeting on 16 August 2021.

### **Dr Johnson Abhishek Minz**

- Published a research paper titled Iron Ore Mines in Jharkhand: Systemic loopholes in the Contract Labour System in *Economic and Political Weekly* 57(10).

## **NEW JOINEES**

### **Dr Binit Lakra**

Dr Lakra joined the HRM Department on 01 February 2022. Prior to joining XISS, he worked as Research Assistant/ Research Associate at TISS, Mumbai and Atal Bihari Vajpayee Institute of Good Governance and Policy Analysis (AIGGPA), Bhopal and as Assistant Professor at VIT, Bhopal.

### **Dr Johnson Abhishek Minz**

Dr Johnson joined the HRM Department on 01 February 2022. Before joining XISS, he served as Assistant Professor at Tata Institute of Social Sciences (TISS), Mumbai for over six years. He was briefly associated with TISS, Mumbai as Research Associate as well. He published several papers in reputed journals.

### **Dr Sharda Singh**

Dr Singh joined the Department of HRM at XISS Ranchi, India on 01 March 2022. Before joining XISS, she worked as Assistant Professor with ICFAI Business School for five years. She has published research articles,



book chapters and teaching cases in highly reputed journals and case repositories. She is pursuing post-Doctoral studies from Centre of Applied Research in Management and Economics, Polytechnic of Leiria.

The HRM Department wishes the new faculty members exciting times at XISS, Ranchi.

### **Social Service Field Work (SSFW): HRM-1 Students (2021-22)**

The SSFW is the central mechanism for transmitting theoretical knowledge in to the practical level of work. First year students of HRM program are sent to different non-profit and humanitarian organizations in and around Ranchi twice a week where students get the opportunities to apply knowledge learnt in the classroom situation.

In the current Academic Session 2021-22, students were placed in seven Field Work Centres: St. Michael School for Blind, Braj Kishore Netraheen Balika Vidyalaya, MMK High School, Cheshire Home, Guru Nanak Home, St. Xavier's School, Doranda (outreach) and Government Middle School, Hindpiri.

Due to the upsurge of COVID-19 pandemic, the students virtually connected with individuals (underprivileged children) and groups in their field work situation. HRM 1 students tried to implement their theoretical knowledge in practical situation. They kept no stone unturned to create a good purposeful relationship with the clients. Those students staying in Ranchi, in this pandemic situation, visited physically their respective Social Field Work Centres and interacted with the inmates. Through active involvement in SSFW, students are encouraged to generate new insights into the problems faced by the inmates. Our students' contributions range from imparting academic support, help the underprivileged children to realize their potential and try to become self-sufficient. They have very recently initiated physical visits to their respective Field work centres. As an important component of SSFW, the students started INTER CENTRE VISITS. To understand the values of leadership, team work and interpersonal communication the students of one centre are going to another centres to observe their mode of functioning and acquiring new insights.

In these tough times, our students guided the underprivileged sections how to practice RESILIENCE through actively participating and facilitating them to fight with this pandemic, mainly mentally through different awareness generation campaigns comprising of dos and don'ts in this situation. There was always a two-way interaction among the children and our students.

### **Summer Internship Placements (Batch: 2020-22)**

This year around 22 companies visited XISS. The companies are as follows: Tata Steel, Tata Metaliks, Hindalco, Tara Steel Long Products, Tata Cummins, ITC, Elastic Run, Allergen Pharmaceuticals, Smart Joules, Vedanta, MTR Foods, ISWPL, Reliance Industries Ltd., Muthoot Finance, Dabur, Euphius Learning etc. Out of 22 companies, 19 companies offered SIP to our students. Four students received One Lakh Rupees per month as stipend from Tata Steel and ITC Ltd. Mr Lokesh Kumar, Mr Samarth Shah, Ms. Sakshi Jain and Ms. Priya Shanu received the above-mentioned stipend.

### **Final Placements (2020-22)**

Out of 72 graduating students who have opted for placements, 68 have successfully bagged job offers from 37 highly reputable companies. They include Hindalco, Yes Bank, Aarti Industries, Aarti Industries, ICICI Securities, Tata AIG GIC, TASL, WNS Global Services, Axis Bank, PayU, DarwinBox, Alkem Laboratories, JSW Energy, Adani Wilmar, HFCL, Mahindra and Mahindra Auto, MG Motors, Tata Steel, Elasticrun, Swiggy, Atomberg Technologies, MTR Foods, Vedanta, Narayana Health, VECV, Cummins, Yes Bank, AU Small Finance Bank, Tata Metaliks, Tata Motors and Byju's.

The average CTC is 10.1 lakh per annum and the highest offer is of 20.5 lakhs per annum. The minimum offer is of 7 lakh or more. Total placement is 96 percent so far. More companies are conducting campus recruitment programmes and we are very hopeful of placing the remaining 4 students.

## Student`s Achievements - HRM I (2021-23) and II (2020-22)

- Ms. Anushka Paul and Ms. Meghawati Bhowmik participated in a Nomura Nation Level Case Study Competition and bagged the 1st Runner Up prize.
- Ms. Abha Supriya Kachhap, Mr Rishabh Verma and Ms, Sudipta Dutta was among the top 40 Teams of the total participants of Steel-a-thon – National Level Case Study Competition.
- There were other Case Study Competitions conducted by HUL (Hindustan Unilever Ltd) & Flipkart in which several students participated like Mr Pranav Parashar, Mr Prateek Ghosh, Mr Lokesh Kumar, Ms. Annie Kisku, Ms. Priya Kumari, Ms. Harpreet Kaur, Ms. Sakshi Jain, Mr Kumar Sanket and many more
- Ms. Nidhi Singh (HRM – 2) participated and won the competition ‘E-Quality Talks’ organized by MSI, New Delhi.
- Mr Anannyo Bhattacharjee wrote an article on ‘Labour Codes’ and it was published in University of Antwerp, Belgium in collaboration with Mr Francesca. He also wrote blogs on different topics like “India`s Response To The IR Conundrum – March to July, 2020”, “The Collateral Damage” and “Virtual Human Resource Management – FIFA Version”.
- Ms Aadya Kashyap and Ms. Deepshikha also wrote blogs on topics “Burnout Is Real – How to Identify and Manage the Slump?” and “A Tribute to the Heroines of Literature”.
- Ms. Aadya also wrote blogs on two more topics “Groupthink” and “Personal Board of Advisors”.
- Ms. Meghawait Bhoumik and Ms. Shalini also wrote two blogs on the topics “The Collective failure of the society in Afghanistan” and “The Covid Undercurrent – We Missed” respectively.

## Social Outreach Programmes: The Rural Retreat

The rural retreat is an integral part of the course curriculum that provides students an opportunity to learn about the difference between ‘Bharat’ and ‘India.’ The main goal of this retreat exposure is to give budding HR professionals a practical understanding of real-life situations and challenges, as well as to provide them with Human Management skills such as communication, organization, leadership and team building, interpersonal communication, and physical fitness.

As an outcome of this retreat, the HRM students visit virtually the NGOs and their operational villages and got insights about Rural Society and their socio-economic challenges and opportunities. Such visits prove as an eye-opener for the students who may be born in a village but brought up in City culture / urban environment. This course of activity also aims at conferring life and professional skills on our students like leadership, teamwork, need identification, time management, meditation and moral development and the importance of human participation with nature. All these were reflected in their individual reports for evaluation

The Rural Retreat for the HRM batch 2020-22 was organized in a virtual mode on 24-25 July 2021 due to COVID-19 pandemic. It was conducted in SRI Ranchi and AROUSE, Gumla.

For HRM batch 2021-23, after a gap of 2 years, Rural Retreat was organised in physical mode from 3-12 March 2022 under the able leadership of Prof. Shyamal Gomes, Dr Binit Lakra and Dr Johnson Minz.



*Use of Principle of Individualization and Acceptance with the Clients*



*Celebration of HOLI with the clients through purposeful interpersonal relationship*

**M.M.K. School Group, Physical visit - 21st March 2022**



**Chinese Whisper - Communication Game**

*Communication to a relationship is like Oxygen is to LIFE.*

Various activities were conducted at Society for Rural Industrialization (SRI) and Tribal dominated Villages of Angara. This helps HR Students / participants to become professionals with a difference. Some of the major activities were:

- Leadership and Team Building games
- Meditation
- Cleanliness Drive
- Insightful sessions
- Session at RTP
- Interaction with the Village people at Angara
- Nukkad Naatak
- Shramdaan



## Industrial Visits (2022)

### Maruti Suzuki India Ltd. (Manesar)

**Date & Time of Visit:** 17 July 2021

**Resource Persons:** Many including Mr Musarrat Hussain, Head - Leadership & Functional School, and Mr Salil B. Lal, VP – IR & Plant HR at MSIL

The visit encompassed various aspects of the organisation with a special emphasis on the organisation's HR practices, focussing mainly on Learning & Development, Total Quality Management, employee-friendly management practices, and Plan Do Check Act (PDCA) model.

### Hyundai Motor India Ltd.

**Date & Time of Visit:** 31 July, 2021

**Theme of Visit:** 'Corporate Learning – Re-engineering & Transformation'

**Resource Person:** Dr Natwar Kadel, Head – Centre of Expertise, People Strategy at Hyundai Motor India Ltd.

The visit encompassed an overview of the organisation with special emphasis on the organisation's strategic HR planning and implementation, gap analysis, bargaining strengths, assessments of opportunity, and workplace efficiency.

## Industrial Tour

In lieu of Physical Industrial Tour, the HRM Programme organized two webinars.

**Date & Time of Visit:** 8 January 2022.

**Resource Person:** Shri Awdhesh Krishna, former Head (HR), Nomura

The session encompassed having a one-to-one discussion with the resource person on a plethora of HR topics, ranging from the pre-pandemic era to the latest HR buzzwords hovering in the market. Some of these were the hybrid working model, diversity & inclusion, gig workforce, workforce up skilling, recent positive emerging trends, etc.

"The Impact on the Hospitality Sector – Post COVID Times" (special emphasis on HR Practices) on 28 March 2022. The Resource Person was Mr Nilesh Mitra, Vice President, Talent Management, ITC Hotels.

**Course Restructuring:** The PGDM – HRM Programme is working on restructuring its Course Curriculum in line with the Outcome Based Education Course Curriculum Framework recommended by IIT, Kharagpur. We hope to implement the newly designed Course Curriculum from the next Academic Session i.e. 2022 – 2024.

## Conclusion

The year gone by has been a very difficult one for everyone. We hope to round it off with some hope for the future. But this is possible only if the deadly virus spares us and allows us to get on with our life. The vicious grip of the virus seems to be weakening and life is getting back to pre-covid normal. We hope our optimism is not misplaced.

The Human Resource Management has always been the most sought-after Programme because of its unique positioning and we resolve to continue to hold on to our principles as enunciated in the Vision and Mission of the Institute.





**First Row (L to R) :** Madhurima Jane Barla (girl in white), Soumya Guria, Bushra, Ankita Roy, Richa Anamika Bara, Riteeka Sen, Sayantika Mondal, Aditi Vinay, Nisha Kumari, Shrawani Roy, Ochin Tamang, Osheen Khalko, Akriti Goswami, Nishita Dey, Aditi deepak

**Second standing row (L to R) :** Shubham Ashish Khalko, Robin Singh, Vishal Balmiki, Amarjeet Kumar, Abhishek Karua, Saurabh Kumar, Karamjeet singh, Jitin K. George, Shriya Samson, Nidhi Singh, K. Girish Deo, Anchit Kumar, Ravi Kumar, Aadya Kashyap, Ankit Raj, Khushboo Barla, Ketan Kamal, Rimi Joshi, Manav Harit, Aastha Singh, Sumit Xess, Tanvi Pandey, Himanshu Lakhra, Gargi Parashar, Pooja Bhagat, Lokesh Jajodia, Adrita Dutta, Vidhushi Sharma, Kunal Kumar, Saurav Chandra, Karan Singh, Amitesh Gaurav, Ashish Xavier Baxla

**Last row (L to R) :** Praful Tudu, Abhay Charles Kerketta, Ashish Horo, Rishabh Burman, Sonakshi Adya, Prerna Kumari, Leena Ekka, Shailaja Tirkey, Mrinalini Sharma, Suman Kumari, Steffy Kujur, Pragma Barla, Shephali Luthra, Sumedha Sengupta, Annanyo Bhattacharjee, Kumar Vishesh Vinay, Aishwarya Sarkar, Shreya Shikha, Prateek Suman





# RM

## Departmental Report of Programme of Rural Management

**DR HIMADRI SINHA**  
**Head, PGDM-RM**

### Introduction

The Rural Management programme is one of the first programmes of XISS to have been approved by AICTE as PGDM in 1994. It has also received the recognition of equivalence to a master's programme by the Association of Indian Universities simultaneously. PGDM-RM of XISS has three core educational objectives, namely, attain global level academic excellence by fostering sustainable development, to imbibe social concern among students and faculty members, and to facilitate rural empowerment and affirmative action through leadership development with a human face, to attain these objectives the PGDM-RM courses were thoroughly revised with the help of a Board of Studies in 2019. Despite the pandemic, our placement has been quite impressive with near 95percent placement. All the faculty members joined hands to prepare the Self-Assessment Report (SAR) for NBA Accreditation. RM created a niche-specific identity both within and across the country. Students are given orientation on the outcome-based learning and evaluation process and the new education policy of the government of India.

At the outset, we extend our sincere thanks and gratitude to our Director, Dr Joseph Marianus Kujur S. J. and the Assistant Director, Dr Pradeep Kerketta S. J. and Dean Academics, Dr Amar Eron Tigga for their visionary leadership, constant encouragement and support in the smooth functioning of RM programme. Without their unconditional cooperation, it would have been hard to achieve our set goals. I am also thankful to all faculty members of the RM programme and other programmes of our institute who have constantly supported us with their hard work and careful nurturing and grooming of our students to be leaders with conscience, compassion, competence and commitment toward sustainable development and empowering the marginalised.



RM programme has been approached by UNICEF to help the Jharkhand government to promote COVID appropriate behaviour and vaccination drive. The project was initially of 8 months starting from June 2020. The project has highly impacted the process and the role of XISS has been highly appreciated. The project has been extended for another 10 months. Similarly, JSLPS has approached us to train their officials through a series of training programmes.

During the past four years, the RM programme has left no stone unturned to pursue our goal to attain academic excellence, imbibing social concern and fostering inclusive development through our stakeholders. The report for the academic year 2021-22 has been presented below for wider dissemination:

## **Student Activities and Achievements: Curricular, Co-curricular and Extracurricular**

**New Batch:** The orientation-cum-induction of new entrants (2021-23) of Post Graduate Diploma in Management- Rural Management was conducted from 2 August 2021 for seven days. It started with a welcome by the Head of Rural Management Programme followed by Introducing Faculty Members, Self-Introduction of Students and Alumni Interface where Ms Juhi Gupta (1988-1990) and Mr Vishwamohan (1998-2000) were the speakers. Students were appraised about Beyond Academic activities conducted at XISS and about Prakriti-Student Club of Rural Management Programme. Orientation about alumni activities was given by the office-bearers of the Alumni Association of XISS (AAXISS). Students' profiling was also done during the orientation programme. The session on Yoga and the Indian Constitution was also taken up as they are part of a non-credit course. Finally, the Introduction of Student's Clubs of XISS has been given to new batch students like Obscura, Embark, Rotaract, Creategic, etc.

**Institutional Visits (IV):** The purpose of institutional visits is to provide focused exposure about major developmental issues. Once the lockdown was partially called off, two IVs were organised in close succession. The first visit was held at Krishi Vigyan Kendra, RKM Divyan located at Morhabadi, Ranchi on 9<sup>th</sup> December 21 and the second was organised at Central Tasar Research and Training Institute located at Nagri in Ranchi district. Students immensely benefitted by these visits. These visits were supervised by Dr H. Sinha and Dr Raj Shree Verma.



*Students' Interaction with Satish Girija*

**Urban Field Exposures (UFE):** This year we could not pursue our usual structured urban field exposures during the first and second trimesters due to continuous lockdown. However, we have signed an MoU with World Vision India to have a collaborative slum project. Under this MoU, students have started working in 10 slums of Ranchi from 21 February 2022. Students would conduct two surveys on the Health and Hygiene practices of slum dwellers namely Baseline and Endline in each slum. Between two surveys students would promote Health and Hygiene practices under the WASH project among slum dwellers. Each student would spend nearly 40 hours in the slum to complete their tasks and assignments. Dr Sanjay Verma has been supervising the entire urban slum project.

**Agriculture Field Practical:** Agriculture Field Practical (AFP) took place from November 2021 to January 2022. Dr H. Sinha conducted six practicals which included a visit to IINRG (Formerly Indian Lac Research Organization) and Horticulture research centre Eastern Region at Palandu. The remaining practical classes were conducted at Agriculture Training Centre, Namkom. These practicals were based on agriculture production and Lac cultivation. The duration of the practical was 35 hours.

**Rural Camp:** Rural exposure was one of the curricula which was most badly disrupted by COVID. However, all members of the PGDM-RM took a bold measure with the full support of the Director to reinstate it with a six-day non-residential camp during 3-9 October 2021 for the RM final year students. Every day students went to their respective villages early in the morning and returned in the evening. We profusely thank all students and their parents for courageously supporting this endeavor. The success of these camps enabled us to organise the second round of camps from 26 November to 2 December 2021. This time six camps were held in the same mode both for RM 1<sup>st</sup> year and RM final year students. The success of these two experiments helped to organise a fully residential rural camp for the first-year students during 3-12 March 2022.

**Block Placement:** Block placement training provides knowledge and connections to rural communities. The objective of this block placement training is to provide an opportunity for the students to observe and learn the practical aspects of different government programmes and schemes for sustainable community development at the block level. This observation and learning of government programmes and schemes take place in the form of block placement. In the current academic year, students were placed in 08 blocks (Kanke, Ratu, Mander, Nagri, Itki, Namkum, Ormanjhi and Angara block) of Ranchi district under the supervision of the Block Development Officer (BDO) and Block Programme Officer (BPO). Block Placement was held from 21 December 2021 to 31 December 2021. Students observed, learnt and understood the aims and objectives of the programmes and schemes like MGNREGA, JSLPS-SRLM, DDU-GKY, P-MAY, NSAP, etc. for alleviation of poverty, generation of employment, creation of durable community, social and economic assets and sustainable community development at the block level. They had an interesting discussion about the different programmes and how it has been planned and implemented to uplift the economic condition of people living in rural areas of the Ranchi district of the Jharkhand state.



*Study visit at Central Tasar Silk Research and Training Institute*



*Rural Camp at Chene, Namkom*

**Table 1: Block-wise placement of rural management students for 2021-23 batch**

Sl. No.	Block	Students		Total
		Male	Female	
1.	Kanke	04	05	9
2.	Ratu	04	05	9
3.	Ormanjhi	04	05	9
4.	Itki	05	03	8
5.	Mandar	04	04	8
6.	Angara	04	04	8
7.	Nagri	04	04	8
8.	Namkum	04	05	9
Total		33	35	68

## Summer Placement and Internship

The Summer Internship Programme (SIP) of batch 2020-22 has been completed successfully. It was held from 24 May 2021 to 22 July 2021 through both online and offline modes. We are grateful to all those organisations who showed trust in the calibre of the Rural Management students at our institute by extending their support and cooperation despite the tough conditions across the globe. Our students get the opportunity to exhibit their skills and expertise and thereby adding value to the organisation and society both.

**Table 2: Organisation-wise distribution of students for SIP**

Sl. No.	Name of the organization	Mode of SIP	No. of students		Total
			Male	Female	
1	Jharkhand State Food Commission	Online	02	03	5
2	TCSR, Mithapur Dwarka, Gujrat	Online	01	01	2
3	SIDHA, Kanke, Ranchi	Online	02	03	5
4	Srijan Foundation, Hazaribag	Offline	04	08	12
5	SCSTRTI, Bhubaneshwar	Online	02	0	2
6	People Science Institute (PSI), Dehradun	Online	04	04	8
7	TSRDS, West Bokaro Division	Online	01	0	1
8	TSRDS, Jamshedpur	Online	04	09	13
9	Tata Steel Long Products Limited, Jamshedpur	Offline	03	03	6
10	Bharat Petroleum Corporation limited (BPCL), Kolkata	Online	01	0	1
11	Pragati Gramodyog evam samaj kalyan sansthan, Prayagraj, UP	Online	05	05	10
12	Arouse NGO, Gumla	Offline	01	01	2
13	BRLPS, Patna	Offline	0	01	1
14	Gayatri Vidya Parishad Institute of Healthcare and Medical Technology, Visakhapatnam	Online	01	0	1
15	Phia Foundation, Ranchi	Offline	0	03	3
16	CINI, Kolkata	Online	0	01	1
17	Development Connect, Ranchi	Online	01	01	2



*Study Tour at NBJK*



**Figure 1: Summer Internship Sector Wise Distribution**



## Study Tour -2021

The Study Tour is a part and parcel of the academic activity of the Rural Management Program of XISS. Like every year, the class of 2020-22 was engaged in a one-week-long online -cum-physical study tour from 6 to 11 December 2021. The entire class was divided into two groups i.e., Group A (Roll Nos 1-38) under the guidance of Dr Sant Kumar Prasad and Dr Niranjana Sahoo and Group B (Roll Nos 39-75) under the guidance of Dr K.K. Bhagat and Dr Ashok Ohol. A total of 34 (Thirty-Four) multisectoral organizations consisting of Industries, NGOs, UN organization and MFIs were arranged for the virtual-cum-real time study tour to give the students a mixture of exposure to development practices. Followings are the list of organizations that students visited virtually.

