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Director's Message

Dear Friends,

Time and tide waits for no one. It seems to me that only yesterday I was wishing you a Happy New Year in this bulletin and now almost half the year has gone by. Another semester is over and it is time for us to recharge ourselves to face the challenges that are before us.

The previous semester has left an indelible mark on the history of XISS.

A major decision was taken to shift from the present semester system to the new trimester system which will be implemented from the next session i.e. from 16th June 2008. This major change in academic schedule was prompted by the desire to bring the academic session in synchronization with the demands of the corporate sector that our students be available for joining from April rather than from June. Furthermore, this shift provided our academic departments an opportunity to take a hard look at the syllabus and restructure it to fit the trimester approach.

Seven young and energetic faculty members joined XISS in the beginning of this year. We welcome them to the Institute and we hope that they bring change and new ideas to augment our academic strength.

Keeping in tune with the XISS philosophy of exposing the students to the environment in which they will spend their work-life, the various departments have organized visits to industries and rural camps. An innovative feature this year were the trips organized by the Department of Information Management and the Department of Marketing and Finance. The IM students visited several organizations where they interacted with the information technology department to better understand the role of systems and information technology in organizational setup.



The students of marketing and finance were taken on rural visits to make them familiar with the rural markets. The feedback from these visits have been extremely positive.

Keeping in mind the problems faced by the girl students of XISS we have augmented the capacity of the XISS Girls Hostel to accommodate another 50

girl students. This will come as a welcome relief for the girls.

The faculty of the Institute deserve special mention for their continuous dedication to research. Around 30 research papers were published by the faculty in renowned national and international journals and conferences.

The 47th Annual Convocation was held on 22nd of May 2008. Shri Rameshwar Oraon, Honourable Central Minister of State for Tribal Affairs, Government of India was the chief guest and delivered the convocation address. About 330 outgoing students received their diploma's at the convocation.

The institute wants to proactively engage the Alumni in the institute building process. The Alumni of XISS are welcome to send in their thoughts and views for incorporating in the next issue of the Bulletin.

In the end, I take this opportunity to thank you all for contributing to the continuous success of the Institute and I hope that the next session is equally fruitful for all of us.

Fr. Beni A. Ekka (SJ)

Director



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47th Annual Convocation 2008



Shri Rameshwar Oraon, delivering the keynote address.

The 47th Annual Convocation of the Institute was held on the 22nd of May 2008. Shri Rameshwar Oraon, Honourable Central Minister of State for Tribal Affairs, Government of India was the chief guest at the convocation.

In his keynote address to the students, Shri Oraon impressed upon the students the need for "inclusive growth". He said that the Indian economy is growing at a fast pace and in spite of economic slowdown would continue to grow at a scorching rate of 8% per annum; however a vast section of the population has remained outside the purview of the growth. He emphasized that growth needs to reach these marginalized sections of the society through improvement in employment opportunities and by providing access to the drivers of growth. He emphatically pointed that Jharkhand is one such state where growth has not reached to the poorer sections of the society specially to the tribal people of the state. He listed down the various acts which have been enacted by the Ministry of Tribal Affairs to bring the tribal people into the folds of "inclusive growth". He praised XISS for being in the forefront of promoting "inclusive growth" in the region and extolled the students to remain true to the motto of XISS of "putting the last first".

Shri Oraon released two books on the occasion namely "Social Research Methodologies in Action" and "Conceptual and Theoretical Concerns in Social Research" edited by Dr. Anirudh Prasad, Dr. Ramakrishna Mukherjee and Fr. (Dr.) Beni A Ekka. The combined volume of Jharkhand Journal of Development and Management Studies and the Annual Report of XISS (AXIS) were also released by the Honourable Minister on the occasion.

Shri Oraon also awarded diplomas and medals to the successful students. In PM Department Mr. Prasanna Mohan Jha was awarded the NIPM Gold Medal and the NTPC Gold Medal (General) for securing the 1st

position. The NTPC Gold Medal (SC/ST) was awarded to Ms. Rashmi Angelika Kullu. The Silver Medal for Best Social Worker was awarded to Ms. Afrina Ahmed. The NIPM Silver Medal for highest marks in PM papers was awarded to Ms. Smriti Suha. In RD Department the Ms. Madhu Pallavi secured the CCL Gold Medal and the SDA Silver Medal for best rural fieldwork. The NTPC Gold Medal (General) awarded to Ms. Shweta Shalini Handsa. In IM Department the Gold, Silver and Bronze medals were secured by Ms. Ruma Kunar, Ms. Swati Singh and Ms. Neha Gupta. Besides these, about 330 graduating students of XISS received their diplomas.

