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Director's Message

Dear Friends:

Welcome to XISS News Bulletin. The past few months have been hectic and glorious in the history of the Institute.

Firstly, Xavier's Institute of Polytechnic and Technology (XIPT), Namkum was inaugurated on 2nd October 2010. Prof. K.T. Lucas - a faculty of Information Management Department of XISS took over as Principal-in-Charge of XIPT. Faculty recruitments have also taken place and the first batch of students have been duly enrolled. Expansion of equipments and infrastructure is currently underway and I am hopeful that in a short while, XIPT will become a leading Polytechnic of the state and provide vocational training to the students and enable them to take up a worthwhile career.



Secondly, the Central Placement Cell (CPC) started functioning under the able leadership of Prof. Sanjeev Bajaj. The Central Placement Cell was formed with a single point agenda - to build the XISS brand in the eyes of the recruiters by offering a single point contact for placements of professionals in Rural Development, Human Resource Management, Information Management, Marketing Management and Financial Management. I am happy to report that in its short existence, CPC has done wonders by placing more than 160 students from diverse streams in diverse companies, NGO's and Government Organizations with excellent packages.

On a personal level, I had the pleasure of delivering a conference paper on "Rural Development: Need of the Hour - Intervention of XISS Ranchi, India" at the 16th World Forum of the International Association of Jesuit Business Schools, held at Ateneo De Manila University, Manila Philippines on 19-20th July 2010. I also received the "International Achievers Award 2010 for Education Excellence" at the 25th Indo-Thai Entrepreneur Summit held at Bangkok, Thailand on 27th of August 2010. These recognitions help in providing the impetus needed to build the XISS brand and also act as a platform of garnering information about best practices for the development of the Institute.

I take this opportunity, once again, to reiterate my commitment to the building of XISS brand and to fulfill its commitment towards creating professionals with a difference - who not only uplift themselves but also add value to the society. I Invite you to give us your suggestions for the upliftment and betterment of XISS.

Fr. (Dr.) Alex Ekka (SJ)
Director

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Special points of interest :

- Fr. Alex Ekka, Director, awarded the "International Achievers Award 2010 for Education Excellence" at 25th Indo-Thai Entrepreneur Summit at Bangkok, Thailand.
- Department of Research and Planning bags projects worth Rs. 1.85 Crores in the last 6 months.
- Central Placement Cell started functioning under the leadership of Prof. Sanjeev Bajaj
- More than 160 Placements of XISS students in Corporate Organizations, NGO's and Government Organizations with excellent Packages
- Welcome to Four (4) new Faculty Members - Dr. Sudeep Kumar, Dr. Amardip Singh, Mr. Prakash Dash & Ms. Ragini Sinha
- 30 conference papers and journal articles published by the Faculty Members

Departmental News

Department of Rural Development

The Faculty of Rural Development conducted village camps from 20-29 October 2010. The PGDRD students of the 1st and 2nd year were divided into 6 groups and each group was sent to one village along with 2 supervisors (in each group). The camp sites were Ladda in Ratu block, Dalmadih in Basia block, Baridih in Ormanji block, Soeha and Chene in Namkum block and Dorma in Khunti block.

Study tours for the final year students were organized in December from 10th to 24th. In this, students are exposed to different development organizations situated and working in different parts of India. The students were divided into 3 groups and taken to three parts i.e., southern, western and northern parts of India with active facilitation of faculty members.

Department of Information Management

The faculty of Information Management organized a Seminar on the topic "Manager's Sentiments and Project Selection". This seminar was facilitated by Dr. Arun J. Prakash, Professor at Florida International University, USA on the 8th of November 2010. Dr. Arun J. Prakash spoke at length about the problems in Behavioural Finance. The seminar was facilitated by Dr. Vipul Thakur of the Department of Information Management. The students of IM department and the faculty members of XISS participated in the Seminar.