**Table 3: List of Companies and Organisations visited during virtual Study tour**

Tata Trusts, Mumbai (Delhi Office)	HCL Foundation, Noida	Jindal Stainless Steel CSR, New Delhi HQ
Samvedana Development Society (SDS), Gurugram	Sun Pharma Ltd, Gujarat	Humana People to People India (HPPI), New Delhi
Utkarsh Small Finance Bank, Varanasi	International Youth Centre (Vishwa Yuva Kendra), New Delhi	SPARK Minda CSR, Gurugram
Bihar Voluntary Health Association of India, Patna	Maruti Suzuki India Ltd, Gurugram	United Phosphorus Ltd (UPL), Bharuch, Gujrat
Foundation for Advancement for Micro Enterprises (FAME)	<i>Indian Institute of Health Management Research (IIHMR), Jaipur</i>	Trickle Up India, New Delhi
Bharat Rural Livelihood Foundation (BRLF), New Delhi	National Dairy Development Board (NDDB), Anand, Gujarat	Nav Bharat Jagriti Kendra
UNICEF, Bhubaneswar	National Foundation of India, New Delhi	VANI, New Delhi
International Union for Conservation of Nature, Dehradun	CCL, Ranchi	AMUL, Anand
Population Foundation of India, New Delhi	Aga Khan Foundation, Ahmadabad	SOS Children's Village, New Delhi
HINDALCO, Muri, Jharkhand	WWF India, New Delhi	Foundation for Ecological Security, Anand
Save the Children, Ranchi	TRIF, New Delhi	CASA, New Delhi

**SWAYAM:** Since the Government of India has initiated an online study opportunity in various academic subjects, students of PGDM-RM have grabbed the opportunity. SWAYAM offers 2000 plus courses through NPTEL. In addition to the existing and approved course curriculum, students are allowed to do add-on courses through SWAYAM which are complementary to the PGDM-RM programme. Currently, almost 30% of students of the 2020-2022 batch have been enrolled in various courses. A list of the students and NPTEL courses is given below. Dr Niranjana Sahoo has been assigned to coordinate the SWAYAM Programme for Rural Management Programme.

**Table 4: Student's enrolment for Swayam Courses and number of Students**

NPTEL Courses	Number of Students Enrolled
Corporate Social Responsibility	19
Management Information	04
Water Society and Sustainable Development	03
Business and Sustainability	01
Decision Modelling	01
Project Management	01
Gender Justice and Work life Balance	02
Entrepreneurship and IP	01

## Webinars

To reap the rich benefits of New Normal and digital education, the RM Programme with the help of its Students' club PRAKRITI organised ten webinars/talks. These webinars were attended by 150 participants on an average. We highly appreciate the students' initiatives that organised each webinar in a highly professional manner. Details of the webinar organised by the Rural Management Programme of XISS with the help of PRAKRITI, a student's club are given below.

**Table 5: Details of Webinar organised by Rural Management Programme of XISS & PRAKRITI**

Date	Tentative Topics	Moderator/Coordinator
5 July 2021	Higher Education and National Education Policy: Challenges and Opportunities Ahead	On Behalf of XISS Coordinated by Dr Anant Kumar and Dr Pooja
30 July 2021	Impact of COVID on Economic Opportunities and Aspirations of Poor Women and Girls	Coordinated by Dr Raj Shree Verma and Dr Anant Kumar
2 September 2021	COVID, Migration and Women Workers	Coordinated by Dr Raj Shree Verma and Dr Anant Kumar
9 September 2021	Development Biographies	Coordinated by Dr Anant Kumar and Dr Pramil Kumar Panda
16 September 2021	Coping and Managing Humiliations	Coordinated by Dr Anant Kumar in Collaboration with CIP, Ranchi
23 September 2021	The Entrepreneurial Process of Seeking, Screening and Seizing Opportunities	Coordinated by Dr Ashok Ohol in collaboration with Bayan Academy
9 October 2021	Girl Envision: In the Digital World	Coordinated by Dr Raj Shree Verma in collaboration with Save the Children
22 October 2021	'Promoting COVID Appropriate Behaviour: Opportunities and Challenges	Coordinated by Dr Anant Kumar, Head, CBCS, XISS
16 December 2021	Early Marriage and Economic Prospects for Women and Girls in Post Lockdown Context	Coordinated by Dr Anant Kumar and Dr Pooja
18 November 2021	Climate Change, Sustainable Development and Commons	Coordinated by Prof. Himadri Sinha

**Students' corner:** RM students have put up a splendid show at the annual student function of XISS CASCADE 2022. RM students lifted the championship trophy in Cricket and also won the Rangoli competition. RM student put up a spirited fight in Badminton and lifted the runner-up trophy. RM students also became runner up in the FACE PAINTING competition.

## Faculty Activities and Achievements

### National Conclave/ Session/ Talk/ Conference participation

#### Prof. Himadri Sinha

- Delivered a lecture on 'Impact of Covid on Indian Economy and Livelihood Sectors' at the "National Conclave 2021 - Managing post COVID Development Transitions", a webinar organized by IIHMR University, Jaipur on 17 June at 3.30 pm.
- Delivered a lecture on 'The Role of Educators and Youth in Clean Air and Climate Action' at a webinar organised by SwitchON Foundation on the occasion of the United Nations International Day of Clean Air for blue skies held on 7 September 2021 (Tuesday), from 3:00 - 5:30 pm.



- Delivered a lecture on ‘Critical Analysis of NEP 2020’ at the national conclave of National EGF of UESI on New Education Policy held on 17 November from 5.30 to 8.00 pm through a webinar.

### **Dr Anant Kumar**

- Delivered a talk on ‘Health in Budget 2022-23’ in an online Budget Goshty organised by the Finance Department, GoJ in association with the Indian Institute of Management Ranchi (IIMR) on 20 January 2022.
- Attended the consultation meeting convened for the stakeholders for the development and implementation of the proposed SAMVAD CIP project with SAMVAD team from NIMHANS under the leadership of Prof. Shekhar Seshadri on 06/10/2021 at the Central Institute of Psychiatry, Ranchi.
- Delivered a talk titled, ‘Introduction to mental health and Psychosocial support’ in a workshop jointly organised by Childline, XISS in collaboration with Central Institute of Psychiatry (CIP), Ranchi on Mental health and Psycho-Social Support for Children who Need Care and Protection (CNCP) during the COVID-19 pandemic on 22 September 2022 at XISS, Ranchi.
- Delivered a talk on ‘Peace as a Rotary Agenda’ in an International Peace Day programme organised by the Rotary Club of Jamshedpur West on 22 September 2021.

### **Dr Niranjan Sahoo**

- Took a session on “ Leadership and Its Relevance with Engineering Education” as a Resource Person in the Faculty Development Programme at Sri Venkateswara College of Engineering and Technology, Pondicherry on 20 June 2021.
- Took a session on “Importance of Mentorship and Community Development Programmes” as a Resource Person in a national level training programme organised by SOS Children’s Village Country Office, New Delhi on 17 Sept 2021.
- Has taken session on Mentorship and its relevance with Development organised by SOS New Delhi on 17 Nov 2021

### **Dr Sant Kumar Prasad**

- Participated in Livelihoods India- Campaign for Sustainable Livelihoods of Poor Summit 16 -17 December 2021 organised by Livelihoods India and Co-hosted by NITI Aayog, Government of India.
- Attended a workshop on “Examination Reforms” from 17-19 January 2022 (AICTE’s Examination Reform Policy) jointly organized by Chitkara University, Punjab and AICTE.
- Participated as an Expert Committee Member and conducted interviews of SMM-SM&ID and CMM on 7-8 July 2021 and 4 January 2022 under DAY- NULM organized by Directorate Municipal Administration, Urban Development & Housing Department, Government of Jharkhand
- Participated in a series of meetings as an Expert Committee Member for CSOs Empanelment under Cluster Facilitation Programme organized by State MGNREGA Cell, Jharkhand
- Participated as an expert committee member and conducted interviews for DPM and APM on 2nd March 2022 organized by JEPC, Ranchi.

### **Dr Raj Shree Verma**

- Has been invited as a resource person to take a session on the Role of Educational institutions in Tobacco Control and the challenges faced by them at the National Tobacco Control Programme (NTCP), State Tobacco Control Cell, National Health Mission, Department of Health, Medical Education and Family Welfare, Government of Jharkhand, organised State Level Training of Trainers of the

District Level officials for the effective implementation of National Tobacco Control Programme and enforcement of Tobacco Control Laws with special emphasis on the role of Educational Institutions in making Educational Institution as Tobacco-Free and challenges faced by them on 2 September 2021

- Was invited as a panellist in the “Awareness and Access to Remedy for Women Migrant Workers in Garment Sector located at Jharkhand, Tamil Nadu and Delhi/ NCR” organized by PHIA Foundation, Change Alliance and UNDP at Ranchi on 28 September 2021.
- Was invited as a resource person in the Impact Lecture Session at Institution’s Innovation Council, Jharkhand Rai University, supported by MIC/ AICTE Ranchi, on 29 September 2021 to give talk on “Challenges and opportunities of Women Entrepreneur”.
- Was a speaker in the SYMPOSIUM ON GIRL ENVISSION: IN THE DIGITAL WORLD on 9 October 2021 organised by Save the Children and XISS.
- Conducted an Awareness Program on Maternal & Child Health on 29 October 2021, with more than 200 beneficiaries who are lactating women. It has been organized at the project location of Samri mines division at Aditya Birla- Hindalco Ind. Ltd.
- Attended a Workshop on Toolkit designing for Capturing Quality Learning Outcomes & Ensuring Community Engagement in SOCIAL AUDIT OF MDM & SSA in Jharkhand on 8 December 2021 as Social Audit Unit, Jharkhand has been directed by the Education Department to conduct the Social Audit of Mid-Day Meal Scheme and Samagra Shiksha Abhiyan for FY 2020-21 in 7000 schools of Jharkhand.
- Attended ICRW’s state-level dissemination workshop titled ‘Plan-It Girls: Empowerment and Employability - Impact and Lessons from Jharkhand’ to share the evidence and its implications for adolescent girls in Jharkhand on 17 December 2021.
- Took a session organized by IQAC and NSS Cell, of Jharkhand Rai University, Ranchi, as a resource person in the Workshop on” Fostering Social Responsibility and Community Engagement on 30 March 2022.
- Was a Guest speaker in an event organized by Pratigya, on the 8th of December 2021 for the topic “Impact of Gender discrimination on Higher Education” in the 16 days of activism against Gender-Based Violence under the theme set by the UN WOMEN which has is being observed from 25 November 2021 to 10 December 2021.
- Was one of the speakes on the session oraganiesd to review the Budget 2022-23 by XISS on 3 February 2022.

### **Dr Ashok Ohol**

- Delivered a lecture on Crafts Entrepreneurship at the Workshop-Seminar on 1 October 2021, organized by the Development Commissioner (Handicrafts), Ministry of Textile, Government of India. 1
- Participated in National Conference on “Community Mobilization” on 10-11 November 2021 at the Indian Social Institute, Bangalore.
- Delivered a Keynote address at the Conference organized by the Jesuit in Higher Education in South Asia on 26-27 November 2021 at the XIM- University, Bhubaneshwar. The topic of the talk was ‘Entrepreneurial University: Entrepreneurship and Higher Education.
- Delivered a lecture on “Crafts Entrepreneurship: Fair Trade” at the Workshop-Seminar on 28 January 2022 organized by the Development Commissioner (Handicrafts), Ministry of Textile, Government of India.
- Delivered a Lecture on Fair Trade for Handicraft artist-entrepreneurs on 10 February 2022. Organized by the Office of the Development Commissioner (Handicrafts) under the Ministry of Textiles, Government of India.

- **Prof Himadri Sinha, Prof K.K.Bhagat, Dr Niranjana Sahoo, Dr Anant Kumar, Dr Raj Shree Verma and Dr Ashok Ohol** have taken sessions in the MDP of JSLPS organised by the Rural Management Programme of XISS.

## Training Programs Conducted

**Prof Himadri Sinha, Prof. K. K. Bhagat and Dr Niranjana Sahoo** organised two days of MDP for the executives and CSR functionaries of SAIL RDCIS on 'Emerging Issues, Planning, Execution and Monitoring of CSR functions' on 1<sup>st</sup> and 2<sup>nd</sup> November 2021 at SAIL RDCIS Conference Centre, Ranchi.

### Dr Raj Shree Verma

- Conducted training on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 commonly known as POSH for Wabtec Corporation India. This was a day of online (through MS Teams) training on 15th December 2021. It has been attended by 32 members across India from various legal entities of Wabtec Corporation India. They were Internal Committee Members, Compliance Champions, HR team members, Legal Team, and CSR Team members.
- Conducted training on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 commonly known as POSH and Right to Information Act 2005 for IOCL Executives for the On-Line Mdhya-1 program being organized by IMA during 10-20 January-2022.

**Dr Ashok Ohol** Conducted courses in Qualitative Research Methodology and Participatory Research Methods for the students of Xavier Institute of Natural Resource Management, Ahmednagar, Maharashtra in workshop mode with practicum; from 26 February 2022 to 9 March 2022.

## Appointments

**Prof. Himadri Sinha** has been appointed as an Honorary Member of the Departmental Research Committee of School of Development studies w.e.f November 15, 2021, by IIHMR University, Jaipur.

### Dr Anant Kumar

Appointed as an Expert for JRF to SRF conversion meeting for the doctoral candidate by the Department of Epidemiology and Public Health, Central University of Tamil Nādu.

Appointed a member of the doctoral Committee of Birla Institute of Technology, Ranchi.

Appointed a member of the selection committee for the appointment of Dean, School of Sustainability Studies. MIT World Peace University, Pune.

Appointed a member of the Rotary Peace Fellowship and Scholarship Subcommittee

## Publications

### i. Journal (International)

Nair, A.T., Nayar, K.R., Koya, S.F., Kumar, A. *et al.* Social media, vaccine hesitancy and trust deficit in immunization programs: a qualitative enquiry in Malappuram District of Kerala, India. *Health Res Policy Sys* **19**, 56 (2021). <https://doi.org/10.1186/s12961-021-00698-x>

## Consultancy Project

**Dr Anant Kumar** is working as as Project Head in a project of UNICEF. The grant is for 11 months (Feb-Dec 2022) for COVID, health and sanitation intervention in 14 districts of Jharkhand. It is new grant which was received of total Value is 79,48,250 of which UNICEF Contribution is 72,18,250 and XISS contribution is 7,30,000.

**Dr Sant Kumar Prasad** conducted a research study on the Status of 11 Shelter Homes run by Ranchi Municipal Corporation” Request from Jharkhand State Human Right Commission Letter No. 896 Dated 11/08/2021., with Report and Enclosure of the Commissioner, RMC, Ranchi

## Faculty Development Programme

**Prof. Niranjana Sahoo** participated in ATAL FDP on” Strategic Performance Management” organised by XISS from 21-26 Sept 2021.

## Patents

**Prof. Niranjana Sahoo** innovated a patent on “ IoT Based Sustainable Incinerator for BioMedical and Pharmaceutical Waste “ along with Dr Ramesh Panda, Professor and Dean, Synergy Institute of Engineering and Technology, Dhenkanal, Odisha. This patent has been granted by the Patent Commission of Australia, Govt of Australia dated 01/06/2021

## Other Activities

**Prof. Niranjana Sahoo** participated in the National Institute of Rural Development (NIRD), Hyderabad’s Foundation Day celebration on 15th Nov 2021 as XISS Director’s representative.

## Placements

The rural Management program assists the students of the PGDM Rural Management Programme to get jobs in different institutions/agencies to pursue their future carrier. The current final year batch had 75 students. 4 students opted out of the placement process as they had their plan and not looking for a job. Till 29 March 2022, 85 percent of students have been placed and another 15 percent of students are participating in the placement processes of different agencies and their results are awaited. We are thankful to Dr Amar Tigga, Coordinator Central Placement Cell, XISS, Dr Sant Kumar Prasad, Placement Coordinator of RM program, Faculty members of RM program, Ms. Aditi Mehrotra, Placement Officer, RM Students’ Placement representative Mr Gaurav Mohan Sinha and Ms. Shradha M. Tigga for their sincere efforts towards placement amidst the pandemic challenges and ensuring job placement for this year’s graduating students.

## Collaborations and Connect

### Management Development Programme

The Programme of Rural Management of XISS has instituted an agreement with the Jharkhand State Livelihood Promotion Society (JSLPS) to sensitize their district and block level officials through MDP training.

## MoUs

Initiated by the PGDM-RM programme XISS has signed five MoUs for collaborative work association. These are as follows:

- i. CIP, Ranchi for youth counselling and mental well-being among B-School students.
- ii. Save the Children Fund for promoting child protection and gender equity.
- iii. World Vision of India for promoting health hygiene practices under WASH project in various slums of Ranchi.
- iv. PHIA Foundation for promoting the safety and security of migrant labourers.
- v. CCC (Centre for Catalysing Change) (SAKSHMA) for organising various webinars on gender issues.



## International Student's Exchange Programme

Like previous years, this year also Students Exchange Programme with Antwerp University, Belgium is organised. Ms. Muskan Agarwal and Ms. Pankhuri Priyam from RM- I have been selected to participate in two week's international summer course on European Diversity and Migration to be held in Antwerp, Belgium in July 2022. Ms. Purva Ghosh from the 2020-22 batch will also join them as she could not participate in the programme last year due to the COVID lockdown. We are thankful to the Belgium government for supporting us every year.

## Prakriti- Student Club of Rural Management

PRAKRITI, the official Students' club of Rural Management of XISS, Ranchi (2021-22) has conducted two national-level competitions in collaboration with Save the Children viz. Debate and Comic Making. Mr Yugit and Ms. Sipra from XIM Bhubaneswar received the first position in the debate competition. Mr Anurag from XISS has been declared the winner in the comic competition. Several webinars are conducted by Rural Management Programme in which Prakriti Team was so much instrumental in its execution. The Club is active on all platforms of social media and covers the engagement with the audience through it, like Rural Camps, Industrial Visits, Summer Internships, and Placement. They also exhibit achievements, promotions, and condolences messages of RM esteemed Alumni which become inspirations for all. The club is responsive on its platforms and also has an official email address [prakriti@xiss.ac.in](mailto:prakriti@xiss.ac.in) which one can reach officially.

## The Road Ahead

What is the future of the RM profession? Some of the decisions of the current central government are not encouraging for many NGOs and voluntary organisations working in the rural sector. However, the past few years have witnessed a phenomenal growth of microfinance, micro insurance, and small business facilitation centres in rural areas which have a high demand for RM professionals. Rural Banking sectors and Rural Marketing sectors are recruiting our students in large numbers.

On the academic front, we are constantly updating ourselves to keep track of the requirements of accreditation bodies and the global developmental trends. We are committed to enhancing our competency through an international student exchange programme, increased interface with companies, GOs and NGOs by way of student placement, faculty consultancies, and customised research programmes. We wish to play a more active role in national governance through policy interventions and advocacy. Our faculties are committed to increase their publications in SCOPUS and UGC listed journals, leading newspapers and other prominent media. We hope in the next few years RM programme will be ranked first in its category among all Indian B-Schools. The RM Programme has been working tirelessly to be the country's most coveted rural management programme without compromising on our values and vision to promote academic excellence for a sustainable society with peace, justice and reconciliation.