Earlier Fr. (Dr.) Ranjit Toppo, Jesuit Provincial and Chairman of the Governing Body of XISS gave the welcome address. In his address to the august gathering, Fr. Toppo congratulated the students on securing good jobs and reminded the students of the legacy of the Institute. He further exhorted them to bring in the Xaverian values and ethics in their workplace and to never forget their brethren who are living at the fringes of the society.

Fr. Beni A. Ekka, Director XISS presented the Annual Report on the occasion. He expressed his satisfaction over the academic and infrastructural development of the institute during the academic session of 2007-08. He appreciated the fact that the campus placements of the institute were doing better every year. He also announced the change in the academic calendar of the Institute which will shift to trimester system from the next academic session beginning 16th of June 2008 and extolled the faculty and staff to bring out the best in the students.

Fr. (Dr.) Alex Ekka, Assistant Director, XISS proposed the vote of thanks. The program was successfully compeered by Dr. R.K. Agarwal and Ms. Raj Shree Verma. The Ceremony ended by singing the National Anthem which was lead by Prof. S.R. Shauq.

Department wise Merit List

Personnel Management

Mr. Prasanna Mohan Jha	First
Ms. Afrina Ahmed	Second
Ms. Naziya Ayub Khan	Third

Information Management

Ms. Ruma Kunar	First
Ms. Swati Singh	Second
Ms. Neha Gupta	Third

Rural Development

Ms. Madhu Pallavi	First
Mr. Nilendra Biswal	Second
Ms. Nazma Jahan	Third

Marketing Management

Ms. Nisha	First
Ms. Pakhi Agarwal	Second
Mr. Kunjan Tiwary	Third

Finance Management

Ms. Shweta Saini	First
Ms. Selly Choudhary	Second
Ms. Smita Garodia	Third



Shri Rameshwar Oraon, releasing the Annual Report 2008

Special Focus : Department of Research & Planning

The Department of Research and Planning began its journey in 1978 and has completed 30 year of its existence. The department is proactively engaged in carrying out Social Impact Assessment studies for the rural, downtrodden and the marginalized people of the society and formulate strategies as per National Policy on Resettlement and Rehabilitation (NPRR) 2007 so as to safeguard the interest of the downtrodden and simultaneously pave the way for development of the society. The department is headed by Dr. Alex Ekka who is ably supported by Dr. Himadri Sinha and the researchers of the department.

In recognition of the activities of the department, the Planning Commission of India, in 2007, invited Dr. Alex Ekka to be a member of the unit for Tribal Empowerment to prepare the 11th Five Year Plan documents and empanelled XISS as a nodal research agency. It is hoped that the department will play a meaningful role in influencing the policy of Planning Commission for the betterment of the downtrodden people.

During 2007-08 the department has completed five Social Impact Assessment studies, one CSR Impact study, one CSR Need Assessment Study, and District Level Monitoring of MoRD programs in seven district of Jharkhand. The studies are as follows: Social Impact Assessment Study of Chattibariatu Coal Mining Project of NTPC in Hazaribagh, Social Impact Assessment Study of Keredari Coal Mining Project of NTPC in Hazaribagh, Social Impact Assessment Study of Dulunga Coal Mining Project of NTPC in Orissa, Social Impact Assessment Study of Manoharpur Coal Mining Project of Orissa Power Generation Corporation Limited (OPGC) in Orissa, Social Impact Assessment Study of Dip Side of Manoharpur Coal Mining Project of Orissa Power Generation Corporation Limited (OPGC) in Orissa, CSR Need Assessment Study in NTPC Kahelgaon, CSR Impact Assessment Study in Operational Area of the Uranium Corporation India Limited, Jaduguda, District Level Monitoring of Ministry of Rural Development's Schemes in Seven Districts of Jharkhand.

Besides these, for the first time, XISS has completed one national survey for Ministry of Agriculture, Government of India. The study entitled "Review And Analysis Of Existing Schemes / Program Of Department Of Agriculture & Cooperation with regard To Incidence Of Benefits And Cost Of Delivery Of Services For Women In Agriculture Sector" was conducted in five states viz. Andhra Pradesh, Orissa, Maharashtra, Arunachal Pradesh and Himachal Pradesh.