Department of Research and Planning

The first two quarters of financial year 2010-11 began like the first starry sun rays after several months of cold, dark and murky arctic winter. New projects poured in like heavy downpour. During this period, the department has bagged eleven (11) new projects and one ongoing project has been renewed. These projects will earn a record breaking revenue of Rs. 1.85 crores. Four new projects are expected to be finalized in near future. In August 2010, Fr. Dr. Alex Ekka S.J. appointed Dr. Himadri Sinha as HOD of Research and Planning. However, Dr. Alex Ekka's continuous guidance is still the light and lamp for the department.

In August 2010, Dr. Himadri Sinha was appointed as HOD of Research and Planning. The department organized an International Workshop on State of Displacement in collaboration with University of Antwerp under the leadership of Dr. Alex Ekka, S.J. Director of XISS in August 2010.

The Department has decided to open GIS and Remote Sensing cell from January 2011 and a full fledged Environment Impact Assessment cell in next few years. Dr. Amardeep Singh and Mr. Prakash Dash have joined the department in August 2010 to help the department to achieve these goals.

The department completed the following projects in the last 6 months:

- ❖ Dr. Pramila Panda and Mr. A. Ahmed completed a R&R related Social Impact Assessment for GVK company Ltd.
- ❖ Dr. Himadri Sinha completed the evaluation study of National Innovative Agriculture Program with the support of Mr. Pratul Chandra and Mr. S. Reyaj Irfan. He has also completed the assignment on preparation Strategy Plan for Oxfam India's intervention in Jharkhand in association with Mr. W. Norman and Mr. Arvind Dey.
- ❖ Mr. William Norman, Mr. Arvind Dey and Mr. Herman Ekka completed the second DISE project (2010) of Sarva Siksha Abhiyan in all the 24 districts of Jharkhand.
- ❖ Mr. Ajit Tirkey and Mr. Ashok Biatha have been doing the monitoring of SSA progress in the districts of Jharkhand at the behest of Ministry of HRD, Govt. of India.
- ❖ Mr. S. R. Irfan and Mr. Herman Ekka have completed the survey of Impact Evaluation of NTPC Korba's CSR Activities in the month of May 2010. Currently they are writing the report of the same.
- ❖ Mr. Prakash Dash and Mr. Pratul Chandra have completed BPL pilot survey in Jharkhand and Mr. Nirmal Mishra and Mr. S. Mishra compiled the BPL data at national level data bank.

Mr. Ahmed and Mr. Pratul Chandra will take one large project on Preparation of Rehabilitation Action Plan for Raniganj Coal Field Area in West Bengal from August 2010. Project will cover nearly 50 thousands households in Raniganj and Asansol Areas in West Bengal. Dr. P. Panda and Mr. P. Dash have been conducting a SIA study for NTPC Gajmara Super Thermal Power project in Orissa. DVC has requested XISS to conduct the similar study for its Koderma Tilaiya Thermal Power Project.

For the first time in recent years, Planning Commission of India has empanelled the Department of Research and Planning of XISS and awarded a project on "Quick Evaluation of All Government Schemes in five Extremist Affected Districts in Jharkhand". The report was presented before Planning Commission on 22nd December 2010 by Dr. Amardeep Singh and Mr. Pratul Chandra. The report was adjudged as one of the two best reports.

Development Resource Center

Development Resource Centre (DRC) conducted numerous activities during the period of July 2010 to Dec 2010 under the Community Leadership Project supported by JTT, Mumbai. The Department undertook an "Annual Program Progress Review" to share the annual progress made during the period July 09 to June 10 project's status and to decide the next six monthly action plan was organized by XISS on 20th and 21st July 10. A brochure providing an overview of the program was developed in Hindi. 3000 copies of the CLP brochure were printed and provided to the partners. It undertook the task of publishing a training manual on "Community Leadership on Reproductive &

Child Health”. This training manual contains various modules on Understanding Community, Volunteerism, Understanding Leadership, Effective Communication, Reproductive and Child Health, NRHM, Community based Village Micro-Planning and M&E. This manual is designed for 30 days training of the community leaders.

