



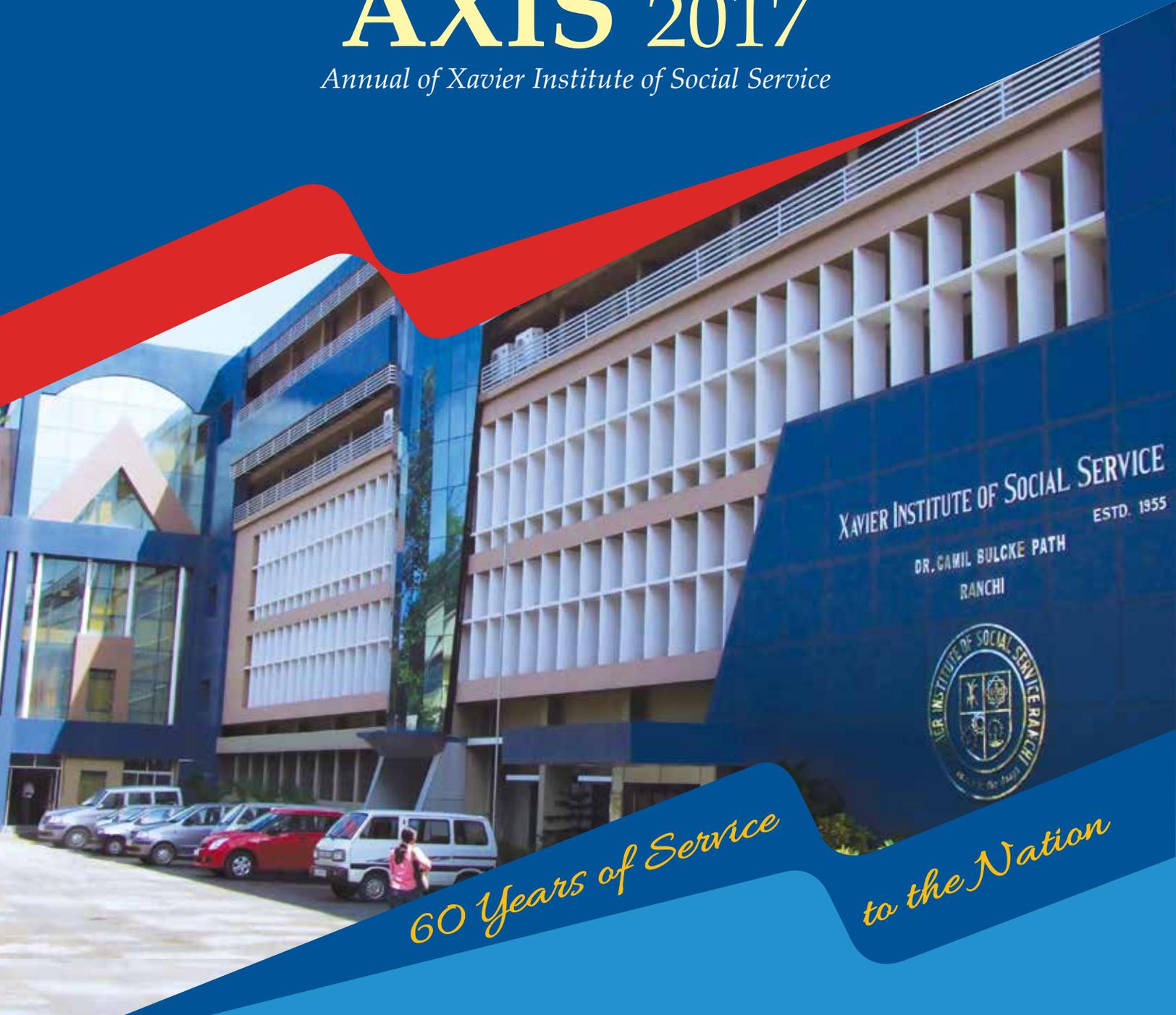
xiss



Nurturing Professionals
With a Difference

AXIS 2017

Annual of Xavier Institute of Social Service



XAVIER INSTITUTE OF SOCIAL SERVICE
ESTD. 1955

DR. CAMIL BULCKE PATH
RANCHI



*60 Years of Service
to the Nation*

XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI

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

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

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

AXIS

2017



Nurturing Professionals with a Difference



xiss

Annual of

XAVIER INSTITUTE OF SOCIAL SERVICE

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

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

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



xiss

Contents

From the Editorial Board	<i>Prof. (Dr.) R.K. Agrawal Prof. S.R. Roy Dr. Sudeep Kumar</i>	3
Director's Report - 2017	<i>Dr. Alexius Ekka, S.J.</i>	5
Grand Finale of the Diamond Jubilee Celebrations 14-18 th February 2017	<i>Dr. Alexius Ekka, S.J.</i>	11
Department of Human Resource Management	<i>Prof. S. R. Shauq</i>	21
Department of Rural Management	<i>Prof. (Dr.) M. H. Ansari</i>	37
Department of Information Technology	<i>Prof. (Dr.) S. N. Singh</i>	55
Department of Marketing	<i>Prof. Anmol Roshan Bodra</i>	63
Department of Finance	<i>Prof. (Dr.) Ratnesh Chaturvedi</i>	77
Central Placement Cell	<i>Dr. Amar Eron Tigga</i>	89
Department of Research and Planning	<i>Prof. (Dr.) Himadri Sinha</i>	93
Department of Research and Publications	<i>Dr. Sudeep Kumar</i>	101
Department of Library and Documentation	<i>Prof. H. K. Singh</i>	109
Department of Management Development Programmes	<i>Prof. Ignatius Xaxa</i>	113
Development Resource Centre	<i>Dr. Sant Kumar Prasad</i>	115
Department of Entrepreneurship Development Programs (EDP)	<i>Harpreet Singh Ahluwalia</i>	135
Women Helpline, Ranchi	<i>Sanjay Kumar Verma</i>	143
Childline, Ranchi	<i>Sanjay Kumar Verma</i>	149
ICSSR Senior Research Fellowship	<i>Prof. (Dr.) Anirudh Prasad</i>	155



From the Editorial Board

“I believe that men like Confucius, Buddha, Jesus and Gandhi have done more for humanity with respect to development of ethical behaviour than science could ever accomplish.”

Albert Einstein

As the academic year 2016-17 and the Grand Finale of the Diamond Jubilee celebrations come to an end, it is time again to present before you “AXIS-2017” – *the Annual of Xavier Institute of Social Service, Ranchi*. It encapsulates the activities carried out by various departments, centres and programmes during the academic year 2016-17.

The B-Schools around the world have been reinventing the pedagogy of management education in the modern context of rapid transformation in social, cultural, political, economic and administrative aspects. Besides inculcating good management education for developing managerial skills, the B-Schools have also started training their students in terms of leadership, research competence and self-development for producing leaders and entrepreneurs of the future generation for solving human problems. The Management Education at XISS goes beyond the above-mentioned goals and objectives. Besides blending professionalism and academics together the teaching and training programmes of our Institute also speak of sustainability, social justice and empowering the poor. It provides holistic and value based education guided by morals, ethics and character building to live creatively, responsibly and harmoniously in the society.

Academic excellence has always been the goal of Management Education at XISS along with the social field work experience for practical exposures and realization of various situations beyond classroom teachings as could be seen from the annual reports of all the five academic streams. Keeping abreast with new knowledge XISS is frequently interacting with the industry and the corporate world in order to make the curriculum relevant that can deliver quality in terms of a skilled and industry-ready workforce without diluting its vision and mission. Moreover, the students are put through rigorous practically oriented assignments, projects and case studies where they get enough opportunities to display their innovative skills. Such opportunity to each student also gets offered when he/she gets attached to a particular industry/organization for ‘Summer Internship Projects.’ The academic excellence is further reflected in the Institute’s research activities which evaluates many development

projects of national and International agencies, and the thematic and quarterly journal-*“Jharkhand Journal of Development and Management Studies”*. Similar thing can be said about the International Conferences being organized, Management Development Programmes, paper presentations at seminars/conferences and the publication of books and articles by the faculty members and students of this Institute.

In the similar vein, the training and development of the professionals from the Government and the Non-Government Organizations, the Community Based Organizations as well as the Corporate Organizations have the same thrust of deep knowledge and experience based learning and grassroots level involvement for solving the rural and urban problems like dealing with water resource management, projects/programmes for livelihood promotion and entrepreneurship development. And finally, the outreach programmes of Women Helpline and Childline at the Institute bear testimony to its upholding the human rights and dignity of women and children.

XISS has always strived to uphold the great task of imparting higher knowledge, critical thinking and academic rigour to prepare ‘professional with a difference’ who would serve and lead the society and the country for a better tomorrow for every citizens. We pray to the Almighty that the sixty years of substantive achievement and growth strengthens the commitment of our mission of ‘putting the last first’ more and contributes to transform our society into a more just and equitable one. We hope that the activities bearing testimony to the vision and mission of the Institute vibrate and spread more in the coming years.

Prof. (Dr.) Ramakant Agrawal

Prof. Sushil Ranjan Roy

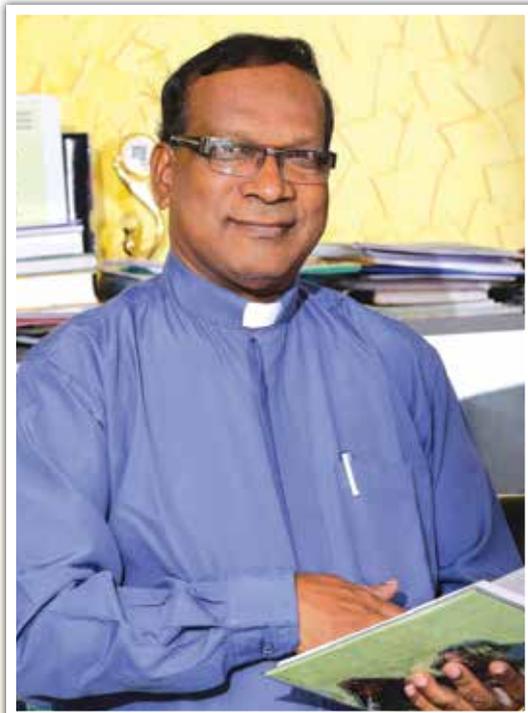
Dr. Sudeep Kumar

Patron : Dr. Fr. Alexius Ekka, S.J.

7th April, 2017

56th Annual Convocation Day

Director's Report – 2017



The year 2016-2017 was the second innings of the Diamond Jubilee Celebrations of the Institute. This academic session was inaugurated on 18th June 2016 by Prof. A. Sen Director In-Charge, IIM – Ranchi as the Chief Guest. In his keynote address he urged the students to make best use of the time in professional education at XISS for which they had long cherished to join just as many others did at Indian Institute of Management (IIM), Ranchi. He said that the students must try to achieve the best in education, in character formation and in social commitment. Similarly, the guest of honour Dr. (Fr.) Henry Barla, SJ Vice-Chairman of the Governing Body of XISS said that those who opted to study at XISS were privileged as they would walk in the footsteps of St. Francis Xavier, the patron of the Institute and share the vision and mission of Jesuits pertaining to higher education. It was reflected in the Latin word *Magis* which meant more and

more, better and better or higher and higher; in other words striving for excellence in professional education. There are four major sections in this annual report: (1) Welcome and Farewell, (2) Visits of the Dignitaries in the Institute, (3) Departmental Performance and (4) Future Prospects.

I. Welcome and Good Bye

Just on the day of the inaugural function of the new academic year Fr. Xavier Soreng, SJ, Fr. Pradeep Kerketta, SJ and Dr. (Fr.) Ashok Ohol, SJ joined the Institute. While Fr. Xavier Soreng and Fr. Pradeep Kerketta belong to Ranchi Jesuit Province, Fr. Ashok Ohol belongs to the Pune Jesuit Province in India. The Institute welcomes them again warmly and express happiness over their appointments – Fr. Xavier as the Superior of the XISS Jesuit Community, Fr. Pradeep as the Assistant Director and Fr. Ashok as the Faculty in the Institute.

But as misfortune would have it, XISS lost great Fr. Ranjit Pascal Toppo, SJ, Assistant Director of the Institute, on 23rd May 2016. He died of the cancer of the kidneys. Unfortunately the diagnosis of this fatal disease could be made only around forty days before his demise. Before this he lived as if nothing serious had happened to him. Since he passed away during the Institute's summer holidays, a befitting memorial service was held in his honour on 23rd of June 2016 at the Institute's premises. The Faculty, Staff and Students of XISS paid rich tributes to the late Fr. Ranjit Pascal Toppo, SJ for his wonderful services to the Institute and for being so affectionate and caring to all.

The following persons joined the Institute during the academic year: Ms Puja Mishra and Ms Tina Murarka joined as Assistant Professors in the Department of Marketing Management in the month of March '17 and Prof. Amit Kumar Giri joined as Assistant Professor in the Department of Finance Management. A few more Faculty members are to join the Institute shortly.

The Institute also thanked a number of employees during the academic year 2016-2017 for their long and committed services. They were Mr. Nichodim Kullu after 43 years of service in the General Office, Mr. Jadjish Sur Paudal after 38 years of service as the Security and watchman at the gate, Mr. Emil Ekka after 41 years of service as the Driver and Mr. Aftabuddin Ahmad after 32 years of field work services in the Department of Research and Planning. XISS also thanked Dr. Rohit Vishal Kumar who left the Institute after 10 years of service. But Prof. Major Indrajit Banerjee was terminated from his services on disciplinary grounds.

The Institute Congratulates Dr. Arup Mukherjee for being awarded Doctor of Philosophy for his thesis on “Role of Self Help Groups in Economic Empowerment of Women: A Case Study of Ranchi District” under the Supervision of Dr. Ratnesh Chaturvedi, HOD Department of Finance, XISS from Jharkhand Rai University, Ranchi. The Institutes also feels glad that Dr. Mukherjee has kindly accepted to coordinate in the Admission Procedure of the Institute.

II. Visit of the Dignitaries to the Institute

Her Excellency, the Governor of Jharkhand, Mrs. Droupadi Murmu visited XISS on 24 October 2016 at 11.00 a.m. according a pre arranged programme given to us from the Raj Bhavan. Her desire was to see XISS and know what courses and programmes were conducted. She did not want to disturb and normal running of the Institute including the classes. So after a short briefing about the Institute in the Staff Room with the HODs, she was shown the canteen, the library, the classroom and computer rooms in the fourth floor, the library for MKT & FIN and the DRC in the third floor, Research Dept. and GIS lab in the second floor and the auditorium in the first floor. She also was taken to the Mustaphy Compound and shown the Girls' hostel, Faculty quarters, the EDP Centre, Women Help Line and Child Line including the THMC shop at the road. She praised XISS as a model institute of Higher Learning combined with outreach programmes including option for the poor. She was very pleased with her visit to XISS and assured us of all assistance and collaboration on any project.

Next day 25th October was the visit of the French Consul General Mr. Damien Syed and Team from Kolkata as requested by the Consul General's Office in the previous week. The meeting was held in the auditorium first for the Faculty Members for 90 minutes and then for the students for 60 minutes. The Consul General and his team spoke of the study and research collaboration as well as ex-change programme between the students and faculty of French Universities and XISS.

III. The Departmental Performance

The first and the fourth trimester classes started on 22nd and 23rd June for the first and the second year students respectively. Besides the usual classes and field works as well as rural camps there



were seminars and conferences for the students and the faculty both in the Institute and at other Management Schools. The Second Year students of HRM, IT, MKT and FIN also went for their usual Industrial Visits to different parts of the country. From this year the system of Term Paper has been made compulsory for the First Year Students. The Summer Internship Projects for the students continue as usual.

Human Resource Management

The students' participation has been in 13 co-curricular activities and conferences like Student Corporate Interaction conducted by Alumni from ICICI, Tata Motors, ACT and RBI and 7th National IR Conference at XLRI to mention a few. Similarly, among the Faculty Dr. Mohit Spring participated in conferences like 7th National IR Conference at XLRI, Dr. R.K. Agrawal trained the faculties of various universities on SPSS and Statistical Analysis at Academic Staff College, Ranchi, Prof. Nidhi Shukla presented a paper and published a paper in JJDMS; Dr. M. Roy attended a workshop on "Research Quality, Productivity and Qualitative Methodology" organized by XLRI & Cornell University, at XLRI Jamshedpur and Dr. Shyamal Gomes published a paper "Ethics driven CSR for preventing Cyber crime an Exploratory Study" in an edited book CSR – Social Sustainability and Exclusive Growth published by Bloomsbury, New Delhi, 2016.

Rural Management

During the Orientation Programme of the first year students the Rural Management Alumni from the Industry and NGOs had interactive sessions. Writing and Research Skills is a new paper started in the Department. This year again three second year students went to the University of Ghent, Belgium to participate in the course "Human Rights For Development". Till now 15 Alumni Interface have been organized and two Development Dialogues have been organized with UNICEF on the latter's 70 years of Inception. The Faculty Members have also presented papers at conferences and published them. The joining of Dr. Joe Hill in the Department of Rural Management has brought new life and orientation in among the Faculty members and the students through special classes on writing and research skills. He also gave a good orientation to all the faculty of the Institute about research ethics and detection of plagiarism. He has also assiduously guided the Department and the students on the Term Paper writing skills.

The following students of RM – I have been selected for the Summer School in Belgium on the Topic "Migration and Diversity" – Ms Eleza Choudhary, Mr. Rajender Singh Bisht and Ms Ankita Surbhi Toppo. The summer school is scheduled to be held for two weeks in the month of July 2017.

Information Technology

The Professors and Students benefitted from a talk by Mr. Aunindo Roy, Divisional Manager, Tata Motors Jamshedpur on "Corporate Social Responsibility" and by Ramjee, Sr. Manager HR, HEC on "The Use of Information Technology in HR" during the orientation programme. Prof. Sarabjit Prasad attended a workshop on Research Methodology at XLRI, Jamshedpur in June 2016. Prof. Rik Das



published two research papers. Dr. S.N. Singh has been in the panel for Ph.D. viva voce at B.I.T Mesra. And two first year students were part of the Come & See Programme in South Korea for 25 days in Oct. – Nov. this year.

Marketing Management

The Department has included two new courses – Marketing Analytics and Sustainable Business Models in the syllabus. The students organized a workshop on these subjects in September 2016. Two students represented the Department and XISS at a Case Study Presentation Competition among different B-Schools in Bangalore. It is heartening to note that almost 90% of the students got summer internship programmes in various organizations.

Financial Management

The Department organized a seminar on Capital Market “Overview of Securities Market and Career Opportunities” on 8th August, 2016. Prof. Arana Kausar along with Prof. Subajit Bhattacharya and Manjesh Chakrapani got a paper published. Dr. Bhaskar Bhowani attended a workshop on “Qualitative Research Methods” at XLRI Jamshedpur in collaboration with Cornwell University, New York in June 2016. The Department also had guest lectures by Mr. Sanjiv Kumar, VP & Area Head, Kotak Mahindra, Bihar & Jharkhand on “Values and Ethical Practices in Present Business Environment” in June 2016 and by Mr. Vishal Kumar Sinha, Area Business Manager Pantaloons, Ranchi on “Strategies to Face Corporate Challenges” during the orientation programme of the First Year Students.

Central Placement Cell

The Central Placement Cell has again done wonders. Of the 81 companies and organizations that came for campus recruitment this academic year 26 of them came for the first time. The data of placements of various Departments as on 3rd April 2017 is as follows: in the class of HRM 47 were placed out of the batch of 70 students, in the class of Rural Management 70 were placed out of the batch of 72 students, in the class of Information Technology 25 were placed out of the batch of 37 students, in the class of Marketing Management 52 were placed out of the batch of 57 students and in the class of Finance Management 46 were placed out of the batch of 55 students. There has been an increase in the number of PPOs offers by 150% and increase in the highest salary is Rs. 15.50 lakhs per annum. Overall 83% students have placed as of now.