The department also carried out various studies for NGO sector. Some of the key studies are "Development Induced-Displacement In Jharkhand and Resettlement: A Database from 1993-2008, Its Nature and Extent" which was supported by Action Aid New Delhi. Another study titled "Status of Indigenous and Adivasi People in India" was conducted under the leadership of the Other Media, Delhi. It is a nationwide study and the department conducted the study for Jharkhand. The archdiocese of Sundergarh invited Dr. Alex Ekka to design a study on "Migration and Human Trafficking in the Sundergarh District of Orissa".

XISS has been identified as nodal monitoring agency for CAPART funded projects in Bihar and Jharkhand. As a result, our staff and professionals are regularly involved in monitoring CAPART funded project since November 2006.

Besides providing the usual customized services, the department has been involved in various advocacies and has tried influencing policy changes. Dr. Alex Ekka and Dr. Himadri Sinha have played active role in influencing the Jharkhand government's R&R policy. While Dr. Ekka raised his voice for safeguarding displaced people's legitimate demands at different policy making bodies, Dr. Sinha helped in pin pointing the nature of R&R package that would be required for such people. Both Dr. Ekka and Dr. Sinha have played pivotal role in shaping R&R package of Maithon Power Limited. Dr. Alex Ekka has been involved in human rights activities particularly the rights of indigenous people. He has been invited regularly to various central government level consultations in Delhi.

At the local level Dr. Alex Ekka has been involved in spearheading the Jharkhand Alternative Development Forum (JADFO). Dr. Ekka played a key role in organizing a two-day seminar on Alternative Development in Jharkhand: Prospects and Practices, held at YMCA, Kantatoli on 12-13 April 2008, when eminent activists like Medha Patkar and renowned thinkers like Aseem Srivastava and alternative development practitioners like Yogeshwar Kumar gave eloquent presentations. A few other engagements of Dr. Alex Ekka in advocacy and people's development program were: (1) working for people's empowerment with BIRSA, Ranchi on the centenary of the Chotanagpur Tenancy Act, 1908, (2) preparing the Jharkhand Perspective Plan together with other professionals and grassroots activists of BIJHAN and (3) preparing the Perspective Plan for the Ranchi Archdiocese along with the Director of Catholic Charities, Ranchi; Director, Vikas Matiri, Ranchi; and Director, ALERT Centre and about 50 clergymen, Religious Priests and Nuns and lay persons involved in socio-economic development in the Ranchi Archdiocese.

Dr. Himadri Sinha has been associated with Livelihood Reconstruction Through Sustainable Agriculture Project of Vedanta Alumina Limited. The project is covering 56 tribal villages in Kalahandi district of Orissa. The Project has been able to stop the use of ground water for irrigation purpose, reduce the use of chemical fertilizer and pesticide. On an average tribal household's income has been enhanced by 223% by adopting sustainable agriculture practices

Till date, around 93 research studies have been conducted by the Department and many articles published in the books and journals. Shortly the department will begin to work with Ministry of Health to conduct evaluation of National Rural Health Mission. The Department will work assiduously along its aims and objectives as articulated over the years and will keep up its endeavor of bringing about a more just, humane and egalitarian society through its research and planning activities thereby truly acting like **Leaven in the Dough** as the motto of the Institute stands.

Panache 2008



Mr. M.S. Bhatia, IPS, Senior SP, Ranchi, inaugurates the Panache 2008

The annual fest of Xavier Institute of Social Service, PANACHE 2008, was organized for the second time, from 15th to 17th of February. PANACHE, signifying style, élan and flamboyance represents the true spirit of an XISSIAN. With continuous encouragement from Fr. Beni A. Ekka and untiring efforts from faculty members and student volunteers, this three day extravaganza encompassed a gamut of events ranging from face painting to business dumb charade,

extempore to debate, from song to dance, providing the upcoming professionals with a unique platform to exhibit their embryonic talents. Students of other Management colleges in and around Ranchi participated in huge numbers in almost all the events.

Mr. M.S. Bhatia IPS, Senior Superintendent of Police, Ranchi was the Chief Guest at the inaugural function while Mr. K N Narnolia was the Guest of Honor. The events generally concluded before 6 PM after which rock bands like Sparsh and Vividha performed for the music lovers. To prop up the local Rock talent, war of rocks was organized in which bands like Kaal Mantra, Gravity, Srijan, Conflicting Resonance, Fire Spring and Disturbed performed and won copious applaud. Besides this, faculty games were also organized.

The most attention-grabbing event was Walk the Ramp, in which students demonstrated their flair for ramp walking and showcased their charismatic guise. Prasanna Mohan Jha and Rajni Smita Kiro emerged as the winners. Group dance also saw some benchmark performances by last year winners Monalisa and group of Personnel Management(2nd year), as well as first year students of Personnel Management and Information Management department. The Fest coordinators had arranged for tight security to prevent unwanted intrusions. On the final day the crowd went gung-ho over the music played by Kolkata based DJ Dippi.