The department organized supportive visits to review the status of program implementation in the respective areas of the partners and also help in developing clarity over emerging issues during the implementation phase of the project. A “Mid Term Evaluation” project was conducted from 15-18 Dec 2010 by an external evaluator Dr. Anand Choudhary, a renowned Public Health Specialist having more than 20 years experience in both National and International agencies. He was designated by the funding agency (JTT, Mumbai).

XISS was selected as external consultant for development of M&E system of JUS, Ranchi funded by SIMAVI, Netherland. The assignment was completed and the M&E system was developed and handed over to JUS.

JRD Tata Chair

The JRD Tata Chair started functioning in April, 2010 under Dr. Anirudh Prasad, Professor of Rural Development and HOD, Research & Publications. Mr. Aatish Kumar Sahu was appointed as Assistant Professor in August 2010 to assist the Chair Professor to conduct the study on “Contributors of Tata Steel towards Sustainable Development”. A Review Committee has been constituted to assess the progress and achievement of Tata Chair. A presentation on “Research Design of the study on contributors of Tata Steel towards Sustainable Development” was held on 30th November, 2010 at Tribal Culture Centre, Jamshedpur. The objective was to make the staff of CSS of Tata Steel aware about JRD Tata Chair at XISS and its mode of operations.

The Chair is also planning to bring out a volume on “Corporate Social Responsibility, Sustainable Development and Inclusive Growth: A Reappraisal” in January 2011. The theme is intended to create space for articulating the development aspirations of corporate commons in contemporary times. At present the Chair is involved in conducting the Pilot Study for above said study.

Department of Research & Publication

The department of Research & Publication continues to publish a multi-disciplinary quarterly research Journal related with development and management studies. Dr. Sudeep Kumar joined the department in August 2010 as Assistant Professor cum Associate Editor to assist the Editor in publications of Journal & Reference books of the Department. Up till now XXXIII issues have been published on diversified fields of social life. Themes for the forthcoming issues are as follows: (i) Social Exclusion and Empowerment (Jan-Mar, 2011) (ii) Social

Work: Concerns and Issues (Apr-Jun, 2011) and (iii) Leadership and Social Entrepreneurship (Jul-Sep, 2011)

Population Programs

Leadership Development and Organizational Effectiveness (LDOE) was started in 2007 with an objective of filling the personal and organizational skills and competencies of existing staff and institutions and build leadership capacities, competencies, and managerial skills at the state, district, block and community level. The success of this program is encouraging and it is moving towards final evaluation and dissemination stage. A small grant has also been made to select NGOs for CBO training. The “Community Leadership program” has completed 18 months of project implementation. More details are available at, www.xiss.ac.in/rch.html

State Training Resource Center (STRC)

STRC is another landmark initiative in collaboration with NACO and JSACS, strengthening the Targeted Intervention (TI) projects under NACP III to prevent the HIV among vulnerable population and building the capacities of the TI partners. Beside this imparting leadership skill to the NGO, human resource management, and financial management are other areas of technical skill building process under this program. Through this program the capacity of Counselor, PM/PD, Accountant and MIS officer of TI and Master trainers for Peer educator training has been developed.

Ms. Ragini Sinha took charge as Training Coordinator, STRC program in July 2010. She holds the master's degree and also qualified NET. She is a development professional and has 7 years of experience in reproductive health sector. Besides her, the team of STRC is augmented by Mr. Prakash Kumar (Training Officer, STRC), Ms. Deepshikha Parashar (Documentation Officer, STRC) and Ms. Priya Sulekha (APO, LDOE program) - all of whom are development professional and have completed PGDRD from XISS. More details is available at, www.xiss.ac.in/strc.html



Fr. Alex Ekka, Director, addressing a gathering of Health Professionals at the STRC Training Program

Faculty News

Dr. Anirudh Prasad: was appointed as a Member, Consultant Committee of The Ministry of Social Welfare and Empowerment, Govt. of India.

Dr. M.H. Ansari: the Head of Department of Rural Development participated as member of selection interview committee for various positions conducted by JTDS, Jharkhand.