*Gourav Mohan received Champion's Trophy*





**First Row (L to R) :** Arvind Kujur, Nishant Tiwari, Ronit Banra, Krishna Kumar, Rahul Gupta, Saptarshi chakrabarty, Siddharth Guria, Pranjal Singh

**Second Row (L to R) :** Shruti Shrivastava, Meghali Deepshikha, Firdaus Gauhar, Venkatesh, Susmita Sen, Purvaa Ghosh, Sadia Saman, Priyanka Ghosh, Nidhi Singh, Mridula, Akansha, Vijeyta, Vaishnavi Sikha, Gourav Mohan Sinha, Aaushi Pandey, Prativa, Shanya, Manisha Bahanda, Mary Munda, Divyashree, Priyansa, Avinash.

**Bottom Row (L to R) :** Dr Sant Prasad, Dr Rajshree Verma, Dr Himadri Sinha, Fr M. Kujur SJ, Dr Anant Pandey, Dr Niranjan Sahoo, Fr Xavier Soren



The logo features the letters 'IT' in a bold, red, serif font, centered within a white circle. The circle is partially framed by a thick red arc at the top and a thick yellow arc at the bottom. The background of the entire page is a blurred image of server racks in a data center, with blue and green light trails and binary code (0s and 1s) overlaid.

IT

# Departmental Report of Programme of Information Technology

**DR MAHUA BANERJEE**

**Head, PGDM IT**

## Introduction

The emerging trends of the Fourth Industrial Revolution have a vital role to play as we recover from the COVID-19 pandemic and rebuild our economies. An essential consideration for governments, businesses and civil society is how these technologies are harnessed and regulated to accelerate growth, encourage innovation, and build resilience. The completion of two years PGDM – IT, 2020–22 batch will enable the students to address this present need of the world. This report is a sketch of the curricular, co-curricular and extracurricular activities of the students, faculty and the other stakeholders during the academic year 2021-22

## Students Activities and Achievements

### Curricular Activities

#### Summer Internship

The Summer Internship Programme, which is an integral part of the PGDM - IT programme, provides an opportunity to apply concepts learnt in class rooms to real business situations. Students are placed in various organizations as Summer Interns for a period of six to eight weeks. During this period a student works on a study being assigned to him or her by the organization and later prepares a dissertation report on that study.

In 2021, due to the pandemic the internship was in a virtual mode. The different organizations in which the students carried out the internships are Eupheus Learning India Pvt. Ltd., Ion Exchange (India) Ltd., Scholar's Den, Biztime IT Solutions Pvt Ltd, Concentrix, GAOTek Inc., Witzeal Technologies Pvt. Ltd., iPRIMED Education Solutions Private Limited, Tata Steel Ltd., Medicento, Ayekart Fintech Pvt Ltd., Hitaya



Technologies, ZenGages Learn and Grow Pvt. Ltd, MadeByMaa Food Network Pvt. Ltd., Knowledgetics Pvt. Ltd., Jharkhand IT Solutions Pvt. Ltd., Manpower Group Services India Pvt. Ltd., Landmark Group (Max Fashion), Flipspaces Technology Labs Pvt. Ltd. etc.

## Industrial Visit

The Industrial Visit is an important component in the career of a student as it provides valuable insights of the business world. This year the visit was done within Jharkhand due to the pandemic situation. The companies visited during 9-11 December 2021 were Vedanta ESL Steel Ltd., Indian Institute of Coal Management, Kanke and Jindal Steel and Power Ltd., Patratu. The students were enlightened with Industry 4.0, CSR activities, manufacturing units etc. in the different organizations.



*Industry Visit*

## Students' Achievements

- Fr Michael Van den Bogaert SJ Memorial Scholarship was awarded to the first two rank holders in ST/SC. The recipients were Ms Ruby Vaishali Minz and Mr Tanmay Kumar Patra respectively.
- Fr Michael Windey SJ Memorial Scholarship award for the two toppers in all categories have been awarded to Ms Shristi Sharma and Mr Ghanshyam Kumar Singh respectively.
- Fr Louis Francken SJ Memorial Scholarship for Ist two rank holders in Overall Performance have been given to Mr Aveek Das and Ms Priyanshu Thakur.

## Co-curricular Activities

### Live Projects

The live projects are of great importance. They cater to establish mutually beneficial relationships between the organization and the fresher. It not only improves the student job skills but also provide insights of the real world. The pandemic situation has helped the students to participate virtually in the live projects. As a result several students of the Program grabbed this learning opportunity. The live project details which the students carried out are as follows:

Organization	Work Profile	No. of Students
Kissanpro Agro Technology Pvt Ltd.	Agri Buyer Onboarding and Supply Chain Management/ Digital Marketing Strategy/Farmer Acceleration Strategy	9
Scholars' Den	Evaluation of Current Performance of K.C. Roy Memorial Hospital, Ranchi and proposed a Future Ready Re-engineering Strategy.	2
Witzeal Technologies Pvt. Ltd.	Building strategies for customer acquisition and retention, data analysis and research of user behavior and building new services for the platform.	2
Ayekart Fintech	Social media handling and market research	1
aNumak & Company	Market Research	1

## Extra-curricular Activities

### Book Research

Books play an essential role in every student's life. Research works on books are also very interesting area. A research analyst for book is very creative and organised. The students of PGDM – IT have been able to be a part of the research team for the book - Life 4.0. The book is based on how our lives will change in the next 20 to 30 years based on advancements in Artificial Intelligence (AI). The book will focus on multiple aspects of personal, professional, and social life.

The book is being co-authored by Dr Ali Soofastaei and Mr Abhishek Kaul. Dr Ali has written many books on AI and Mr Abhishek also authored a few chapters in them. As a part of this project, the students have the opportunity to read leading AI papers and develop a point of view based on the rapidly evolving AI technologies in the industry.

Each student has been assigned one specific topic like health and they read and synthesize current papers, publications, articles relevant to that topic with a focus on how AI technology is evolving (eg. in health for AI-based image diagnosis or IOT based intelligent health devices) and develop an overview of how that will impact our lives in future. The students are working 6 to 8 hours, per week since March, 2022 on Life 4.0 in the topics like Artificial Intelligence in entertainment, banking etc. Approximately 2 to 3 months will be required for completing the research work for one topic. On successful completion they will be provided a certificate, acknowledgment of contribution in the book, and financial assistance of \$4 US per hour. The students working in this are Ms Neha, Ms Ruby Vaishali Minz, Ms Shristi Sharma and Ms Bhavya Verma.

### CASCADE 2020–22

The Annual Sports and Cultural Fest were held from 21-26 March 2022 with great enthusiasm by the students. Different sports like Basketball, Cricket, Badminton, Table Tennis were played.

Ms Priyanshu Thakur and Ms Kajal Kumari were the 1<sup>st</sup> Runner up in women's double Badminton knockout. The match was between PGDM - Marketing and PGDM - IT.

In Table Tennis, the Boy's single match was between IT and HRM in which Mr Ghanshyam Kumar Singh bagged the 1<sup>st</sup> Runners up. The Boy's Double Match was played between IT and HRM. Mr Nihal Kumar and Mr Ghanshyam Kumar Singh bagged the 1<sup>st</sup> runner up.

The students also participated in various competitions like Rangoli, Face Painting etc. Ms Bhavya Verma of PGDM – IT and Mr Anurag of PGDM- Finance were the 1<sup>st</sup> runners Up.

### Students' Appreciation Certificate

Ms Shrishti Sharma has received a certificate of appreciation for showcasing her original work in Data Science to the Panel Judges at the National Level Gradskey Conference on Data Science.



*Basketball*



*Badminton*

## Faculty Achievements

### Dr Mahua Banerjee

- Osta G F, **Banerjee M** and Haran H (2021). Influence of Technological and Managerial Factors with respect to Demography on Productivity of Dewatering Plants, in PIMT Journal of Research (UGC Care), ISSN No.: 2278-7925, Volume – 13, No. 4, pp. 1 – 5, July – September, 2021.
- **Banerjee M** & Kumari R, Sinha A K (2021). A Comparative Study of Software Product Lines and Dynamic Software Product Lines, in International Journal of Electronics Engineering and Applications (IJEEA) Vol. 9, Issue 2, pp 01-10 June 2021.
- Dr Mahua Banerjee was the coordinator of the five day AICTE Training and Learning (ATAL) Academy Online Elementary FDP on “**Emerging Trends in Business Analytics for Managers**” from 22-26 November 2021.
- Dr Mahua Banerjee participated and successfully completed the AICTE Training And Learning (ATAL) Academy **Online Elementary FDP on “Machine Learning and its Application”** from **21-26 June 2021**.
- NPTEL SWAYAM awarded Dr Mahua Banerjee an appreciation certificate in recognition of her role as mentor for the NPTEL online certification course in “PYTHON for DATA SCIENCE” on Semester July-December 2021.
- A research scholar under the guidance of Dr Mahua Banerjee and Dr Asish Kumar Sinha has successfully completed her Ph.D. from RAI University, Ranchi in the month of February 2022 on the topic “Modelling Dynamic Software Product Line using Dynamic Delta Oriented Programming”.

### Prof Satya Narayan Singh

- was invited two times as a subject expert by JHARKHAND PUBLIC SERVICE COMMISSION (JPSC) under its career Advancement Scheme in 2021-2022.
- was appointed as external member for Ph.D, final viva-voce for the three candidates by Birla Institute of Technology Mesra Lalpur Ext. Ranchi. Examination was conducted in the month of December 2021 and February 2022.
- has been appointed as a member of the Board of Studies of Marwari collage Ranchi in the month of February 2022.
- was invited as Guest of Honour in International Conformance on Ancient Mathematics and Science (V.K.S University Bihar). The conference took place on 24 - 25 December 2021.

### Dr Madhumita Singha

1. Research Article: Title “COVID-19, FRAUD, AND COMPLIANCE”, Rupa Mahanti & Madhumita Singha (Neogi), Published online: 11 Feb 2022, EDPACS20222022 VOL. 00, NO. 00, AHEAD-OF-PRINT, 1-10. <https://doi.org/10.1080/07366981.2022.2038897>.
2. Certificate of Appreciation received for instrumental role as Active SPOC for SWAYAM-NPTEL Local Chapter for Jan-Dec 2021.



## Online Webinar/FDP Attended

### Dr Madhumita Singha

- Participated in the Webinar/Online Training on “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 “ from 1-2 September 2021 organized by National Productivity Council (Under DPIIT, Ministry of Commerce & Industry, Govt. of India)
- Participated & completed successfully AICTE Training And Learning (ATAL) Academy Online Elementary FDP on “Advance Data Analysis in Management and Engineering Research” from 01 to 08 August 2021 at Indian Institute of Information Technology and Management Gwalior.
- Participated & completed successfully AICTE Training And Learning (ATAL) Academy Online Elementary FDP on “ Software Testing : Emerging Trends” from 26-31 July 2021 at Manipal University Jaipur.
- Participated & completed successfully AICTE Training And Learning (ATAL) Academy Online Elementary FDP on “Internet of Things an Emerging Technology in Electronics Industry” from 19-23 July 2021 at Institute of Engineering and Technology, Devi Ahilya University, Indore.
- Completed 2 Weeks Instructor Led Live Online Faculty Development Program On Full Stack Android Apps Development held during 06 - 17 September 2021 Organized by Finland Labs (A Unit of Revert Technology Pvt. Ltd., New Delhi)

## Workshops / awareness programmes carried out for SWAYAM-NPTEL

- NPTEL Awareness E-Workshop on 11.01.2022, in association with Kumaraguru College of Technology, Coimbatore, Tamil Nadu&Xavier Institute of Social Service, Ranchi, Jharkhand.
- One session with HRM students regarding importance of certification from SWAYAM-NPTEL courses during the month of October 2021.

## Placements

The Campus Recruitment Programme is still continuing with its full potential. The total students placed till date is 94.11%. The different organisations which recruited the students are Infosys, WNS Global Services, Ayekart Fintech, Xiaomi Technology India Pvt. Ltd., Witzeal Technologies Private Limited, ICICI Lombard, DCB Bank, Utkarsh Small Finance Bank, Chaitanya India Fin Credit Pvt. Ltd., Utkarsh Small Finance Bank, Bharti Airtel, Birlasoft, Emcure Pharmaceuticals, EY GDS etc. The highest package is Rs. 8,90,000 and the average package is Rs. 6,08,000, till date.

## Pre Placement Offer

The Program of PGDM–IT has witnessed the Pre Placement Offer to three students in two different organisations. Md. Shadab has been offered as Management Trainee in Ayekart Fintech Pvt Ltd. with a pay package of Rs.6,00,000. Witzeal Technologies have extended an employment opportunity to two of the Summer Internship Trainees Mr Ghanshyam Kumar Singh and Mr Abhinav Kumar Shrivastava.

## AICTE ATAL Online FDP

The Programme of Information Technology organised a five-day AICTE ATAL Online Faculty Development Program on “Emerging Trends in Business Analytics for Managers from 22-26 November, 2021.

In the inaugural programme Dr Mahua Banerjee, coordinator introduced the topic to the august gathering. Dr Marianus Kujur, SJ, Director, XISS extended a warm welcome to the Chief Guest Dr Aloknath De, SVP/CTO-

Samsung R&D India, Bangalore, participants and all the dignitaries. Dr Kujur in his welcome speech spoke on the importance of data handling and scope for managers to deal smartly the analysis of data for business. Dr Aloknath De, in his Keynote address spoke on the intersection of Business Information Intelligence, Business Statistical Intelligence and Business Modelling Intelligence. The key highlight of Dr De's talk was application of artificial intelligence and machine learning in drawing results using a vast amount of data around us and how decision making in various industries are done. The Inaugural session came to an end with the vote of thanks proposed by Dr Pradeep Kerketta, SJ, Asst. Director, XISS.

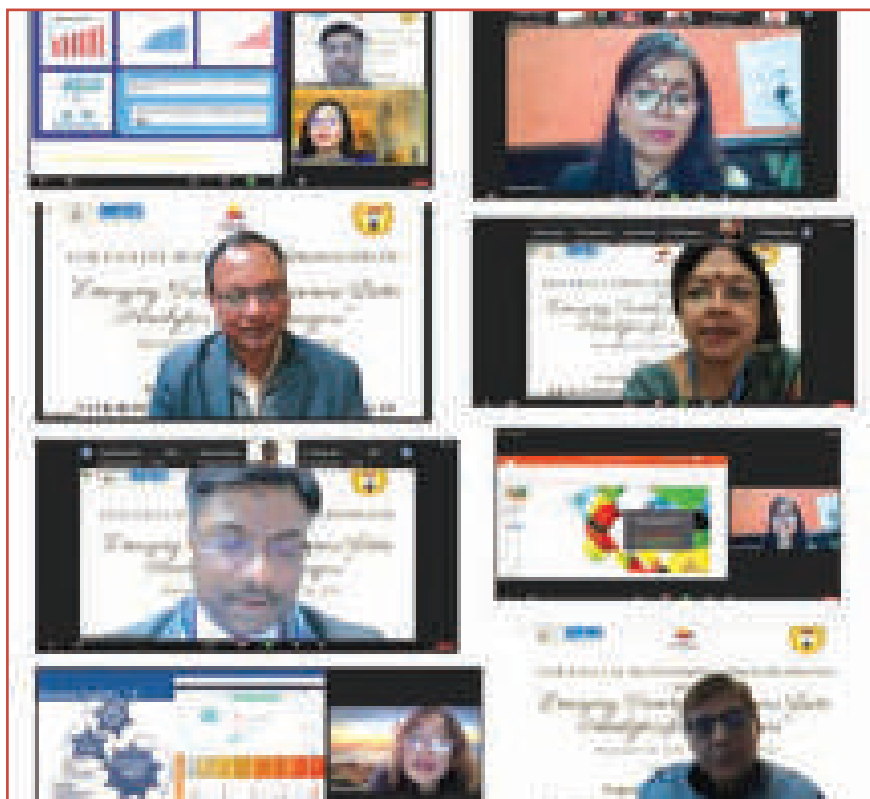
The details of the five day FDP is given below:

Day	Name of Speaker	Designation	Topic
ONE	Dr Aloknath De	Missionpreneur, TechCrafter, SVP/CTO-Samsung India	<b>Inaugural Session: Emerging Trends in Business Analytics</b>
	<b>Dr Swagatam Das</b>	Associate Professor Indian Statistical Institute, Kolkata	Evolution of Business Analytics for Data Driven Decision Making
	Dr Pradip Kumar Bala	Professor IIM Ranchi	<b>Relevance of Data Analytics for Business in Recent Times</b>
	Dr Anamika Singh	Director Sinhgad Institute of Management and Computer Application, Pune	Significant Traits of Business Data Analytics for Management Decision Making
TWO	Mr Poulastya Mukherjee	Robotics Software Engineer Düspohl Maschinenbau GmbH, Germany	AI enabled Business Analytics for Industry
TWO	Mr Indrajit Kar	Head of AI and Advanced Analytics, Product Development, Siemens, Bengaluru	Business Analytics for efficient Business Reengineering Techniques
	Mr Anindya Chatterjee	Sr. Machine Learning Engineer, Siemens, Bengaluru	Open-Source Applications for efficient Business Analytics
THREE	Dr Siddhartha Bhattacharyya	Fellow of The Royal Society of Arts, Manufacturers and Commerce, London, UK Principal, Rajnagar Mahavidyalaya	<b>Machine Learning for Business Analytics</b>
	Mr Atul Jawale	Development Manager (MindSphere IIoT (Industrial IoT), Siemens, Pune	1) <b>Connecting Business with IoT and Data Analytics</b> 2) Enabling Techniques of Business Analytics for Digital Enterprise

Day	Name of Speaker	Designation	Topic
FOUR	Dr Chandrani Singh	Director-MCA Sinhgad Institute of Management, Post Doc Fellow in IT from Lincoln Univ. Malaysia, Incharge STES Sinhgad Data Centre	1) Business Analytics for Innovation Practices 2) Pedagogical Data Analysis
	<b>Dr Hemant Palivela</b>	Associate Vice President - AI and Machine Learning eClerx	<b>Necessary Tools and Data Visualization for Business Analytics</b>
FIVE	<b>Mr Prosenjit Banerjee</b>	Director - Enterprise Architecture (FS GBU - Banking), Oracle, Singapore	Interdisciplinary approaches for Business Data Analytics
	Mr Sunil Kr. Gupta	General Manager (Retd.), State Bank of India	Art of living and stress handling with Yoga
Valedictory Session	Dr Mamta Rani Agarwal	Advisor-I, AICTE	Chief Guest's address in Valedictory Session

The different session coordinators were Dr Mahua Banerjee, Dr Satya Narayan Singh, Dr Madhumita Singha, and Mr Sarbjeet Prasad. Mr Sushil Ranjan Roy was the Rapporteur in the valedictory session.

The valedictory session was graced by Dr Mamta Rani Agarwal. She enlightened the audience on the importance of the study of data analysis, explained about the job related to Data Analysis, shared facts about the exponential rise in enrollment in online data science course, the top IoT trends in 2020 and the recommendations of Harvard Data Science Review (HDSR). Prof. Sushil Ranjan Roy summed up the insights of all the Business Sessions of the five-day ATAL FDP as a Rapporteur. Prof. Amar Eron Tigga, Dean Academics proposed the vote of thanks.



*ATAL FDP*





**First Row (L to R) :** Abhinav Kumar Shrivastav, Md Shadab Alam, Aveek Stephen Das, Vrishank Jha, Anand Shankar Mohanty, Prince Kumar, Suraj Kumar Sahu, Ghanshyam Kumar Singh, Rohan Kumar, Nihal Kumar, Aryaman Singh Rishabh Choudhary, Vishal Deogharia, Tanmay Kumar Patra, Akshat Anant

**Bottom Row (L to R) :** Shivangi Varma, Bhavya Verma, Ruby Vaishali Minz, Neha, Nisha Kumari, Anjali Shikha, Priyanshu Thakur, Kajal Kumari, Amrita Singh, Tasnim Fatma, Tanisha Agarwal, Tanya Sen Gupta, Priya Sharma



# MM

## Departmental Report of Programme of Marketing Management

**DR PINAKI GHOSH**

**Head, PGDM-Marketing Management**

### An Overview of the program

The programme of marketing management completes yet another successful year. It remained focused on the core objectives which it had laid for itself. The programme continued to build the core of preparing the students for a career in the field of sales and marketing. Though the year 2021-22 had challenges in the initial months because of the pandemic, the programme came out strongly in every aspect of academic, cocurricular and extracurricular delivery. The programme continuously looked for opportunities to scale up the engagement levels of the students and faculty for the betterment of the teaching and learning processes.

The salient features of the programme of academia-company connect, industry designed and delivered curriculum, faculty initiatives in teaching and learning, live projects from companies, innovative pedagogy remained the strong points of the program of marketing.