Faculty Movements at XISS

The year 2008 saw a lot of new faculty joining XISS. We take pleasure in welcoming them to XISS. A brief profile of the faculty members are given here so that other members of XISS family can be familiar with them.

Dr. Shyamal Gomes joined XISS as a Reader in the Department of Personnel Management where he teaches strategic management, TQM and International Human Resource Management. Prior to joining XISS he worked for more than 14 years in leading industries in India and abroad in the field of HRM. He has done his M.Sc. (PGDBM - CU), PM&IR (College of Professional Management, UK) and Ph.D. (MU). He is preparing to do his post-doctoral from IIT Kharagpur



Mr. Subhojit Bhattacharya joined XISS as Lecturer in the Department of Marketing Management where he teaches Production & Operations Management. He also teaches Marketing in Rural Development department and Statistics in Information Management Department. He has worked for 2 years as lecturer in Chandannagore Institute of Management & Technology (WB). He has done his BBA from Burdwan University and MBA from WBUT and is



pursuing Ph.D. from University of Burdwan.

Ms. Arana Kausar joined XISS as a Lecturer in the Department of Finance where she teaches Business Law and Financial Management. Prior to joining XISS, she has worked both in Industry and Academia. She worked for 1 year in IFB Industries as an officer in the Operations Department. She also worked with JDK Consultants, Ranchi for another 1 year. She has also taken classes of management at graduate and post graduate level at Zakir Hussain Institute of Management (Ranchi) and FBMIT (Ranchi) and at Career Launcher (Ranchi). She has completed her B.Com (Hons.) from AMU, Aligarh and PGDBM from IBAT, Bhubaneshwar.



Mr. Niranjana Sahoo joined XISS as a Senior Lecturer in the Department of Rural Development. He teaches Disaster Management, Population Studies, Rural Economics & Development and CSR & NGO Management. He has a Masters degree in Population Studies from IIPS Mumbai and in Rural Development from VBU, Shantiniketan. He has done his M.Phil in Rural Development from University of Indore. His area of specialization is disaster management in which he is pursuing his Ph.D.



for University of Kalyani (WB). He has worked for 3 years as Assistant Professor of Rural Development & Economics at ATI, Tripura. Subsequently he joined Government Degree College, Tripura University where he was the Head of Department of Economics for the past 5 years.

Ms. Chinki joined the Department of Marketing as a lecturer in the area of Customer Relationship Management. She is pursuing her Ph.D. in Marketing from ISMU Dhanbad. She has completed her MBA in marketing and human resources from Devi Ahilya University, Indore. She has worked as lecturer in her alma mater at Indore and as senior lecturer at SSITM Aligarh affiliated to UP Technical University. She was also a JRF scholar in 2006-08. She also has 2 years work experience as management trainee at Sayaji Hotels Limited, Indore.



Ms. Raj Shree Verma joined XISS as a Lecturer in the Department of Rural Development. She has done her M.A. in Economics from Patna University. During her career she has worked as a faculty of Economics in DAV Walmi, Patna and as a project officer with IIPA on gender budget. She was also associated as a visiting faculty



with Magadh Mahila College, Patna and Patna Women's College in the area of Economics. She is presently pursuing her Ph.D. in the area of Economics from Patna University

Mr. Debdutta Kumar Panda is presently working as a Senior Lecturer at XISS, Ranchi. He is an M.Sc. (Ag.) from OUAT and PGDM from XIMB. He is a rural market analyst and has worked on the Consulting & Research assignments for agencies like UNDP, UNWFP, WWF, UNIDO, ADB, CFMR-Harvard University, Govt. of Orissa & India amongst others. He has conducted studies on Small Scale Sector and has participated in national and international conferences and seminars. He was also associated with Amity Bhubaneswar Campus and OUAT as guest faculty. He is also pursuing his Ph.D. from Utkal University



XISS also bid adieu to three faculty members. Dr. Soumendu Biswas left XISS to join at Management Development Institute, Gurgaon. Ms. Abha Ekka went on lien to pursue higher studies in South Africa and Mr. Rajesh Kumar was granted lien to join Ranchi University as Lecturer in the Post Graduate Department of Physics. We wish them success in their respective careers.