Dept. of Research & Planning

Currently there are six ongoing research projects and three in the process of being sanctioned. The Second Batch of GIS short course got completed with 30 students and Third Batch will commence in January 2017. Dr. H. Sinha participated in the 1st Review Mission of the Current Govt. for reviewing all rural development and welfare programmes of Govt. of India. Dr. Amardip Singh presented a paper in International Conference on Arsenic Effect on Human Health in Stockholm in June 2016 and the Faculty Members of the Department published 5 papers as of now in various journals. It is a matter of pride that Dr. Himadri Sinha was presented the VIFA DISTINGUISHED FACULTY Award



2016 on 9th July 2016 at Chennai for his outstanding contributions as academican in the field of Natural Resource Management. In the same vein Dr. Pramil K. Panda received 'Bharat Excellence Award' conferred by Friendship Forum New Delhi on 25th April 2016. The Department has been enriched with coming of Fr. Ashok Ohol, SJ in the team.

During the year 2016-17 the Department completed 11 projects comprising 4 CSR related projects, 4 NL projects under the Ministry of Rural Development, Govt. of India and on NLM project under the Ministry of Drinking Water and Sanitation, Govt. of India. Similarly, the Department completed one project on restructuring of DRDA of Govt. of Jharkhand and one education project of JEPC, Jharkhand. Of the ongoing CSR projects one is NTPC Patratu and another is of BALCO. The Institute congratulates all the members of the Department of Research for their tireless and committed work in the field in adverse conditions.

Dept. of Research and Publication

The Institute's quarterly Jharkhand Journal of Development and Management Studies (JJDMS) in its 14th year has brought about changes in quality and content. First of all there is a new Editorial Board and Advisory Board. A policy has been developed for the practice of research ethics. It includes informed consent of the informants, avoiding plagiarism or fabricating results, etc. Dr. Sudeep Kumar presented some papers and published the research papers in various journals and books. Currently he is also supervising two Ph.D. scholars from ICAI University. The Department has been toned up and has been publishing the journal admirably in the past one year.

EDP, Women Help Line and Child Line

Three batches of total 140 trainees completed the training till November 2016 sponsored by the Dept. of Science and Technology, EDII, Ahmedabad and Jharkhand State Tribal Cooperative Development Corporation.

Women Help Line is a joint effort of the Department of Social Welfare, Women and Child Development Govt. of Jharkhand and XISS to reach out to women and children in distress. This year 167 cases of domestic violence have been dealt with as of now. These include sexual abuse, missing persons, bigamy, old age pension and witch craft to mention a few.

Similarly, CHILDLINE is a national 24 hour, free, emergency phone and outreach service for children in need of care and protection. It provides relief, rehabilitation, shelter, medical aid, repatriation, rescue, emotional support and guidance to children lost and found and those in distress. CHILDLINE scheme is supported by the Union Ministry of Women and Child Development under Integrated Child Protection Scheme (ICPS). From April to Nov. 2016 a total of 310 cases of children were registered including child labour, missing, substance abuse, trafficking, child marriage and restoration to mention a few.

After years of dedicated service to Women Help Line offered to XISS by the Government of Jharkhand,

now it is taken back by the Government. We thank the Government of Jharkhand, particularly the Department of Social Welfare, Women and Child Development for offering to us the Women Help Line. Our staff members have earned a name in the state for their committed service. We wish all success to the WHL wherever it is located in the state.

VI. Future Prospects of XISS

For quite some time now the Governing Body of XISS has been discerning and discussing about the future prospects of XISS. In order to go along with the needs and demands of the society and provide quality education it has been felt that the present premises of the Institute is too small. Yet despite being small in size and somewhat having scattered staff quarters and hostel facilities for the students, XISS has done its best in providing quality education over the years. Its overall ranking too has been praiseworthy.

During the Diamond Jubilee of the Institute the Governing Body decided that XISS must be elevated to a private University. Consequently a larger campus along the Ranchi – Tata High Way has been identified. In the coming years efforts will be made to obtain a University Status for XISS and start the construction of the new campus.

It is also a matter of pride and honour that during the Grand Finale of the Diamond Jubilee of XISS its Alumni Association was officially launched. The office bearers of the Alumni Association of Xavier Institute of Social Service (AAXISS) are: Chairman, Fr. Alexius Ekka, SJ; Vice Chairman, Mr. Jasbir Singh Khurana; Secretary Alok Kumar; Treasurer, Dr. Arup Mukherjee; and Executive Members – Dr. Amar Tigga, Dr. Pinaki Ghosh, Dr. Raj Shree Verma and Prof. Nidhi Shukla. Again it is a coincidence that at the very inception of AAXISS a five member delegation comprising Fr. Alexius Ekka, SJ, Mr. Jasbir Singh Khurana, Mr. Alok Kumar, Dr. Amar Tigga and Dr. Pinaki Ghosh will be participating in the 9th World Congress of World Union of Jesuit Alumni (WUJA) to be held at John Carroll University, Cleveland, Ohio in USA from 28th June to 2nd July 2017. The experience of the delegation at the WUJA would help in promoting the AAXISS in a best possible way in the years to come.

I would like to thank all the Faculty, Staff and Students including the alumni of the Institute for their dedication to the Institute all the time. I am sure that with such collaboration XISS will attain its future dreams and take the Institute to the newer heights. May God help us in this endeavour. Thank you.

GRAND FINALE OF THE DIAMOND JUBILEE CELEBRATIONS

14-18TH FEBRUARY 2017

Dr. Alexius Ekka, SJ

Director

Xavier Institute of Social Service (XISS) had the Grand Finale of the Diamond Jubilee Celebrations from 14-18th February 2017. All the Faculty, Staff and Students of the Institute had been preparing for the five-day programme since September 2016. Their meticulous planning resulted into a befitting grand finale of the Diamond Jubilee Celebration. Following is the account of the main events of each day.

Thanksgiving Holy Mass

The first event of the programme was the Thanksgiving Holy Eucharist at 4.00 p.m. on 14th February in the auditorium. It was presided over by His Eminence Telesphore P. Cardinal Toppo, the Archbishop of Ranchi Archdiocese. Other main dignitaries concelebrating at the Mass were His Excellency Paul Tighe, Adjunct Secretary for Pontifical Council for Culture, Vatican City; His Excellency Theodore Mascarenhas, SFX, Auxiliary Bishop of Ranchi Archdiocese and Secretary General CBCI, New Delhi and Fr. Joseph Marianus Kujur, SJ, the Provincial Superior of Ranchi Jesuits. The rest of the congregation consisted of the Christians of XISS as well as other Faculty members, staff and students. The theme of the Holy Mass was “Prayer for Wisdom”. Fr. Joseph Marianus Kujur preached a befitting homily during the mass. The singing was led by the Choir of XISS and assisted by the Scholastics of Manresa House, Ranchi.



Inaugural Function

It was a solemn moment at 6.00 p.m. as the dignitaries walked into the aisle and moved up on the stage at the sound of the background music while the packed audience gave them a standing ovation. As they were seated, **Dr. R. K. Agrawal** and **Dr. Raj Shree Verma** introduced and welcomed them one by one with each one being presented with a bouquet. Thereafter the XISS choir sang a prayer song invoking God's blessings on the gathering and the Institute. Then **Fr. Joseph Marianus Kujur, SJ, the Chairman of the Governing Body of XISS** presented his welcome speech and said that the dignitaries as well as the Faculty, Staff, Students and the Alumni present at the Inaugural Function of the Grand Finale of the Institute's Diamond Jubilee deserved the management's gratefulness for their collaboration, commitment and compassion shown during the 60 glorious years of XISS. On behalf of the Ranchi Jesuit Society he thanked all for making the Institute prosperous through quality education and services to the various organizations in India and abroad along with an option for the poor, the marginalized and the disadvantaged of society. He also hailed the efforts of all in the Institute's care for the environment and ecology as the key issues of today. Besides thanking all the present, the Chairman expressed his desire for their future collaboration in taking the Institute to newer heights.



The Director, Fr. Alexius Ekka, SJ then briefly presented the report of the Institute's Diamond Jubilee Programme since 6th November 2015 after its inauguration at the hands of the Chief Minister of Jharkhand, Mr. Raghubar Das. The Director apprised the illustrious gathering of the Institute's humble beginning in 1955 at St. Xavier's College, Ranchi with a course on *Social Service League* and in 60 years it had grown into five major disciplines of Post Graduate Diploma in Human Resource Management, Rural Management, Information Technology, Marketing Management and Finance Management.



The Institute had equally reached out to the rural and the urban poor through many development projects during these years. Year after year the campus placement of the Institute had improved, last year having 85% overall performance and 100% achievement in Rural Management. During the two-year Diamond Jubilee Celebration at XISS there were a series of lectures on the industry – XISS interface. There were two Round Table Conferences on *Laudato Si* of Pope Francis involving the civil society, the university teachers, social activists, the media personnel, the environmentalists and the NGOs promoting sustainable development. The Institute also was engaged in joining hands with the Government's *Swatch Bharat Abhiyan* (Clean India Movement) during the students' urban field works and rural camps. At the end the Director thanked all the dignitaries, faculty, staff, students and the alumni for being with the Institute in its 60 long years of journey and obtaining for itself a rightful place in the country's management education and the social service provided to the society in general and to the poor and the weak in particular.

The Chief Guest of the occasion **His Excellency Paul Tighe**, Adjunct Secretary for Pontifical Council for Culture, Vatican City, spoke eloquently in his keynote address. He said that the Institute's theme for the International Conferences – *Management Education, Leadership and Innovation for a Sustainable World* – clearly reflected the mission of XISS and was very much in harmony with the vision of Pope Francis as set out in his encyclical *Laudato Si*. He quoted the Pope saying that at the heart of his message to humanity was the conviction that: "The urgent challenge to protect our common home includes a concern to bring the whole human family together to seek a sustainable and integral development, for we know that things can change. The Creator does not abandon us; he never forsakes his loving plan or repents of having created us. Humanity still has the ability to work together in building our common home." His Excellency added that the Pope was clear that we must have an inclusive dialogue that encouraged all people to contribute to a shared effort to find viable and enduring solutions to the social and environmental challenges that confronted the world.

At the end other dignitaries gave their messages including **His Eminence Telesphore P. Cardinal Toppo**, **Prof. James A.F. Stoner** and **Prof. Frank Werner** from Fordham University, New York, USA, who also released the *Diamond Jubilee Souvenir* edited by **Dr. Sudeep Kumar**. In the course of introducing the Chief Guest to the audience **His Excellency Theodore Mascarenhas, SFX** also spoke words of appreciation to XISS especially regarding its focus on management education and leadership provided to the youth of the society.

After the inaugural function was over there was one hour's beautiful tribal cultural extravaganza performed by the tribal students of XISS under the expert guidance of **Prof. Anmol Bodra** and **Prof. Mary Sheila Bodra**. The students' performance was on the historical evolution of the tribal people and their culture from time immemorial till the modern times through a blend of skits, tableaux, songs and dances dressed in tribal costumes and ornaments. Adding to this cultural feast was the dance troupe of **Mr. Ajit Roshan Tete** and **Padam Shree Mukund Nayak** who had trained the tribal boys and girls in exquisite tribal songs and dances of a few tribes like the Oraons, the Mundas and the Santals. The traditional tribal drums of *nagaras*, *dhols* and *mandars* including the *bhenrs* (bugles) played in unison created an ambience of tribal life in harmony with nature inviting everybody to join them. The final programme of the inaugural function was the Diamond Jubilee Dinner for all the



Dignitaries and the Faculty of the Institute in the Cafeteria. It began with a short welcome speech by **Fr. Xavier Soreng, SJ**, the Superior of XISS Jesuit Community. Thereafter **His Eminence Telesphore P. Cardinal Toppo** said the grace over the meal and **Dr. Kumar Mohit Spring** proposed the toast thanking all the present and wishing them health and happiness at the partaking of the Diamond Jubilee Festive Dinner – Cheers!.

International Conference for Students

On February 15, 2017 the international conference for students was held on the theme “*Management Education for a Sustainable World*”. It was coordinated by **Fr. Ashok Ohol, SJ**. The Keynote Speaker for the students’ conference was **Dr. James A.F. Stoner**, from Fordham University, New York, USA.





Department wise the sub themes for the conference were: “*Human Resource Management for a Sustainable World*” for the Department of Human Resource Management; “*Rural Management for a Sustainable World*” for the Department of Rural Management; “*Sustainable outcomes through marketing and financial management lessons*” for the Departments of Marketing and Finance Management and “*Information and communication technologies (ICTs) for achieving sustainable development goals*” for the Department of Information Technology. The conference ended with a valedictory session when **Dr. Shyamal Gomes** and **Dr. Anant Kumar** presented the rapporteurs’ report.

International Conference for Professors

The international conference for Professors was held on 16th February 2017. The theme of the conference was: “*Leadership and Innovation for a Sustainable World*”. The main organizer of the





conference was **Dr. Himadri Sinha** and the Keynote speaker was **Dr. Frank Werner** from Fordham University, New York, USA. His was a very interactive session and all the participants were delighted to learn from his presentation. Here too Department wise the sub themes for the conference were: “*Leadership and Innovation in HRM for a Sustainable World*” for the Department of Human Resource Management; “*Leadership and Social Change for a Sustainable World*” for the Department of Rural Management; “*Sustainable Development through Information and Communication Technology: Case studies on Best Practices*” for the Department of Information Technology and “*Evolution of Start-Up Culture and Sustainable Development*” for the Departments of Marketing and Finance Management. The conference was concluded with a valedictory session when **Dr. A. Mukherjee**, **Dr. Pramil Panda** and **Prof. M. Roy** presented the rapporteurs’ report. In the evening the students of XISS presented a memorable cultural programme.

The Students’ Fest & the Diamond Jubilee Felicitation of the Silver Jubilee Batches

The usual Panache of XISS was held under the name of Diamond Jubilee Fest on 17th February 2017 since the morning. The students both from XISS as well as from other universities participated in the whole day programme mesmerising the audience with their talent and art which included singing, dancing, debates, street plays, face painting etc. The climax of the day was the gala cultural



programme in the evening particularly the Fashion Show in which **Ms Eleza Chakraborty** of RM – I won the Ms Diamond Title and **Mr. Maheep Sahani** of FINANCE – I won the Mr. Diamond Title.

Under the coordination of **Dr. Pinaki Ghosh** and **Dr. Amar E. Tigga** the felicitation ceremony of the Silver Jubilee Batches was held on 17th February in the afternoon. Each of the batches of 1990, 1991 and 1992 of all the Departments were given half an hour to share their experiences and have a group photo. It was amazing to hear the warmth and appreciation each of the alumni had for XISS,



their *Alma Mater*. They also remembered sweet and sour moments of their life at XISS and the best of all how each had become a brand ambassador of XISS in his or her organization and work place. They were all presented with Silver Jubilee Mementos and copies of the Institute's *Diamond Jubilee Souvenir*.

Honouring the Teachers and Staff

The Grand Finale of the Diamond Jubilee was an occasion to honour the former teachers and staff of XISS also. So, in the first half of 18th February 2017 the former Directors **Fr. L. Franken, SJ** and **Fr. Christopher Lakra, SJ** and Prof. **J. Ashraf**, **Prof. Anup Sarkar**, **Prof. A. K. Sinha** and **Ms V. Surin**



were felicitated with mementos, shawls and *Diamond Jubilee Souvenirs*. Each of them also spoke of his or her sweet memories and the wonderful time he / she had at XISS. They all wished abundant God's blessings on the Institute and its Faculty, Staff and Students. The Faculty and Staff of XISS with 25 years of service were also felicitated one by one. It was an emotional moment for some and a surprise to the audience as some of the faculty and staff delivered witty and memorable speeches, sang songs or recited the *Shayaris* in Hindi.



The second part of the day was devoted to the inaugural ceremony of AAXISS starting at 2.00 p.m. It was largely coordinated by the Alumni of XISS. At first **Mr. Himalaya Indraprasth** gave a brief

introduction about the programme. Then he welcomed the following persons on the dais: **Dr. Alexius Ekka, SJ**, Director; **Fr. Pradeep Kerketta, SJ**, Assistant Director, **Dr. Devendra Singh**, President Jesuit Alumni Association of India (JAAI), **Mr. Shivendra Mohan**, President Central Zone Alumni Association and **Dr. Nabor Lakra, SJ**, Province Coordinator for Alumni (PCA). Each of them was felicitated with a memento and a shawl for being present at the inaugural ceremony of AAXISS. Each of them also gave a message to the gathering.

Then it was time for the inaugural ceremony of the AAXISS. All the office bearers of the newly formed Alumni Association of Xavier Institute of Social Service were called on the dais for honouring them as the founding members of AAXISS. They were: **Dr. Alexius Ekka, SJ**, as the Chairman, **Mr. Jasbir Singh Khurana** as the Vice Chairman, **Mr. Alok Kumar** as the Secretary, **Dr. Arup Mukherjee** as the Treasurer and **Dr. Pinaki Ghosh**, **Dr. Amar Tigga**, **Dr. Raj Shree Verma** and **Prof. Nidhi Shukla** as Executive Members. After the honouring and felicitation of the office bearers Prof. Nidhi Shukla gave a power point presentation of the constitution and future plan of AAXISS.

The last programme of the day was a **panel discussion** on the topic: “*Value Addition in Management Education through Collaboration between Industry and Academia – a Way Forward for XISS, Ranchi*”. The organizer of the panel discussion was Dr. Pinaki Ghosh and the panellists from the alumni were **Mr. Sanjay Bose**, **MD Khalid Ahmad**, **Mr. Subroto Basu Chaudhury**, **Mr. Hitendra Jha** and **Ms Sangh Mitra Nayak**. Similarly from the XISS Faculty the panellists were: **Dr. M.H. Ansari**, **Dr. R.K. Agrawal**, **Dr. Ratnesh Chaturvedi**, **Prof. A.R. Bodra** and **Prof. S.R. Roy**. The chairman of the panel discussion was **Dr. Alexius Ekka, SJ**, Director, XISS.

After the topic was explained to the panellists by **Dr. Pinaki Ghosh**, the Chairman asked the alumni on the panel to speak for three minutes each. In the similar fashion each faculty representative on the panel was given three minutes to present the views. The major points that emerged from the alumni panellists were: issues of better employability of the XISS students, need to develop leadership skills, to know how business works through good research, case studies, knowledge of corporate business leaders, curriculum development, faculty development, proper infrastructure for the Institute, XISS brand building, networking with alumni and alumni mentors for XISS students, and greater exposure for XISS students etc.



The major concerns from the Faculty on the panel were: need to continue nurturing the students at XISS as professionals with a difference, need to have more Jesuit values besides enhancing employability, students' exposure to industry, students' need for adequate subject matter knowledge, right skills and proper attitude in an organization, industry mentoring, need of research, partnership with industries, students' ability to work in a team, having decision making ability among the students, understanding the organization where they work and loyalty to it and academic council of XISS having alumni in the board etc.

The common point of agreement in the panel discussion was the keen awareness of a gap between the industry / alumni and the Institute / students. This needed to be bridged through various ways. Some suggestions in this regard were collaboration of the alumni in the curriculum development of the Institute and in faculty recruitment, greater exposure of the faculty and the students to industries / organizations, mutual efforts of XISS brand building, greater visibility of the Institute in the management world and adequate campus.