Along with this the regular activities falling in the category of the co-curricular, and extra-curricular events were carried out successfully.

### Student Activities and achievements

#### Co-curricular

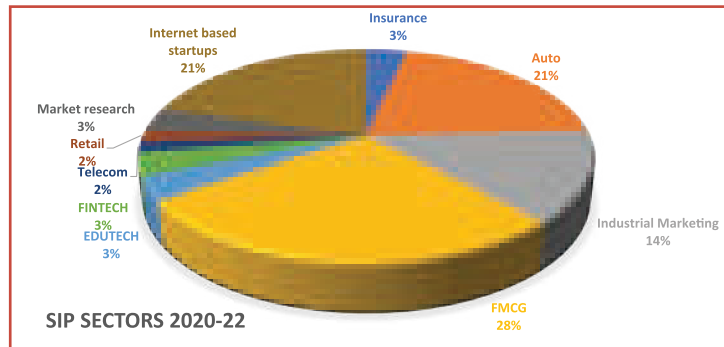
In the co-curricular activities, the program of marketing management conducted various activities. The major ones are as follows: -

- Summer Internship
- Rural Camp
- Virtual Industrial Visit
- Guest Talks from Industry



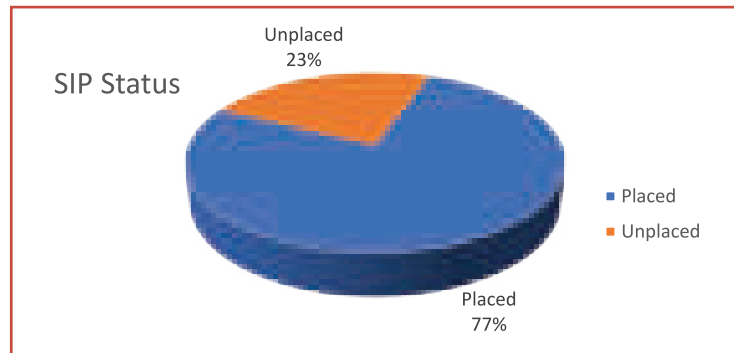
## Summer Internship

The SIP of the batch of 2020-22 was completed in the month of June 2021. The batch witnessed range of sectors which came for SIP recruitment. The students were placed in different companies representing different sectors. Some of the notable companies in which the students got placed were Tata Motors, Tata Steel, Dabur, Coca Cola, Amul, Times Internet, Airtel, Vox Populi to name a few. The figure below represents the sector wise representation of companies in which the students got placed for the batch 2020-22.

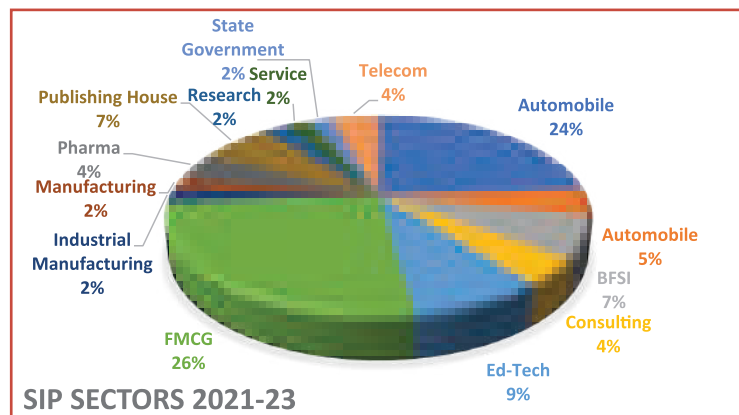


The highest stipend offered in the SIP for the batch 2020-22 was Rs. 20000/- pm

For the batch 2021-23 the summer placements are in the concluding stages with 77 percent placed already and few more companies already lined up. In a few days we expect the remaining students will also get placed.



Like last year 2021 this year also several companies participated in the recruitment process of the summer interns. Some of the companies like Tata Steel, Tata Motors, Dabur, Airtel, ICICI Prudential AMC, Neophyte consulting, Eupheas Learning, Medica Hospitals, Vox Populi, ISWPL to name a few, participated in the summer placements. Please find below the illustration of the sector wise placements of the students of the batch 2021-23.



The highest stipend paid to the student of the batch of 2021-23 has been Rs. 30000/- pm.

## Rural Camp

The rural camp is an integral part of the program of marketing. This is a course which helps the students to understand and describe the rural economy and the market, to evaluate the market potential of different rural product and services, to learn about the rural entrepreneurship opportunities and to sensitize them to the rural settings. This is very much aligned to the Vision -Mission of the institute as well as the Program education objectives and the Outcomes of Marketing Management Program.

To ensure that the students get to visit the rural places physically and get first-hand information this activity was withheld till the COVID scenario eased out after the second wave. The places selected for this physical visit were the rural markets of Khunti and Gumla. Students were divided in groups of 30 each for this purpose. Two faculty members Prof. A.R. Bodra and Dr Pooja were leading the teams to Khunti and Gumla respectively.



The rural camp was for 4 days from 3-6 December 2021. In Gumla, the team visited several organizations like Arouse, JSLPS, Pradhan, Tribal Museum to name a few. Also, they met the rural people and got aware about their way of living. Similarly, the Khunti team visited places WDC, BDO office etc. This was a healthy learning for the students along with the faculty members.

The rural camp for the batch 2021-23 is scheduled from 28<sup>th</sup> March 2022 to 31<sup>st</sup> March 2022. This year the programme of marketing intends to identify NGOs in the places of Khunti and Gumla who are providing agribusiness and non-agribusiness support to the farmer entrepreneurs. Also, this year the program intends to work closely with promising entrepreneurs to identify their business problems and provide solutions. This will need a continuous and round the year activity.



*Rural camp meet with JSLPS at Khunti*

## Virtual Industrial Visit

As part of the curriculum, every year the second-year students of the marketing management programme visit different industries located in metro cities of India to learn from the interactions with practicing managers and professionals. But this year, due to covid-19, the industrial visit was organized virtually by the programme of Marketing from 11-24 January 2022. MarkBuzz, the official marketing club of XISS has been given the responsibility to conduct the sessions.



*Student presenting about the program of marketing during the Rural camp meet 2022*

The virtual interaction was conducted by using Zoom meet link. Experienced corporate professionals from sectors like Banking, Retail, Telecom, Consultancy, FMCG, Research interacted with the students. The interaction majorly emphasized on the requisite skill and core competencies a marketing student requires to excel in sales and marketing domain. The interaction highlighted the recovery of the industries after the crisis created by covid-19 pandemic in India. The interaction also highlighted the expectations of the industries from the budding marketing managers and coping management skill with corporate culture. Each interaction was conducted by the students with the expert guidance of the faculty members. Students actively participated in each interaction through question-answer session. A total of nine sessions were conducted. A broad outline of each session of the VIV-2022 has been given below.

Date	Name of the Guest and Designation	ACompany	TTheme
11.01.2022	Mr Sachindra Kumar Rai, Chief Compliance officer, SBM Bank (India) Ltd	Banking and Compliance	AI- based Banking: Challenges and Opportunities
12.01.2022	Mr Sandeep Narain, Chief Retail Officer, Shoppers Stop Mr Jagannath Ojha, National Lead, Sales, and Operation, Shoppers Stop	Retail Store Operation	Advancement and Challenges in Retail Operation

Date	Name of the Guest and Designation	A Company	T Theme
15.01.2022	Mr Kaushik Das, Chief Financial Officer, Fujairah Building Industries PSC, Dubai	Supply Chain	Role of Supply Chain in the fast-Growing Emerging Market
16.01.2022	Mr Deepak Kumar, General Manager-Analytics, CLICK FLYER	Business Analytics, Digital Marketing	Application of Data Science in Industry
22.01.2022	MR Ritesh Bharadwaj Head, Aggro Chemicals Business & Corporate, Godrej Agrovet Ltd	HR, OB	Skills and Competencies for Future Managers-Sector Wise Perspective
23.1.2022	Mr Gautam Borah, Ex-Vice President, Vodafone	Telecom, operation	Cooking Excellence - Corporate lessons not taught in B - Schools
24.1.2022	Mr Satya Bonala Founder and Director, Vox Populi	Market Research, Digital Marketing	Consumer Segmentation

## Extra-Curricular

Along with co-curricular activities the program of marketing students also engaged in different extracurricular activities.

The following table illustrates the different activities they were engaged with in the year 2021-22.

Event	Organiser	Date	Title	Status	No. of Participants	Type
Business Plan Competition	Jharkhand Rai University	30 November 2021	BIZ PLAN'21	Certificate of Participation	04	Inter College Event
Sustainability Challenge	L'oreal	2021	L'Oreal Sustainability challenge 2021	Certificate of Participation	02	
Online quiz	Flipkart		Flipkart Wired 5.0	Certificate of Participation	01	
Panel Discussion on Union Budget 2022	XISS, Ranchi	3 February 2022	Union Budget 2022	Speaker	01	
Online Poster Making Competition	ICC, XISS,Ranchi	December 2021- January 2022	Online Poster Making Competition	1 <sup>st</sup> Prize winner	01	Institute Level Event
Reliance Quiz-a-thon 6.0	Reliance	30 November, 2021	Reliance Quiz-a-thon 6.0	Certificate of participation	01	National
Fingenius	Finaxiss	9 January, 2022	Fingenius	Winner	01	College
Tata Imagination Challenge 2021	Tata Sons	31 January, 2022	Tata Imagination Challenge 2021	Certificate of participation	01	National
Igniters Club	Dare 2 Compete	17 February, 2022	Igniters Club	D2C Chief Igniter	01	National
Break the Bias	NITIE, Mumbai	13 March, 2022	Competition	4th Position	01	National

Event	Organiser	Date	Title	Status	No. of Participants	Type
Online Hackathon Festival (OHF) Season 3	Indian Institute of Technology (IIT), Guwahati	21 March, 2022	Online Hackathon Festival (OHF) Season 3	Certificate of participation	01	National
Online Quiz - Business Track	Flipkart	Flipkart Wired 5.0			01	National Level Event
Online Quiz	Reliance Industries Limited	Reliance Quiz-a-thon 6.0			01	National Level Event
Online Quiz	Kalyani Government Engineering College (KGEC), West Bengal	Infinite 1.0			01	Inter College Event
Case study Competition	Shri Ram College of Commerce (SRCC), University of Delhi (DU), Delhi	Case-e-Crisis			01	Inter College Event

## Student Publications

02-04-2021	Harshit Singh Arora	Being a Writer in a B-school	<a href="https://obscuraxisblog.wordpress.com/2021/04/02/being-a-writer-in-a-b-school/">https://obscuraxisblog.wordpress.com/2021/04/02/being-a-writer-in-a-b-school/</a>
19-09-2021	Prerna Aditi	Tier 2 Cities and Luxury Brands: A Match Made In Heaven Or Hell	<a href="https://obscuraxisblog.wordpress.com/2021/09/19/tier-2-cities-and-luxury-brands-a-match-made-in-heaven-or-hell/">https://obscuraxisblog.wordpress.com/2021/09/19/tier-2-cities-and-luxury-brands-a-match-made-in-heaven-or-hell/</a>
03-10-2021	Prachi Suman	Women in Business	<a href="https://obscuraxisblog.wordpress.com/2021/10/03/women-in-business/">https://obscuraxisblog.wordpress.com/2021/10/03/women-in-business/</a>

## CASCADE 2022

Xavier Institute of Social Service (XIIS), Ranchi, organized CASCADE, a special event from 21 - 26 March 2022. The first-of-its-kind cultural and sports event was a fun-filled celebration as students from different departments participated with full enthusiasm and zeal. The series of events in CASCADE included activities such as badminton, basketball, cricket, table tennis, and tug of war in which students enjoyed their hearts out.

The students of the Program of Marketing along with other programs too participated with utmost passion. Shimona Rashi and Tulip Saha of Marketing Management won the Badminton (Women's double) against Information Technology Management by 21:14 and 21:11. In Badminton (Mix double) Shimona Rashi and Satya Prakash bagged the runner-up position against students of Human Resources Management.

The Face Painting Competition held in the morning of 26 March 2022 was won by Krittika Khaskel and Ankita Raj.



Students of Marketing Management also performed stupendous dance on various songs.

## MarkBuzzz Activities Report

Markbuzzz-The official Marketing club of XISS, organized many educational and fun events this academic year. It all started with the welcoming sessions for the Marketing batch of 2021-23. The founding members of Markbuzzz were invited. They discussed about the importance of clubs, and how Markbuzzz has helped the Programme of Marketing and talked about the success of the first ever Markbuzzz event. An alumni talk series was conducted, which involved Senior Consultants, Vice-Presidents, and Directors of huge MNCs like SAP, Deloitte, etc. who discussed about Marketing with technology, how to prepare oneself for corporate, financial market, etc.

An induction session was conducted for the new members of Markbuzzz, and immediate seniors of batch 2019-21 who formed the core team of Markbuzzz were called upon. They were responsible for organizing Markbuzzz 2.0 which was a very successful event as it involved participants from all around the country and attracted big sponsors like BMW & KTM. They elated us on how they made Markbuzzz 2.0 a grand success and guided us to continue that path and take that legacy further.

“Online freshers” was conducted for the batch of 2021-23. The objective was to enhance the grooming capabilities of the students. It consisted of three rounds: the first round was aimed at bringing out the various talents and flair of the students. The task required them to send across a video showcasing their talents. The second round evaluated the marketing acumen of the students along with their decision-making abilities through a Q & A. For the final round, the top 11 students were selected. The students were judged on various criteria like creativity, presentation, originality, and language. Finally, ICE Queen & King were decided.

## TEDx Kanke

The programme of marketing management students worked with the TEDx Kanke team to organize the one of its kind events in the April 2022. The organization had identified XISS as a partner to this event. 21 students from the program representing both the 1<sup>st</sup> year and the 2<sup>nd</sup> Years worked rigorously in the successful organization of the event as well as marketing the event to the different stakeholders

## Faculty Activities and achievements

### Dr Pinaki Ghosh - organised guest lectures

The resource person was **Mr Vivek Sharma, Vice President -Strategic Planning and Product Development at Leeford Healthcare Limited.** He is also an alumnus of the program. The aim of the session was to bridge the gap between the practice of product management and the classroom delivery on the subject. He spoke on the latest trends and applications of product management in the industry.

He also organized a face-to-face guest talk by **Mr Gaurav Chatterjee** and **Mr Shivam Bharadwaj** from **Nestle India**, both alumni of the marketing program. It was indeed a great opportunity for Marketing students to meet them and gain some insights from them to understand the market in a broader sense.



*Marbuzzz frmally invites 2019-21 core members of markbuzzz*

Two more such face-to-face Alumni Talk sessions were organized by him, one from **Mr Shan Prabhakaran Senior Manager, Mahindra, and Mahindra** Mumbai on 17 December 2021 and then by **Mr Kushagra Verma, Senior Manager Tata Motors Pune** on 21 December 2021



*Shan Prabhakaran's session with the students*

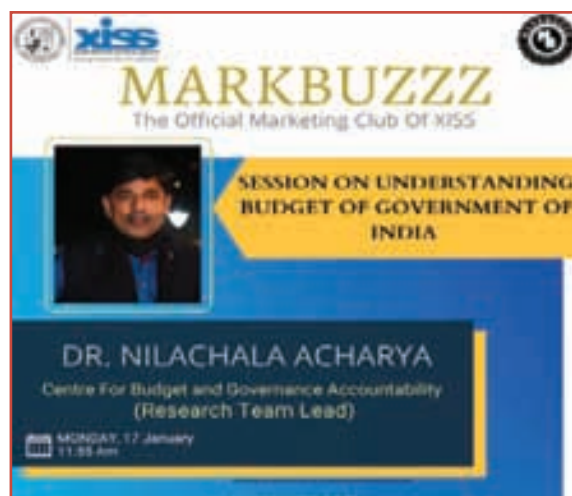


*Kushagra Verma, Senior Manager  
Tata Motors delivering a talk*

### **Dr Bhabani Prasad Mahapatra**

Mr Amarendra Gupta, AGM, Financial Inclusion and Development Department, Shimla, Himachal Pradesh, was the speaker for the virtual session on monetary policy in India. He explained how Monetary Policy is necessary for the economy and what are various types of inflation worries in the country. He also threw light on the instruments of Monetary Policy Act along with the Monetary Policy Framework.

Dr Nilachala Acharya, Research Team Lead, Centre for Budget, and Government Accountability (CBGA), New Delhi was the speaker for the virtual session on understanding budget. He explained the taxable and non-taxable revenue collection, determinants of tax reforms in developing countries along with Fiscal Policy. He threw light on fiscal deficit and current account deficit. The insightful session was followed by a question-answer discussion round.



*Session on understanding budget of GOI*

### **Book Chapter/ Article Publication**

- **Pooja, Bhatia, N. and Kumar, P's article** – “Emotional Intelligence amongst Millennials- Male vs Female Leaders in IT and ITES Sector” has been accepted for publication in the International Journal of Human Capital and Information Technology Professionals (IJHCITP), Indexed in SCOPUS.

### **Webinar / Special Session Organized /conducted**

**Dr Pinaki Ghosh** organized a webinar on the “**Application of Amazon Web Services (AWS) in business/ corporate world**” on 9 October 2021. Mr Shwetabh Verma the speaker of the Webinar shared some valuable insights about how AWS and other Cloud Computing platforms are beneficial in today’s business world. The webinar was attended by students from the first and second years of Marketing Management.

### **Dr Pooja**

- Completed Atal FDP on “Leadership and Excellence in Professional Education” Organized by IIFT, New Delhi from 12-16 July 2021.

- Completed an e-MDP on 4-Labour Codes & its Implications organized by XLRI, Jamshedpur from 7-28 November 2021.
- Conducted a session on “Introduction to the Basic Parametric and Non-Parametric Tests Using SPSS” for the Students and PhD Scholars of Rai University, Jharkhand on 25 July 2021.
- Organized and moderated a Webinar on New Education Policy, 2020: Challenges and Opportunities ahead (5th July 2021).
- Organized and moderated a webinar on “Impact of Early Marriage on Life Choices of Young Women in Eastern India “part of Sakshamaa-XISS Webinar Series on COVID 19 and Economic Opportunities for Women in Eastern India on 16 December 2021.

**Dr Bhabani Prasad Mahapatra** attended a webinar organized by Ranchi Smart City Corporation (RSCC) and Ranchi Municipal Corporation on **21 January 2022** to celebrate the Open Data Day. As a keynote speaker of the webinar, Dr Mahapatra said that open data provided by the Government should be optimally used by the citizens for improving the participatory governance and the public service delivery. He highlighted the importance of data and its life cycle and usage of available data. The webinar was presided over by Mr Rakesh Kumar Nandkyoliar, General Manager, RSCC and the webinar was attended by academicians and students of different educational institutions, officials of central and state government and media representatives.

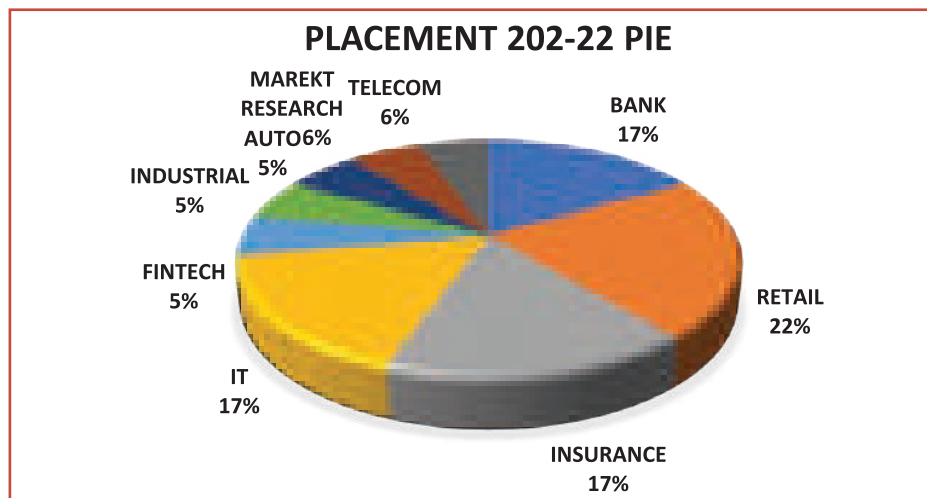
## VIV coordination

Dr Bhabani Prasad Mahapatra coordinated a panel discussion on the Union Budget for the financial year 2022-23 at Fr. Michael Van den Bogaert SJ Auditorium **on 3 February 2022**. XISS faculty members and student speakers discussed the details of the Budget in sectors like health, education, finance, agriculture, social sector, etc. He also was one of the speakers on Implication of budget 2022-23 on agriculture and food security.