Faculty News

Dr. Anirudh Prasad: Participated in 'District Facilitators Training Workshop' at Indian Institute of Forest Management, Bhopal, on 11 February 2008, organized with the Collaboration of Tata Institute of Social Sciences, Mumbai and UNICEF, Delhi. He also participated in the Editorial Board Meeting as a 'Member' of the Journal "Management In Government", in the Department of Administrative Reforms and Public Grievances, at Patel Bhavan, New Delhi, on 10th March, 2008.

S.N. Singh: delivered a special lecture during an orientation program of young faculty members at Academic Staff College, Ranchi on 16-17 Feb 2008.

K.T. Lucas: attended the International workshop in parallel and distributed computing organized by University of Jadavpur, Kolkata in March 2008

Subhojit Bhattacharya: participated in the third national conference on management sciences and practices held at IIM-Ahmedabad. The conference was jointly organized by IIM-Ahmedabad and ORSI Ahmedabad chapter.

Niranjan Sahoo: conducted an educational project for Vedanta Aluminium Limited in Kalahandi, Orissa. He also conducted research work in the area of financial allocation and its utilization under TSP/SCP Scheme and Training need analysis for Rural Development for Government of Tripura. He conducted a study on assessing the impact of milk cooperatives in the upliftment of weaker sections of the society.

Dr. Anant Kumar: was awarded scholarship to attend the 3rd International Congress on Women's Mental Health in March 2008 at Melbourne Australia. He also participated in the design development workshop on "Program management for evidence based practice in reproductive health" at CSER, Mumbai in April 2008. He also attended and participated in the module development workshop on "Leadership Development and Organisational Effectiveness" at ICOMP, Kuala Lumpur, Malaysia.

S.R. Shauq & K.M. Spring: along with 25 students of the Personnel Management Department participated in the 11th National Conference of National HRD Network, held in Kolkata in Dec 2007.

Amar E. Tigga & Mahua Banerjee: have applied for registration to the doctoral program of ISM, Dhanbad in the area of management and information technology respectively.

Dr. Rohit Vishal Kumar, Fr. Pradeep Kerketta and Ms. Raj Shree Verma: attended a meeting of statisticians in May 2008 to discuss about the falling standards of statistics in the state and ways of improving the same. The meeting was organized by the Department of Statistics, Government of Jharkhand.

Dr. Ratnesh Chaturvedi, A.E. Tigga and Sant Kumar Prasad: are conducting 14 rounds of training for the Block Program Officers of Jharkhand Education Project Council from March 2008. Two batches of officers of JEPC have already been trained. The

program is expected to continue till August 2008.

H.K. Singh: delivered a lecture on "History of Jharkhand Movement" on 29 March 2008 at a seminar organized by Saheed Nirmal Trust, Jamshedpur. He was also nominated by the Government of Jharkhand as a member of Library Development Subcommittee (Ministry of HRD)

Amar E. Tigga, K.T. Lucas and Pankaj Tirkey: have been instrumental in re-designing the web-site of XISS and to provide it with a new and elegant look.

Mr. Varun Kumar: attended and participated in South Asia Course on Equity and Health Rights organised by Prayas, Chittorgarh in collaboration with International People's Health University and People's Health Movement at Jaipur, Rajasthan (15-21 March 2008).

Mr. Ajit Tirkey : participated in 5 days conference on Fundamentals of Livelihood Promotion (FLP) held in Rukka, Ranchi from July 10-15, 2007. The conference was organized by BASIX.

Faculty Publications

The following papers were published by the faculties of the institute in international & national journals and conferences during the First semester of 2008.