Dr. K.K. Bhagat: acted as a moderator for Right to Food Workshop organized by CARE India at XISS, Ranchi on 9th and 10th September, 2010. He gave a talk on Adherence Counseling for Global Funds to Fight AIDS, Tuberculosis and Malaria on 18th September, 2010. He conducted a Motivation and Leadership Program for TI Counselors, JACSS on 16th of September 2010. Dr. Bhagat gave a lecture on "Indian Agriculture - Production, Productivity and its contribution to Country's Self Dependence" at Sri Krishna Institute of Public Administration on 10th September, 2010. He delivered a lecture on "Rural Society and Sustainable Development" for SIRD-NIRD on 21st September 2010 and on "Agrarian Reforms" at Academic Staff College on 3rd December 2010.

Dr. Anant Kumar: participated in the 3rd National Bioethics Conference at New Delhi, India held on 17-20 November 2010. He participated in "Leadership in Mental Health" course organized by Sangath in collaboration with the London School of Hygiene and Tropical Medicine, the Schizophrenia Research Foundation, the Public Health Foundation of India, and the University of Melbourne and Dalhousie University held at Goa, India from 22 November to 3 December 2010. He participated in "National Leaders Meeting" organized by the Institute of International Education in Kolkata held on 15-17 December 2010.

Dr. S.N. Singh: delivered two special lectures during an orientation program of young faculty members at Administrative Staff College, Ranchi University on 8 December and 12 December 2010. Dr. Singh was invited to be a subject expert for the appointment of lecturers in Computer Science at Marwari College, Ranchi and he acted as an External Examiner of M.Tech students in their Final viva-voce at BIT Mesra in Dec 2010.

Dr. Rohit Vishal Kumar: successfully guided the M.Phil Thesis of Ms. Anupama Ghoshal, Independent Consultant at Bangalore from West Bengal University of Technology (WBUT), Kolkata. The topic of the thesis was "Brand Loyalty in the Shampoo category of the fast moving consumer goods sector: A study of Indian metropolitan consumers".

Dr. Shyamal Gomes: participated in the AICTE assisted foundation course of "Management Teachers' Program" on Strategic Management at Indian Institute of Management, Lucknow (IIML) from 18-23 October 2010. He organized two days workshop on "Joyful teaching Methodologies" at XISS on 9th and 19th November for the first year Personnel Management students. Dr. Gomes attended Management Conference on 7th December as speaker at Sri Krishna Institute of Public Administration, Ranchi on "Managerial Ethics and Strategic Management".

Dr. Shyamal Gomes and Dr. Sudeep Ghosh: organized a day-long "Rural camp cum NGO visit" at Krishi Gram Vikas Kendra (KGVK), Rukka village on 17th November 2010 for the students of 1st year PM students. Mr. Briz Kishore Jhawar, Vice Chairman of Usha Martin and President of KGVK interacted with the students.

Prof. H.K. Singh: delivered a lecture on "Knowledge Resources and its use through Information Network: INFLIBNET" at Academic Staff College, Ranchi on 19th December 2010.

Prof. D.K. Panda: delivered his key note on "Jharkhand Development and its Future Growth Plan" in the Prof. Debroy Committee on 14th Dec 2010.

Major Indrajit Banerjee: conducted two half-day workshops on Leadership for DGMs of Coal India. The first workshop was held on 18th September & second on 6th December.

Prof. N. Sahoo: Participated as a Resource Person in a National Level Convention held at University of Mumbai on 25th-28th Nov 2010 organized by Jamsetji Tata Virtual Academy of M. S. Swaminathan Research Foundation, Chennai. He Organized a 15-day long Study Visit for a group of consisting 24 students to New Delhi, Chandigarh, Lucknow, Jaipur, Udaipur & Shimla, where visits were made at NTPC Ltd, SMEC

Ltd., Development Alternatives, Vedanta Group's Hindustan Zinc Ltd, JRC Ltd., Mountain Forum Himalayas, PACE, WASI & SAHARA India Ltd etc. He received the "Rajeev Gandhi Excellence Award 2010" conferred by His Excellency Iqbal Singh Lt. Governor of Pondicherry and Mr. GVG Krishnamurthy, the former Chief Election Commissioner of India in a ceremony held at Constitution Club of India, New Delhi on 9th Sept 2010. He was also the recipient of "International Intellectual Achiever's Award 2010" which was conferred to him in Indo-Thai Friendship Summit held at Hotel Radisson, Bangkok, Thailand on 30th Dec 2010.