He was invited by Ministry of Textiles, Government of India as a resource person to speak on “Micro Finance for Craftsmen Development” in the one-day Craft awareness programme at Siladon, Khunti **on 28 January 2022**.

## Placements: Final placements and details of PPOs

As the corona crisis eased out in the country, the placement scenario improved overall for the institute. The program of marketing is almost in the verge of 100 percent placement with 51 placed out of 52 appeared candidates.





This year CTC also have taken a major jump with the highest CTC being 12 lakhs per annum. The average CTC is 7.1 lakhs and has improved since the last year. Retail, Market Research, FinTech, Banking and financial Services, Telecom, Auto were the major recruiters.

Two students. Mr Pranav Kapoor and Ms. Preeti Singh were offered PPOs in their SIP companies Ms. Preeti got her PPO at Vox Populi and Mr Pranav at TATA AIG.

The above Pie chart indicates the representation of the different sectors in the programme of marketing placements. As seen, Retail followed by IT and Banks had the major presence in this year's placements.

## Miscellaneous

Dr Fedric Kujur joined the programme of marketing as an Assistant Professor. He is a PhD in the marketing area from IIT Dhanbad. His specialization area is in digital and social media marketing.

## Concluding remarks and the road ahead

Overall, the program has been able to make satisfactory progress in the year 2021-22 with some “hits” and “misses” but the difficult times due to pandemic did not help to scale the program performance higher. The success pillars of academic, Industry connect, and alumni relations were achieved but we intend to touch open these areas with renewed strategies.

In academic activities we plan to bring in more changes and rigour in the courses offered to match them with the leading institutions. We wish to make the curriculum robust based on the expectations of the different stakeholders. Courses from the upcoming areas of tech-based marketing to sustainable marketing could be some key additions. Considering the expectations of the companies from the summer interns on coverage of certain courses the program will bring about certain changes in the curriculum design.

In the area of industry connect, the program continuously strives for finding opportunities to bridge the academia-industry divide.

With respect to alumni relations, we have been able to engage the alumni in the form of student interactions as well as curriculum review. Based on alumni feedback we were able to bring certain changes in the curriculum and delivery. Further, the program plans to create dedicated “alumni shadow boards” for students. This will help the program and the students to get valuable feedback and help from the alumni. Forums for alumni engagements will also be increased for greater participation which will enable greater recognition and value sharing.



**First Row (L to R) :** Akash Raj Dudhwani, Harshit Singh Arora, Pranav Kapoor, Rajan Singh, Naman Nidhish Choubey

**Second Row (L to R) :** Adity Singh, Isha Sharma, Avina Kujur, Tulip Saha, Preeti, Shubham Sahay, Riya Kumari Singh, Ayushi Kataruka, Akanksha Bagga, Arvind Kujur, Vivek Minz, Animesh Sarkar , Sagun Soren

**Bottom Row (L to R) :** Rahul Raj, Srishti Sinha, Rishav Ankit, Zeno felix barla, Vishal Kumar, Sibashish Sanyal, Anand Kumar, Sonu Kumar Marandi





# FM

## Departmental Report of Programme of Financial Management

**DR ARUP MUKHERJEE**

**Head, PGDM-Financial Management**

### Introduction

Finance plays an important role in the economy. As banks, credit unions, and other financial institutions provide credit, they help expand the economy by directing funds from savers to borrowers. The fundamental success of a strategy, in a business scenario depends on three critical factors: a firm's alignment with the external environment, a realistic internal view of its core competencies and sustainable competitive advantages and careful implementation and monitoring.

Financial education is increasingly important, and not just for investors. It is becoming essential for the average family trying to decide how to balance its budget, buy a home, fund the children's education, and ensure an income when the parents retire. The growing sophistication of financial markets means consumers are not just choosing between interest rates on two different bank loans or savings plans but are rather being offered a variety of complex financial instruments for borrowing and saving, with a large range of options. Keeping these ideas in mind, we develop our students to rise up to the need of the hour, perform and deliver.

The two year PGDM (Financial Management) equips the students with a keen appreciation of the business challenges in the financial services industry.

### Students' Co-curricular activities

All the co-curricular activities of the students of both the years were held in online mode owing to Covid-19.

To bring the awakening among the youths about digital change, AIMA (All India Management Association) in collaboration with JMA(Jamshedpur Management Association) conducted a flagship program "**Shaping the**



**Young Mind Program**”(SYMP) from 10:30 am to 2:00 pm on 25 August, 2021, in a virtual mode and youth across the country participated in good numbers. The students of the Programme of Financial Management also participated in large numbers in the event. The guest speakers were:

1. Mr Sunil Kant Munjal (Chairman, Hero Enterprise & Past President, AIMA)
2. Mr Piyush Pandey (Chief Creative Officer)
3. Mr TV Mohandas Pai (Former President, AIMA)

## Event of AIMA

In its quest for innovation, Flipkart launched its flagship B-School case study competition **Wired 5.0** in the month of August on D2C platform under the theme “**Your Ideas: MAXIMISED**” to give PGP/MBA program 1<sup>st</sup> and 2<sup>nd</sup> year students across India, a first-hand experience of challenges in the Indian e-commerce ecosystem. The round 1 attracted participation in teams of three.

The Participants were Harsh Garodia, Gurlin Kaur, Shristi Banerjee, Komal Kumari, Priyanshu Ranjan, Ritika Priya, Ananya, Ayushi, Shilpa Kerketta, Shreyash Rajgaria, Rimjhim Ranjan, Aman Raj, Arpit Aryan, Meena Kumari, Akash Kedia, Kumari Kirti, Swapneel Verma, Divya Singh.

## Event of Flipkart

In view of the Financial Risk, a webinar on **Financial Risk Management and its Career Opportunities** was organized by the programme on 15 September 2021 in the evening. The session was taken by the founder of Midha Education Pvt Ltd, **Mr Micky Midha**.

On 19 September 2021, a session on Taxation was organized for students of all the programmes of XISS. Mr Sashank Kumar, from the Programme of Financial Management (Batch of 2020-2022) was the speaker for the day. He addressed the session by giving some significant insights on taxation, such as: making tax easy, importance of tax returns, types of income tax returns, steps to find taxable income, imposition of compulsory tax charges on person and most importantly practical usage tax filing.

The session was highly appreciated with wonderful feedback.

On 11 September 2021 a webinar was conducted for the students of PGDM Finance (2020-2022). The speaker for the day was Mr Ashish Shankar, an alumnus of XISS batch 2013-2015.

In this session, Mr Ashish has shared his roles and responsibilities at Deloitte with the students. He also shared his life experiences and all the while focused on the importance of various skillsets and financial tools; a post graduate student should be equipped with to achieve his/her dream job. He also advised students on how to build their CV according to their strengths.

On 25 September 2021, the students of finance department attended a webinar of which the Guest speaker was Mr Pranjali Mitra, an alumnus of XISS of batch 2014-2016.

He has worked with Wipro as Project Engineer, TATA Mutual Fund as Assistant Manager, Mirae Asset Investment Managers (India) and is currently a part of SBI Mutual Fund as Senior Manager-Product Development. Mr Pranjali took the stage and gave a summary of his past achievements and experiences. This session was an interactive one where students asked various queries on preparing for various job interviews. The students were asked a series of questions by our guest speaker to which they replied with their utmost knowledge.

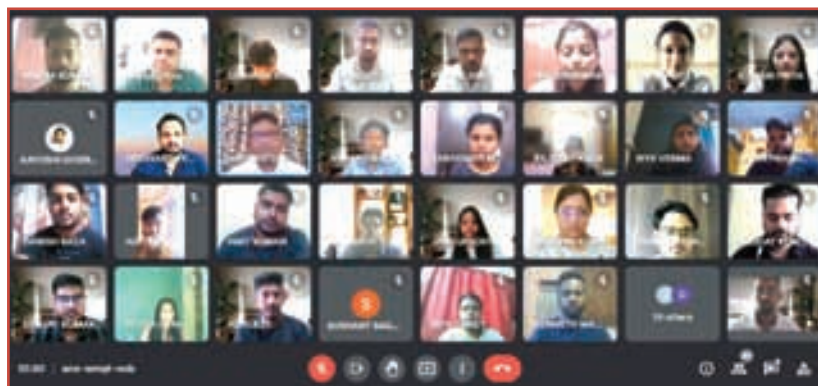
The 2<sup>nd</sup> year students of Programme of Financial Management were privileged to have yet another enriching webinar on 25<sup>th</sup> September 2021 with Mr Ashutosh Sharan, alumnus of XISS (2009-2011). Mr Sharan is a loyal employee of Northern Trust and has been working there for 10 years now. In this session, he discussed the current job scenario for Finance professionals and the importance of tools like Microsoft Excel, PowerBI, SQL, Python. He then shared his experience on how the above-mentioned tools can help fresh post-graduate students achieve their job and manoeuvre their career.

**Vigilance Awareness Week** was observed at XISS on **30 October 2021**. An inter-department quiz and speech competition was organized in collaboration with NTPC for which the topic was **“Independence India @75, Self-Reliance with Integrity”**. **Ms Rimjhim Ranjan, from the programme of Financial Management won the 3rd prize.**

Also on 29 October 2021 Vigilance Awareness Week was celebrated at CCL in which Yukta Goenka and Sristi Saraogi of Programme of Financial Management participated in Rangoli Competition and won 3<sup>rd</sup> prize.

A Corporate talk was organized by the students of the programme on 9 November 2021 on **“Women in Motion”** on the zoom platform. Students from all five disciplines were asked to join the session. Two speakers were present from Axis Bank namely:Ms. Vaijayanti Naik, and Harish Iyer.

On 27 November 2021 to mark “World Investor Week 2021” the Team Finaxiss in collaboration with “Her Money Talks” conducted a workshop and invited the students of XISS to participate in the Workshop. The theme of the workshop was “How Students can start an Investment Plan”. The workshop helped students to understand the essence of investment & build their portfolios. The attendees also received certificates.



*Webinar-Guest Speaker Pranjal Mitra*

The Industrial visit of the programme was conducted from 6-11 December 2021.

The entire industrial visit was conducted

in an online mode. Esteemed managers from various organizations interacted with the students on various issues related to business management. In total the students interacted with 09 managers of high esteem belonging to 09 different organizations. The list of the companies is given below:

COMPANY NAME	RESOURCE PERSON	DESIGNATION
Bank of India	Mr Neeraj Chaturvedi	Chief Manager, HR & IR.
SBI Mutual Fund	Mr Lagan Agarwal	Vice President & Regional Head
Pantaloons	Mr Vishal Kumar Sinha	Area Business Manager
Dell Technologies	Ms Archana Sahay	Head CSR
Nirvesta Capital Fincorp	Mr Santosh Kumar Mohapatra	Founder
SEBI	Mr Rakesh Kumar	Regional Director
Vedant Assets	Mr Lallit Tripathy	Founder & CEO.
HDFC Bank	Mr Bikash Ranjan Dash	Regional Credit Head
Natwest Royal Bank of Scotland	Mr Siddharth Solanki	Associate Market risk & Data Management

FINAXISS, the Departmental Club of the Financial Management Programme at XISS (Ranchi), held the “FINGENIUS - Finance Quiz Contest” on 8-9 January 2022, with strong participation from all XISS departments. The names of the three Final Round winners were as follows:

- Arnav Sinha - Winner (Marketing Management)
- Nandani Kumari Runner up (Financial Management)
- Vimanyu Purty 2<sup>nd</sup> Runner up (Financial Management)

All the winners received cash prizes as well as dessert coupons.

On 22 January 2022, students from the Financial Management Programme, in the presence of Director, Dr Joseph Marianus Kujur SJ, the HOP, Dr Arup Mukherjee and other faculty members were treated to an extremely informative session by Dr RKS Mangesh Dash, President, CHDNLR, and co-founder, TWARAN. He shared his valuable insights on “The New Science of Managerial Leadership.”

### Session of Mr Mangesh Dash

With freedom in mind, faith in words and pride in heart, Xavier Institute of Social Service (XISS) saluted the nation on the 73rd Republic Day of India.

XISS celebrated republic day on 26 January 2022 on its premises. The event began with the traditional flag hoisting ceremony by Dr Joseph Marianus Kujur SJ, Director, XISS. The director also enlightened the students with his inspiring words. He talked about the nation’s unity and pride as well as the progressive growth of the country in various fields. Then a patriotic group song was performed by the students of the Financial Management Programme. Thereafter, scholarships were awarded to some of the students by the Director, XISS assisted by Dr Arup Mukherjee, HOP, Financial Management Programme, XISS.



*Rural exposure*

“Blockchain - The biggest opportunity set we can think of over the next decade” - Bob Grifeld.

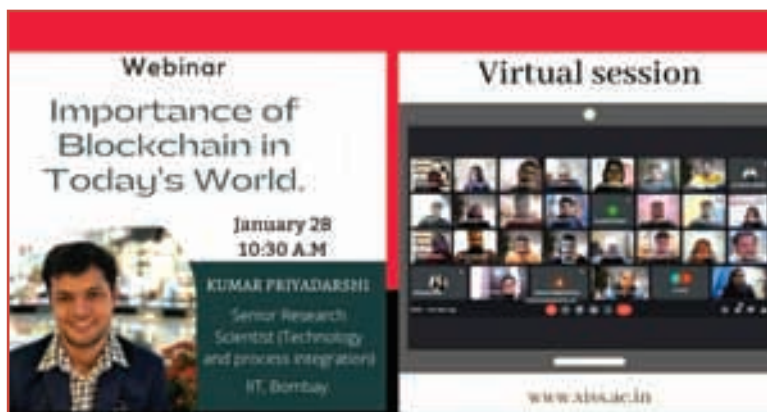
The Financial Management Programme of XISS (Ranchi) on 28-01-2022 on boarded Mr Kumar Priyadarshi, a Senior Research Scientist specializing in Technology Development and Process Integration at IIT Bombay, to interact with the students of Financial Management Programme Batch of 2020-22 on the topic: “Importance of Blockchain in today’s world”. The discussion started with the utility and futility in banks. The key takeaways of the discussion were:

- Causes of the 2008 crisis, which led to the underground evaluation and email chain discovery by Mr Satoshi Nakamoto
- The failure of socialism as everything in life is by contrast. A person is rich only if there is someone poorer.
- How Bitcoin solved the Byzantine General’s Problem and the evolution of metaverse.



Mr Kumar encouraged the students to bring in new ideas to make a change in the blockchain industry and advised the students to watch dramas like Mr Robert and The Spy

Xavier Institute of Social Service, Ranchi, on 3 February 2022, organised a panel discussion on the Union Budget for the financial year 2022-23 at Fr. Michael Van den Bogaert S.J Auditorium. The faculty session was moderated by Mr Prashant Kr. Kha and the students' session was moderated by Ms Satyapriya Mitra (PGDM Finance). Swapneel Verma (batch 20201-23) represented the Department of Financial Management in the Budget session.



*Talk on Block chain- Speake from IIT Mumbai*

**Mr Swapneel Verma** of 1<sup>st</sup> year participated in an **Article writing competition** hosted by **K.J. Somaiya, Mumbai** and **won the competition** which saw participation of students from colleges such as IIM Kozikhode, Great Lakes etc. Mr Swapneel was declared as the winner of article of the month titled "The Great Resignation 2021".

**Mr Amrit Horo** of 1<sup>st</sup> year was selected at the college level from the programme of Financial Management for the opportunity of the **Two-day program of Jharkhand Students' Parliament** organized by the **Secretariat of Jharkhand Vidhan Sabha** (Jharkhand Legislative Assembly).

**Ms Komal Kumari** of 1<sup>st</sup> year participated in **Technic Ideas Presentation Competition** organized by Hindi Seva Mandal's and secured **2<sup>nd</sup> position**. She had also participated in **D2C competition** organized by **Rotaract Club of Narsee Munjee College** and secured **1<sup>st</sup> position** out of total 40 teams.

A team of three including **Harsh Garodia, Kirti Kumari, Divya Rashmi** won the **B-plan competition** organized by **ACIC GIETU & NinthSem** and supported by **NITI Aayog, Gov of India**.

**Harsh Garodia** participated in **D2C Competition** which was organized by a Maharashtra based college where he pitched an idea about the **Kantabai App** and out of 257 participants including top colleges participants secured **2nd position**. His idea was also selected as first helpers under process for incubation in IIT Delhi.

On 23 March 2022, two students, namely Ms. Riya Verma and Mr Robin Sethi from the 2<sup>nd</sup> year participated in the inter college debate competition organized by RBI. Ms. Riya Verma was awarded a certificate of winner, and a Trophy along with a cash prize of Rs.2,500/-. Mr Robin Sethi was also awarded a certificate of runners up, and a Trophy along with a cash prize of Rs.1,500/-.

Learning is not only in Academics but also in co-curriculum. In view of this, CASCADE' 22 was organized in the 3rd week of March comprising various cultural events and inter- departmental sports tournaments like Cricket, Tug of War, Basketball, Badminton and Table Tennis, in which Finance department showed excellent performance and won the following prizes: -

- Tug of War – Boys' 1st Prize
- Tug of War – Girls' 1st Prize
- Badminton – Men's Doubles 1st Prize
- Basketball – Boys' 1st Prize
- Basketball – Girls' 2nd Prize
- Cricket - 2nd Prize



*Team of Financial Management*

## Faculty achievements

### Journal Publications

- Gupta, S., **Dwivedi, R.**, Smita, Rai, P. and Das, S. K. (2022). Analysis of thermal effect on propagation of Rayleigh surface waves in a composite structure. *Journal of Earth System Science*, 131(1), 1-9. (Indexed in *Scopus*, *Science Citation Index Expanded*, etc. **Impact Factor = 1.371**)
- Gupta, S., **Dwivedi, R.**, Smita and Pramanik, S. (2021). Propagation of G-type Wave in a Viscoelastic Medium Lying over a Heterogeneous Fibre Reinforced Half Space. *Mechanics of Solids*, 56(4), 600-612. (Indexed in *Scopus*, *Science Citation Index Expanded*, etc. **Impact Factor = 0.452**)
- Gupta, S., **Dwivedi, R.**, Smita and Dutta, R. (2021). Rayleigh wave propagation at the boundary surface of dry sandy (SiO<sub>2</sub>) thermoelastic solids. *Engineering Computations*, 38(8), 3368-3387. (Indexed in *Scopus*, *Science Citation Index Expanded*, etc. **Impact Factor = 1.593**)
- **Giri, A.K.**, and Singh, S.P. (Forthcoming), India's Handknotted Carpet Industry in Reforms Era: Export Performances and Challenges, *International Journal of Business and Globalisation*

### Book Chapters

**Dwivedi, R.**, Smita, **Chaturvedi, R.**, **Mukherjee, A.**, **Tigga, A. E.**, Kaur, A., & Rai, P. (2022). Analysing the Relevance of Corporate Social Responsibility Programs in Value Chain of an Organization during COVID-19 Pandemic. In *Making Complex Decisions toward Revamping Supply Chains amid COVID-19 Outbreak* (pp. 165-181). CRC Press.

### Paper Presentations in Conferences/Seminars

- **Kausar, A & Pooja** (2020, February 6-8). Impact of financial literacy on sustainable financial living in the region of Jharkhand, ETTIC, 2020, Department of Humanities and Social Sciences, Jaypee Institute of Information Technology, Noida.

- **Dwivedi, R.**, Ghatak, I., Prasad, K., Smita and Sinha, A. K. (2022, February 11-12). *Evaluation of Factors for Domestic Violence of Working Women in India through MOORA Approach*. 3<sup>rd</sup> International Conference on Mechanical, Materials and Renewable Energy, SMIT, Gangtok, India.
- Senapati, S., Prasad, K., **Dwivedi, R.**, Jha, A. K. and Jangre, J. (2022, March 26-27). *Application of machine learning algorithms for cataract prediction*, 1st International Conference on Computational Intelligence for Engineering and Management Applications, Regional Association for Security and Crisis Management, Serbia & MCKV Institute of Engineering, West Bengal, India.