The final programme of the Grand Finale of the Institute's Diamond Jubilee Celebrations was a cultural programme performed by the students of XISS in the evening. The XISS alumni too performed some items along with the students. The culmination of the evening's programme was the festive dinner for all followed by the much awaited DJ.

Wonderful Camaraderie, Excellent Planning and Professional Execution

Right from September 2016 when the Faculty, Staff and Students were apprised of the five-day Grand Finale of the Institute's Diamond Jubilee Celebration, various committees were made for different works and meticulous planning was started with periodic monitoring of the preparation by the steering committee. We were also lucky to have His Excellency Paul Tighe, from the Vatican as the Chief Guest who gave the keynote address so brilliantly. Similarly, to get Prof. James A.F Stoner and Prof. Frank Werner from Fordham University, New York, USA for the two conferences was so fortunate. Both of them won the hearts of the Faculty and Students by their mesmerizing presentations, participation in the cultural events and freely being available to anyone who wanted to speak to them. In return, the Faculty and Students also won their hearts by their presentations, hospitality and appreciation.

The camaraderie and team work of the Faculty, Staff and Students in every event was highly appreciated by all in the Institute including the alumni and the invited guests. Similarly, all the planning of various tasks and events and their professional execution was exemplary. The very ambience that was created in the XISS courtyard with a magnificent *pandal* and the exquisite decorations inside the Institute including the auditorium and the cafeteria all reflected the talents various persons possess for the edification of all. And the last but not the least the food arrangement on all the five days was superb with a variety of items including a festive ambience in the cafeteria with the matching light and sound and the decorations. Thanks to Dr. Kumar Mohit Spring for coordinating the catering and Mr. Majeed its manager for providing delicious food and drink. I would like to thank one and all for making the Grand Finale of the Diamond Jubilee Celebrations splendid and taking the Institute to the next phase of commitment, achievement and celebrations in the days to come. Thank you and may God Bless you.

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT



■ **Prof. S. R. Shauq**
Head of the Department



As another academic session comes to a close the department proudly reports the following activities undertaken throughout the year. The year gone by was full of satisfying endeavors and achievements for the faculty and students.

1. Revision and Realignment of Syllabus

In the year 2015-16 the department realigned and readjusted its syllabus which is currently being used satisfactorily. But, to keep abreast with the latest industry requirements, the department is open to receiving feedback from the industry experts so as to nurture HR talent to cater to the needs of its corporate clients.

2. Induction Program

Departmental activities took off with the new academic session starting from 18th of June, 2016. First three days of the session were devoted to inducting the new batch of students into the course. Major highlights of the three day induction program were alumni interactive sessions with **Mr. Pramod Kumar - Head – ER; Tata Motors on The challenges of the HR profession, Mr. Sanjay Virmani Chief–HRM, Tata Steel.** Sessions on “*Jesuit Values and History*” by Father Alex Ekka, SJ; and introduction to course curriculum, examination system along with details of the final placements and summer internship placements by the faculty members of the department were done during the orientation program. The department also held ice- breaking sessions for the new comers.

3. Freshers’ Program

The scintillating evening of Freshers’ Program was held on 9th July, 2016. It was the perfect platform to showcase the amalgamation of different personalities and various talents as they came together to create the first feeling of togetherness and sense of belonging among the students.

The professors also enjoyed the program, including a scintillating singing performance by Prof. S. R. Shauq.

4. Academic Activities

The trimesters for the 1st and 2nd years concluded smoothly without any significant disruptions. All professors conducted midterm class tests for the subjects they taught in these trimesters. Many professors used presentations and assignments as a mode of assessment for the mid-term performance. The departmental faculty also came together for the performance evaluation of the students.

The various esteemed alumni of the HRM fraternity, namely- Mr. Anomitra Das – TCS, Mr. Arjun Singh – Glenmark India, Mr. Amit Vats – ICICI Bank, visited the campus and helped the students of the HRM dept understand the current valuable corporate HR issues.

Mr. Pramod Kumar – Tata Motors, visited the campus and shared important IR issues while engaging the students in a competitive mode by asking them to make presentations on a case study. Prof Debi Saini – ex-faculty – MDI also graced the students of the HR dept and discussed the Maruti Udyog Ltd. case on Late Mr. Awanish Dev- (Alumni - XISS).



After attending these sessions, the students were motivated to adopt a more application based approach to the study of Labour Laws. It is by inviting stalwarts from the academic and professional space, that the institute has made an honest effort to prepare its students for the upcoming placement season.

We were blessed by the presence of Prof. Dr. James A. F. Stoner – Fordham University in our midst. After the grand finale programme of the Diamond Jubilee celebrations Prof. Stoner took a very interesting and absorbing interactive session with the students of the HRM dept, in which the students got an opportunity to clarify their doubts relating to various facets of Management.

5. Social Service Field Work

The students of 2016-2017 batch were active and took great initiative in their social service fieldwork under the guidance of Dr. Shyamal Gomes. The entire class (75 students) was divided into 7 groups to attend 7 Centres - St. Michael Schools for the Blinds, Bahubazaar; Indradhanus project, Government Girls' Middle School, Hindpiri; St. Xavier's School Doranda - Outreach Programme, Cheshire Home Bariatu; Guru Nanak Home for the disabled, Bariatu; MMK High School, Bariatu for the minorities, and Brajkishore Netraheen Balika Vidyalaya, Bariatu.

The main objective was to socially engage the budding managers and groom them as true human beings beside their professional attitude in the field of Human Resource Management. The schedule consisted of each student spending two hours thrice a week at these centres to help the inmates / young kids with their studies and encourage them to promote their hidden talents through extra – curricular activities. Apart from the scheduled activities in different social work centres this year, the students also participated in a number of outreach programmes – organising the street plays on child health, awareness on girl child education, programmes on environmental issues – in different centres with the students / inmates. They also continuously monitored *Swachh Bharat* programme in different centres, initiated by their seniors.

Moreover, the students took initiatives for Tree Plantation, Health and Hygiene week celebration and crafts development week celebration in various centres. The team members for St. Xavier's Doranda, organised a sports competition on 26th January 2017 and felicitated the most clean household as well as the girl students with 100% attendance in the Dibdi village like previous year. They also conducted a talent survey for initiation of future activities of education in Dibdi Village. Team Cheshire took very important initiative by organising a special program at the Governor House on 16th January 2017 and they also prepared the inmates to sell various materials like candles, bangles, greeting cards, etc. on the occasion of Cheshire feast.

“Felicitating Ceremony – 2017” for Social Service Field Work

Department of Human Resource Management organized ‘Felicitation Ceremony’ on 25th March 2017 during the fare well session at XISS. Dr. (Fr.) Alex Ekka, S.J. Director, XISS thanked all the centre heads for extending their cooperation and support to the students of HRM / XISS. Assistant Director of XISS Fr. Pradeep Kerketta, S.J. distributed the achievement certificates to the outgoing students (Diploma Graduates), on their outstanding performance for Social Service Field Work.



Workshop on Joyful Learning

Dr. Shyamal Gomes organised two workshops on 'Joyful Learning Methodologies' at XISS - one on 29th September and the other on 12th November 2016, for the first year Human Resource Management students. Fr. Pradeep Kerkatta (Assistant Director XISS) was the Chief Guest. The main speakers of this workshop were Mr. Binod Thakur from Greater Ranchi Development and Action, Government of Jharkhand.



70th Independence Day Celebration at Field work Centres

Like every year, all the centres of Social Service Field Work (SSFW) – Guru Nanak Home, Bariatu; Brajkishore Netraheen Balika Vidyalaya, Bariatu; Government Middle School, Hindpiri, MMK High School, Bariatu; Cheshire Home, Bariatu; St. Michael's School for the Blind, Bahu Bazaar; and St. Xavier's School, Doranda celebrated Independence Day in their own unique ways. There was celebration in the air and everyone took pride to be an Indian. All the kids in the various centres were soaked in the spirit of brotherhood and nationality. The Chief Guest at various centres hoisted the national flags which were followed by their speeches. Students too spoke about the importance of Independence Day and presented group songs, dances and plays.



Independence Day celebrations at Guru Nanak Home, Bariatu



Flag hoisting ceremony at Brajkishore Netraheen Balika Vidyalaya, Bariatu



Government Middle School, Hindpiri



MMK High School, Bariatu



Chesire Home, Bariatu



St. Michael's School for Blind, Bahu Bazaar



St. Xavier's School, Doranda

Swachh Jharkhand & Swachh Bharat Movement

In 2015, the department of Human Resource Management in XISS, had initiated a sustainable concept 'Swachh Bal Sansad' (Green and Clean Children Parliament) through Swachh Jharkhand & Swachh Bharat Movement in three middle schools like Government Middle School, Hindpiri, Government Girls Middle School, Shradananand Street, and Government Middle School, Kantatoli to encourage students & youth (mainly those who are in the slums, remote and neglected areas



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

of Jharkhand) in the “clean & green policy” and to give an insight into the working of the good governance as ‘Swachh Bal Sansad’ (Green and Clean Children / Student Parliament) in the communities & schools. Every last Saturday the representative of HRM (one student from each social field work centre and the coordinator visit the Swachh Bharat schools and monitor the progress along with the Bal Sansad members. This year the students took more initiatives of Nukkad Nataks specially on Demonetization, Digitization and social change and environment & Ecology in various schools and rural areas.

6. Retreat and Rural Visits

This year also Xavier Institute of Social Service engaged the students of Human Resource Department in Retreat cum Rural exposure for three days which was organized at Society for Rural Industrialization (SRI), Bariatu and its operational villages (Rural Technology Park) at Angara block of Ranchi. Retreat & Rural Exposure means taking a step back from your day to day activities and serve the society. The main purpose of R&R is to help students understand the challenges of life and to ground them with human management skills.

Like last year, this time also the entire class (75 students) were divided into 2 groups for Retreat cum Rural exposure from 24th - 26th February and 27th Feb. – 1st March 2017. Dr. Shyamal Gomes organised and facilitated of the entire exercise. The camp divided into broad components – Retreat & Rural Exposure. Under retreat there were five sub components like Meditation & Prayers, SEVA (Self Evolvement & Voluntary Action), Social Inputs by Social Activists, Team Building Exercise and cultural activities.



Fr. Ashok Ohol addressing at SRI, Ranchi



Dr. Shyamal Gomes felicitating Dr. Mahua Manjhi at SRI Retreat

In Rural Exposure the main activities were Group wise Tollah visits, interaction with SHG members, rural entrepreneurs and community leaders, *shramdaan* and awareness building through Nukkad Natak. It was an opportunity for the students to interact with village leaders and empowered women in different villages of Angara block of Ranchi district. The students of HR / XISS found this camp as an eye opener for them and they felicitated the organizational heads, villagers, social activists and others by proposing vote of thanks, presenting XISS memento as their token of gratitude. The entire Retreat and Rural Exposure was full of excitement, participatory activities and this time the main theme was 'water conservation'.



Mr. Ashit Sarkar, Training Manager of SRI, addressing the students during the welcome session

Interactive Session at SRI : On the first day of the camp the students had an opportunity to interact with **Dr. Mahua Manjhi**, former women commissioner and social activist. She is academically oriented, exuberant, self-motivated and very keen and desirous for field work activities. She briefed the students about social justice and social equilibrium in the present context of development. She also explained the role and responsibilities of each citizen in India about **SEVA i.e. Self Evolvement and**

Voluntary Action. Self evolvement means gradual development of oneself and of one's personality as a human being. It is a reflection of self and of our actions to people around us. It is about becoming aware of your actions. Self awareness is the key aspect in self evolvement. One must do a SWOT analysis and should try to control the negatives as they block personal development. A person should have goals in life and should live with values. He or she should realize his/her role in society and should work for the betterment of the people around. Being self aware is the starting point to achieve freedom and to be creative. There are three aspects of self evolvement : i. Self awareness; ii. Adapt to situations; iii. Openness to others



Fr. Xavier Soreng, S.J and Fr. Stand are being felicitated by Dr. S. Gomes



SEVA or SHRAMDAN at SRI Village (25 & 28th February 2017)



SEVA or SHRAMDAN at Terikocha at Rajamunda village, Angara (29th Feb. 2017)

If a person is self aware then he is a true leader and a leader reflects them. **Rev. Fr. Xavier Soreng S.J (XISS Superior) and Fr. Stand (ATI, Namkom)** had also kindly graced their presence in this retreat. In their sessions they explained the Land bank and social reforms in Jharkhand.

Nukkad Naatak: A series of nukkad naataks were organized by students on the topic “DIGITIZATION AND SOCIAL CHANGE”. It was enacted to spread the awareness among villagers about the anti corruption, cleanliness and green environment.



Awareness Building on Digitization and Swachh movement through Nukkad Naatak at Terilkocha

Integrated Farming - Fisheries, piggeries, goataries duckerries, horticulture, agriculture, etc. This year also the whole group visited the Integrated Farm house in a small village in Angara, where the single family of Mr. Ujyas Toppo lives and sustains itself through agriculture, fisheries and poultry, etc. In 2010, Mr. Toppo received the President’s award for his integrated farming and fisheries.



Students are interacting with Mr. U. Toppo and his wife Savita Toppo at their Residence to understand the dynamics of Integrated Farming at Angara

7. XISS-XIPT : Joint Venture in Learning & Development

The students of Learning and Development (HRM-II) of XISS organized a two-day training programme for the final year polytechnic students (60) of XIPT, at Namkom campus from 10th – 11th March 2017. The participants were divided into two groups – Team-A and Team-B (30 students each).

The content of the training was “Personal and Professional Effectiveness”. The goals and objectives of this programme were as follows :

Goals

1. Trainee should become aware of his capabilities, develop a sense of good decision making and should be able to perform better in team culture.
2. Trainee should be able to apply his/her knowledge and skills in problem solving and develop prospects for future.
3. Training program should motivate the trainee towards self-learning.

Objectives

1. To enhance, explore, identify and encourage the hidden skills of the students so that they become aware of their capabilities and boost their self-confidence.
2. To assist the students to discover and strengthen their qualities i.e. strengths and weaknesses.
3. To assist the students to be future ready i.e. for career and higher education.

The programme was participatory in nature and it ended with the motivational speech by XISS Superior, Fr. Xavier Soreng, S.J. In his speech he said that this type of initiative helped students to learn practically what management was and how they could build the in-house relationship. The moderator of this programme was Dr. Shyamal Gomes.



(Fr. Xavier Soreng addresses the participants, XISS students facilitating Dr. Gomes during training at XIPT.)



8. Industrial visit for 1st year Students

To give an early start to the budding professionals, the Department organized a four-day industrial tour to various organizations. The students led by Prof. S. R. Shauq, and Dr. S. Gomes, had the privilege of visiting organizations such as JSPL- Patratu, Usha Martin- Ranchi, HEC-Ranchi, and Hindalco - Muri. The tour gave them an exposure to various current HR/IR practices in different organisations.

9. Industrial Tours

Following the practice of past years, this year also the Industrial tours were scheduled for Delhi, Mumbai and Bangalore for HRM 2nd year students.

Industrial tours to Mumbai, Delhi and Bangalore were conducted from 17th of September till 24th of September 2016, under the able guidance of Dr. K. M. Spring, Dr. S. Gomes and Prof Sajeet Lakra. Some of the companies visited were – Reliance Jio, Hutthamaki, Tata Powers, Moeser Baer, Hero Motor Corp, Allergan, Sab Miller, etc.

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

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

10. Placements

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

The current placement status stands as follows :

The highest package offered was Rs 14 Lacs p.a; lowest package was Rs 5.5 Lacs p.a; and the average package was Rs 11.22 Lacs p.a.

The following esteemed conglomerates visited the institution for offering placements to our students;

TATA STEEL, BPCL, TEGA INDUSTRIES, ITC, BPCL, GE, VEDANTA, RELIANCE JIO, EXIDE, TATA MOTORS, CISCO, GODREJ & BOYCE, AXIS BANK, ACT, HDFC BANK, HUL, ICICI BANK, MAHINDRA FINANCE, LEIGHTON CONTRACTORS PVT LTD, EDUCATE GIRLS, HERO MOTO CORP.

11. Summer Placements

Summer internship is a crucial phase of a management student's life where he/she gets his/her first hands on experience with the industry. Prof.Sajit Lakra provided able guidance to the students in choosing the right companies and topics for summer placements. This year the following companies have offered summer placement to the class of 2016-18:

Exide, Nomura, Medica, Tata Steel, Mahindra Finance, Cisco, Allergan, Tata Motors, L&T, Tega Industries, Leighton Contractors, Lotus Lab, Deepak Nitrite, HDFC, Medtronic, Reliance Jio, Hero Moto Corp.

12. Academic Achievements by Esteemed Faculty Members

Prof. S. R. Shauq

- ◆ Helped the Water & Sanitation Dept, Govt. of Jharkhand, with their Annual Performance Appraisal, and conducted Training sessions for the MDP of IICM.

Prof. (Dr.) R. K. Agrawal

- ◆ Participated in numerous television debates on contemporary issues.
- ◆ Imparted training on research methods to faculty and students of Central University of Jharkhand (CUJ), Brambe, Ranchi.
- ◆ Imparted training to auditors of Comptroller and Auditor General (CAG) India on Statistics and Sampling in Audit and Risk-Based Audit Approach on 07th and 08th March 2017 at Regional Training Institute, Ranchi.

Dr. Shyamal Gomes

- ◆ Dr. Shyamal Gomes facilitated a session on “Quality Management & Strategic Action Process” to the Medical Superintends and the practitioners at ATI, on 20th – 22nd January 2017.
- ◆ Dr. Shyamal Gomes facilitated another session on “Six Sigma and Innovation Process” to the Management Trainees, of Coal India, on 10th and 11th December 2016 at IICM, Ranchi.
- ◆ Dr. Shyamal Gomes presented a research paper on “Employee Involved Engagement: A change driver for organizational sustainability” at the “*Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World*” at Xavier Institute of Social Service, Ranchi, India on 16th February, 2017.



- ◆ Gomes, S. (2016). Ethics driven CSR for preventing Cyber Crimes: an exploratory study. In, B. Chatterjee, S. S. Das, B. S. Sahay, G. Subramaniam & R. V. Rao (Eds.), *CSR – Social Sustainability and Inclusive Growth* (pp.359-373). New Delhi: Bloomsbury.
- ◆ Book Review of “Philanthropy in India: Promise to Practice”, edited by Kassam, Meenaz, Tansons, Emily and Handy Femida and published by SAGE Publications India Pvt. Ltd, New Delhi, 2016 in *Jharkhand Journal of Development and Management Studies*, 14(3 & 4), 7125-7129, 2016.

Dr. K. M. Spring

- ◆ Participated in the 7th National IR conference at XLRI, Xavier School of Management, Circuit House Area (East), Jamshedpur.
- ◆ Attended a MDP Programme on Employment Laws for Managers (ELM) from February 22-25, 2017 at XLRI, Xavier School of Management, Circuit House Area (East), Jamshedpur.

Prof. Nidhi Shukla

- ◆ Presented a paper titled “Workplace Gender Issues and Boardroom Presence of Women for a Sustainable World: A Critique on Policies and Frameworks” in the *Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World* held on 16th Feb 2017, at XISS, Ranchi.