- 1. Ansari, M. H.** (2008). "Participatory approaches to micro-planning education in Upardaha village of Jharkhand: Issues and challenges." *Jharkhand Journal of Development and Management Studies* 5(3): 2572-2551.
- 2. Bajaj, S.** (2008). Knowledge Management – a mantra for success. *AICTE Sponsored Conference on Knowledge Management*. Bhubaneswar, IBCS.
- 3. Bajaj, S. and D. Gupta** (2008). "SBI Life - A Case Study." *Annamalai Journal of Management*.
- 4. Bhagat, K. K.** (2008). Corporate social responsibility. *National Seminar on Rural Development: Issues and Challenges*. New Delhi, India, Ministry of Rural Development.
- 5. Ekka, A.** (2008a). Development without deprivation: Rural development in the context of globalization. *National Seminar on Rural Development: Issues and Challenges*. New Delhi, IGNOU.
- 6. Ekka, A.** (2008b). Development without displacement: A paradigm to eradicate human misery. *Eradicating human misery*. R. L. Sebasti. Jabalpur, XID Publications: 52-80.
- 7. Ekka, A.** (2008c). Mining and displacement of Tribals in Jharkhand. *Land Acquisition For the Development Projects in Scheduled Areas and Increasing Land Alienation*. Mussoorie Lal Bahadur Shastri National Academy of Administration.
- 8. Ekka, A.** (2008d). Tribal land alienation in Jharkhand. *National Workshop on SAIP studies*. Baroda, Other Media.
- 9. Ekka, B. A. and A. Prasad** (2007). "Education and poverty in tribal Jharkhand: A situational analysis." *Jharkhand Journal of Development and Management Studies* 5(3): 2471-2482.
- 10. Kumar, A.** (2008). "Gender based violence and its effect on women's mental health. 3rd International Congress on Women's Mental Health. Melbourne, Australia.
- 11. Kumar, A. and A. Minz** (2008). "Empowering stakeholders (a case-study)." *Jharkhand Journal of Development and Management Studies* 6(1): 2827-2829.
- 12. Kumar, R. V.** (2007). "Using LaTeX for writing a Thesis." *The PracTeX Journal* 7(4): 1-10.
- 13. Kumar, R. V. and A. Sarkar** (2008). "Psychographic segmentation of Indian urban consumers." *Journal of the Asia Pacific Economy* 13(2): 204-226.
- 14. Lucas, K. T.** (2008a). Issues and challenges of implementing enterprise resource planning. *National Conference on Changing Paradigms in Management Practices*. New Delhi, India, Apeejay School of Business.
- 15. Lucas, K. T.** (2008b). Parallel algorithm for conflict graph on an OTIS-triangular array. *International Conference on Distributed Computing and Networking*. Kolkata, West Bengal, University of Jadavpur.
- 16. Lucas, K. T. and A. E. Tigga** (2008). "The cost model for ICT investment in business." *Appejay Business Review* 8(1): 1-5.
- 17. Panda, D. K.** (2007). "Innovations spurs growth." *ESR Review (International Journal of Micro Finance)* 9(2).
- 18. Panda, D. K.** (2008a). "The case of raw material supply in wood carving clusters of orissa." *VILAKSHAN - XIMB Journal of Management* V(1): 179-188.
- 19. Panda, D. K.** (2008b). "Economics of micro-empowerment: A case study on Cuttack filigree cluster of Orissa." *Journal of Management and Entrepreneurship* II(2): 60-70.
- 20. Prasad, A.** (2008a). *Eradicating Dalits miseries: The case of Bhuiyan Christians in Jharkhand*. Miseries of Dalits in India, Jabalpur, XIDAS.
- 21. Prasad, A.** (2008b). Rabindranath Tagore's philosophy of rural development, Souvenir.
- 22. Singh, H. K.** (2008a). Tribal situation in Jharkhand. *Developing Training Manual for Training Tribal Youths as Social Animators*. Sriperambudur, Rajiv Gandhi National Institute of Youth Development.
- 23. Singh, H. K., K. Kumari, et al.** (2008). Challenges before e-commerce in rural development. *National Seminar (UGC Sponsored) on Role of e-Commerce in Rural Management*. Bhagalpur, Tilka Manjhi Bhagalpur University.
- 24. Singh, H. K. and S. N. Singh** (2008). Role of information communication technology in rural area with special reference to e-governance. *National Conference on Emerging Trends in Information Technology*. Aurangabad, PES College of Engineering.
- 25. Sinha, H., S. Mukherjee, et al.** (2007). "Gender dynamics and societal resilience: Effect of strategic intervention on women's role in decision making in Jharkhand." *Journal of Economic and Social Development* 2(2).
- 26. Sinha, H., W. Norman, et al.** (2007). "National Rural Employment Guarantee Act: Is it an old wine in new bottle?" *Journal of Economic and Social Development* 2(1).
- 27. Sinha, H., D. Suar, et al.** (2007). Natural resources, sustainable development and disadvantaged people. *Economic reforms, human welfare and sustainable development in India*. N. C. Nayak, K. Goswami and B. Chatterjee. New Delhi, New Century Publications.
- 28. Verma, C.** (2008). A journey to 'customer delight' from 'customer satisfaction' in hotel industry (CRM approach). *Second PIMR International Conference on "Navigating Globalisation Through Quality Initiatives"*. Indore, Prestige Institute of Management & Research.