## Others

- Apart from the above on 11-12 February 2022, Dr Amit Giri Chaired the Track on “Economic and Income Inequalities” at the 8<sup>th</sup> Annual Conference of Centre for Economic Policy Analysis & Research (CEPAR) of Department of Economics.
- **Dr Rishi Dwivedi**
- Successfully completed **Two Weeks** Short Term Training Programme on **Mathematical Foundation of Computer Science** organized by National Institute of Technical Teachers’ Training and Research (NITTR) Kolkata from 10-21 January 2022.
- Successfully completed **One Week Short Term Training Programme on Environmental Pollution and Protective measures** organized by National Institute of Technical Teachers’ Training and Research (NITTR) Kolkata from 14-18 March 2022.
- Successfully completed **One Week** refresher programme in “**Online AICTE – ISTE Sponsored Induction / Refresher Program on NBA Accreditation – Its Opportunity and Advantages (Phase II)**” organised by Advanced Technical Training Centre Bardang, East Sikkim from 3-8 May 2021.
- Successfully completed **One Week** refresher programme in “**Online AICTE – ISTE Sponsored Induction / Refresher Program on NBA Accreditation – Its Opportunity and Advantages (Phase III)**” organised by Advanced Technical Training Centre Bardang, East Sikkim from 17-22 May 2021.

## Rural Camps

Two teams from the Programme of Financial Management conducted the Rural Exposure Camps beginning from 8-11 March 2022. One of the team visited Gumla and the other visited Simdega. The basic objective of this exposure was imparting an understanding of the deeper aspirations of the common people for justice and the students would see their training as a preparation for true service to the society. The perfect blending of humanity and professionalism, the amalgamation of management, leadership and social service is the main motto of this esteemed institution that creates, “Professionals with a difference.” During the camp students



*Virtual Industrial Visit- Dell Technologies*



interacted with villagers, SHG's, Gram Panchayat, Mukhiya, etc. They also tried to understand the behaviour of the village market and complexities of rural livelihood.

## Placements

Total Students Appeared for the Placement Process	55
Total Students Placed as on 16 March 2022	52
Placed Students Percentage	94.55
Highest CTC	9.10
Average CTC	6.42

Companies Recruited	
Tata AIG GIC Ltd	ICICI Lombard
Tata Capital Financial Services Limited.	HDFC Bank Ltd
TCS	Deloitte India
Xiaomi Technology India Private Limited	ICICI Lombard
Infosys	Bandhan Bank Ltd
Chaitanya India Fin Credit Pvt Ltd.	Utkarsh Small Finance Bank Ltd
Bandhan Bank Ltd	ICICI Prudential AMC

**Road Ahead:** All the faculty members in the Programme of Financial Management are motivated to take the Teaching and Learning process to the next level. Though the placements of the batch of 2020-2022, have been satisfactory, still we would like to see an increase in CTC as well as better profiles. We would also endeavour to prepare our students in a way that become more responsible towards society as well as emerging issues in the society.



**Students (left to right) Bottom Row :** Aradhna Jeoty Deborah Das, Priyanka Goyal, Riya Tirkey, Satyapriya Mitra, Nandani Kumari, Jaya Upadhyay, Oshin Runda, Mansi Agarwal, Candida Barla, Neha Kumari Keshri, Shalini Tiwari, Saraswati Mardi, Kanak Sneha Lakra, Aayushi Goenka, Tanu Shree

**Second Row (left to right) :** Anima Gracy Lakra, Rajdeep Kaur, Kritika Ranjan, Riya Verma, Kumari Priya, Shraddha Agrawal, Astha Rani, Namita Kumari, Shruti Mishra, Rashmi Kumari, Shivani Singh

**Third Row (left to right) :** Rahul Kumar Pandey, Sanjay Kumar, Siddharth Kumar, Satya Prakash Rajak, Subham Kerketta, Joy Beck, Aditya Kumar, Akash Kumar, Anurag Subham Toppo, Sameer Joseph Ferrao, Sashank Kumar, Aditya Raj, Kenneth Marshal Toppo, Joy Lucas Baxla, Swapna Sarit Kar

**Fourth Row (left to right) :** Sushant Sagar, Anand Mahto, Nilotpal Kant Kishore, Ujjwal Wahadar, Akshay Kumar Pathak, Danish Raza, Deepankar Dev, Ankit Roshan Horo, Emil Ashish D’Cruz, Abhijeet Saw, Robin Sethi, Saurabh Kumar Jha

**Faculty (Left to Right) :** Prashant Kumar Jha, Prof Arana Kausar, Prof Bhaskar Bhowani, Prof Arup Mukherjee, Prof Ratnesh Chaturvedi, Prof Rishi Dwivedi, Prof Amit K. Giri





# CPC

## Central Placement Cell (CPC)

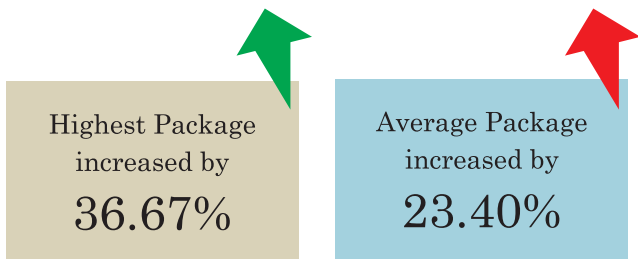
**DR AMAR E. TIGGA**

**Dean-Academics & Chief Placement Coordinator**

The placement cell of XISS is proud and elated to announce that the placement season 2021-22 has been truly remarkable and a landmark event despite the impact of global pandemic, COVID-19. The feat we have achieved would not have been possible without the unwavering trust the corporate has shown in the quality and competitiveness of our students. As the Industry has started opening after the unprecedented situation due to COVID-19 and its changing requirement of jobs, the organizations were looking for new talents who can drive the organizations' growth in new business scenario. XISS Ranchi is committed to provide the right talents who can take the responsibility of growth of the organizations while taking care of its people. It is a huge encouragement and humbling event which makes our resolve to continue serving the various organizations with the supply of capable, energetic, and talented managers.

The final placement figures this year has touched to 96.48%, which is a record achievement in XISS history. As a testimony of competence and tenacity of our students exhibited during their internship period, we received 11 PPOs. Highest CTC we clocked was another feather in the cap of the Institute. Two students from PGDM-HRM received a CTC of Rs 20.50 lacs. Stipend offered to summer interns was equally encouraging with the highest stipend of Rs 1.00 lacs.

All said, this is a success we must share the credit of with our regular recruiters who have shown enormous faith in our ability to provide the rich pool of talent we nurture at our Institute. Participation of many new recruiters also excites us about working with fresh crops of corporations that are going to drive the future of employment generation. We thank both, regular and new recruiters, from the bottom of our grateful heart for





showing faith in our Institute and our students. We look forward to their continued patronage as we gear up to fulfill their expectations.

We have adopted a structured approach towards functioning of our placement cell wherein the Central Placement Cell (CPC) works in close coordination with departments through Department Placement Coordinators and Summer Placement Coordinators to guide all students through the journey of becoming a desirable talent. Mentoring, feedback from placed students, mock interviews, and GDs etc. are conducted across programs to prepare students for the upcoming placement season. Timely preparation of placement brochures, identifying the fast-evolving requirement of corporate and designing suitable training modules, enabling student placement representatives to connect and attract recruiters gives a self-sustaining and a dynamic tinge to the entire placement effort. This year too, almost 96% of recruitment process were conducted online and our students have also adapted the changing interface with great enthusiasm and commitment to perform well.

We started the placement season on a very cautious note at a time when job losses, uncertainty, and slowdown in the economy were the buzzwords. In this context getting the opportunity to host 118 companies to participate in the process was not just a huge relief but highly motivating. Out of 118 recruiters, 42 were new recruiters. Total of 274 offers were made with a highest CTC of Rs 20.50 lacs per annum and the average CTC was Rs. 7.06 lacs per annum. The average salary for the Human Resource Management (HRM) program touched a record Rs 10.13 LPA. The program of Marketing Management (MM), the program of Human Resource Management (HRM), , Financial Management (FM), Program of Rural Management (RM) and the Program of Information Technology (IT) have achieved a placement of 100.00%, 97.22%, 96.43% 94.37%, and 94.12% respectively.

The recruiters represented well diversified sectors such as Consultancy, Automobile, Power, Steel, Fin-Tech, Edu-Tech, BFSI, IT, Retail, Telecom, Pharma, Health and Social/Non-profit organizations.

Highest number of jobs offers came from the Development Sector i.e. 13.38% followed by IT and Banking Sector which recruited 11.41% each and then Insurance sector 11.02%,

Infosys offered the highest no. of jobs at 29 followed by HDFC Bank Ltd which offered 19, ICICI Lombard Insurance Company which offered 15, Tata AIG GIC Ltd offered 13, Utkarsh Small Finance Bank offered 10, SOS Children's Village with 09 offers and ICICI Prudential Life Insurance Ltd. which offered 10.

Some of the prominent recruiters from various sectors were as follows:

Consultancy: Deloitte, EY GDS, DarwinBox, Vox Populi etc IT Sector: Infosys, TCS, BirlaSoft, Atomberg Technology, Witzel Technology etc Automobiles Sector: MG Motor, Mahindra & Mahindra, Tata Motors, VE Commercials (Volvo) etc. Fin-Techs: PayU, MSwipe, Spice Money etc. Banking Sector: HDFC Bank Ltd, Axis Bank Ltd, Yes Bank, DCB Bank, IDFC First Bank, AU Small Finance Bank, Bandhan Bank Ltd, Fincare Small Finance Bank Ltd, Ujjivan Small Finance Bank, Utkarsh Small Finance Bank Ltd, Federal Bank, etc. Insurance Sector: ICICI Lombard, Tata AIG GIC Ltd etc. Financial Services/AMC: ICICI Securities, ICICI Prudential AMC, Tata Capital Financial Services, Kotak Life Insurance, Narnolia Financial Services etc. Microfinance: Cashpor Microcredit, Annapurna Finance, Chaitanya India Finance etc Retail Sector: Reliance Retail JioMart, Reliance Retail Ltd, ABFRL Pantaloons, Landmark Group (Max) etc. Telecom Sector: Bharti Airtel, Vodafone Idea Ltd etc. Development Sector: BAIF Development Research Foundation, Bihar Rural Livelihoods Promotion Society (BRLPS), Jharkhand State Livelihood Promotion Society (JSLPS), SOS Children's Village, St Jude Child, Rajeevika - RGAVP, Shikshit Rojgar Kendra Prabandhak Samiti (SRKPS), FES, Centum Foundation, Vedanta CSR, Bihar Rural Development Society, Tripura Rural Livelihood Mission (TRLM), Adani CSR, SUPPORT, etc. Manufacturing Sector: Reliance Industries, Vedanta Ltd., Aarti Industries, Tata Steel, Tata Advance System Ltd., Tata Metaliks Ltd., Aditya Birla Hindalco, Cummins India, HFCL, Holcim Group, ISWPL, Polycab India, JSW-BPSL, Tata Power DDL, Jindal Group, Uttam Galva, Ultra Tech

Cement, etc. FMCG: Adani Wilmar, MTR Foods Pvt Ltd, Biskfarm - SAJ Food Products (P) Ltd. Pharmaceutical: Alkem Laboratories Ltd., Emcure Pharma etc. Other sectors: Iprimed, Society for HRM (SHRM), JSW Energy Ltd, Narayana Health, Manipal Tata Medical College, Flipspaces Technology Labs Pvt Ltd.; Xiaomi Technology Pvt Ltd.

Overall Placements  
**96.48%**

**71**  
 Students with more than 8 Lakhs CTC

## KEY HIGHLIGHTS

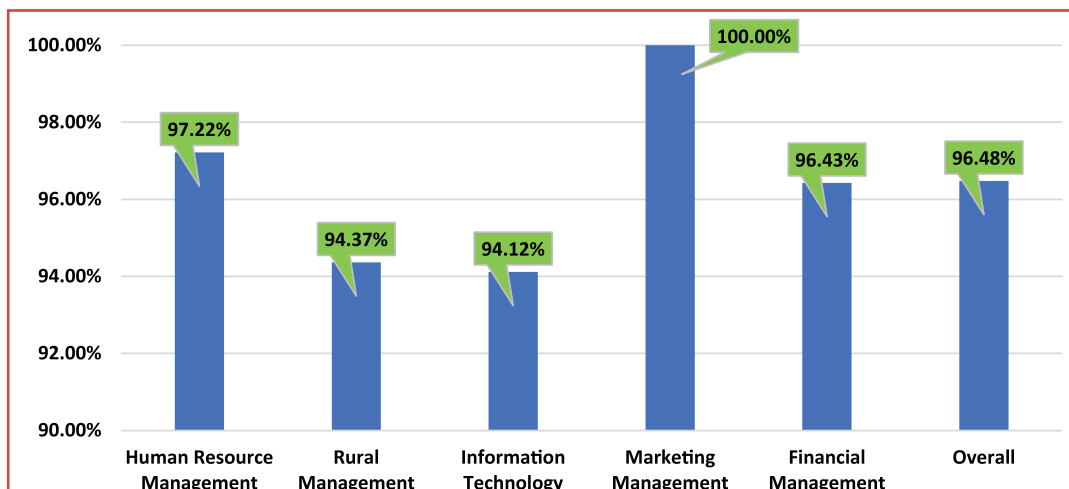
- Highest Package this year is Rs. 20.50 Lakhs per annum
- 11 PPO's from three departments i.e. Human Resource Management, Information Technology and Marketing.
- Percentage of students placed in 1st Phase was 68.50%
- Percentage of students placed in 2nd Phase was 27.98%
- Most of the Summer Internships for Batch 2021-23 is with stipend & PPO facility (Highest Stipend is Rs. 1,00,000.00 per month)

## Placement Statistics for Class of 2020-22

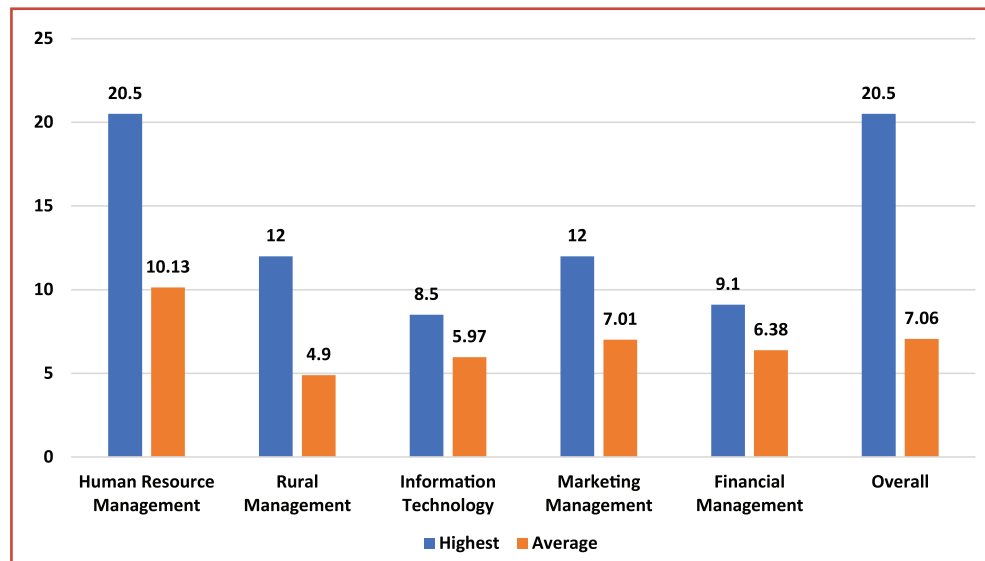
Number of Companies / Organizations participated in the Campus Recruitment process	118
Companies / Organizations that participated for the First Time for Final Placements	42
Number of students joining their family business / Higher Studies / Opted Out of Placements	15

Different Departments offering PGDM	Batch Size for Placement	Placed	%age placed
Class of HRM	72	70	97.22%
Class of Rural Management	71	67	94.37%
Class of Information Technology	34	32	94.12%
Class of Finance	56	54	96.43%
Class of Marketing	51	51	100.00%
Total	284	274	96.48%

## Placement Percentage 2020-22



### Salary package (CTC): INR in Lakhs per annum: 2020-22



We would like to share the credit of this excellent placement season in the post-covid situation, with respected faculty members who groomed students and instilled a sense of purpose among them. The students also deserve special words of praise for keeping the flag of the institution flying high.

A special thanks to the head of all PGDM programs and my core team of placement cell Prof. Prashant Kr. Jha (Assistant Placement Coordinator), all Program Placement Coordinators: Dr Sant Kumar Prasad, Dr Kumar Mohit Spring, Dr Pinaki Ghosh and Dr Madhumita Singha.

Ms. Aditi Mehrotra has shown tireless commitment and sincerity as a placement officer and deserves our sincere appreciation. She smoothly managed and coordinated the online process alongwith the students' placement coordinators. The internship process ran smoothly, and students received multiple offers amidst all the challenges. It could happen largely because of Ms. Koyel Mukherjee's dedication and commitment to provide good summer internship opportunities to our students. We thank both for their effort.

We appreciate and thank all the students' placement representatives and the members of their team for their tireless effort and hope it inspires their successors to fit in their big shoes.

In this changing and challenging time, we were able to achieve the highest ever placements of HRM in terms of percentage of students placed. The marketing management program has got 100% placed with highest CTC of 12 Lacs per annum. The other three programs have also done very well in terms of numbers of students placed. The highest and average package were also increased by 36.67% and 23.40%, respectively.

We aim higher and endeavour to work hard in achieving the maximum possible placements in the upcoming placements seasons.





# R&P

## Department of Research and Planning

**DR PRAMIL K. PANDA**  
**Head of the Department**

### Introduction

The department of research and planning was established in the year 1978 with an objective of carrying out consultancy research projects from various clients including the governments (both central and state), public sector undertakings, corporate companies, and non-governmental organizations. Over the years it has conducted several studies for many such clients of national and international repute: thereby creating a distinct space for itself within and outside the institute. The year 2021-22 gave a serious jolt to the department when one of our beloved colleagues Dr Amardip Singh, Assistant Professor went for heavenly abode in the month of May 2021 during the treatment of Covid-19 infection in the hospital at Dhanbad. Everyone was shocked by his sudden demise and the department lost a very bright, talented, hardworking, and complying member. The department extends its heartfelt condolences to the bereaved family and pray God for giving them enough strength to overcome this difficult phase.

After its tumultuous journey in the previous year (2020-21) due to the Covid-19 pandemic, the year 2021-22 was a recovering year for the department to regain its lost momentum. Members of the department slowly started resuming their duties in the later part of the year in an usual manner by travelling to the field and conducting studies that they could not perform in the previous year due to the imposition of lockdown and in the initial part of the year due to the rising cases of Covid-19 during the second wave. The following sections give a detailed account of the contributions of the members of the department in various spheres.

### Academic Pursuits and Achievements in the Department

This section comprises the academic contributions of the project officers and staff members of the department within and outside the institute as follows:

## Participation in Online and Offline Programmes

The project officers of the department have successfully participated in the following online and offline programmes.

### Online Certificate Courses

Mr. Aditya Raj attended and successfully completed an Online “Training Course on Communication for Development” provided by the UNICEF in September 2021.

Mr. Akash Bhuinya attended and successfully completed an Online “Language Learning Course in Mundari Language” provided by the Centre for Endangered Languages at Central University of Jharkhand in March 2021.

### Webinars

Mr. Aditya Raj participated in three Webinars on the following topics:

1. “Designing Government’s Evaluation Strategies” organized by DMEO, NITI Aayog, CLEAR, J-PAL and IFMR on 27 August 2021.
2. “Strengthening Maternal and Child Health Outcomes through Robust Community Participation” organized by the National Health Mission Jharkhand, in association with Ekjut, CIFF and Sattva on 9 December 2021.
3. “Counting Caste: Breaking the Caste Census Deadlock” organized by South Asia Alternative Forum, Oxford South Asia Society on 5 February 2022.

### Online Training Programmes and Workshops

Mr. Nirmal K. Mishra participated in an online orientation programme on “National Digital Library of India” organized by National Digital Library of India Club, Indian Institute of Technology, Kharagpur on 17 August 2021.

Mr. Harsh Vardhan, as a member of the Internal Complaint Committee, contributed to organizing an e-workshop on “Prevention of Sexual Harassment at Workplace” for the students of XISS on 23 October 2021.

### Offline Training Programmes and Workshops

Mr. Harsh Vardhan, as a member of the Internal Complaint Committee, contributed to organizing a 2-day workshop on “Prevention of Sexual Harassment at Workplace” for the faculty and staff members of XISS on 3<sup>rd</sup> and 4<sup>th</sup> September 2021.

Mr. Harsh Vardhan, as a member of the Internal Complaint Committee, contributed to organizing a poster making competition among the students of XISS from 23<sup>rd</sup> December 2021 to 23<sup>rd</sup> January, 2022.