Prof. D.K. Panda: delivered a lecture on Rural Livelihood at the State Level Workshop on Adolescent Issues, conducted by SEEDs (XLRI), SDC, Ranchi, 19th Nov 2010.

Prof. N. Sahoo & F.X. Tirky: Edited a Report on "Socioeconomic Survey of Sakia and Khaas Dalmidih Villages" of Basiah Block in Gumla District of Jharkhand.

Dr. Pramil Kumar Panda: Attended the 36th All India Sociological Conference held at Ravenshaw University, Cuttack during 27-29 December, 2010 and presented a paper at the conference.

Prof. Arana Kausar: participated in the National Conference at SMS, Varanasi on "Spirituality and Ethics in Management" held on 30-31 October, 2010. she presented a paper entitled "Good Ethics leads to Good Business".

Prof. (Ms.) Mahua Banerjee: reviewed the following books (i) A new script of Data Structure using C of McGraw Hill Education and (ii) A script of MODEL TOC of Data Communication & Networking of McGraw Hill Education. She also presented a paper in the International Conference on Software Engineering, Phuket, Thailand.

Prof. Prakash Dash: participated in the TISS-EPW workshop on "Exploratory Data Analysis using R-Software" organized jointly by TISS and Economic and Political Weekly and sponsored by UGC from 6-11 Dec, 2010 at TISS, Mumbai.

Prof. Sant Kumar Prasad: was awarded PhD degree

from Ranchi University in August 2010. The topic of his thesis was "NGOs and Tribal Development with Special Reference to Jharkhand: Case studies of Four Selected NGOs working in Jharkhand" under the supervision of Dr. Y.K. Jaiswal, Professor & HOD(Retd), Department of Anthropology, Ranchi University, Ranchi.

Dr. Mahadeo Sahu: attended the National level Master Trainers training on Counseling HRG organized by National AIDS control Organization at Kolkata from 28 June to 1 July 2010.

Ms. Ragini Sinha: attended the National level Review meeting of TI program and STRC Program respectively at National AIDS Control Organization, New Delhi on 11th August 2010 and 11th Nov 2010 respectively.

Ms. Ragini Sinha and Prakash Kumar: attended the national leaders meet in Kolkata organized by Institute for International Education (15-17 December 2010). They also attended the National level TOT on Peer Educator Module organized by National AIDS Control Organization and Public Health Foundation of India in Delhi from 8-10 November 2010.

Mr. Ajit Tirkey: attended 9th National Level Review Meeting held on 18th June 2010 at New Delhi for Renewal of TOR/MOU in respect of Monitoring Sarva Shiksha Abhiyan & Mid Day Meal activities for the year 2010-12. He also attended 26th Meeting of the State Governing Body/Council and Executive Committee of the Sarva Shiksha Abhiyan State Implementation Society held on 26th November 2010 at Project Bhawan, Dhurwa, Ranchi.



Fr. Alex Ekka, Director, lighting the lamp at the National Industrial Conclave, held at IICM Ranchi