- ◆ Prof. Nidhi Shukla and Dr. Saumya Singh jointly presented a paper titled “The Indian Context of Gender Perspectives and Roles: The Changing Dimension”, during the *International Conference on Gender and Management: Issues and Challenges*” at Mayfair Convention Centre and organized by BIMTECH, Bhubeneswar; Birla Global University; University of Ljubljana, faculty of Social Sciences and the Institute of Public Enterprise on 5-6th January, 2017. She also received the award for the second best paper presented.
- ◆ She attended a MDP Programme on Employment Laws for Managers (ELM) Feb 22-25, 2017 at XLRI, Xavier School of Management, Circuit House Area (East), Jamshedpur.
- ◆ Reviewed a book titled “Road to rights : Women, social security and protection in India” edited by Preeti Darooka and published by Sage Publications India Pvt. Ltd., New Delhi, 2016 and got it published in *Jharkhand Journal of Development and Management Studies*, 14(2), 7057-7062, 2016.
- ◆ Shukla, N., & Pandey, M. (2016). Glass Ceiling : A case of discrimination or a case for differentiation? *Management Insight*, 12(1), 78-89.
- ◆ Shukla, N., & Shukla, A. (2016). World economy scares: An epoch in the making. In B.S. Sahaya, S. Das, B. Chatterjee, G. Subramaniam & R.V. Rao (Eds.), *CSR Corporate Social Responsibility- The New Paradigm*. New Delhi: Bloomsbury.



Prof. Mary Bodra

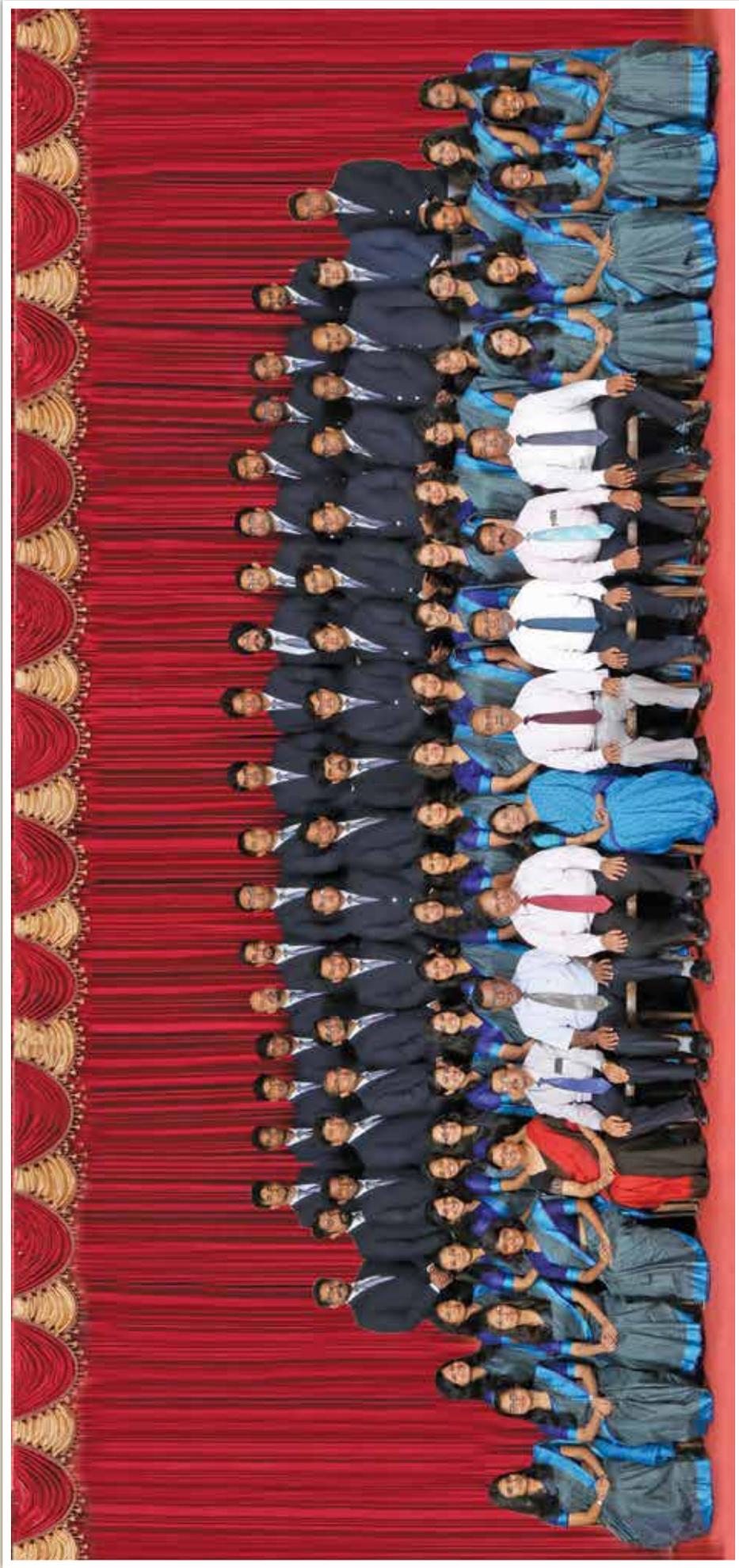
- ◆ Presented a paper on 'Leadership and Innovation in HRM for a sustainable world (case study of GE), in the *Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World* held on 16th Feb 2017, at XISS, Ranchi.
- ◆ Conducted a training program for 40 senior level Bankers on 'Understanding Entrepreneurial sensitivity – Managing people and performance', on 13th Jan 2017.

Dr. Mrityunjoy Roy

- ◆ Attended a workshop on 'Research Quality, Productivity, and Qualitative Methodology', organized by XLRI & Cornell University @ Jamshedpur.

13. Awards won /Initiatives Taken by student community

- ◆ Overall runner-up at Bitotsav '16
- ◆ First prize for Football & Basketball
- ◆ First prize; Mighty Pen competition- Spring Fest IIT Kharagpur, West Bengal.
- ◆ First Runner-up at Case study competition – Actapult '16 Bangalore
- ◆ Tulika Raven was the main speaker @ the IVth Awinishdev Memorial lecture
- ◆ Embark & Obscura clubs organized Allegory, Troika and poster making competitions
- ◆ Interaction with Consulate General of USA & France
- ◆ Student Engagement session conducted by HUL Ltd.
- ◆ Student Corporate interaction conducted by Alumni from; ICICI, Tata Motors, ACT and RBI
- ◆ Participation in 'Run for your Liver' Marathon organized by Orchid Medical Centre
- ◆ HRFX coordinated a session with Mr. Varadarajan Srinivasan (CHRO and head of corporate affairs-Tata SIA)
- ◆ Overall ranked 20 in IR quiz @ XLRI
- ◆ Attended 7th National IR conference @ XLRI



PGDM Human Resource Management – Batch 2015-17

DEPARTMENT OF RURAL MANAGEMENT



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



1. Genesis

Xavier Institute of Social Service, Ranchi (XISSL) is celebrating its Diamond Jubilee in the academic year 2015-16 and 2016-17 on the completion of 60 years of its existence and continues its dominance amongst India’s other business schools. The Post-graduate Course in Rural Management (PGDM-RM) of Xavier Institute of Social Service was started in 1975 by the then Director Fr. M.V.d Bogaert, S.J. Today it has been recognized as one of the flagships and oldest courses in Rural Development in India. This course now has completed four decades of excellence in creating rural management professionals. Our Alumni are working in various sectors namely Central and State Government institutions, PSUs, Corporate Houses, Funding Agencies, International NGOs & Banking Institutions in India and abroad.

2. Class Room Learning

The 42nd academic session of PGDM-Rural Management started on 18th June 2016 with a rigorous 3-day induction-cum-orientation programme about the course curriculum. The core faculty members of the Department made the students conscious about the genesis of the course, prospects, course design, method of classroom teaching and field exposures, examination pattern, discipline and classroom behaviour, students’ manual and regulations & opportunities beyond academics. A group of Alumnae working in Corporate Houses, Industries, NGOs and Government sectors were also invited to enlighten the new comers.

The classes of 2nd year students of Rural Management began from 22nd of June 2016. The students were offered six elective papers in the beginning of their 4th Trimester of which each student chose one. The elective papers were GIS & Remote Sensing, Natural Resource Management, RCH & Gender Issue, Disaster Management, Rural Marketing and Cooperative Management.

3. Rural Exposures (Village Camps)

The backbone of the Rural Management course is Rural Camps for its mode of interaction and outcome based learning. Rural Camps were held for both 1st year and 2nd year students in two separate periods. Three camps for the 2nd year and three camps for the 1st year students were organized each consisting of 25 students. Details of the rural camps are mentioned in the following table.

Table 1 : Rural camps for RM-I from October 18th -27th, 2016 and from Feb, 22nd–March 3rd, 2017

Groups	Name of the Village	Faculty In-charge and Associates
Group A	Chitrakota, Ratu Block	Prof. (Dr.) M. H. Ansari Mr. Ajit Tirkey (1st Camp only)
Group B	Gorgai, Ormanjhi Block	Prof. (Dr.) K. K. Bhagat Mr Sanjay Verma
Group C	Bisha, Angara Block	Dr. Niranjana Sahoo Mr A. Ahmed(1st Camp only)/ Mr. Ashok Kumar (2nd Camp only)



Table 2 : Rural camp for RM-II from October 18th -27th, 2016 and Feb, 22nd –March 3rd, 2017

Groups	Name of the Village	Faculty In-charge and Associates
Group A	Rani Khatanga, Itki Block	Dr. Sant Kumar Prasad Mr. Hermen Ekka
Group B	Hasa, Murhu Block	Dr. Raj ShreeVerma Mr. Pratul Chandra Mr. A. Ahmed(last Camp only)
Group C	Boda, Bero Block	Dr. P. K. Panda Mr. Ashok Kumar Dr. Anant Kumar (3rd & 4th Camp only)

4. Institutional Visits

As an integral part of the course Institutional Visits for first year students of PGDM-RM is significantly relevant because it helps the students to obtain firsthand knowledge about the programmes and functioning of the voluntary and development organizations. This year, these visits were arranged in two phases for the whole class. For this purpose the class was divided into three groups of 25 students each and visited three organizations in the first phase on 7th of August 2016 namely (i) CASA, Khunti, ii) Mahila Samkshya Kendra, Ratuand (iii) SITARA Gumla and the same group visited another three organizations in the 2nd phase on 11th of November 2016 which included (i) Goat Resource Center of JSLPS, Getalsud, (ii) JSLPS, Angara (iii) I.I.R.G. Namkum.

5. Summer Internship Programme (SIP)

As per the academic practices and events' calendar of the Department, the students at the end of the first year were sent to the SIP for two months- from 20th April to 19th June, 2016. SIP consists of two parts- firstly for Organisational Training (OT) for 15 days in which students are acquainted about the organization, their working techniques, functioning style and secondly, for engagement in the dissertation for the remaining period, in which they conduct field study, based on the topic assigned to them by the respective organisation. They submitted their interim report to the concerned organisation and after coming back to the Institute they all presented their dissertation work to their respective guides and presented the same to all Faculty members for receiving feedbacks and improvement instructions.

Finally, they prepared the dissertation under the guidance of their respective supervisors. The entire experience was enriching for the students who came across the working modules, ethics and functioning of the respective companies which benefitted them with research and analytical skills including the ground reality. These skills and hard work put up by the students helped them to nurture the professional in them looking forward in working for the society. SIPs were carried out in various corporate organizations, NGOs and the government and the semi-government organizations. The SIP for the academic year 2016-17 was coordinated by Dr. Sant Kumar Prasad.



Table 3 : List of the Institutions/ Organisations where SIPs were conducted during April 20-June 19, 2016

S. N.	Institutions where students were placed for SIP	Number of students completed SIP
1	Prayatn Sanstha, Jaipur (Rajasthan)	4
2	JUBILLIANT (NOIDA/ DELHI)	4
3	BRLPS (PATNA)	6
4	FES	8
5	SEWA MANDIR (RAJASTHAN)	4
6	DHARMA LIFE (DELHI)	2
7	SAVE THE CHILDREN (RANCHI)	7
8	NSFI (GURGAON)	1
9	SSK (LUCKNOW)	3
10	TATA CHEMICALS (Babrara, UP)	2
11	JSLPS (JHARKHAND)	4
12	RELIANCE FOUNDATION (MUMBAI)	3
13.	SOS (KOLKATA)	2
15	NDDDB (ANAND, GUJARAT)	2
16	Aditya Birla Group	4
17	Tata Steel Rural Development Society	5
18	SEWA	4
19	Samaj Vikas	1
20	Tata Power	2
21	Tata Sponze	1
22	BALCO, Korba	2
23	Samvedna	1
24	Khushi Baby	1
25	TSPDL, Kolkata	1

6. Study Tours

With an objective of getting the students exposed to different development approaches and programmes undertaken outside the state of Jharkhand, all the 2nd year students of Rural Management were divided into three groups each consisting of 24 students for intensive study tour in three regions of the country namely northern, western and southern. On the basis of these regions and concentration of development organizations, 4 to 5 places were chosen for the said purpose. Like previous years, this study visit was conducted from 10th to 24th December 2016. Prof (Dr.) M. H. Ansari, Dr. Niranjana Sahoo and Prof. (Dr.) K. K. Bhagat accompanied the students' groups as faculty supervisors. Students were taken to the remote projects in the field operating under corporate and government organizations as well as in co-operatives in order to provide a wide range of learning experience in the development field. In northern region the places namely Delhi, Lucknow, Dehradun, Jaipur, and Udaipur were visited while in western region Raipur, Mumbai, Ahmadabad,

Anand, and Goa were covered , and in southern region Hyderabad, Bhubaneswar, Puri, Bangalore, Mysore and Chennai were visited by the respective groups.

A glimpse of study tour can be seen in the photos below :



NIRD, Hyderabad



Handling over of Placement Brochure to the Chief of ACC Ltd.



Study visit of RM IInd year students under CSR, ACC Ltd.



Tata Power Ltd., Bhubaneswar

7. Other Specialized visits /Practical Exposures

A few specialized exposure trips were also conducted for the class. These were as follows :

- i. **Agricultural Practical:** Besides classroom learning, in the paper Crop Production and Impact of Climate Change, the 2nd year students of were taken to Agricultural Training Center (ATC) at Namkom. Practical classes were held twice a week in the 5th Trimester. Prof (Dr.) Himadri Sinha, facilitated the said training.
- ii. **Displacement, Resettlement and Rehabilitation Project Visit:** To develop an insight in the paper Displacement, Resettlement and Rehabilitation an exposure visit was organized for the 2nd year students of RM on the issue of Subarna Rekha Multi-purpose Project on at Chandil Dam, West Singh Bhoom on 8th of September 2016. The entire group was led by Dr. (Fr) Alex Ekka, S.J, the Director of XISS.
- iii. **RCH Project Visit to Patna by Dr. Rajshree Verma and RM-II Students (Elective Paper)**

The course curriculum of Xavier Institute of Social Service, Ranchi provides an opportunity for the students in the final year to choose an elective paper of their choice. One of the elective papers in the course is the **Reproductive Child Health and Gender in Development**. The total number of students in this elective is 10 (girls: 8 & boys: 2). The faculty in charge for this paper is Dr. Raj Shree Verma. During this one year of this elective classes the students of the 2015-17 batch, were exposed to the field realities besides the classroom teachings. In the same line, they went on a visit to different institutions at Patna. These institutions work at various levels that are in concern with reproductive child health and also the gender perspective. This visit to Patna, from 13th to 15th November 2016, was an exposure beginning right from the workshop followed by alumni visits and the various organizational and field visits. The best part of the trip was the visit to the fields where they saw the bright eyes and big smiles of the rural poor of Bihar especially the adolescents. They also visited the open defecation free ward of Bihar. The different organizations that they visited were **Gender Resource Center**, where they witnessed gender orientation workshop





for the journalists organized for *Dainik Bhaskar*. The very motive of the discussion was to make the journalists aware of the challenges that every gender faces, with special reference to women. Then the students visited **BRLPS** where they first visited the rural fields in Masaudhi and Chainpur village. The villages were quite far from the main town and had poor roads and infrastructure. It was good to see the SHG adopting innovative ways like puzzle to raise awareness on Maternal and Child Health. Also, the working of Child Health and Nutrition Centre (CHNC) where 2 cooks were provided who prepared food for the pregnant and the lactating mothers. They also provide them nutritious food like milk and Halwa which was a 1000-day care approach. Secondly, they eye-witnessed the brilliant work of JEEVIKA in making the Chainpur village i.e. ward II an Open Defecation Free (ODF) village. The entire effort of the empowerment and struggles was commendable.



Field visits at **BVHA** and at **SURYA CLINIC** were also organized. Surya clinic is a famous chain of hospitals. The hospitals work for the betterment of the reproductive health care of the women. They interacted with two of the doctors working in the Patna division. Their devotion could be seen in their work. They shared about the different kinds of patients that have visited them so far. Finally, they visited **CARE** India which is an organization that works in pan India for the upliftment of the poor.

8. Urban Field Exposures

First Year Students of Rural Management underwent **Thematic Field Work Visit** in different batches in ten slum centres of Ranchi town. Students devoted their afternoon session for two hours with slum communities to understand the real life situation, sociological aspects, physical quality of life of urban poor, access to health services, health condition of slum dwellers, nutritional status, education, access to housing, access to basic urban services and they also performed various works like participated in community activity and cultural programmes, organized people, conducted Balwari and health awareness programmes, facilitated SHGs members, remedial help to school going students, etc.

Practical actions were helping to improve the standard of living in slums, sustainably; with the intention that future generations could have adequate access to basic infrastructure services such as electricity, water and sanitation, housing, or household waste collection.

Ten **Thematic Studies** were prepared by the first year students of Rural Management. These studies were carried out in ten slum areas of Ranchi town. In each slum centre there was one community volunteer to look after the activities and provide necessary support to the students in Urban Field Work to complete their studies and one supervisor who coordinated the activities of all ten slum centres.

Table 4 : Themes Selected by Ten Groups for Thematic Field Work

Sl. No.	Groups	Themes
1.	Pragati	Sanitation and Health
2.	Samvedna	Child health and Education
3.	Prayatana	Sanitation and Safe Drinking Water
4.	Karuna	Water Born Diseases and its Effect on Children
5.	Asha	Livelihood and Food Security
6.	Sahara	Ignorance of Parents and its Effects on Children
7.	Vikas	Alcoholism: A Social Evil...
8.	Nirman	Poor Sanitation and Women Health
9.	Joyti	Cleanliness and its Effects on Children
10.	Pravah	Child Health and Sanitation

On 27th March, 2017 there was a celebration of Diamond Jubilee Festivity of our Institute in which workshops, discussions, rallies, awareness programmes and cultural programmes were organised in all the ten Slum Field Work Areas.

Glimpses of Field Work Activities





9. Campus Placement

The Placement process for Rural Management batch 2015-17 began with lot of expectation and hope from 28th October 2016 which was divided into two phases. The first phase started from 28th October 2016 while the second phase began from 5th January 2017. The strength of the batch 2015-17 is 74 students of which 2 backed out from placement and thus 72 appeared for campus recruitment this year. This included 32 males and 40 females. We are glad to say that Tata Steel Rural Development Society (TSRDS) came for campus interview on the Zero-Day.

For the preparedness of the students' the department conducted MOCK Group Discussions and Personal Interviews, in which experts from the development field were invited.