Mr. Harsh Vardhan rapporteur in the 3-day Management Development Programme for the professionals of Jharkhand State Livelihood Promotion Society (JSLPS) on “Team Management and Effective Leadership” organized by the Rural Management Programme at XISS from 14<sup>th</sup> to 16<sup>th</sup> March 2022.

### Social Contributions

Mr. Aditya Raj and Mr. Harsh Vardhan assisted in organizing the Covid-19 Vaccination Camps organized by the Alumni Association of XISS (AAXISS).

## Research Projects (2021-22)

The department completed a research project in the financial year 2021-2022, one is under progress and a few more are in the pipeline. The details are given below:

### Completed

The project on “National Level Monitoring (Phase-I) of Central Government Sponsored Schemes in 4 Districts of Odisha and 2 Districts of Chhattisgarh” sponsored by the Ministry of Rural Development and Panchayati Raj, Government of India, New Delhi is completed. Nodal officer for this project was Mr. Arvind Dey. Other team members include Mr. Nirmal K. Mishra, Mr. Shree Ram Mishra and Mr. Ashok R. Baitha; all have contributed to field survey, data entry, analysis and report writing.

Mr. Nirmal K. Mishra as National Level Monitor Conducting the Inspection of a Road Constructed under Pradhan Mantri Awas Yojna in Sambalpur District of Odisha



*Mr Nirmal Mishra with team in Chattisgarh*

### Ongoing

A project on “Conducting a Study on the Ultra Poor Households in Two Districts of Jharkhand” sponsored by the Nudge Life Skills Foundation, Bengaluru is under progress. The purpose of the study is to do a situational analysis of the ultra-poor households with an objective of looking for the feasibility of implementing Graduation Approach by designing a livelihood enhancement plan for them, which will be implemented by the Jharkhand State Livelihood Promotion Society. Dr. Pramil K. Panda is the Principal Investigator and Mr. Arvind Dey is the coordinator of the project. The study is being conducted by Mr. Harsh Vardhan, Mr. Manoj Kumar Singh and Mr. Ashok Ram Baitha with the technical support from Mr. Nirmal K. Mishra in terms of data cleaning, tabulation, graphical representation and statistical analysis.



*Mr Ashok R. Baitha Interviewing an Ultra Poor Household in a Village in Palamu District of Jharkhand*

## Geoinformatics Research Centre

The Geoinformatics Research Centre (GRC) was established in the year 2015 with two primary objectives: 1. Engage in GIS and Remote Sensing based projects/research works and 2. Running a Training program for the students and professionals in the Eastern Indian Region. In all these years, we have provided our consultancy to PSUs like SAIL, MECON, HUDCO, Coal India Limited. Similarly, ten batches of Trainees have completed their six months training on Geoinformatics and majority of them have been placed in various Government and private agencies. The journey was, however, not always smooth, especially during the COVID-19 induced lockdown, but with the continued support from the management and the hard work put in by the team, the challenges were overcome.



Exciting times are just around the corner for GIS professionals. The last year saw the launch of SWAMITVA scheme by the Central Govt. that aims to provide an integrated property validation solution for rural India. Similarly, the government launched a new geospatial planning portal 'Yuktdhara' under ISRO's geo-portal Bhuvan. Further, Asset Mapping of all properties for the Indian Railways and those of Ministry of Minority Affairs are under full



*Field Practical on Electronic Total Station (ETS) near Jogo Hills, Ranchi*

sway. The Geospatial Data economy is expected to grow from 30,000 crore to about 1 lakh Crore by the year 2030. With the new guidelines released by government earlier this year on de-regulating Geospatial data, the use of GIS in private sector is also likely to increase significantly. An estimate by ESRI-India suggests that the increased usage of GIS is likely to create 10 lakh jobs by 2025. GRC, XISS is poised to be part of the rapid transformation in the GIS sector being unleashed in India. In the year 2021-22, GRC conducted a project on "Land Survey and GIS Mapping of Delhi Public School Campus, Ranchi" sponsored by Delhi Public School, Dhurwa, Ranchi. In the year 2021, two batches of trainees successfully completed the 6 months training programme. Whereas in the 9th batch 71% of the students were placed, the 10th batch saw 100% placement. Dr Prakash Chandra Dash contributed as the Main GIS Expert in the interview panel for the Recruitment of State GIS Coordinator as well as the District GIS coordinators for MGNREGA (Cluster Facilitation Project), Department of Rural Department, Govt of Jharkhand from 16-18 November 2021. Mr Sunil Pratap Kumar contributed as a Resource person in a free workshop on "GPS survey of Panchayat Amenities" for Sidraul Panchayat, Namkum Block in Ranchi District, where he trained members of "Prayas Society" in January 2022.

Dr Prakash Chandra Dash delivered a talk on "**Recent Geospatial Trends and Requirements for Effective Forest Fire Management**" under the "Azadi ka Amrit Mahotsav talk Series" in the Webinar "GIS based Tools for Forest Fire Mapping and Management" on 31 March 2022, organized by National Institute of Disaster Management (NIDM), Ministry of Home Affairs, Govt. of India. The *Azadi Ka Amrit Mahotsav*, is an

initiative of the Government of India to celebrate and commemorate 75 years of independence and the glorious history of its people, culture, and achievements.

Hon'ble Director graced the Freshers' Welcome as the chief Guest and welcomed 27 trainees coming from diverse backgrounds being enrolled in the 11<sup>th</sup> batch of Training program. Dr Amar E Tigga, Dean, XISS also joined as the Guest of honor in the programme.

We cherish the faith posed by all the organizations who recruit our trainees to work in their organizations, viz. GIS Consortium India Pvt Limited, Noida, MapmyIndia, New Delhi, Ceinsys Tech Limited, Nagpur (Formerly ADCC Pvt Limited), Cyberswift Infotech Pvt Limited, Kolkata, Scanpoint Geomatics Limited, Ahmedabad, SKP projects Pvt Limited, Vadodara, PRADAN, Jharkhand Space Application Centre (JSAC), Department of Forest, Environment and Climate Change, Govt of Jharkhand, etc.

It is a matter of pride that XISS has been empaneled with the Central Waqf Council (CWC), Ministry of Minority Affairs to conduct GIS GPS survey of Waqf Properties in the state of Chhattisgarh.

## Conclusion

By surviving the last two years of Covid-19 pandemic, the department has learnt a great deal on how to deal with the neo-normal situation. Although we are almost back in track at present, now it's also time for us to engage ourselves with the diversification of our activities by carrying out consultancy projects not only confined to monitoring and evaluation but also training and implementation. Besides, the use of digital platform in conducting research studies is another area of focus. The department is in course of preparing an action plan in this regard. The Geoinformatics Research Centre intends to start a diploma course on Geoinformatics to meet the market demands in the present circumstances. A final call will be taken in this regard after meeting all the technical requirements and assessing the sustainability of it.



# Research & Publication

## Department of Research and Publications

**DR ANIRUDH PRASAD**

**HOD, Research & Publications**

Xavier Institute of Social Service (XISS), Ranchi, always believes that research in higher education specially in the field of management generally supports and enhances instruction, faculty performance and the community extension services. It, therefore aims to expand the search for new knowledge and disseminate information across programmes in the Institute; encourage faculty members to seek research projects from government, non-government, or international institutions in need of research or policy studies; create and improve learning methodologies and provide an opportunity to the young and energetic research minds for contributing and publishing their recent works in its in-house journal, JJDMS.

### **Indexing of JJDMS in UGC-CARE listed**

JJDMS got indexed in the UGC-CARE list once again on 1 October 2021.

### **Publication of XISS Journal**

In the year 2021, the following thematic issues have been published:

1. Global Pandemic, Social Exclusion and Resilience (January-March 2021)
2. Psychosocial Interventions Linked with Development (April-June 2021)
3. Unitary Social Science Research: Methods, Issues and Trends (July-September 2021)
4. Socio-Economic and Cultural Inequalities in India and Development (October-December 2021)

The following are the forthcoming themes of the journal for the year 2022:

1. Reviving Rivers: Knowledge, Practice, and Commons Management in India (January-March 2022)
2. New Institutionalization Designs for Community Development and Environmental Conservation (April-June 2022)



3. Alleviating Poverty and Malnutrition in Rural and Urban India (July-September 2022)
4. Reconstructing India through Operationalizing Cooperatives (October-December 2022)

## Articles in 2021

Issue	Theme	Research Topic/Article	Author/s
First	Global Pandemic, Social Exclusion and Resilience, Vol. 19, No.1	Corona Pandemic: A Global Concern and Institutional Implications	Saroj Kumar Dhal and Gauri Katiyar Dept. of Sociology, University of Lucknow, Dept. of Electrical , Engineering, Galgotia College of Engineering & Technology, Greater Noida.
		Decentralized Management of Covid-19 Pandemic by Rural Local Bodies: The Odisha Experience.	Amita Patra Asst. Director, SIRD & PR, Odisha.
		Rethinking <i>Atmanirbhar Bharat abhiyaan</i> in the Context of Covid-19 Migrant Labourers: A Challenge.	Shyamal Gomes, Professor, Department of Human Resource Management, Xavier Institute of Social Service (XISS), Ranchi, Jharkhand.
		Corporate Citizenship Behaviour in Managing Covid-19 Pandemic: An Overview	Ashwini Kumar Patra Associate Prof. (HR & OB), Regional College of Management (RCM), Bhubaneswar
		Detrimental Impact of Covid-19 Pandemic on Micro, Small and Medium Enterprises in India	S. N. Tripathy and Tanuj Kumar Bisoyi Former Professor of Economics, Gokhale Institute of Politics and Economics, (Deemed University), Pune. Reader in Economics, Kabisurjya Baladev Vigyna Mahavidyalaya, Kabisurjyanagar, Ganjam, Odisha.
		Covid-19 and the Way Forward: A Story of Livelihoods from Coastal Rural Sundarbans, West Bengal.	Sharanya Chattopadhyay, Research Scholar, Tata Institute of Social Sciences, Tuljapur, Maharashtra, India
		Youth Mental Health and Well-Being during Covid-19 Pandemic	Mohd Ajam and A. Shahin Sultana Ph.D. Scholar and Professor, Dept. of Social Work, School of Social Sciences and International Studies, Pondicherry
		The Exodus of Labouers during Pandemic: An Overview.	Shweta Mohan and Shivani Mohan Assistant Professor, National University of Study and Research in Law, Ranchi. Kanke Ranchi, Jharkhand. Assistant Professor, Chanakya National Law University, Nyaya Nagar, Mithapur, Patna, Bihar
Second	Psychosocial Interventions Linked with Development, Vol. 19, No. 2	Towards a Common Agricultural Marketing: Rationale for Minimizing the Post-Harvest Losses (PHLs) and Eliminating the Restrictions.	S. N. Tripathy, Former Professor, Gokhale Institute of Politics and Economics, Pune.
		Newer Paradigms in Human Resource Management and Productivity	Rakesh Dixit and Shyamal Gomes, Ph. D Research Scholar of IFCAI University and faculty St. Xavier's College (vocational), Ranchi. Professor of Human Resource Management, Xavier Institute of Social Service, Ranchi
		Managing Health and Wellness in Bihar: Curbing Infant and Maternal Mortality.	Jose Kalapura, Director, Xavier Institute of Social Research, Patna.
		Parents Perception on the Quality of Education in Government Schools of Bihar.	Rajeev Kamal Kumar, Assistant Professor, A.N. Sinha Institute of Social Studies, Patna (Bihar).

Issue	Theme	Research Topic/Article	Author/s
		The Quest for a Separate Vidarbha Statehood during and Post Covid-19 Pandemic: A Reflection.	Pradnyasurya Shende, Doctoral Research Scholar in Social Work at Tata Institute of Social Sciences (TISS), Mumbai.
		An Inquiry into the Perceptual Dimensions of Teachers towards Online Teaching Amidst Covid-19: The Moderating Role of Demographics.	Samuel S. Mitra, Peter Arockiam A, Joseph K. and Ruby Mary Notts St. Xavier's College (Autonomous), Kolkata.
		Challenges in Medical Oxygen Supply Chain During Covid-19 Pandemic	Priya N. Topno Doctoral Research Scholar, Tata Institute of Social Sciences, Mumbai
<b>Third</b>	Unitary Social Science Research: Methods, Issues and Trends, Vol. 19, No. 3	A Theoretical Overview of Social Science Research Methodology	Ramkrishna Mukherjee Formerly : A Distinguished Scientist and Additional Director of the Indian, Kolkata
		Philosophical Foundations of Behavioural Research Methods	Jai B. P. Sinha Professor of Psychology & Management, ASSERT Institute of Management Studies, Patna
		Preserving Unitary Science for Salvaging Social Reality through Case Study	R. P. Sinha Formerly Professor of Sociology at the A.N.S. Institute of Social Studies, Patna.
		Writing Up Qualitative Research	Vinay Kumar Srivastava Formerly Professor, Department of Anthropology, University of Delhi
		Application of Research Methods in Evaluating Development Projects: An Illustration	R. K. Panda & S. K. Nayak CTRAN Consulting Ltd., Bhubaneswar
		Researching District Councils of Manipur from an Asymmetrical Federalism: Unraveling Complexities of Research Processes	Joseph Riamei Assistant Professor, TISS Guwahati
<b>Fourth</b>	Socio-Economic and Cultural Inequalities in India and Development, Vol. 19, No. 4	Integration of Excluded: Case Study of Paradhi Tribe in Maharashtra	Sanjay Kolekar Teaching Faculty, Department of Sociology, Savitribai Phule Pune University, Pune
		Digital Divide and Inequities in School Education during Covid-19: An Exploratory Study	Bhaskar Basu Professor- Information Systems, Xavier Institute of Management, XIM University, Bhubaneswar
		Can Bihar be India's Developed State?	Jagdish Prasad Former Professor and Director, International School of Management, Patna
		Rural Poor and Non-Poor Households Differentials in Socio-Economic Characteristics: Evidence from the Cold Desert (Ladakh).	Tsering Yangzom Assistant Professor, P.G. Department of Economics, University of Jammu
		The Impact of Financial Inclusion on Socio- Economic Status of Rural People in Jharkhand	Sadhvi Singh, Ashoke Kumar Sarkar and Kanaya Mahanti Central University of Jharkhand, Ranchi India
		Inequalities in Income and Wealth, and Educational Deprivation among the Scheduled Tribes in India: A Review	S. N. Tripathy Former Professor of Economics, Gokhale Institute of Politics and Economics, Pune
		Primitivism Vs Civilisation: The Study of Birhors in Jharkhand	Pradeep Kishore Minj Ph.D. Scholar, TISS, Mumbai



*Honourable Chief Guest, Mr. Vishal Badshah, Plant Head, Tata Motors, Jamshedpur releasing the AXIS in the ceremony of 60th Annual Convocation at XISS.*



*Honourable Chief Guest, Mr. Vishal Badshah, Plant Head, Tata Motors, Jamshedpur releasing 18th Combined Volume of Jharkhand Journal of Development and Management Studies (JJDMs) in the ceremony of 60th Annual Convocation at XISS.*



## Research Note

The research note titled 'Echoing Childrens' Need for Play in the Context of an Exigent Pandemic Situation' by Kidwai and Narang looks at secondary psychosocial stressors of the relief and rehabilitation after a pandemic situation. The central argument in this paper is that the play can support the holistic development of children, promote their learning and enhance their coping and resilience in such exigent and confounding situation. Adoption of play strategy can not only target cognitive, social, emotional and physical skill building in children, but can also be effectively utilized for imparting critical health awareness and safety messages and ensuring their long term psychosocial well-being.

## Commentary

The Commentary by N. Benjamin on “Vinayak Mahadeo Dandekar and Nilakantha Rath: Two luminaries of Pune and of India,” is based on Nilakantha Rath, “V. M. Dandekar: Social Scientist with a difference”, Journal of Indian school of Political Economy, Vol. VII, No. 4, Oct.-Dec., 1995. The author shares his own experience on Legendary Economists Professor Dandekar and Rath and their contributions. The author further holds his opinion that as professional economists, both V. M. Dandekar and N. Rath were throughout preoccupied with the basic problems of the Indian society like poverty, unemployment and inequality.

## Publication of Books/Volumes

Kujur, J. M., & Gomes, S. (2020). Combined Volume of “Jharkhand Journal of Development and Management Studies”, Vol. 18. Ranchi: Xavier Institute of Social Service, Ranchi. It is the reprint edition of the back issues of our In-house research Journal covering specific themes published during January-December 2020.

## Future agenda

- 1) The department has the continuous improvement plan to get JJDMS indexed in SCOPUS data base.
- 2) The department has on its agenda, taking up more initiatives for sponsored research projects which in the past, have been carried out by the scholars / faculty members.
- 3) The department has the plan to organize a talk on Social Research Methodology at XISS for the faculty and student community in 2022-23.

## Concluding Remarks

During the eighteen years of its journey, the Department of Research and Publication has created a niche for itself within and outside the Institute through its involvement in various academic and research activities including the publication of UGC listed, thematic, quarterly peer-reviewed journal - Jharkhand Journal of Development and Management Studies. Moreover, the Department of Research and Publication has created an ethical policy that after finalization of articles it has to be uploaded online on the JJDMS website. The JJDMS has gone for open access on the XISS web page since January 2016. The readers are encouraged to contribute their quality researches to continuously support for its greater heights.



# Library

## Department of Library and Documentation

**MRS SHAMIDA LAKRA**  
**Assistant Librarian**

### Introduction

In the Modern Era, Information, and communication technology (ICT) development has brought a revolutionary change in libraries in terms of the information management, dissemination process, as well as information-seeking behaviors of users. In the digital environment, libraries facilitate the availability and accessibility of knowledge resources beyond the four walls of a physical library to meet the information needs of users. Thus, the library provides an intellectual common space that encourages exploration, creation, and collaboration between students, teachers, and a broader community which makes the library a creative learning hub.

The institute library is well equipped with printed as well as electronic resources like books, journals, databases, magazines, newspapers, CDs/DVDs, e-journals, manuscripts, reports, case studies, Theses, etc. related to management and allied subjects. The knowledge resources and the latest digital facilities and computers help the academic community in their intellectual pursuits, effectively and efficiently.

### Aims and Objectives

1. Support and enhance teaching and learning processes by delivering and promoting the effective use of information resources and services
2. To select, evaluate, acquire, preserve, and organize the library resources to disseminate the information and meet the user's demand.
3. To help users in finding their required information in an open, caring environment.
4. To create various bibliographies and library pathfinders for easy access and retrieval of information.

To conduct activities and webinars regularly to increase the usability of its facilities and service.

5. To adopt recent technology and techniques for fast library operations and services to satisfy the user's needs.
6. To keep users up to date with current literature
7. To develop leadership in the use of ICT and satisfy users in finding their information in a digital environment

## Resources/E-Resources

**Books:** Institute Library has around 38,000 books in Business Management, Rural Management, and Information management covering a wide variety of subjects like economics, marketing, leadership, finance and business planning, social sciences, humanities, etc.

**eBooks:** Around 10,500 eBooks are available through subscribed database “EBSCO eBooks Collections” Unlimited users can access eBooks concurrently. It covers a wide subject area with interrelated topics in an applied sense.

“World eBook library” database is available through NDLI (National Digital Library of India)

## Periodicals (Online/Print)

Our institute has subscribed to the online database EBSCO “**Business Source Elite**”. There are around 823 online peer-reviewed journals available from India and abroad.

The **EPW (Economic and political weekly) journal** is available in print as well as online. Subscribed Labour Law reporter online library is also available. Online IT journals are subscribed to through Publishing India Group.

Our institute subscribes to 48 national and international print journals. Out of 48, 29 **SAGE print journals** are also available online on a complimentary basis. Besides, our library also subscribes to 19 magazines and 13 newspapers.

Our Institute's library has **3275 back volumes** of bound journals.

Around 4274 subscribed **Business Cases** with teaching, notes are available online through SAGE.

**National Digital Library of India:** NDLI facilitates a single-window search to access 7.2 Crore content from more than 347 sources free of cost. Resources available are in different formats like textbooks, articles, videos, audiobooks, lectures, simulations, fiction, and much more. It covers multiple subject domains like technology, Science, Humanities, Agriculture, other educational materials, etc.

## Resource Management

The resources are classified by Dewey decimal classification scheme 23<sup>rd</sup> edition and catalogued to Anglo American Cataloguing Rules. All the collections are kept and arranged based on the class number on open shelves for direct access to the users.

## Services and Facilities

**Circulation Services:** Online Check-in and Checkout, Fine collection, Emails alert, Book reservation, etc.



**Web OPAC:** Users can remotely search their literature through web OPAC as well as can drop requests to reserve any document and pay their fine.