Welcome to New Faculty Members



Dr. Sudeep Kumar (Department of Research and Publication): did his B.Sc. and M.Sc. in Anthropology from Hans Raj College New Delhi and M.Phil in Social Anthropology from University of Delhi and stood First-Class First in the Examinations. He did his Ph.D. in Social Anthropology from University of Delhi in 2004. He is NET qualified and is a recipient of ICSSR Fellowship. He has taught for two years in the Department of Anthropology, University of Delhi for two years. He worked as Research Officer in Voluntary Health Association of Delhi (VHAD). In 2003, he moved to the Institute of Human Behaviour and Allied Sciences (IHBAS), Delhi to work as Research Associate in the “Multi-sited ICMR Task Force Project on Suicide Behaviour” and continued there till he joined Xavier’s Institute of Social Service (XISS), Ranchi, Jharkhand on 2nd August 2010. He has extensive fieldwork experience in rural areas and has more than seven years of research experience in the area of his interest. He has attended and presented papers in many conferences, seminars and workshops and published many articles in both national and international journals. He is a Life Member of Indian Anthropological Association (IAA) and Life Associate Member of Delhi Psychiatric Society (DPS). His areas of interest include Social Change in modern India, Qualitative Research Techniques, and Suicide Behaviour. He joined XISS in August 2010.



Dr. Amardip Singh (Department of Research): is a M.Sc., Ph.D. degree holder in Environmental Sciences from Magadh University. He has also done CDM (IGNOU) and PGDJ (SBIOA, Chennai). His areas of expertise are Environmental Impact Assessment & Management Plan (EIA/EMP), Environmental Planning for City & Towns (Master Plan), Strategic Environmental Assessment (SEA), Social Impact Assessment and R & R Plan, Hydro-geological Study of Arsenic Contamination, Clean Development Mechanism (CDM) and Disaster Management



Mr. Prakash Chandra Dash (Department of Research): has an M.A. (Geog.), M.Phil(Geog) degree and is currently a Doctoral Student at Jawaharlal Nehru University, New Delhi. He also holds a PGD Environmental Law & Management degree from ILI, Delhi and PGD RS&GIS degree. His areas of Interest are GIS & Remote Sensing, Geo-Environmental Resource Appraisal, Natural Resource Management, Disaster (Drought) Management, EIA/SIA Study, Environmental Law & Management



Ms. Ragini Sinha: is currently working as Training Coordinator under State Training Resource Centre, Jharkhand supported by NACO, New Delhi. She is graduate from Acharya N G Ranga Agricultural University, Hyderabad and Masters in Extension Education and Communication Management from Maharana Pratap University of Agriculture and Technology, Udaipur, Rajasthan. She has 6 years of work experience in area of Family Planning, Reproductive Health and HIV/AIDS. She Worked as Project Coordinator in Health Sector in KGVK, Jharkhand, and has represented International Organization Institute For Reproductive Health, Georgetown University as a State Program Officer for Jharkhand Unit and provided technical assistance to Government of Jharkhand in Family Planning Program. She has worked in Citizens Foundation as State Program Manager (Health) for Bihar, Jharkhand and Orissa . Her expertise lies with Program Management, Capacity Building, Information Management, Training Tool development, monitoring and supportive supervision.

Faculty Publications

Book Section

1. **Panda, D.K.** "Assessment of the Impact of Microfinance on Clients: An Analysis of Methodological Issues," J. U. Ahmed, D. Bhagat and G. Singaiah, Micro Finance in India. Guwahati: D.V.S. Publishers, 2010,