Given is the list of organizations which visited the Institute till 29th March 2017 with the following results :

1. **CSR** : TSRDS-2; HCL Foundation-6; Jubilant Bhartiya Foundation-1
 2. **Banking and MFI** : HDFC Bank-3; Fincare Financial Services-4; Aarohan Financial Services-1; BFIL-1
 3. **Livelihood Promotion Society** : BRLPS-9; Odisha Livelihood-3; JSLPS-11
 4. **NGOs** : SOS Children's Village-4; SEEDS-1; Educate Girls-4; FES-2
 5. **Social Enterprize** : Dharma Life-3; Corp-2
 6. **In pipeline** : Good Weave, Alkem, SRKPS, Saija Micro Finance
- ◆ No. of Students Placed – 68* = 94.5%
 - ◆ Highest CTC- 7.2 LPA
 - ◆ Avg. CTC- 4.4 LPA

**Data as on 29th March, 2017*



10. Achievements of the Faculty Members

Prof. (Dr.) M. H. Ansari

1. Participated as an expert in the selection interview panel on 29th of March 2016 for recruitment of state level consultants for Rural Development Experts and Local Self Governance Expert conducted by Department of Rural Development, Govt. of Jharkhand, Ranchi
2. Conducted a session on Writing and Presentation skills for the administrative and support staff of Cambridge Institute of Technology, Tatisilwai on 6th of June 2016.
3. Conducted a session on Team Management for the administrative and support staff of Cambridge Institute of Technology, Tatisilwai on 7th of June 2016.
4. Has been offered membership for the Rural Entrepreneurship Panel of Confederation of Indian Industry (CII) Jharkhand. First meeting of this panel was held on 29th June 2015 on the Theme: “Build Jharkhand-Driving Development” at XLRI, Jamshedpur.
5. Delivered a lecture in a seminar on “the present and future trends of CSR” on 15th April 2016 at Kolkata organised by Damodar Valley Corporation.
6. Participated as an expert of Selection Committee for the post of Asst. Professor cum Asst. Director SIRD, on 11th of April 2016 at SIRD campus Hehal, Ranchi.
7. Participated as an expert of Selection Committee for the post of District Coordinator of JSLPS on 14th of June 2016 organised by Jharkhand State Livelihood Promotion Society, Ranchi.
8. Participated as an expert of Selection Committee for the post of Block Coordinator of JSLPS on 15th of June 2016 organised by Jharkhand State Livelihood Promotion Society, Ranchi
9. Participated as an expert of Selection Committee for the post of Block Programme Manager of JSLPS on 28th and 29th of June 2016 organised by Jharkhand State Livelihood Promotion Society, Ranchi.
10. Conducted a session on “Livelihood and Resources” on 8th July 2016 for the Post-graduate Diploma in Sustainable Rural Development organised by SIRD, Ranchi.
11. Moderated a Pre-BRICS Regional consultation session on 12th of July 2016 organised by Life Education and Development Support (LEADS) Ranchi in collaboration with CBGA, OXFAM India and WNTA held at Hotel Raj Residency, Ranchi.
12. Participated as an expert of Selection Committee for the post of Young Professionals / Block Coordinator for Sansad Adarsh Gram Yana (SAGY) conducted by JSLPS from 18th to 21st July 2016 at KIMDS, Ranchi.
13. Participated as an expert of Selection Committee for the State Coordinator under Sanjivani Project conducted by Jharkhand Livelihood Promotion Society, Govt. of Jharkhand on 7th of September 2016.

14. Participated as an expert of Selection Committee for the post of State Mission Manager and City Mission Manager conducted by Urban Administration Directorate, Govt. of Jharkhand on 25th of July 2016
15. Participated in a workshop to initiate e-learning certificate course on Management of Community Based Institutions on 2nd, 3rd and 4th of August 2016 at Hotel Lilac, Ranchi organized by JSLPS, Govt. of Jharkhand.
16. Participated as faculty representative on behalf of XISS in one day workshop on Certification of Masters trainers and Certificate Course in PANCHAYAT RAJ MANGEMENT- organized by NIRDPR at Hyderabad on 21st of November 2016.
17. Participated on behalf of XISS in one day workshop on “Transforming India through Strengthening Panchayati Raj Institutions by Continuous Training and enablement” organized by NIRDPR at Hyderabad on 28th of December 2016.
18. Participated as HOD PGDM-RM course in two-day workshop on “Revamping of Rural Management Course curriculum” organised by NIRDPR Hyderabad on 27th and 28th of January 2017.
19. Participated as an expert of Selection Committee for recruitment of Programme Manager- Institutional and programme Manager- Monitoring and Training conducted by Jharkhand Livelihood Promotion Society, Govt. of Jharkhand on 11th of February 2017.
20. Delivered a lecture on “Effective Communication and Technical Education” for 1st year B. Tech students of CIT on 23rd February 2017 at the CIT campus.
21. Delivered a lecture on “Developing Competencies and Skills at work place organized by CIT Tatisilwai on 23rd of March 2017 at CIT, Tatisilwai.

Prof. (Dr.) K. K. Bhagat

- ◆ Paper presented at Punjab University, Chandigarh on “Globalization and Corporate Social Responsibility on 3rd of March 2017.

Dr. Niranjan Sahoo

- ◆ Delivered a few lectures on Disaster Management and Indian Technical Education System at some of South Korean Universities i.e. Sinhan University, Vision University of Jeonju, University of Han-Seo and Korean Fire and Disaster Safety Institute in the month of May 2016
- ◆ Visited Kathamandu on June 20th ~July 3rd 2016 for conducting a minor research project by FAI, Edinburg in July 2016 to study on prevalence of the use of Newcastle Disease Vaccine
- ◆ Visited Busan, Seoul, Deajon, Jeonju and Suwon cities of South Korea along with Fr. Alex Ekka, S.J., Director of XISS in connection with Collaboration meeting at Hwashin Cyber University and Vision University in South Korea from 11-16 July 2016
- ◆ Participated in the 9th Social Entrepreneurship Conference at XLRI, Jamshedpur held on 27th ~29th Jan 2017



- ◆ Joined as a Member to the Board of Study, Orissa State Open University, Bhubaneswar
- ◆ Became a Member to the Apex Committee Member of Uranium Corporation of India Ltd, Department of Atomic Energy, Govt of India

Dr. Anant Kumar

- i. Completed Fulbright-Nehru Academic and Professional Excellence Fellowship at the Gillings School of Global Public Health, University of North Carolina, Chapel Hill, USA. (May 2016.)
- ii. Adjunct Associate Professor at Gillings School of Global Public Health, University of North Carolina, Chapel Hill, USA for three years. (June 2016- May 2019).
- iii. Member, Board of Studies, School of Rural Management, IIMR University for two years. (Jan 2017 – December 2019.)
- iv. Member, Advisory Committee of the Research project on “Dynamics of Development, Livelihoods and Poverty in Rural Jharkhand” by The Institute for Human Development, Eastern Regional Centre, supported by the Indian Council for Social Science Research. (February 2017).
- v. Kumar, A., Thomas, J., Wadhwa, S. S., Mishra, A., & Dasgupta, S.(2016). Health and Social Security Needs of Rickshaw Pullers in Ranchi. *Social Work in Public Health*. 31 (31). DOI: <http://dx.doi.org/10.1080/19371918.2015.1125323>.
- vi. Kumar, A., & Kalliainen, L. K. (2016). Cleft Lip Surgical Intervention in Resource Constraint Settings: A Case Report. *Health*, 8 (5), pp. 472-478. DOI: <http://dx.doi.org/10.4236/health.2016.85050>.



- vii. Grace, C., Nayar, K.R., Bhat, L.D., Kumar, A., Babu, G. R., & Shaffi, M. (2016). The Spittoon Syndrome: How Effective will be the Anti-Spitting Initiatives in India? *Economic and Political Weekly*, 51 (26-27).
- viii. Kumar, A., Nayar, K.R., & Bhat, L.D. (2016). Where is “Public” in the Public Health Discourse? *Journal of Health Systems*. 2(1):19–23.
- ix. Muhammed, S., Anand, T.N., Pillai, M., Lathika, A., Kumar, R., Sreemathy, L.S., Nayar, K.R., Lordson, J., Abraham, M. Rajeev, P., Pillai, A.M., Kumar, A., Grace, C.A., & Jacob, J. (2016). Developing a health registry for Coastal Population: Protocol of the Valiyathura Population Based Health Registry in Kerala, the southern coast of India. *Journal of Health Systems*. 2(1):11–5.
- x. Jaff, D., & Kumar, A. (2016). The Hookah Epidemic: Emerging Public Health Threat in the Kurdish Region of Iraq. *Journal of Health Systems*, 2(1):16–8.

Dr. Sant Kumar Prasad

- ◆ Participated in Faculty Development training programme on “Capacity Building and Sensitization regarding Plagiarism/Referencing” from 11th&12th May 2016 organized by XISS.
- ◆ Participated in the Diamond Jubilee International Conference on “Leadership and Innovation for a Sustainable World” organized by XISS, Ranchi on 16th February 2017.
- ◆ Participated in “Syner JAAI Networking for Empowerment - 8th National Congress of JAAI” from 27th to 29th January 2017 organised by Central Zone at St. Xavier’s Doranda, Ranchi.

Dr. Rajshree Verma

- ◆ Participated in “XLRI-Cornell Research Methodology Workshop” held at XLRI, Jamshedpur from June 06-10, 2016.
- ◆ Participated in the “Orientation Programme on Gender Equality and Empowerment of Women” organised at NIPCCD, New Delhi from 13 - 17 June, 2016
- ◆ Nominated as Advisory Member at Centre for Health and Social Justice, which is working in three locations (Ranchi, Gumla & Bokaro) of Jharkhand with men and boys under the ‘Responsible partner and Caring Fathers’ program with their partners (Srijan Foundation, Chotanagpur Sanskritic Sangh & Sahayogini).

Dr. Joe Hill

- ◆ Gave training on plagiarism, on use of Urkund plagiarism detection software, and more generally on research ethics including the need for gaining informed consent during field studies, at XISS throughout 2016.
- ◆ Hill, J. (2016). A lesson in plagiarising. *The Wire*. See: <https://thewire.in/29040/a-lesson-in-plagiarising/>
- ◆ Engaged with the XISS journal *Jharkhand Journal of Development and Management Studies*



- (JJDMs), as Associate Editor since August 2016, and co-edited three issues 14(1), 14(2), 14(3 & 4). Was Guest co-editor of issue 14(2) *Jharkhand Journal of Development and Management Studies*, with Sharat Singh of SPWD. See: <http://xiss.ac.in/jjdms/Vol14/Issue2/>
- ◆ Singh, S., & Hill, J. K. W. (2016). Introduction to the Special Issue ‘Seed Biotechnology and Eastern Indian’s “New Green Revolution”: Issues and Challenges’. *Jharkhand Journal of Development and Management Studies*, 14(2): 6949-6954. See: <http://xiss.ac.in/jjdms/Vol14/Issue2/pdf/1-Singh%20&%20Hill.pdf>
 - ◆ Hill, J. K. W. (2016). Organic agriculture in India and Participatory Guarantee Systems (PGS): A case study from West Bengal. *Jharkhand Journal of Development and Management Studies*, 14(2): 7037-7055. See: <http://xiss.ac.in/jjdms/Vol14/Issue2/pdf/7-Hill.pdf>
 - ◆ Hill, J. (2016). PGS in West Bengal. *The Global PGS Newsletter*. See: http://www.ifoam.bio/sites/default/files/pgsnewsletter_septoct2016.pdf
 - ◆ Supervision of one Belgium exchange law student, including accompanying him for field research in West Singhbhum, in August 2016.
 - ◆ Invited as speaker at the “*Fifth Sustainable Mountain Development Summit*”, 20-22 September 2016, Leh, J&K, to give presentation on topic “the irrigation systems of Ladakh’s farming communities: Survivability of traditional practices in the modern era”. Paper to be published in Proceedings of the Fifth Sustainable Mountain Development Summit, Integrated Mountain Initiative, Leh, Ladakh.
 - ◆ Collaboration with Department of Social Geography and Regional Development, Charles University in Prague, Czech Republic for “a study of sanitation behaviour in Jharkhand”, with Dr. Anant Kumar, over period September-October 2016. Interviews ongoing in 2017.
 - ◆ Invited as speaker to give presentation via internet on topic “Endogenous sustainable watershed development and the challenges posed in the current era”, to a seminar “*Sustainable Development, Food Security and Humanitarian Assistance - Peace and Conflict Resolution (Food and War)*”, 17 January 2017, University of Kassel-Witzenhausen, Germany.
 - ◆ Baghel, R., Stepan, L. & Hill, J. K. W. (2017). Water, knowledge and the environment in Asia: Epistemologies, practices and locales. *Routledge*. See: <https://www.routledge.com/Water-Knowledge-and-the-Environment-in-Asia-Epistemologies-practices/Baghel-Stepan-Hill/p/book/9781138685550>
 - ◆ Hill, J. K. W. (2017). Science as friend or foe? Development projects undermining farmer managed irrigation systems in Asia’s high mountain valleys. In R. Baghel, L. Stepan, and J. K. W. Hill. (2017). *Water, knowledge and the environment in Asia: Epistemologies, practices and locales*. Routledge.
 - ◆ Presented a paper with Father Alex on topic “Leadership and innovation of Padma Shri Simon Oraon” at the *Diamond Jubilee International Conference on Management Education, Leadership and Innovation for a Sustainable World*, 15 February 2017, at XISS.



- ◆ Collaboration with the local NGOs BIRSA and SPWD for a study of farmers across 9 districts in Jharkhand, January 2017-Presently, in preparation for a 2-day seminar to be held in April 2017 on “*Present Agrarian Crisis in Jharkhand*”.

11. International Students’ Exchange Programme

XISS and University of Antwerp, Ghent, Belgium have administered an MoU for International Students’ Exchange Programme. A module of Human Rights for Development HR4DEV2016 has been designed to benefit the student participants of this programme coming from across the World. In this context, this year four students i.e. Ms. Ritika Nath, Ms. Divya Sharma and Mr. Slade D’Cruze were nominated for the Critical Interdisciplinary Course on Children’s Rights (CICCR), international summer school on children’s rights, which was held in Ghent, Belgium from 28 August - 9 September, 2016 out of which two students (Ms. Ritika Nath & Ms. Divya Sharma) were fully sponsored by the USOS scholarship. The summer course so far has been very successful at fulfilling its purpose of an overall understanding of the course as well as at providing a grand exposure to the students and intellectuals coming from all over the world. CICCR is organised within the institutional framework of Human Rights for Development (HR4DEV). The course is a joint initiative of University College Ghent, Antwerp University and the Children’s Rights Knowledge Centre (KeKi). It has a long-standing reputation in the field of children’s rights as being a major educational opportunity for governmental and non-governmental leadership throughout the world. It provides an intensive training programme on children’s rights for a professional audience of 40 participants from all continents. CICCR thematically focuses on children’s rights between the global and the local. The course creates an open forum where academics can meet and exchange views with professionals who deal with children’s rights in a more practical way. Insights and concrete experiences from a very diverse and multidisciplinary audience of European and international experts will be amplified and mutually influenced. A few of the snapshots of this program are depicted below.



[L to R : Ritika Nath, Divya Sharma and Slade D'Cruz receiving their certificate on completion of course]

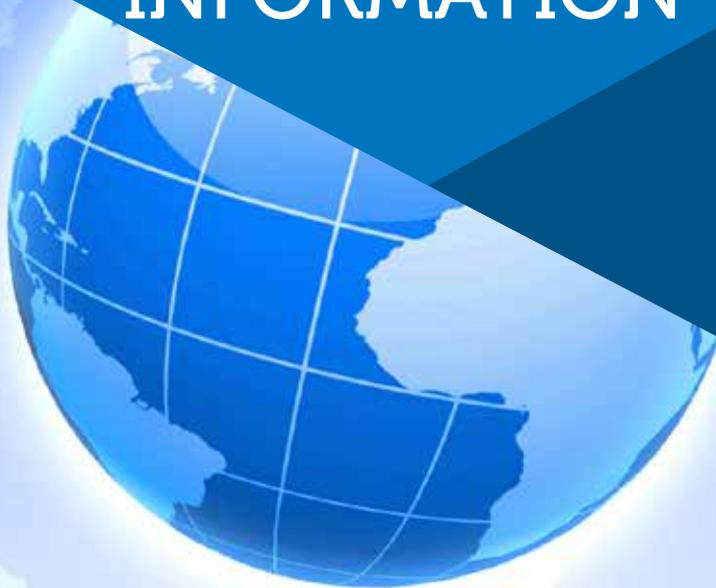


[Group picture of all the participants and organisers of HR4DEV 2016 at Ghent, Belgium]



PGDM Rural Management – Batch 2015-17

DEPARTMENT OF INFORMATION TECHNOLOGY



■ **Prof. (Dr.) S. N. Singh**
Head of the Department



1. Introduction

Information and communication technologies have ensured achievement of sustainable development goals by initiating a surge of business process re-engineering across industries. It has catalyzed metamorphosis in business functions across assorted verticals. Therefore, techno-managerial skill development with specialization in Information Technology has become imperative for nurturing industry ready aspirants.

‘Information’ which now-a-days is considered to be one of the factors of production needs to be managed most effectively and efficiently in all business organizations.

‘Business Intelligence’ today occupies the centre stage in all organizations. Business managers today require the services of professionals who are capable of designing and managing organizational data warehouses. Tactical and operational managers rely heavily on operational databases.

Possession of good IT and management skills puts one at an advantage over those who do not have them. Even if a role is not an IT job per se, IT knowledge may give you an advantage over other candidates and help you greatly once you are employed. Employees are expected to know the basics of IT in most jobs and there is an assumption that you are able to perform basic computer related tasks. Most admin tasks in any business are now performed through the use of IT.

2. Curriculum

Information Technology is believed to be the discipline that plays a key role in identifying the organization’s information needs, the methodologies for gathering them, logical designing of their storage and disseminating these to its variety of clients, who primarily are the business managers.

Information Technology is perceived by many to be both a strategy, driven by its clients and an infrastructure shaped by the technology, for handling and distributing information. Information technology crosses all disciplinary boundaries.

Keeping exactly these in mind, the curriculum for the Post Graduation Diploma in Management-Information Technology (PGDM-IT) has been updated continuously with extensive deliberations.

3. Summer Internship

The Summer Internship Programme, which is an integral part of the PGDMIT, 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 2016, our students found summer internships in organisations like **Tata Cummins, Innodata, Tata Steel, Delhi Metro, BCCL, SAIL**, etc.

The studies undertaken during summer internships were related to :

- ◆ Database Design
- ◆ Human Resource Information Systems
- ◆ ERP
- ◆ GIS
- ◆ Knowledge Management
- ◆ Human Resource Management
- ◆ Quality Management
- ◆ Software Development
- ◆ Software Project Management
- ◆ Tele Communication Services, etc.

4. Campus Recruitment Programme

So far 50% students have found quality placement in organisations like **TCS, Pantaloons, Techstern, Idea, Kotak Life Insurance, Disruptive Analytics**, etc. A few more companies are expected to visit the Institute shortly.

5. Industrial Tour

The Department also organized one week long industrial visits for the second year students from 18th September to 25th September 2016. Prof. Rik Das led a group of students to Bengaluru. The following companies were visited: **Adobe, Dell Technologies, Harman, Adobe, Infinite solutions, Swiss Re**, etc. in Bengaluru.





Prof. S. R. Roy led another group of students to Delhi and NCR. They visited **JCB, Ministry of IT, Zephyr Systems, Samsung Research, Dell Technologies**, etc.

6. Industry Interface

The students of First Year visited the following companies during February, 22, 2017 to March, 3, 2017 to have interactions with business managers and learn their business processes :

Tata Tinsplate, Tata Hitachi, Tata Cummins and Tata Motors accompanied by Prof. S.R. Roy and Dr. Mahua Banerjee.



Industrial Interface at Tata Cummins

Indicon Westfalia Ltd. and Osam Production Unit accompanied by Dr. Madhumita Singha Neogi and Prof. Rik Das.

CMPDI, Kanke Road accompanied by Dr. Mahua Banerjee and Prof. Rik Das.

7. Social Field Work

The department has conducted social field work in the following organizations:

- ◆ Central Institute of Psychiatry
- ◆ Jharkhand State AIDS Control Society

Twenty blood donation camps were organised at XISS and at various other places at Ranchi under the supervision of Dr. Viplava Thakur. We extend our heartfelt thanks to Mr. Atul Gera for his guidance to our students.