Departmental News

DEPARTMENT OF RURAL DEVELOPMENT

The department achieved record breaking performance in placements with 100% students getting placed in 2008. The highest salary offered was Rs. 7.00 lakhs and the average salary was Rs. 2.50 lakhs. The major recruiters were SKS Micro-Finance, NDDB, Vedanta Aluminium, CARE, Tata Chemicals, FES, Srijan, Nirman Bharati, CASA, IDE-India, PRADAN, Seva Bharat, PSI India amongst others. A major feature of this year placement was the increasing demand for rural development students in the field of CSR with corporate organizations.

As per the spirit of the program, the department organized 10 day long rural camps for the 1st and 2nd students of the course. The 1st and the 2nd year students were divided into three groups. The 1st year students camped at Fudi village (Khunti Block), Hutur village (Khunti Block) and Lachragarh village (Bero Block) respectively. The 2nd year students camped at Hetakota village (Ratu Block), Anandi village (Ormanjhi Block) and at Cherima & Tangratoli village (Bero Block) respectively. The objective was to expose the students to rural lifestyle and grass root level reality and to enable them to prepare for micro level village planning through participatory rural appraisal. Besides these, the department also organized several class seminars for the students.

DEPARTMENT OF PERSONNEL MANAGEMENT

The department achieved astounding success in placements this year as one of the students secured a package of Rs. 17 lakhs CTC with Lehman Brothers. The average package on offer was Rs. 5 lakhs. Some of the companies that picked up students from the campus were VSNL, Taj Hotel & Resorts, Schineder Electric, Arvind Mills, Lehman Brothers, SAB-Miller, Tata Motors, Tata Steel, TCS, Vedanta Aluminium, ACC Cement, JSW Steel amongst others.

The first year students of personnel management went on a 10 day long industrial visit between 26th March and 5th April 2008. The students were divided into three groups each headed by a faculty member of the department. The West Bokaro group was headed by Prof. K.M. Spring and it concentrated its visit on the Bokaro Steel Plant. The Jamshedpur group was headed by Prof. S.R. Shauq (HoD) and concentrated on Tata Motors and related industries.

The Ranchi group was headed by Dr. S. Gomes and focused on industries and establishments in and around Ranchi like Usha Martin, Hindalco, Indian Institute of Coal Management etc. The objective of the 10 day tour was to make the students aware about the industries and the role of HRM and IR in various avenues of the society.

The department organized a 1 day workshop with Raymonds India on "Grooming & Etiquettes" for the students. It also organized a 1 day seminar cum workshop on "Stress Management" for Ranchi Police.

DEPARTMENT OF INFORMATION MANAGEMENT

The department of information management had excellent placements with various companies participating for campus. The highest salary on offer

was Rs. 4.5 lakhs with a median salary of Rs. 2.5 lakhs. The companies that participated on campus were Satyam Computers, Infogain, Oman Consultancy, Satyam Nipuna, IFB Industries, HRDC, HDFC Bank, 2Coms and Vati Consulting

The first year students visited companies in Jamshedpur and Ranchi to learn about the IT processes and practices between 1-5th April 2008. One group of students visited Bharat Westfalia where they learned about the working culture of an industry. Another group visited Schenck Process which is totally computerized. The visit helped the students to understand the utility of computerization in a plant. Both the groups jointly visited the systems department of CMPDI where they held detailed discussion about the activities and functioning of the computer department. Prof. S.N. Singh, M. Singha, M. Banerjee, I. Xaxa and V. Thakur accompanied the students in the local trip. The students also went for a one day visit to Jamshedpur where they visited Tinsplate Company of India Ltd. and Tata Steel. The students held day long interactions with the personnel of the systems department in both the companies to familiarize themselves with the use of computers in industrial arena. The students were accompanied by Prof. I. Xaxa, M. Singha and K.T. Lucas

DEPARTMENT OF MARKETING & FINANCE

The departments had a phenomenal placement season with various key companies participating in the program. Some of the companies are Reddington India, Raymonds Ltd. GMR, Axis Bank, Tata AIG, Ma Foi, Appejay Surendra, IDBI Bank, IFB Industries, Colgate Palmolive, Narlonia Securities, Cease Fire Industries, Barclays, Reliance Infocomm amongst others. The maximum salary was Rs. 4.5 Lakhs with an average of Rs. 3.0 Lakhs.

The department of Marketing & Finance jointly organized a two day rural orientation program for the students of first year. The objective was to make the students familiar with Rural Markets and Marketing practices. Three groups under the guidance of faculty members visited various local places – Gumla group was headed by Dr. R. Chaturvedi, A.E. Tigga and A. Kausar, The Khunti group was headed by Prof. A.R. Bodra, P Ghosh and B Bhowani and the Lohardaga group was headed by Fr. P. Kerketta, Dr. R.V. Kumar and Chinki.