Conference Papers

1. **Banerjee, Mahua; Kumar, C and Roy, S.R.** "A Refactoring Model for Developing Efficient Refactoring Tools," International Conference in Software Engineering. Phuket, Thailand, 2010.
2. **Ghosh, Pinaki.** "Building Market based Competencies in Agri-Business Extension through IT led public private Initiatives," International Conference. Mahatma Gandhi University, Kottayam, 2010.
3. **Kausar, Arana and Verma, Chinky.** "Good Ethics Leads to Good Business," Spirituality and Ethics in Management. SMS Varanasi, 2010.
4. **Panda, Pramila Kumar.** "Agricultural Labour Market in Pre and Post Green Revolution Era: A Note with Empirical Evidences from Orissa," All India Sociological Conference. Ravenshaw University, Cuttack, 2010.
5. **Sahoo, Niranjana.** "Education and Training: Basic Need for Agricultural Production and Productivity," International Conference on Agriculture Education and Knowledge Management (ICAEM). Agartala: IFFRI, Washington and IGNOU, New Delhi 2010.
6. **Sahoo, Niranjana.** "A Study on Present Status of Displacement, Rehabilitation and Resettlement; and Planning for Potential Change (with Special Understanding to the Vedanta Aluminum Limited, Kalahandi, Orissa)," International Conference NIT, Rourkela 2010.
7. **Singh, Amardip.** "Industrialization, Intensive Agriculture and Unscientific Disposal of Solid Waste: An Urgent Need for Their Control," National Seminar on "The problem of fluoride, arsenic and heavy metal contamination in drinking water in the Ganga Plain". TMB University, Bhagalpur: CSIR, BCST & NABARD, 2010.
8. **Singh, Amardip.** "Relationships between Land-Use/Land-Cover Patterns and Surface Water Quality in the Upper Damodar River Basin, Jharkhand," Case Studies on Real Time Hydrological Modeling for Ganga Brahmaputra Basins. NIT Rourkela: 23-25 Sep 2010, 2010.
9. **Singh, Amardip.** "Unplanned Industrialisation & City Sprawl, Intensive Agriculture and Unscientific Disposal of Solid Waste Are the Key Factors, Causing Deterioration in Water Characteristics: A Case Study of Batala City (Punjab), India," National Seminar on "The problem of fluoride, arsenic and heavy metal contamination in

drinking water in the Ganga Plain". TMB University, Bhagalpur: CSIR, BCST & NABARD 2010.

10. **Singh, H.K.** "Corporate Social Responsibility and Strategic Philanthropy in India: Present and Future," 2nd International Conference on Redefining the Role of Business, NGO and Government: A Mission for Better Global Society. NITTE, Karnataka, 2010.
11. **Singh, H.K.** "Role of HRD with Special Reference to Talent Management in 21st Century", " 63rd All India Commerce Conference. Goa, 2010

Articles in Journals

1. **Gomes, Shyamal.** "Selecting Effective Methodology for Corporate Social Responsibility: Challenge of the 21st Century." Jharkhand Journal of Development and Management Studies, 2010, 8(2), pp. 3819-29.
2. **Kumar, Anant.** "Rural Health Innovation through Leadership Development and Organisational Effectiveness." Jharkhand Journal of Social Development, 2010b, 3(2).
3. **Kumar, Anant.** "Brucellosis: Need of Public Health Intervention in Rural India." Contributions, Sec. Biol. Med. Sci., 2010a, XXXI(1), pp. 219-31.
4. **Kumar, Sudeep.** "A Century of Trust-the Story of Tata Steel by Rudrangshu Mukherjee." Jharkhand Journal of Development and Management Studies, 2010, 8(2).
5. **Kumar, Sudeep and Patra, P.K.** "Socio-Ethical Implications of Genetic Engineering Programs: An Anthropological Study on Two Tribal Communities." Jharkhand Journal of Development and Management Studies, 2010, 8(4).
6. **Panda, A.K. and Panda, D.K.** "Role of Microfinance in Poverty Alleviation: A Case Study of Syndicate Bank." Cooperative Perspectives, 2010, 44(2-4), pp. 8-12.
7. **Panda, D.K.** "Assessing the Impact of Self-Help Group Based Microcredit Programs: Non-Experimental Evidence from the Rural Areas of Coastal Orissa in India." Management Dynamics, 2010a, 10(1), pp. 39-52.
8. **Panda, D.K.** "Impact of Microfinance on Rural Households: An Empirical Evidence from a Coastal District of Orissa." Metamorphosis, 2009, 8(2), pp. 48-60.
9. **Panda, D.K.** "Trade-Off between Social Performance and Finance Performance in Microfinance Institutions." Jharkhand Journal of Development and Management Studies, 2010b, 8(2), pp. 3899-913.
10. **Panda, Pramila Kumar.** "Land Conversion and Urbanisation in India: Snippets from Literature." Jharkhand Journal of Development and Management Studies, 2010a, 8(3).