8. Diamond Jubilee Celebration 2017

Department of Information Technology successfully organised two sessions during the International Conference on “**Management Education, Leadership and Innovation for a Sustainable World**” during February 14-18, 2017. At this occasion eminent speakers were invited from various places like USA, Bengaluru, etc. Mr. Hemant Sharma, Co-founder, Vnurt Technologies addressed the session on achieving sustainability using Internet of Things on 16th. February, 2017. There were eight business sessions on the whole, out of which, PGDM (IT) conducted two business sessions, namely, ***ICT for achieving Sustainable Development Goals and Sustainable Development through ICT: Case Studies on Best Practices.***



Speakers and session chairs for aforesaid sessions were as follows :

- ◆ Mr. Anil Kumar Choudhury, Sr. Manager (Electrical), Mecon Ltd.
- ◆ Mr. Hemant Sharma, Co-founder, Vnurt Technologies.
- ◆ Dr. P. K. Barhai. Ex-Vice Chancellor, BIT, Mesra.
- ◆ Mr. Kishalay Bhattacharjee, Former DGM, Academic, IICM, Ranchi.



9. Come & See Program

Two students of the Department of Information Technology – Mr. Timmavajjula Venkata Shashank and Ms. Aaisha Benazir – participated in **“Come and See Program”** in South Korea for a period of 3 weeks. The period of visit was from 26 Sept., 2016 to 22nd. Nov., 2016.

10. Papers Presented / Published

1. Prof. (Dr.) S.N. Singh and Prof. Rik Das jointly presented a paper titled “Achieving Sustainable Development with Identification of Content Based Remotely Sensed Image Data”, at the *“Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World”* at Xavier Institute of Social Service, Ranchi, India, on 16th February, 2017.
2. Das, R., Thepade, S., & Ghosh, S.(2017). Decision Fusion for Classification of Content Based Image Data. *Transactions on Computational Science, XXIX*, 121-138, Springer Berlin Heidelberg.
3. Das, R., Thepade, S., & Ghosh, S.(2017). Novel feature extraction technique for content-based image recognition with query classification. *International Journal of Computational Vision and Robotics*, 7(1-2), 123-147, Inderscience Publishers (IEL).
4. Madhumita Singha (Neogi) and Vandana Bhattacharjee jointly presented a paper titled “A Framework for ICT Applications”, at the *“Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World”* at Xavier Institute of Social Service, Ranchi, India on 16th February, 2017.

11. Faculty Achievements

- ◆ Prof. Sarbjeet Prasad has participated in a five days Faculty Development Program at XLRI, Jamshedpur.
- ◆ Dr. Madhumita Singha Neogi was invited for a talk on “Digital India” at YSM-Yogoda Satsanga Mahavidyalaya, Ranchi in the month of June, 2016.
- ◆ Dr. Madhumita Singha Neogi and Prof. Rik Das have conducted a Techno-Managerial awareness program at YSM-Yogoda Satsanga Mahavidyalaya, Ranchi in the month of June, 2016.
- ◆ Prof. Rik Das conducted a session on “Technologies for Commercialization” on 29th. Sept., 2016 as a resource person in the Faculty Development Program held at XISS.
- ◆ Prof. Rik Das submitted his PhD Thesis on November, 2016 at the University of Calcutta.
- ◆ Prof. Rik Das started doing collaborative research on Artificial Neural Networks and Deep Learning with University of Saskatchewan, Canada.
- ◆ Prof. I. Xaxa and Prof. Sarbjeet Prasad conducted a Techno-Managerial awareness program at Nirmala College, Ranchi.

12. Students' Achievements

- ◆ Mariya Jasim, Shakshi and Saharsh Sinha won prize in Face Painting competition (Paintopia) in Panache 2017.
- ◆ Ritika Selot won the 3rd prize in ClickItOut in Panache 2017.
- ◆ Komal Kumari won award in Group Dance Competition (PULSE XISS DANCE GROUP) held at Panache'2017.
- ◆ Sandhya Kumari was the Second Runner Up in DJF Ramp Walk in Panache 2017.
- ◆ Gautam Barla, a student of 1st. Year PGDM (IT) has bagged the first prize in a sports event named Vajra at BIT Mesra held from 11th. Nov, 2016 to 13th. Nov, 2016.



Click it out event in diamond jubilee celebration



DJF Ramp walk

13. Conclusion

The Faculty of Information Technology places on record its deep sense of gratitude to all internal and external faculty members as well as support staff who left no stone unturned in delivering their best.

I, put on record my sincere appreciation for the unflinching support of Dr. Fr. Alex Ekka, S.J., Director, XISS.

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

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

I would also like to congratulate all the graduating students for being so hardworking and receptive. On behalf of all members in the department I wish all graduating students success in all their future endeavours.



PGDM Information Technology – Batch 2015-17

DEPARTMENT OF MARKETING



■ **Prof. Anmol Roshan Bodra**

Head of the Department



The Department has completed another successful and vibrant academic session 2016 – 2017 with various activities and involvement of both the students as well as the faculty.

1. The Curriculum

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

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

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

2. Updating of Syllabus

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

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

3. Summer Placement / Internship

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

4. Placement 2017

The Department of Marketing has achieved a new high with almost 95% placements as on 25th March, 2017. Some more will get placed by the end of their academic session.

The Department has achieved another milestone by getting its first Pre-Placement Offer.

Some of the major organizations where the students got placed were, Tata Power, Exide Industries Limited, Bajaj Electricals Limited, Colgate Palmolive, Airtel, Vox Populi, Kotak Life Insurance, HDFC Bank, Intelliber Technologies, Medica Group, Hitech Chemicals, SafeChem Industries, HDFC AMC, Janalakshmi Financial Services, Idea Cellular, Mahindra First Choice Wheels Ltd, Disruptive Analytics, etc.

- ◆ Highest CTC : 9.15 LPA
- ◆ Average CTC : 5.65 LPA

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

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

5. Overseas Visit / Tour

Prof. Anmol Roshan Bodra, Prof. Mary Sheila Bodra and Dr. K T Lucas (Principal, XIPT) along with two students from Information Technology, XISS and four students of XIPT visited Hwashin Cyber University, Busan and Vision University, Jeonju, South Korea for International Friendship Program from October 27, 2016 to November 24, 2016.

There were a lot of highs and lows of this whole experience as it was very difficult for us to converse with the Koreans because of the language barrier. Nevertheless, the enthusiastic help and warm hospitality of Dr. K. D. Loupous and the English Department of Hwashin Cyber University, Busan made the experience enjoyable.



XISS Team for International Friendship Program-Busan (South Korea)



XISS Team with the Hwasin Cyber University Team (South Korea)



XISS team with the Korean students

We were fascinated with the food, climate, environment and their culture. We were fortunate enough to get a chance to learn the Korean language and their culture as we visited the University's President House.

In addition, we got insights as to how Vision University emphasizes on their infrastructure and hygiene and get their students industry-ready by providing them a wholesome of personality grooming as well as Industrial training.

Our students were lucky to have a firsthand experience of interaction with students coming from all the parts of the world. Also, they gained knowledge of technological advancement like 3D printing



XISS Team with the Korean Team

and Industrial Integration with Universities and learned Korean language and culture. Their insights on the future prospects for the students of XISS are of major help. They even provided information regarding the eligibility criteria to apply for jobs in Korea.

6. Industrial Tour / Corporate Interface

The students of the batch of 2015-17 visited Mumbai, Delhi and Kolkata for the Corporate Interaction Program/Industrial Visit. The students who visited Mumbai were led by Prof. A R Bodra, Delhi NCR by Dr. Subhajit Bhattacharya Kolkata by Dr. Pinaki Ghosh.



Students ready for company visit - Mumbai



Students at the Corporate Interaction Program - Mumbai

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

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

7. Rural Camp

The Department of Marketing organized the Rural Exposure Camp from February 25, 2016 till February 28, 2016 with the objective of providing the students with an understanding of the social, cultural, marketing and economic dimensions, environment dynamics, governmental and non-governmental support mechanism etc.

Prof. A R Bodra along with Dr. Pinaki Ghosh camped with 28 students in Sarna Toli, Bichna; Dr. Amar Tigga and Dr. Subhajit Bhattacharya camped with 28 students in Gumla.

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



Rural Camp Bichna, Khunti District



Rural Camp Gumla District



Students experience the dynamics of the rural market



Students understanding the problems of the rural people



Dr. Pinaki Ghosh mingling with the village children

8. Contributions in Books / Journals

Publication in Journals

1. Bhattacharya, S., & Anand, V. (2017). An Empirical Study to Find the Roadmap for Understanding Online Buying Practices of Indian Youths: Online purchase behaviour of Indian youth buyers. *International Journal of Online Marketing (IJOM)*, 7(1),1-15. IGI Global. (This journal is indexed in Google Scholar and INSPEC).
2. Bhattacharya, S., & Anand, V. (2016). An Empirical Study on the Factors Affecting Online Retail Brand Connection and Purchase Intention: An Analysis with Structural Equation Modeling. *Malaysian Management Journal*, 20, 111-129.
3. Bhattacharya, S., & Kausar, A. (2016). Study on Corporate Social Responsibility as Strategic Instrument for Creating Sustainable Corporate Brand Value: An Analysis with Structural Equation Modelling. *Management and Labour Studies*, 41(2), 88-106. SAGE Publications (This journal is indexed in ICI).

Book Chapters

1. Bhattacharya, S., & Kumar, V. R. (2016). Modelling Tourists' Opinions Using RIDIT Analysis. In, P.Vasant & M. Kalaivanthan (Eds.) *Handbook of Research on Holistic Optimization Techniques in the Hospitality, Tourism and Travel Industry*. USA : IGI Global. ISBN13: 9781522510543.

2. Kumar V. R., & Bhattacharya, S. (2016). Modeling Consumer Opinions using RIDIT and Grey Relational Analysis. In, A. Kumar, M. K. Das, S. K. Trivedi, & T. K. Panda (Eds.) *Handbook of Research on Intelligent Techniques and Modeling Applications in Marketing Analytics*. USA : IGI Global. ISBN13: 9781522509974
3. Bhattacharya, S., Kausar, A., & Chakrapani, M. (2016). A Study on Conceptual Framework Development in Creation of Sustainable Corporate Reputation and Brand Value through CSR. In, B. Chatterjee, S. Das, B. S. Sahay, G. Subramaniam, & R. V. Rao (Eds.) *CSR: Social Sustainability & Inclusive Growth*. New Delhi : Bloomsbury Publishing House. ISBN: 9789385936289.

Paper Presentation / Seminars Attended

1. Dr Amar E. Tigga has participated in “XLRI-Cornell Research Methodology Workshop” at XLRI, Jamshedpur from June 06 to June 10, 2016.
2. Dr. Pinaki Ghosh acted as the “Session Coordinator” for the Technical Session themed as “Evolution of the Start Up Culture and Sustainable Development” in the Marketing and Finance Subject area in the International Conference for Faculty members and research Scholars on 16th February 2016 as part of the 5 day Grand Finale of Diamond Jubilee Celebration of XISS.
3. Dr. Pinaki Ghosh was the Main Organizer and Coordinator for the Panel Discussion involving the Faculty panelists and Alumni representatives on the topic “Value Addition in Management Education through collaboration between Industry and Academia –a way forward for XISS, Ranchi” held on 18th February 2016 as part of the 5 day Grand Finale of Diamond Jubilee Celebration of XISS
4. Bhattacharya, S. and Dutta, A. “An Empirical Study on Online Tourists Engagement for improved Tourists’ Destination – Brand Attitude” at MARCOM-2016: International Marketing Conference organized by IIM Calcutta on December 22-24, 2016.
5. Bhattacharya, S. Kumar V. R. and Dutta, A. “Exploring Kapferer’s Brand Identity Prism Applicability in Indian Political Marketing Aspect with Special Focus to Youth Voters” at IMCED-2016: International Marketing Conference organized by International Management Institute, Bhubaneswar on December 9-10, 2016.
6. Dutta, A. and Bhattacharya, S. “An Empirical Study on Impact of Destination Brand Personality on Tourism: A Study in the Indian Context”, Presentation at the ICFDB 2016 organized by IMT Ghaziabad during 28th-30th July 2016.
7. Session chaired for track # 2302: Retailing & Distribution Channel Management-1 at MARCON-16 organised by IIM Calcutta (22th -24th December, 2016).

9. Student Participation in Matters Related to Academics

The students Mr. Ravi Kumar, Mr. Ashutosh Chaudhary and Mr. Rajan Kumar of first year presented a paper “A study of Green Marketing Practices and its effects in the Indian Market,” during the Students Conference on the occasion of the grand finale of the Diamond Jubilee Celebrations.

Mr. Vishal Kumar Verma and Mr. Sumit Kumar, from the first year also presented a paper “Green Telecom Industry: A Step towards Green Digital India,” during the Students Conference on the occasion of the grand finale of the Diamond Jubilee Celebrations.

10. Student Participation Sports, Games and Extra Curricular Activities

The senior student gave a warm and hearty welcome to the freshers, the batch of 2016-2018. The highlights of the evening consisted of cultural program, a contest to select Mr. and Ms. Fresher and ended with a sumptuous dinner.



A glimpse of the One Act Play – Cultural Programme



Contestants vying for the coveted title- Mr. & Ms. Fresher

The students of the department successfully organized the Independence Day 2016 and participated in the cultural programme which was appreciated by one and all.



Director's Message on Independence Day



The organisers of Independence Day

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



Department of Marketing (Class Picnic)



Department of Marketing (Class Picnic)

Each year the Institute organizes Inter Departmental Games Tournament for its student. This year the tournaments were held in January/February, 2016 where the students of Marketing Department



participated in Basketball and Cricket Tournament. The Marketing Department Boys' Team emerged as the winners in the Cricket Tournament and the Department's Girls' Team emerged as the runners up in Basketball Tournament.

11. MDP/ Training Programme

1. Dr. Subhajt Bhattacharya has participated and successfully completed a four Week AICTE approved Faculty Development Program, organized by IIT Bombay on "Use of ICT in Education for Online and Blended Learning" in 2016.
2. Dr Amar E. Tigga has participated in "XLRI-Cornell Research Methodology Workshop" at XLRI, Jamshedpur from June 06 to June 10, 2016.

12. Faculty Contributions

1. Dr. Amar Tigga and Dr. Pinaki Ghosh have worked in a five member team to formulate the Memorandum of Association of the first Alumni Association of XISS.
2. Dr Amar E. Tigga and Dr. Pinaki Ghosh have coordinated the registration of Alumni Association of XISS (AAXISS) under the Indian Society Act 1961 and also its inauguration on 18th February 2017 on the occasion of Grand Finale of Diamond Jubilee Celebrations.

13. New Faculty Recruits

The Department is pleased to welcome Ms. Puja Mishra, Assistant Professor, in the area of General Management and Ms. Tina Murarka, Assistant Professor, in the area of Finance & Accounts. Both these Professors are Business Management Graduates and have been teaching in different institutes of repute. Their PhD. is almost through and they would be awarded their degree very soon. The Department wishes them all the very best in their endeavours.

14. Conclusion

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

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

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



PGDM Marketing - Batch 2015-17

DEPARTMENT OF FINANCE



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



Finance is the money available to spend on business needs. Right from the moment someone thinks of a business idea, there needs to be cash. As the business grows there are inevitably greater calls for more money to finance expansion. The day to day running of the business also needs money.

The main reasons a business needs finance are to:

- ◆ Start a business,
- ◆ Finance expansions to production capacity,
- ◆ To develop and market new products,
- ◆ To enter new markets,
- ◆ Take-over or acquisition,
- ◆ Moving to new premises,
- ◆ To pay for the day to day running of business, and for many more purposes...

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

One of the most important reasons of failure of business promotions is a defective financial plan. If the plan adopted fails to provide sufficient capital to meet the requirement of fixed and fluctuating capital and particularly, the latter, or it fails to assume the obligations by the corporations without establishing earning power, the business cannot be carried on successfully. Hence sound financial plan and effective financial administration is very necessary for the success of business enterprise. Financial administration provides complete co-ordination between various functional areas such as marketing, production, etc. to achieve the organizational goals. If financial management is defective, the efficiency of all other departments can, in no way, be maintained. Almost, every decision in the business is taken in the light of its profitability. Financial administration provides scientific analysis of all facts and figures through various financial tools so that a proper decision can be taken by minimizing the risk.

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

The modern concept implies that finance is an integral part of the overall management rather than the mere mobilization of funds. The finance manager under this concept is expected to ensure a wise



application of funds in the productive process of the organization. Thus, carrying out the financial activities of planning, raising, allocating and controlling of funds in the organization has become the important duty of a finance manager.

To cater to the changing requirement of the financial sector, the course of Post Graduate Diploma in Management - Finance is designed to prepare the best finance professionals in the country. This full time program provides necessary education for students seeking finance positions in industry, in financial institutions, or in government or in non-profit organizations. It seeks to equip the students with conceptual and analytical skills for financial decision making and offers insights into how the financial markets function. Completion of this program provides students with theoretical & practical knowledge for successful attainment of management positions in the Insurance and the Banking sector. It also opens up avenues for financial analysts. The curriculum combines strengths in management with technical skills and internship opportunities in each area.

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

The curriculum is very much flexible to ensure the current and foreseeable future requirements of the business.

The activities of the Department of Finance during the year 2016-17 were as follows :

1. Fresher's Orientation Program

Every year the Department has **Freshers' Orientation Program for the new students**. Various corporate personnel and alumni of the department took sessions in this year's orientation program for the incoming students for the batch of 2016-18 and explained them the importance of developing necessary skills and competence required for the corporate life. Mr. Sanjiv Kumar, VP & Area Head, Kotak Mahindra Bank, Bihar & Jharkhand took a session on "Values and Ethical Practices in Present Business Environment" and Mr. Vishal Kumar Sinha, Area Business Manager, Pantaloons, Ranchi, took a session on "Strategies to Face Corporate Challenges" held in the month of June 2016.

2. Seminar on Capital Market

Department successfully organised a Seminar on Capital Market "*Overview of Securities Market and Career Opportunities*" on 8th August, 2016. The main speaker was **Mr. Sahil Malik**, Deputy General Manager, SEBI- on deputation, National Institute of Securities Market, Mumbai. He spoke at length about the various career options for finance professionals. Also he made the students aware about the various certification courses offered by NSE.

3. Rural Exposure Visit

The objective of rural visit is to study the rural market and the involvement of marketing and financial activities in rural area. This year also rural visits to Gumla and Simdega, were organized in the month of Feb., 2017 and were led by Dr. Bhaskar Bhowani and Prof. Sanjeev Bajaj.



Gumla Group (led by Dr. Bhaskar Bhowani)

During the visit they had an hour long meeting with the District Development Commissioner (DDC) and BDOs of various blocks, where the students were briefed about the status of developmental initiatives and schemes run by the Central and the State Govt. The team visited villages like Koinara, Khatkhor, Brinda, and Sillum. They met the SHGs and Mahila Samitis functioning in these villages and witnessed the development initiatives taken up by AROUSE (Animation Rural Outreach Service) a Jesuit run NGO at Gumla. The students were also able to get a glimpse of the tribal culture and history of Chotanagpur in a visit to the TRIBAL MUSEUM located in the campus of St. Ignatius School, Gumla. They also got an exposure of the rural *haats* and explored marketing dimensions.