**Internet Services:** Accessibility of e-resources within the campus as well as outer campus through internet services.

**Reprographic Services:** Users can photocopy their relevant documents.

**News Clipping Services:** Subject-wise clipping of national, international, and regional news from the subscribed newspapers.

**User Orientation Services:** From time to time, conduct a user awareness program on subscribed databases to know the latest tools and techniques for searching and research trends for best use.

**New arrival Service:** Keep updated all users with new arrival titles by e-mail or display books.

**Audio Visual Service:** Library also provides CDs/DVDs to its users by borrowing.

**Digital Library Service:** Users can access and download all the subscribed e-resources in the digital library section.

**Book Exhibition:** Time-to-time conducts book exhibitions on the college premises to be aware of the latest publication and selection of the relevant books for procurement.

**Reference Service:** Assist users to find their required information.

**XISS NDLI Club:** To conduct a learning-oriented activity.

## **Events Organised for Library Patrons**

Following Orientation Programs conducted by XISS NDLI CLUB

A one-day orientation program on the National Digital Library of India and NDLI Club was successfully conducted by XISS NDLI Club on 17 August 2021, around 144 XISS NDLI Club members participated in this event. In this orientation, we briefly introduced the vast digital educational resources of NDLI and the NDLI Club.

One day orientation program was conducted on subscribed online database “**Business Source Elite**” and e-books core collection of EBSCO on 11 December 2021. EBSCO Resource Person Mr. Raj Mahapatra was invited to this program.

A one-day orientation program was organized on subscribed online database “**SAGE Business Case Studies**” on 18 December 2021. SAGE Resource person Mr. Kinsuk Chakraborty was the host of this program.



# CBCS

## Centre of Behavioural and Cognitive Sciences

**DR ANANT KUMAR**  
**Incharge, CBCS**

Center of Behavioural and Cognitive Sciences (CBCS), a newly established interdisciplinary Centre at XISS, is being developed slowly and staidly over period. The Centre intends to promote new ideas, thoughts, and programmes. The purpose of establishing this inter-disciplinary Centre at XISS is to create and provide a space for academicians, researchers, and students to think, develop and come out with new ideas, thoughts, research, and programmes. The Centre promotes and facilitates interactions amongst scholars, practitioners, and others. The Centre believes in breaking the boundaries of knowledge hierarchy, dominant thoughts, and methodological debates of science; and promoting critical thinking and research central to the human quest for knowledge and the common good.

The Centre has signed an MoU with the Central Institute of Psychiatry (CIP), Ranchi, to explore and collaborate research and programme partnership between the Centre of Behavioural and Cognitive Sciences (CBCS) at XISS, Ranchi, and Central Institute of Psychiatry, Ranchi. Both institutions are working together to develop programmes and projects. Besides, CIP faculty are also engaged in various training programmes as resource persons.

The Centre also organized a webinar in collaboration with CIP, Ranchi, on 'Promoting COVID Appropriate Behaviour: Opportunities and Challenges' on 22 October 2021. Eminent speakers Prof Basudeb Das, Director, CIP; Dr Arbind Sinha, Advisor, MIC-CDMC; Mr Danish Khan, Communication for Development Specialist, UNICEF-Jharkhand; Dr. Joseph Marianus Kujur SJ, Director, XISS Ranchi; and Dr Anant Kumar, Head, CBCS, XISS Ranchi; were part of the esteemed panel.



*XISS CIP Pact on Mental Health - Times of India*

The Centre plays an important role in the implementation of Project ‘Sampark’ funded by UNICEF and provides technical support for Social and Behavioural Change Communication (SBCC) activation at the district level to augment Covid-19 response to various waves of the pandemic

The Centre has also initiated a ‘Thursday Talk Series’, and the first talk in the series was organized on 16th September 2021 on ‘Coping and Managing Humiliation in collaboration with CIP, Ranchi.



*CAB Training*



*XISS-CIP Talk on Coping and Managing Humiliation*



*XISS-CIP Webinar on Promoting Covid Appropriate Behaviour*

The Centre has also established an on-campus counselling facility for students, faculty, and staff. The Counselling Centre has its own webpage (xiss.ac.in/counseling) where mental health related information and resources are shared. Students can take an online appointment.

Besides, the Centre has also developed videos and various posters to reach out to students to educate them on mental health and wellbeing issues. The Centre provides its services through a team of professional counsellors and faculty advisors. The Centre provides a space for self-realization, self-exploration and to address psychological concerns leading to personal, social, and professional growth. The Centre intends to create a space for sharing, learning, living together, growing, and promoting happiness, wellbeing, and diversity.



*XISS Counselling Centre*

The Centre is in the process of adding a few more members to the Advisory Board. In the coming days, the Centre is also going to float a call to scholars who are interested in being associated with the Centre. Based on the merit of the proposal, the scholar will be provided affiliation and resources available at XISS to work on their research ideas. Besides, the Centre is also looking forward to developing collaborative academic and research partnerships between the Centre of Behavioural and Cognitive Sciences and other like-minded institutions to promote new ideas and research of mutual interest.

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# EDP

## Department of Entrepreneurship Development Programmes

**HARPREET SINGH AHLUWALIA**

**Department In-charge**

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 Entrepreneurship Awareness Camps, conduct Faculty Development programs on Entrepreneurship, Trainers Training programs on Entrepreneurship, short term Management Development programs and other programs related to Entrepreneurship.

Unemployment has remained an area of debate and concern for the government, academia and development workers. Broadly the solution for the same has come in various ways but the focus has been increasing on the employment opportunities and scaling up of various enterprises so that people can be self-employed.

Unemployment as the major challenge in India has been priority in the process of its development. Lakhs of youths are entering the job market every year after completing their school/college education. This tremendous waste of human resources and mismatch of potentiality with productive deployment has baffled the planners and administrators. All these indicate the need of promoting self-employment, that is, entrepreneurial



*Workshop on Social Entrepreneurship at All India Institute of Local Self-Government, Women network Jharkhand*

ventures among the unemployed youths. We hope that more and more unemployed youths will take advantage of the department to develop entrepreneurship and set up their own enterprises.

## Achievements

- Harpreet Singh Ahluwalia became an Advisory Committee member of All India Institute of Local Self-Government, Women network, Jharkhand, for Social Entrepreneurship.

### Attended Workshops, Seminars, Functions by Harpreet Singh Ahluwalia:

Sl.No	Date	Organisation	Occasion	Chief Guests, Special Guests, Dignitaries	Remarks
1.	16 Sep 2021	Ministry of Labour and Employment, Regional Office, Government of India	63rd Foundation day of Central Workers Education Board, Ministry of Labour and Employment	Smt Praveen Mala Hembram, CMD, P&A, RD-CIS SAIL Ranchi, Harpreet Singh Ahluwalia XISS, Sri Shivanand Laguri Factory Inspector, Sri Kameshwar Prasad Srivastav President Jharkhand Hindi Sahitya Manch, Sri D K J Singh MD Diesel Engine Plant.	Expressed her remarks in the present context of the factories, the dimensions have expanded significantly in the environment of mechanization and modernization. Harpreet Singh addressed the audience focusing the importance of Entrepreneurship in Worker's Education and called upon the workers to come forward in entrepreneurship development through the medium of education.
2.	27 Oct 2021	Ministry of Micro Small & Medium Enterprise (MSME), Govt of India.	"SAM - BHAV" e-National level Awareness Program.	Hon'ble Minister, MSME, Sri Narayan Tatu Rane, Guest of Honour, Hon'ble Minister of State (MSME), Sri Bhanu Pratap Singh Verma, Sri B B Swain, Secretary MSME and senior officers of the Ministry	More than 1300 institutions and colleges joined the Awareness program by Ministry of MSME. Under this initiative, 130 field officers of the MSME will engage students from various colleges and ITIs, located all around the country, to take up entrepreneurship. Approximately 1,50,000 students will be targeted by the initiative.
3.	26 Nov 2021	All India Institute of Local Self Government, Girl Power Project	Workshop on holistic development and empowerment of Indian Civil Society Organizations (CSOs) and women & girls in Jharkhand State.	Mr. Rajeev Ranjan Guru, Project Advisor, AILSG. Mr. Pashim Tiwari, Technical Director, AILSG. Harpreet Singh Ahluwalia, XISS. Dr. R.K Gupta Project Director, GPP. Dr. B.K Dwivedi, Bioved Research Institute of Agriculture & Technology. Dr. Dinesh Russia, Birsa Agriculture University. Ms. Chami Murmu of Sahyogi Mahila. Mr. Raj Burman and Mr. Amit Kumar from Udyogini.	The project will help to strengthen the ability of CSOs to perform their role as independent agents of change and for implementing transformative actions in the lives of women, in the state of Jharkhand. The Project Advisor, Mr. Rajeev Ranjan Guru who briefed on the components of the Girl Power Project. Harpreet Singh Ahluwalia, EDP XISS, shared the institutions work on enterprise development amongst Women. Ms. Chami Murmu, a national award winner, shared her experience of Seraikela, where she is working with Self Help Groups.



CC

## Counselling Centre

**DR ANANT KUMAR**

**Incharge, Counselling Centre**

It is a pleasure to present before you an annual report of our newly established Counselling Centre at XISS. When the Covid-19 Pandemic struck one of the tasks before XISS was to motivate community (Students, faculty, staff, and their family member) and ensure their safety, mental health, and wellbeing. It was also a requirement by the AICTE to have a Counselling Centre at an institutional level to take care of students' mental and psychological health.

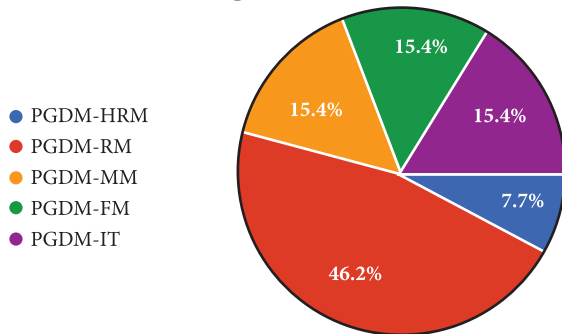
The Counselling Centre was formally established in April 2021 under the Center of Cognitive and Behavioural Sciences under my guidance as a trained, accredited, and licensed psychologist. Currently, the Centre is providing its services online due to the COVID-19 pandemic and subsequent lockdown.

The Centre has its own webpage ([xiss.ac.in/counseling](http://xiss.ac.in/counseling)) where mental health related information and resources are shared. Students can take an online appointment. Besides, the Centre has also developed video and various posters to reach out to students to educate on mental health and wellbeing issues. The Centre provides its services through a team of professional counsellors and faculty advisors. The Centre provides a space for self-realization, self-exploration and to address psychological concerns leading to personal, social, and professional growth. The Centre intends to create a space for sharing, learning, living together, growing, and promoting happiness, wellbeing, and diversity.

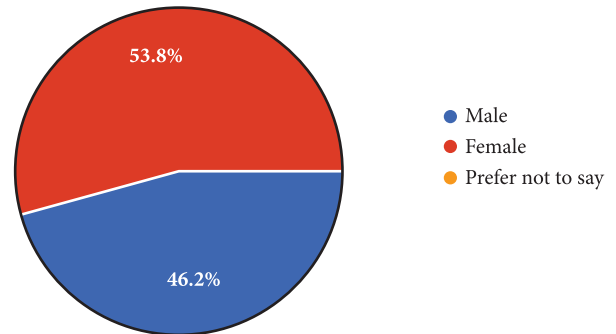
During COVID many students approached the Counselling Centre for online consultation due to lock down. Now as the institute is open in a physical mode, students are approaching the Centre for both physical as well as for online help and consultation. We are happy to inform you that we are getting a good response and able to provide counselling and psychological help to our students and the XISS community. The Counseling Centre was approached by 54 percent female students and 46 percent male students across departments; the percentage distribution of programme and Gender is given below.



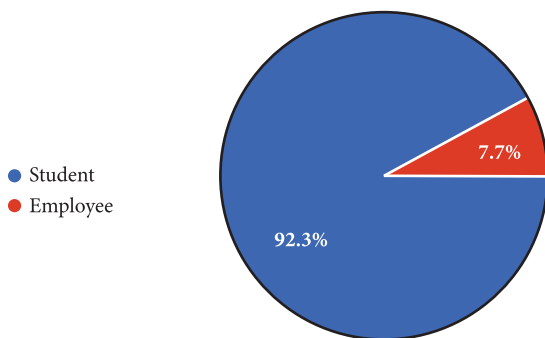
**Students seeking help from different Programmes**



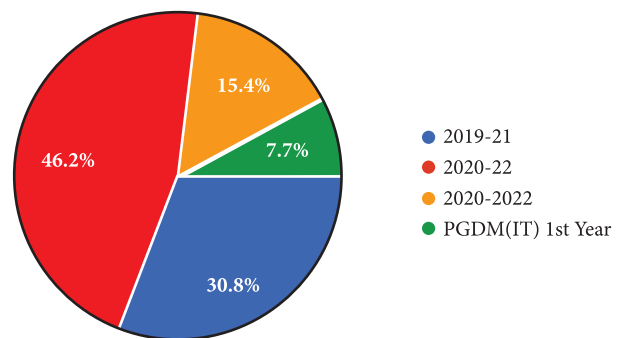
**Gender of students**



**Student and Employee seeking help**



**Students Batch**



The Centre was approached by students for various issues and problems. Some of the key issues/problems shared by students were related to worries and anxiety related to career, placement, failures, relationship issues and break-up, Sleeplessness, poor concentration, feeling low and depressed, and family issues, etc.

In the coming days, the Centre has planned to organize online and offline webinar, talks and workshops on issues related to stress, anxiety and other mental and psychological health issues in collaboration with the Central Institute of Psychiatry (CIP), Ranchi.



## Department of Admissions

**DR. BHASKAR BHOWANI**  
**Co-ordinator Admissions**

For an Institution with a strong sense of identity, this past year has been a highly unusual one, with unprecedented challenges like never before. Despite the outbreak of the 2nd wave of covid 19 and the series of local lockdowns that followed and with the work from home protocol we still managed to maintain the attractiveness as an institution, recording close to 1500 applications.

With the emerging scenario the GDPIs had to be conducted online. We upgraded our systems and capabilities on a war footing that helped us take things ahead remotely. Enrolment is a team effort and we greatly value the management's whole hearted support without which the same could not have been achieved.

While the pandemic has, in many ways, changed the way we operate, it has not weakened our commitment to serve the nation and excel in creating industry ready professionals. An increase in both actual numbers with (about 100 more application forms) and diversity in terms of applications from other states (an increase of 6% - from 41% to 47%), religious and caste backgrounds (an increase of 10% - from 15% to 25%) is a stamp of excellence of the institute's brand awareness.

We welcomed our first cohort of students under the new normal and responded rapidly to the pandemic by putting our access and outreach activity online, creating Virtual Classrooms and developing digital versions of our signature programmes.

Notwithstanding all the adjustments and adaptations required we remain committed to ensuring that every talented, academically driven aspirant in the country, wherever they come from, sees XISS as a place for them.



# ED

## Departments of Examination

**DR PRADEEP KERKETTA, SJ**  
**Controller of Examinations**

Examination department, as an important wing in the institute, took care of planning, execution and evaluation of Examinations of all six trimesters. It coordinated well with the digital team to conduct the examinations during the lockdown efficiently and effectively using five systems for five different departments. A google classroom for all subjects was created. It also created link for question papers and afterwards time was scheduled for conducting exams. Thereafter, it invited examinees and invigilators to conduct the exams. Recently, the department has registered itself with DigiLocker, an online verification portal, that will benefit the students and the companies to access the authentic digital documents by their own. This move will save the substantial amount of time of students to get the verified certificates as and when they require.





## CHILDLINE, RANCHI

**DR SANJAY VERMA**  
**Programme Co-ordinator**

### **A Programme of Ministry for Women and Child Development,**

CHILDLINE is a platform bringing together the Ministry of Women and Child Development (MWCD), Government of India, Department of Telecommunications, street and community youth, non-profit organizations, 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 – 1098 service in Jharkhand**

Presently CHILDLINE-1098 service is operational in all 24 districts of Jharkhand. In the state capital of Ranchi, CHILDLINE-1098 providing service through one Nodal, one Collab, one Support Organisation and one Railway CHILDLINE unit in Ranchi Railway Station.

An Annual Report of 2021-22 provides a glimpse of the work done by CHILDLINE, Ranchi in partnership with the CHILDLINE network over the past year – our efforts towards engaging with children, communities and stakeholders, special events, stories from the ground of children who have been rescued or assisted and various other initiatives undertaken by CHILDLINE in 2021-22. The report also carries a special highlight on our COVID-19 response, where we supported not only children but also vulnerable groups including migrant workers and daily wage earners, who were affected by the pandemic and the lockdown. In addition to spreading awareness about child rights and child protection, a key focus in our outreach was also on educating communities on COVID-19 and safety measures, CHILDLINE Se Dosti.

During the period 1 April 2021 till 31 March 2022, CHILDLINE-1098 service in Jharkhand has intervened **292** cases out of which **174** Cases are of core child protection issues (it includes cases like Child Labour, Child Marriage, Sexual abuse, Physical and Emotional abuse, Child Trafficking, Beggary etc.).





CHILDLINE 1098 and Central Institute of Psychiatry (CIP) Ranchi. Children may express psychological distress (anxiety, sadness) by acting out in a different way. Each child behaves differently. Care givers need to be patient with children and understand their emotions. Dr. Sanjay K.Verma XISS, Dr. Nishant Goyal, CIP, Dr. Anant Kumar, XISS, Dr. Madhumita Bhattacharya, CIP, Ms. Liza, Ms. Mittu, Ms. Prakriti were the speakers. Ms. Suradha Kachhap coordinated the workshop.

### Service-cum-Art Exhibition

On November 12, 2021, the Jharkhand High Court and the Jharkhand State Legal Services Authority (Jhalsa) organized a one-day state level legal service and art exhibition at the 'White Hall' of the High Court as part of a PAN-India legal awareness and outreach campaign. The exhibition was inaugurated by Hon'ble Justice Shri Sujit Narayan Prasad, Judge of Jharkhand High Court. In this exhibition, information about the work done in the legal services sector was given to the people through various stalls, along with the distribution of ready-made materials for the knowledge of the law.

Stalls were set up by XISS-CHILDLINE, Birsa Munda Central Jail, Observation Home, UNICEF, AALI (Association for Advocacy and Legal Initiatives), etc.

Dr Sanjay K.Verma, XISS and Ms Suradha Kachhap, XISS, participated in Service-cum-Art Exhibition.

Dr Sanjay K. Verma and Ms Suradha Kachhap attended the CHILDLINE Advisory Board (CAM) Meeting on 24 March 2022.

### During Pandemic (COVID-19)

- a. Relief activities: Distribution of PPE material like mask and sanitizers to children among poor families. Dry ration was also distributed among them. CHILDLINE team was involved closely with District administration and with the Jharkhand Government's various scheme related to COVID-19 relief support like Didi kitchen, Daal vaat kendra, etc.



*CHILDLINE Advisory Board (CAB) meeting chaired by DDC, Ranchi*



*Workshop on Mental Health and Psychosocial Support for Children during COVID-19*



*Interaction with Hon'ble Justice Shri Sujit Narayan Prasad, Judge of Jharkhand High Court.*



- b. Awareness/Advocacy activities: CHILDLINE promoted the 'Not Locked Down' message and precaution against COVID-19.
- c. Awareness and Outreach programmes have been conducted by the CHILDLINE unit to make people aware about the effects of COVID-19. It organized awareness meetings with PRI members, Children, SHG members and other stakeholders about wearing masks, hand washing and social distancing. Discussion have conducted with migrant labourers about COVID -19, social distancing and how to save their children.
- d. Innovations:
  - CHILDLINE teams conducted social and economic survey of migrant laborers who stayed in the quarantine centres.
  - Vulnerability mapping was done by both City CHILDLINE and Railway CHILDLINE teams.
  - CHILDLINE units organised "World Menstruation Hygiene Day" in villages with adolescent girls in the Swasthya Sahiyagroup to spread the message of menstruation hygiene, protection issues of children, COVID -19 and CHILDLINE 1098.
  - Children are being counselled over phone and are kept engaged through innovative ways such as drawing and dancing competitions, etc.

### Way forward...

CHILDLINE has thus evolved into a partnership between children, Government, NGOs academic organizations and the community, in the city and at national levels, to respond to the concerns of marginalized groups of children. CHILDLINE's comprehensive strategy is to bring about a systemic change by creating child-friendly environment to yield 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.



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