11. **Panda, Pramil Kumar.** "Land Use Policy in India in the Context of Development: A Note with Insights from Orissa." *Jharkhand Journal of Development and Management Studies*, 2010b, 8(1).
12. **Prasad, Anirudh.** "Christians of Tribal Origin in Jharkhand: Implications on Demography and Development." *Jharkhand Journal of Development and Management Studies*, 2010a, 8(4).
13. **Prasad, Anirudh.** "Transformation of Tribal Industries through Proto-Industrialization." *Jharkhand Journal of Development and Management Studies*, 2010b, 8(3).
14. **Sahoo, Niranjan and Das, R.** "Rural Urban Migration: Some Experiences: A Study Titagarh Industrial Areas of North 24 Parganas District of West Bengal." *Jharkhand Journal of Development and Management Studies*, 2010, 8(3).
15. **Sahoo, Niranjan and Pradhan, S.** "Status of Corporate Social Responsibility: An Analysis in the Context of Indian Companies." *Jharkhand Journal of Development and Management Studies*, 2010, 8(2).
16. **Singh, H.K.** "Fertility Differentials among Urban Tribals and Non-Tribal Working Woman in Jharkhand." *Jharkhand Journal of Social Development*, 2010a, III(2), (Book Review).
17. **Singh, H.K.** "Tribal Movement in Jharkhand 1857-2007." *Jharkhand Journal of Social Development*, 2010b, III(2), (Book Review).
18. **Sinha, Himadri.** "Development Induced Displacement and Rehabilitation Policies: Revisiting Indian Experiences." *Jharkhand Journal of Development and Management Studies*, 2010, 8(2), pp. 83-102.

Central Placement Committee



Prof. Sanjeev Bajaj,
Chief Coordinator Placement Cell

Keeping up with the changing times and demand of the corporate world, the institute initiated a change in placement system from the Academic Year 2010-11. The placement system is centralized for the batches passing out in 2011 onwards. For quite some time, most of the stakeholders were feeling that the placement system at the institute needed some re-thinking as there has been lot of duplication of efforts. The decision to form the Centralized Placement Cell for the institute was taken in the month of July 2010. The objective of the cell is to work as a link between corporate houses, voluntary services organizations and the students.

The functions of the cell include (a) Coordinating with the employers so as to arrange for best suited job opportunities for passing out students, (b) Coordinating with different organizations so as to arrange for best suited internship opportunities for the first year students (c) helping in brand promotion activities in the best interest of the institute (d) arranging for various trainings and guest lectures for students, (e) maintaining alumni relationship, (f) industry academia partnership and anything which may be related to above.

The Cell started functioning from August 2010. In the first year, in order to provide a smooth changeover to new system, it was planned that departmental placement cell will exist under the supervision of departmental placement coordinators, and will help the Central Placement Cell in achieving its objectives. After this the Central Placement Cell will also cater to the students summer internship related activities.

The organizational structure of the Cell is as follows - The Cell is headed by Chief Coordinator who is supported by Placement Officer, Assistant Placement Officer, Alumni Relation Executive, Clerical Staff, and Technical Support Staff. The placement cell is supported by Student Placement Committees formed in each department to coordinate the process. Prof. Sanjeev Bajaj is the current head of the Placement Cell. He is assisted in his work by Prof. Viplav Thakur, Ms. Aditi Mehrotra, and Ms. Koel Banerjee.

In the first five months of its operations the cell launched its campaign and approached various prospective recruiters. Till last week of December 2010, the cell was able to host 18 recruiters who recruited 59 candidates from various departments. Of the 18 recruiters 6 were first time visitors to XISS. After many years (in recent times) the institute has experienced many organizations visiting the campus up to December 2010.

Editor : Dr. Fr. Alex Ekka. SJ

Associate Editor: Dr. Rohit Vishal Kumar

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Contributions and Feedback may be sent to the Editor at the following address: Xavier Institute of Social Service, P.O. Box No: 7, Dr. Camil Bulcke Path, Ranchi-834001, Jharkhand, India. Phone: (+91-651) 220-0873 / 4456 Fax: (+91-651) 231-5381 / 235-1482 Email: xiss@xiss.ac.in

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