Simdega Group (led by Prof. Sanjeev Bajaj) : The group went to study the Rural Economy, impact of demonetisation on rural areas and efforts by various agencies to improve the social and financial conditions of the rural population. They visited to different villages in Kolebera block under the guidance of members of Aajivika Mission (Jharkhand Livelihood Promotion Society). The students interacted with members of various SHGs in these villages and understood the functioning of these groups. They also understood how these SHGs get funding, how these groups are reweaving the social thread and helping each other. The students also enquired from the members of SHG about the impact of Demonetisation on rural economy. The students were warmly welcomed by the villagers following traditional customs.

4. Industrial Visits

Every year students of the department go for industrial visits which is an integral part of the course curriculum. The purpose of the visit is to provide exposure to them about the practical aspects of the organizational functioning so that they can correlate their theoretical knowledge with the practical aspect. This year industrial tours to Bangalore and Mumbai were organized and were led by Dr. Arup Mukherjee and Prof. Sanjeev Bajaj respectively. During the visit, the groups visited many reputed companies v.i.z. **Toyota Finance, Sigma Aldrich, India Bulls, Herman Whitefield, KPMG, Del, Convergence, Tata AMC, Quikr, Times of India, Talview, Experdel, Reliance Foundation Hospital, Reliance Industries Ltd., Reliance Jio, Kotak Mahindra Bank Ltd, IDBI FEDERAL Life Insurance, Leighton Contractors, DCB Bank Ltd., National Stock Exchange Ltd., Bombay Stock Exchange Ltd., Taj Lands End Hotel, Smera Credit Rating Agency** etc. and interacted with the corporate personnel.

5. Summer Placement

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

The Chief Placement Coordinator Dr. Amar E. Tigga and Summer Placement coordinator Dr. Bhaskar Bhowani have worked very hard and have ensured the summer placement of the entire batch spanning the cross-section of industries ranging from manufacturing to the services sectors



viz. Tata Motors, Larsen & Toubro, Ernst & Young, Bharti Airtel, KPMG, State Bank of India, Ajanta Soya Ltd., National Aluminum Company Ltd., Reserve Bank of India, Punjab National Bank, Central Coalfield Ltd., SIDBI, HDFC Bank, Union Bank of India, UCO Bank, Indian Oil, NALCO, Tata Steel, ESAF Microfinance, ITC Sonar, Allahabad Bank, Aircel, Birla Sunlife AMC, and many others.

6. Placement 2017

After establishment, the central placement cell is continuously working hard which is obvious from the placement of the current year. The placement of students in the current year is as good as previous year. Many companies have come for campus recruitment which is a positive sign. The total percentage of placement (with the combined effort of CPC & DPC as well as students own efforts) till 16th Mar., 2017 is 82%. These students have got placed with an average C.T.C. of Rs.5.5 lacs p.a.. The major recruiters are :

- ◆ TCS
- ◆ HDFC Bank
- ◆ Writers Corporation
- ◆ HDFC AMC
- ◆ Mahindra Finance
- ◆ SKS Microfinance
- ◆ ICICI Pru
- ◆ Janalakshmi Financial Services Ltd.
- ◆ ICICI Securities
- ◆ Airtel
- ◆ Fincare
- ◆ Ujjivan Finance
- ◆ Saija Micro Finance

Till the end of March'17 the total number of placement will definitely increase.

7. Paper Presentation by the Students

- ◆ Ms Shreysee Banka (Batch - 2015-17) presented a paper on a topic “Importance of Financial Decisions in making Business Sustainable” in the “*International Conference on Management Education for a Sustainable World*” organised by the Institute on 15th Feb.,2017.
- ◆ Ms Aastha Tiwari (Batch - 2016-18) presented a paper on a topic “The concept of Work from home for sustainability in 21st century business corporate” in the “*International Conference on Management Education for a Sustainable World*” organised by the Institute, Ranchi on 15th Feb.,2017.
- ◆ Ms Diksha Vijayvarghiya (Batch - 2016-18) presented a paper on a topic “Ethics in Financial Reporting for Successful Corporate Governance” in the “*International Conference on Management Education for a Sustainable World*” organised by the Institute on 15th Feb., 2017.

8. Ph.D Awarded

Prof. Arup Mukherjee has been awarded Ph.D. degree by Jharkhand Rai University, Ranchi in the month of June'16. The topic of his doctoral research was “ **Role of Self-Help Groups In Economic Empowerment of Women: A Case Study of Ranchi District.**” He completed his research under the guidance of **Dr. Ratnesh Chaturvedi**, Professor and Head of the Dept., Finance, Xavier Institute of Social Service, Ranchi.



9. New Faculty Recruitment

In the current year there is fresh recruitment of two new faculty members in the Department. The first one is Prof. Amit Kumar Giri whose areas of specialization are Economics and Statistics. Prof. Giri is pursuing Ph.D. in Economics at the Department of Humanities and Social Sciences, IIT, Roorkee. The title of the thesis is “*Labour Conditions in Export Oriented Handknotted Carpet Industry in India*”. Prior to this he worked as an Assistant Professor at Alliance School of Business, Alliance University, Bengaluru. The second one would be joining the Institute shortly.

10. Paper Publications, Workshops, Conference & FDP by the Faculty Members

- ◆ Kausar, A., Bhattacharya, S., & Chakrapani, M. (2016). A study on conceptual Framework developed in Indian context towards creating sustainable Corporate reputation through Corporate Social Responsibility. In, B. Chatterjee, S. S. Das, B. S. Sahay, G. Subramaniam & R. V. Rao (Eds.), *CSR – Social Sustainability and Inclusive Growth* (pp 978-993). New Delhi: Bloomsbury.
- ◆ Dr. Bhaskar Bhowani attended a workshop on “Qualitative Research Methods” held at XLRI, Jamshedpur in collaboration with Cornell University, New York from 6th to the 10th of June, 2016.
- ◆ Dr. Bhaskar Bhowani also undertook an AICTE sponsored, two month Faculty Development Program on “Use of ICT in Education for Online and Blended Learning” conducted by IIT, Bombay under the National Mission on Education through ICT - MHRD, Govt. of India, from: 2nd May to 10th of July, 2016. The course was facilitated at Birla Institute of Technology, Mesra, Ranchi.
- ◆ Professor Arana Kausar attended the “*International Conference on Inclusive and Sustainable Development in Jharkhand – Challenges and Opportunities*” organised by the Institute for Human Development, Eastern Regional Centre, Ranchi from 29th July, 2016 to - 31st July, 2016.
- ◆ Professor Arana Kausar presented a paper on the topic “Sustainable Finance for Business Sustainability in Start-ups – An Emerging Holistic Model” in the “*International Conference on Leadership and Innovation for a Sustainable World*” organised by the Institute on 16th Feb., 2017.

11. Alumni Data Base

After the establishment of Central Placement Cell, Alumni data base has taken a good shape. I want to congratulate our placement cell and Dr. Amar E. Tigga, Chief Co-ordinator Placement for taking great initiative to prepare a strong Alumni data base. In the closing ceremony of Diamond Jubilee Celebration many of the alumni of the department were present and shared their views and experiences with the faculties and present students.

12. Events

Blood Donation Camp

The students of the Finance Department organized a “Blood Donation Camp” at XISS Campus successfully with excellent support and coordination from JSACS-Life savers and RIMS Ranchi on 30th Sept., 2016. Many of the students including faculty members donated blood. Total 54 bottles of blood were collected.



Students' Fresher Party

Students of the Dept. of Finance (Batch – 2015-17) organised a welcome party for the freshers. They welcomed the students by organising a cultural programme where they got an opportunity to showcase their talent. It also train them to work in a team with proper co-ordination thereby enhancing their leadership skills.

Sports

The boys' team of the Department of Finance (Batch - 2015-17) won the runner's up trophy in the inter-departmental basketball championship held during the month of Jan'2017. Last year they were at the same position and won the runner's up trophy.



Boys' Basket Ball Team with Trophy

Celebration of Republic Day

Every year the Department takes the responsibility of flag-hoisting on the Republic Day. This year also the department conducted flag-hoisting ceremony on the occasion of the 68th Republic Day and organized a cultural programme to pay tribute to our freedom fighters.



Celebration on Republic Day

Run for Liver

Ten students from the Department participated in a 5 km marathon named “Run for Liver” organised by Orchid Medical Centre on World Hepatitis Day to promote better health, especially for the liver.

B-Schools Competitions

Trade Wars 2016 at Xavier Institute of Management, Bhubaneswar – held on 12th Nov. 2016 :

Two Students of Finance (Batch-2016-18) v.i.z. Mr. Abhinav Kumar Sinha and Mr. Abhyankar Shivam secured third position in TRADEWAR 2016 which was a virtual trade event. The event comprised multiple eliminating rounds and participants were asked to create a virtual portfolio with a virtual cash of Rs 10 lacs. The top performers were called at their campus on Pan India basis to give a presentation on their strategy.



Trade Wars 2016 at Bhubaneswar

1st All Jharkhand Capital Market Quiz organized by SEBI Ranchi – held on 18th January 2017

SEBI local office, Ranchi in association with BSE organized a state level Capital market quiz in which teams from premier B-Schools and other colleges in Jharkhand participated. Two teams from Department of Finance (Batch-2016-18) also participated namely; TEAM CONCEPTS (Mr. Abhyankar Shivam, Mr. Abhinav K. Sinha, and Mr. Nitish Kumar) and STOCK-STALKERS (Ms. Rashi Jalan, Ms. Khusboo Choudhary, and Ms. Jagritee Munjal) and both the teams secured 2nd and 3rd position respectively all over Jharkhand.

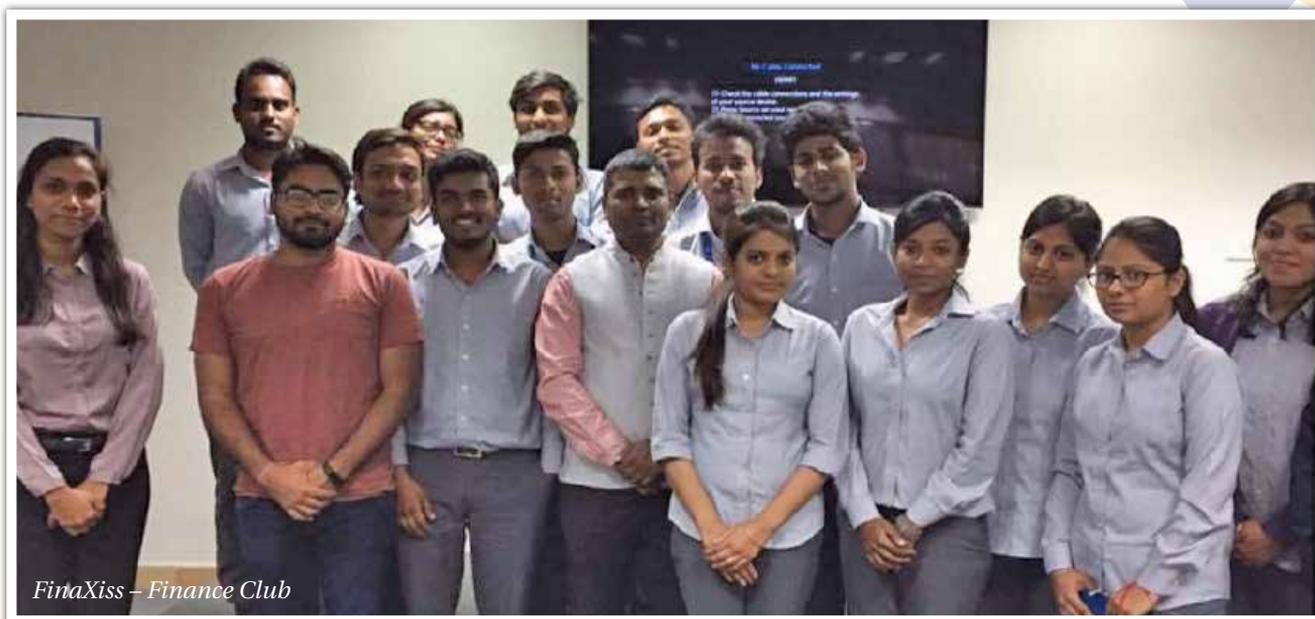


Capital Market Quiz organized by SEBI

13. Students' Initiatives

FinaXiss : The Finance club of XISS

The students of the Department of Finance (Batch – 2016-18) have formed a Finance Club of the Institute whose primary objective is to create a challenging environment among



FintaXiss – Finance Club

budding professionals and help them to understand different B-Phenomenon. The club organizes session conducted by students every Saturday and to encourage, it had organized a session by Mr. Gyanendra Neeraj Hon'ble AGM of SEBI, Ranchi.

Pragatishala – Digital Financial Literacy

Pragatishala is a competition organized by Axis Bank to promote Digital Financial Literacy in rural India. After demonetization, going cashless is an important initiative undertaken by the Government of India. Through Pragatishala, Axis Bank has tried to reach out to as many people as possible. The students of the Department of Finance participated in this two-phased nationwide competition. Team Recreators of the Department of Finance (Batch - 2016-18) was the only team to get selected from Jharkhand for the second round. The team took an initiative to make a difference in the lives of the people of Badhu who initially didn't know about digital finance but are now well aware of mobile and internet banking, PayTm, BHIM App, Kisan



Pragatishala

Credit Card and various other Apps. The team also conducted games on the benefit of online transactions and quizzes based on our awareness.

Rotaract Club of Social Revolution

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



Activities of Rotaract Club of Social Revolution



conducted events such as cleanliness drive named in the lines of national “**Swaach Bharat Abhiyan**” where roads were cleaned and dustbins were distributed for maintenance of the city. Another event “*Rishton ki Diwali*” was conducted under the same initiative where, students spent time with people of old age and celebrated Diwali with them by lighting *Dias* and making *Rangolis*. The third event, named “*Nanhe Kadam*” was held at an orphanage where students played games with the kids, taught them some basic cleanliness tips and tried to create awareness among them about importance of education in the present era. Students also donated folding beds and other articles of daily use on this occasion. The club comprises 130 students from XISS across Departments, who voluntarily agree to associate and contribute towards the betterment of the society. Its future vision is to serve the society, teach them, help them, and make their lives better in any and every manner.

14. Conclusion

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

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

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



PGDM Finance – Batch 2015-17

CENTRAL PLACEMENT CELL



■ **Dr. Amar Eron Tigga**

Associate Professor & Chief Placement Coordinator



XISS

The Placement Team at XISS, Ranchi is pleased to announce another successful completion of the final placements for the PGDM batch of 2015-17. The team would like to express sincere thanks to everyone involved in the smooth coordination of placements. This collective effort has resulted in rewarding results for students at a crucial juncture in their careers and lives.

This year final placement has achieved a new milestone by getting 10 Pre-Placement Offers and a highest package of Rs. 15.50 lakhs per annum even in the difficult economic situation due to demonetization and impact of international markets and political scenario.

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

The Team XISS has taken various initiatives to make this process successful, namely, mentoring by faculty members, documentation of feedback from seniors, mock interviews and GDs, timely preparation of Placement Brochure, understanding the need of various sectors and managing the relationship with the corporates, etc.

Although the economy was in slowdown due to various political and economical factors, XISS was successful in getting the participation of more than 80 companies in the final placement process out of which 32 percent were new recruiters. The number of offers made was 240 with a highest salary of Rs. 15.50 lakh/annum and the average salary package of Rs. 6.12 lakh/annum. The average salary for HR department has increased to Rs. 8.89 lakh/annum. The Department of Rural Management and the Department of Marketing have achieved a placement of 98% and 91% respectively. We expect few more offers as the recruitment processes of a couple of organisations are still in process.

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

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

Some of the prominent recruiters were **General Electric (GE), ITC, BPCL, Vedanta, CISCO, HUL, Quess Corp, Janalakshmi, BFIL (SKS), Ujjivan Financial Services, Exide, Godrej & Boyce, Leighton India Contractors Pvt. Ltd., Hero Moto Corp, HCL Technologies, Maruti Suzuki, Pantaloons, Tata Steel, TCS, Tata Power, Tata Metalicks Ltd., Tata Motors, Tega Industries, HCL Foundation, TSRDS, Axis Bank, HDFC Bank, ICICI Bank, Idea Cellular, Airtel, Bajaj Electricals, Atria Communications Technology, Vox Populi, Medica Hospitals, ICICI Prudentials, Hi-Tech Chemicals, Dharma Life, Reliance Jio, Writer Corporation, Capital First, Mahindra Finance, Fincare, Jubilant Bhartia, J K Paper Ltd., Arohan Financial Services, JSLPS, BRLPS (Jeevika), Odisha Livelihood Mission, Educate Girls, etc.**



Key Highlights

- ◆ Increase in the number of PPOs offered by 150%.
- ◆ Increase in Highest Salary to Rs. 15.50 Lakhs per annum.
- ◆ Increase in average CTC.
- ◆ Overall 80% of the students placed.
- ◆ Most of the Summer Internships for Batch 2016-18 are with Stipend (highest Rs. 65,000 per month).

Placement Statistics for Class of 2015 - 2017

No. of companies/organisations participated in the campus recruitment process	81
Companies/organisations that participated for the first time for final placements	26
No. of students joining their family business/opted out of placements process	12

Different departments offering PGDM	Batch Size for Placement	Placed	%age placed
Class of Human Resource Management	70	47	67%
Class of Rural Management	72	70	98%
Class of Information Technology	37	25	68%
Class of Marketing Management	57	52	91%
Class of Finance Management	55	46	82%
Total	291	240	83%

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

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

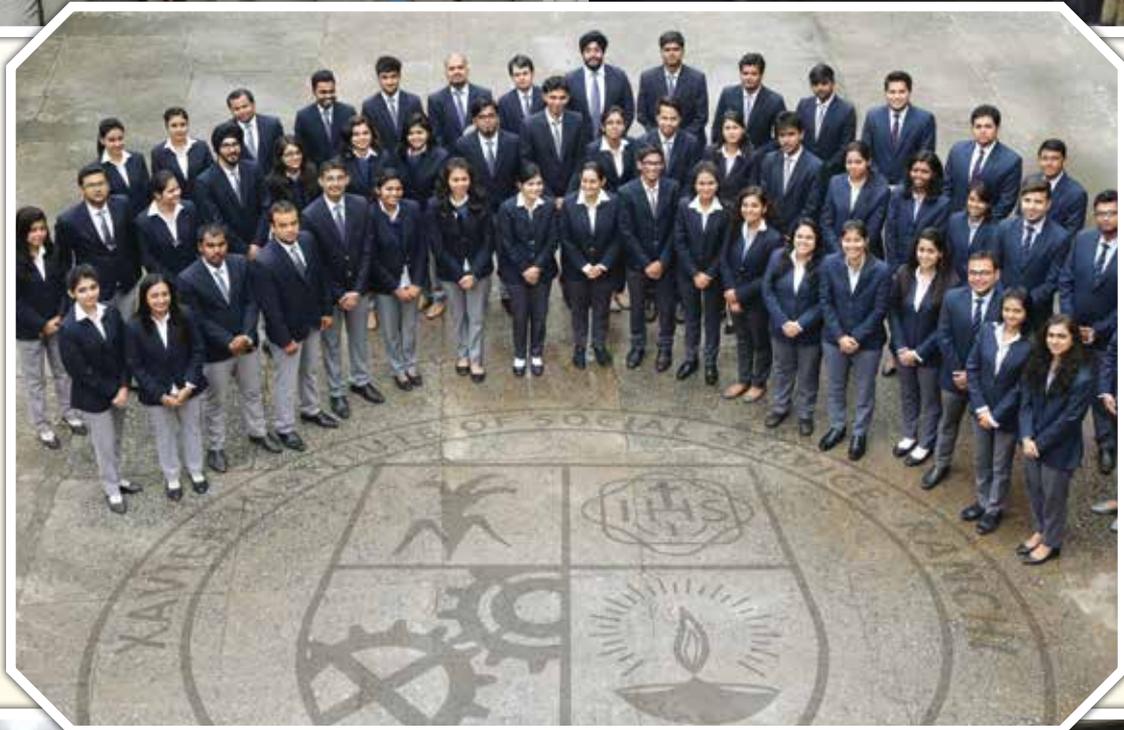
Finally, I would like to thank all the Heads of different Departments, faculty members and my core team of Placement Cell Prof. Sajeet Lakra (APC), all DPCs Dr. Rajshree Verma, Dr. Kumar Mohit Spring, Dr. Pinaki Ghosh, Dr. Bhaskar Bhowani, Prof. Rik Das, Dr. Sant Kr. Prasad including the Placement Officers – Ms. Aditi Mehrotra and Ms. Koyel Mukherjee, Students' Placement Coordinators and all the students whose cooperation and support were instrumental in delivering the remarkable placement results.