The departments also organized AIMA Quiz & Games in which the students of the department participated in full force and won prizes and certificates.

DEPARTMENT OF RESEARCH & PUBLICATION

The Department has been bringing out a Quarterly Research Journal entitled "Jharkhand Journal of Development and Management Studies" (JJDMs) since 2002. The department has decided to continue this venture by promoting Faculty – Members as Guest Editors. The forthcoming issues like 'Disaster Management, and Society' (April-June 2008) is in process, and it will be published in the month of June, 2008. It is proposed to publish 'Reproductive Health, and Tribal Society' (July-September, 2008 Issue) by the end of September, 2008. Dr. Niranjana Sahoo and



Students of Marketing & Finance (2nd Semester) interacting with SHG at Jangi Village, Lohardaga

Dr. Anant Kumar, faculty members of XISS have been requested to serve as Guest Editors of each of the subject respectively.

The Department of Research and Publications has published a book on "Social Research Methodologies in Action". It is in two volumes: (i) Conceptual and Theoretical Concerns in Social Research, and (ii) Strategies of Development Research. The Department is also thinking of starting a vocational course on Social Research Methodology and PRA for the research professionals, field workers, students and research scholars, in general. The preparation of its manual and syllabus is in process.

DEVELOPMENT RESOURCE CENTER

The Development Resource Centre (DRC) of XISS has been functioning for more than a decade as part of development training support extension department of the Institute. It undertakes capacity building for NGOs to take up development initiatives and build their capacity to bring positive impact in the lives of the marginalized sections of the society. DRC has been engaged in two major interventions during this year.

The first is the civil society mobilization for effective functioning of gram sabhas. The project completed its three year duration in the month of March 2008. 12 Partner NGOs from 12 districts of Jharkhand have been the key partners for empowering these village institutions. By the end of the project around 240 Gram sabhas have been mobilized. The second is the support to small NGOs in enabling them to build their capacity and perform their developmental activities with autonomy and integrity. In this context eight capacity building training has been organized for NGO personnel during Jan-June 2008. The training covered various aspects like Training on General Body awareness and action, Training on Facilitation Skills, Training on SHG and Micro Credit, Training on Financial Management, Training on Report Writing and Documentation and training on consolidation of program and future planning.

POPULATION PROGRAM

The program, coordinated by Dr. Anant Kumar, conducted a workshop for dissemination of

information to the Training Reproductive Health Professional on 12th April, 2008. The purpose of was to share the key findings with the different development partners in the State. It also focused to share the achievements under the program and various materials developed for the use of various voluntary organizations.

It also organized the First Round table under the Leadership Development and Organizational Effectiveness Program from 12th to 16th May, 2008. The objective of the LDOE Program is to increase the capacity of the District Health Teams and NGOs for enhancing the performance of NRHM at District level. It envisages creating a longer term impact on Public Health.

PG CERTIFICATE PROGRAM IN MANAGEMENT :

To cope with the rapid shift in the field of business and economy, the Institute has introduced a 1-year program entitled "Post Graduate Certificate in Management" with specialization in General Management. The course is designed to fulfill the gap between the managers and skilled workers in any manufacturing and services sector organization. The overall objective of the course is to develop middle or junior level executives with the right combination of knowledge, skills and practical insights to equip them to perform and deliver on the job. The PGCM course was introduced in 2007 after receiving notification from AICTE. The course, and its curriculum was well accepted by the medium and small scale industries of Jharkhand. The students of the first batch of the PGCM program secured summer training in various prestigious institutes like CARE, SRI, HDFC, Usha Martin, Airtel, Tata Steel etc. The course is being conducted by Dr. B.P. Srivastava.

GENDER AND EQUITY PROJECT

XISS, in collaboration with International Fund of Agricultural Development (IFAD) and Jharkhand Tribal Development Society (JTDS), is actively facilitating the development process in 7 villages of Khunti district namely Kochang, Sinjuri, Sake, Echahatu, Tusunga and Sayedba. The objective of the program is to ensure food security and upgrade the economic condition of tribal by creation of livelihood opportunities amongst the tribal population. This is being achieved by using land water management activities to control the flow of water and create productive farming land for the villagers. Simultaneously opportunities for income generation in the water-shed areas are also being created by empowering women SHG. A total of 17 SHG with about 230 members are actively participating in the project. The project is being coordinated by Mr. Ashok Kumar, Senior Project Officer XISS

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