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



xiss

Glimpses of Placement Activities



A close-up photograph of a silver computer mouse on a desk. In the background, there is a keyboard and a line graph with multiple colored lines (red, blue, yellow) plotted on a grid. The image is framed by green diagonal shapes in the top-left and bottom-right corners.

DEPARTMENT OF RESEARCH AND PLANNING

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



The year 2016-17 has been the culmination year of XISS Diamond Jubilee Sessions (2015-17). The crowning event of the year was five days mega celebration of Grand Finale of Diamond Jubilee organized from February 14-18, 2017. The Department wholeheartedly participated in this mega celebration.

However, the year began with a very sad note when we lost our beloved Assistant Director, Dr Fr. Ranjit Pascal Toppo, S.J. who was man of vision and compassion. He went to his heavenly reward on 23rd May 2016. We were deeply grieved by his unexpected demise. He has left an indelible mark in all our hearts. We vow to move forward to fulfil his vision for XISS.

Fr. Dr Ashok Ohol, S.J. has joined the department as one of the Professors of Research in June 2016. We heartily welcome Fr. Ashok in the Department. We firmly believe that the Department will be richly benefitted by his contributions.

1. Laurel for the Department

Professor Himadri Sinha, Head of the Department made XISS proud when he was awarded VIFA DISTINGUISHED FACULTY award on 9th July 2016 at Chennai. The award was given for his outstanding contributions as academicians in the field of Natural Resource Management. He was given a memento, a gold medal and a citation by the VIFA International Foundation.

Department also felt honoured, when Professor Himadri Sinha was invited as one of the distinguished members of the First Common Review Mission of the present government by the Ministry of Rural Development, Government of India during May 3 -14, 2016. Dr. Sinha had the privilege to head the review mission for the state of Karnataka.

Dr. Pramil K. Panda received 'Bharat Excellence Award' conferred by Friendship Forum, New Delhi on 25 April, 2016. We congratulate Dr Panda for receiving this award.

2. Departmental Achievements

1. Overseas Conference

Dr. Amardip Singh presented a paper on "Groundwater Arsenic in Alluvial Aquifers: Occurrence, Consumption, Vulnerability and Human Health Implications". The paper has received very good appreciation for his work. Prof. Dr. J. Kumpiene has chaired the session and Prof. Dr. D. Van Halem was the Co-chair of the session.

2. The Projects

A. Completed and Ongoing Projects

During 2016-17, the Department completed eleven (11) projects. These include four (4) CSR (Corporate Social Responsibility) related projects, four (4) NL projects under the Ministry of Rural Development, Govt. of India and one NLM project under Ministry of Drinking Water and Sanitation, Govt. of India., one project on restructuring of DRDA of the Govt. of Jharkhand and one education project of JEPC, Jharkhand. List of these projects is given in table 1.



Government of India has extended the empanelment tenure of XISS for NLM three years w.e.f January 2017.

Table 1 : List of Projects Completed and Ongoing During 2016-17

Type	Name of the Project	Personnel Involved	Project Status
CSR	CSR Need Assessment Survey of NTPC Kahelgaon	Arvind Dey, Manoj K. Singh & Ashok Ram Baitha	Draft Report Submitted
	Social Impact Evaluation of Hindalco at Lohardaga, Muri, Samri, Renusagar&Renukoot	Dr P. Panda, A. Ahmed & H. Ekka	Draft Report Submitted
	Baseline survey of two model villages under CSR intervention in Kasipur Block of Odisha under Utkal Alumina	Prof. P. C. Dash & W. Norman	Final Report submitted
	CSR Need Assessment Survey of NTPC Boingaigaon in Assam	Fr. Dr Ashok Ohol, S. R. Irfan & W. Norman	Report submitted & Project completed
National Level Monitoring (NLM) under MoRD, Govt. of India	NLM Phase I in Nawagarh, Kandamahal&Ganjam Districts of Odissa	P. Chandra & A. R. Baitha	Report submitted & Project completed
	NLM Phase I in Malkangiri, Koraput and Nabarangapur Districts of Odissa	W. Norman & M. K. Singh	Report submitted & Project completed
	NLM Phase II in Patna and Saran Districts of Bihar	A. Ahmed and A. Dey	Draft report to be Submitted
	NLM Phase II in Arwal, Jehanabad, Nawada&Nalanda Districts of Bihar	S.R. Irfan & H. Ekka	Draft report to be Submitted
NLM under Min of Drinking Water & Sanitation, GoI	NLM for NamamiGangey in 44 villages of South 24 Parganas in West Bengal	P. Chandra	Final report submitted
Restructuring of DRDA in Jharkhand	Study on Viability of Existing Human Resources Structure in 24 District Rural Development Agencies (DRDAs) and 16 Blocks of Jharkhand with respect to their mandate to deliver the benefits, rights and other entitlement to the eligible and targeted rural population in their service areas	Prof. Dr. H. Sinha, Dr. A. Singh, W. Norman, M. K. Singh & A. R. Baitha	Survey Completed

Type	Name of the Project	Personnel Involved	Project Status
Education	State level achievement survey for Class III, V & VII sponsored by Jharkhand Education Project Council (JEPC)	Mr. A. Tirkey, Mr. A. R. Baitha, Mr. M. K. Singh, Mr. A. Ahmed, Mr. A. Dey & Mr. H. Ekka	Draft report submitted

B. New and Forthcoming Projects

Two new CSR projects have just begun, one for NTPC – Patratu and another for BALCO. Two new CSR studies for NTPC Farraka and MECON India Ltd. and one new NLM project is about to begin in three districts of Uttar Pradesh. The Department is working towards two more forthcoming projects viz. for Forest and Environment Department of Jharkhand, and Jharkhand Tribal Development Society. List of these projects is given in table 2.

Table 2 : List of New and Forthcoming Projects

Type	Name of the Project	Personnel Involved	Project Status
CSR	CSR Need Assessment Survey of NTPC Patratu Project in Ramgarh	Fr. Dr. A. Ohol, Dr. P. Panda, Mr. A. Tirkey & Mr. P. Chandra	MoU signed
	Impact of Grant Assistance given to families of victim of BALCO, Korba Chimney collapse	Fr. Dr Ashok Ohol, Mr. A. Ahmed & Mr. P. Chandra	Survey began
	CSR Impact Assessment Survey of NTPC Farraka	Dr. H. Sinha, Dr. Panda, M. Singh & A. Baitha	To be started soon
	CSR Impact Assessment Survey of MECON India Ltd.	Fr. Ashok Ohol & P. Chandra	To be started soon
NLM under MoRD, Govt. of India	NLM Phase II in Mirzapur, Sonebhadra and SantRavidas Nagar Districts of Uttar Pradesh	Mr. W. Norman, Mr. A. Dey, Mr. S. R. Irfan, Mr. A.R. Baitha, Mr. M. K. Singh & Mr. N. Mishra	To be completed by April 15, 2015
Forest Project	Assessment of Timber and wood for building materials requirement in Jharkhand, Dept. of Forest and Environment	Prof. P. C. Dash	TOR is under preparation
Tribal Development	Impact of implementation tribal sub plan under JTDS, Jharkhand	Prof. P. C. Dash	Proposal to be submitted soon.

3. Full Fledged GIS & Remote Sensing Lab

The Research and Planning Department has set up a State of Art 30 computers full-fledged GIS and Remote Sensing Laboratory during 2016-17. The Lab is headed by Prof. P. C. Dash and Mr. Sunil has



been working as demonstrator for the Lab. The Department has been running part time training programmes of six months duration and making the trainees job ready. The 3rd batch's training programme began w.e.f March 7, 2017.

4. Conferences and Seminars

1. Dr Himadri Sinha delivered a lecture on *Research Skills for Doctoral Studies* at ICFAI University, Ranchi on 13th June, 2016.
2. Dr Himadri Sinha delivered Key Note Address as Chief Guest on 2nd September, 2016 for a Model Training Programme on “*Natural Resins and Gums: Agribusiness Modules for Skill & Entrepreneurship Development*” held during September 02-09, 2016 organised by ICAR-IINRG, Ranchi.
3. Dr.Himadri Sinha along with the Director XISS attended one day seminar on *Happy Leaders and Happy Organizations* organised by Rekhi Centre of Excellence for the Science of Happiness, IIT Kharagpur o 23rd September 2016 at Great Eastern Hotel, Kolkata.
4. Dr Himadri Sinha chaired the session on Sustainable Agriculture and Employment of Opportunities at UGC sponsored National Conference on *Emerging Perspective in the Era of Post Millennium Development Goal (MDG)* held on 3-4 October 2016 at VinobaBhabe University, Hazaribagh.
5. Dr Himadri Sinha Organised the Diamond Jubilee International Conference on *Leadership, Innovation for Sustainable World* on 16th February 2017 at XISS.
6. Dr. Pramil K. Panda participated in the International Conference on ‘*Inclusive and Sustainable Development in Jharkhand: Opportunities and Challenges*’ organized by Institute for Human Development – Eastern Regional Centre at Vishwa Complex, Kanke Road, Ranchi during 29 31 July, 2016.
7. Dr. Pramil K. Panda presented a Paper entitled ‘*Development, Dispossession and Land Allocation in India: A Policy Analysis with Special Reference to Odisha*’ in the National Seminar on Development, Dispossession and Resistance Organized by National Institute of Technology, Rourkela during 14-15 November, 2016.
8. Dr Amardip Singh presented a paper ‘*Assessment of Socio-economic and Health Impact of Groundwater Arsenic: A Case Study of Dumuria Village of Chakdah Block of Nadia District, West Bengal*’ at the National Conference on Environmental Issues, Challenges and Solutions (IECS-2016), held on 23-24 February 2017 at NIFFT, Hatia, Ranchi, Jharkhand.
9. Dr Amardip Singh presented a paper ‘*Assessment of Vulnerability of Population Exposed to Groundwater Arsenic, Arsenic Consumption and Susceptibility of Agricultural Field to Arsenic Menace*’ at *3rd International Conference on Environment and Ecology (ICEE, 2017) held at St. Xavier College, Ranchi on 27-29 March.*



Glimpses of Research Department's Achievements and Activities During 2016-17



Dr. Himadri Sinha with VIFA 2016 Distinguished Faculty Award Medal & Memento



Dr. Amardip Singh at Stockholm Conference (From L-R) Dr. M. Vithanags, Dr. A. K. Ghosh, Mr. Nanak. T. Dasani, Dr. M. E. Donselaar, & Dr. A. Singh



Survey on NTPC Kahelgaon's CSR Activities



NLM Survey in Bihar



NLM Survey in Bihar



Glimpses of Research Department's Achievements and Activities During 2016-17



Jharkhand DRDA Restructuring Survey – Meeting with State RD & PRI Ministry Officials of Karnataka



Survey at NTPC Boingaongaon, Assam



Check dam at Hindalco Muri



Jharkhand DRDA Restructuring Survey – Meeting with DDC, Deoghar District



Blanket Distribution by Hindalco Jan Sewa Trust



Computer Training Centre at Hindalco Renusagar Centre



5. Publications

1. Sinha, H. (2016). Rediscovering the traditional paddy varieties in Jharkhand: Conservation priority in hybrid rice era. *Journal of Rural Development, Vol 35(2)*, pp. 285-307
2. Sinha, H. (2016). Book review of 'Commercial use of biodiversity: Resolving the access and benefit sharing issues', by Shivendu K. Srivastava. *Jharkhand Journal of Development and Management Studies, Vol 14 (3&4)*, pp. 7131-7133.

6. Looking Beyond

The Department is quite optimistic to set up a full-fledged Environmental Impact Assessment Lab at XISS in near future. We are trying our best to set up AIR and HYDROLOGY LABs. This will enable us to conduct both SIA and EIA studies side by side. The Department is also looking forward to take up contemporary issue based research studies both at national and international level. We are open to suitable collaboration with foreign universities. Last but not least in next few years the department is hoping to be a data base centre for Jharkhand State particularly in the area of education, agriculture and agro-based industries, CSR interventions in the State, and health and sanitation.

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

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

DEPARTMENT OF RESEARCH & PUBLICATIONS



■ **Dr. Sudeep Kumar**
Head of the Department



1. Publication of *Jharkhand Journal of Development and Management Studies* (JJDMS) (ISSN 0973 – 8444)

With a humble beginning in November, 2002, the JJDMS started in this academic year with a process of streamlining it. Our journal JJDMS is currently working to improve the quality of its content, to which end we've held a series of meetings, made changes to the Editorial Team, Editorial Board and Advisory Board and have developed a set of policies to guide our endeavour. One policy change that is being shaped relates to practices of research ethics, ranging from informed consent being sought from informants during empirical research to taking care not to plagiarise or fabricate results. Sincere efforts are being made to make the research online and open access; and thus readily available to policy makers, officials, academics and students. Moreover, we have decided that our quarterly journal will in the future have general issues as well as thematic issues, which should help encourage a more diverse range of scholars to publish with us. The following activities have been initiated so far :

- (i) Revised and updated the content and design of the Institute's JJDMS Website.
- (ii) The journal (JJDMS) has gone for open access in the Institute's website since January 2016 onwards.
- (iii) Ethical policy of JJDMS has been drafted for its finalization and uploading it online on the JJDMS website.
- (iv) Training session of the Editorial Team members on Urkund plagiarism detection software has been conducted.
- (v) Preparations are underway for registering our journal at DOAJ website for open access.
- (vi) Planning is also there to get our journal Indexed in some International/National directory of repute for increasing the visibility and its open access.

The following issues of JJDMS with particular themes have been published so far in this academic year :

- (i) Non-Timber Forests Produces and Livelihood Promotion (January-March, 2016)
- (ii) Seed Biotechnology and Eastern India's "New Green Revolution": Issues and Challenges (April-June, 2016)
- (iii) Social Exclusion and Development (July-December, 2016).

2. Fame and Notability

Biographical-note included in "Asia/Pacific Who's Who" Directory/Dictionary

Dr. Sudeep Kumar's biographical-note has been selected by the Research Editors of Rifacimento International and included with photograph in the "Asia-Pacific Who's Who" Directory/Dictionary, Vol. 14, 2016.

“Asia/Pacific Who’s Who” aims to assemble and reflect the fame and notability of people living in the Asia-Pacific region to foster goodwill, brotherhood and international understanding. It attempts to capture and preserve knowledge about people who have scaled heights against odds to achieve excellence, people who have made a mark in original line of thinking by any standard, people who have played a cogent role in stimulating and sustaining the growth of art, literature and learning, and also others worthy of reference – interest in local, regional, national or international level.

3. Overseas Conference

Dr. Sudeep Kumar’s abstract of the paper entitled “Collective Action for Evolution of Institutions: A Case of Pani Panchayats in the Tribal Villages of Jharkhand in Eastern India” has been accepted for presentation in the XVI Biennial IASC Conference on “*Practicing the Commons: Self-Governance, Cooperation, and Institutional Change*” to be held from 10-14 July, 2017 at Universiteit Utrecht, Netherlands.

4. Research and Academic Contributions

(a) Publishing of Book

- (i) Prasad, A., & Kumar, S. (2016). *Beyond Business: Mapping the CSR and Sustainable Development Initiatives of Tata Steel*. Ranchi: Xavier Institute of Social Service.



Releasing the Book – Beyond Business : Mapping the CSR and Sustainable Development Initiatives of Tata Steel

(b) Publication of Combined Volume of JJDMS

- (i) Ekka, A. & Kumar, S. (eds.). (2016). *Combined volume (with index) of “Jharkhand Journal of Development and Management Studies”, Vol. 14*, Xavier Institute of Social Service, Ranchi: Catholic Press.

(c) Publication of AXIS 2016

- (i) Agrawal, R.K., Roy, S. R., Kumar, R.V., & Kumar, S. (Eds.) (2016). *AXIS 2016 – Annual of Xavier Institute of Social Service*. Ranchi: XISS.



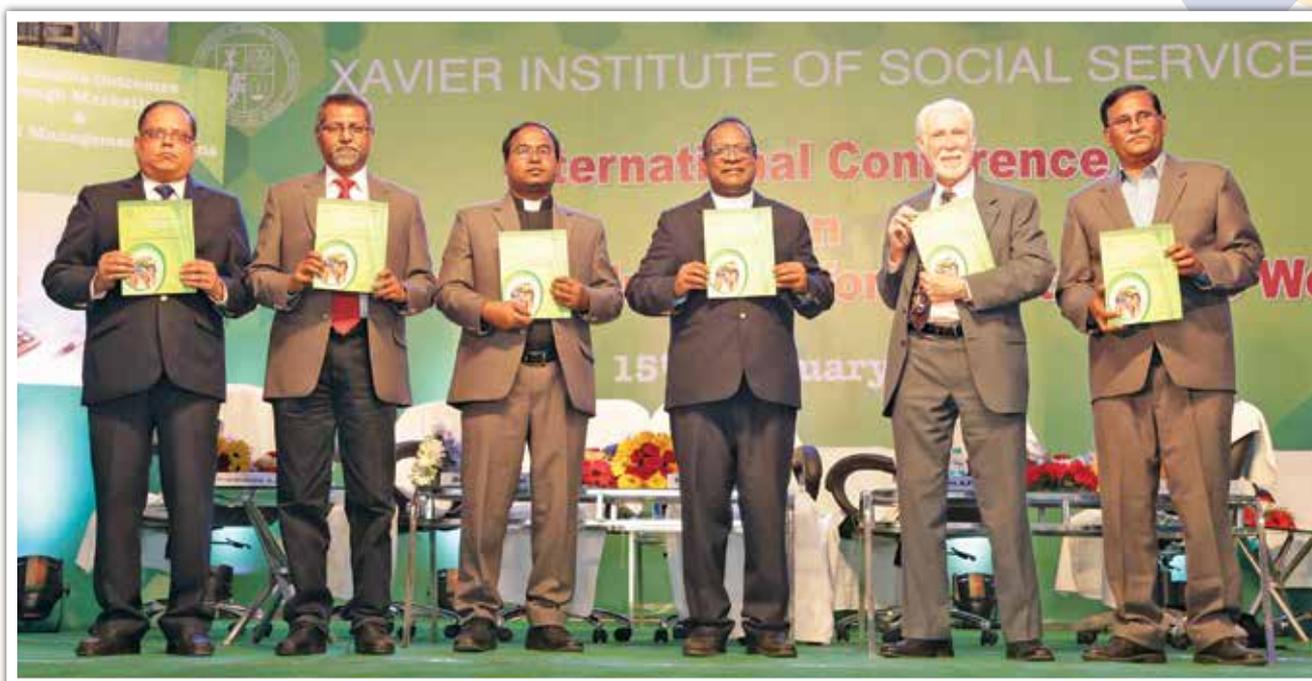
Releasing the Combined Volume of JJDMS



Releasing the AXIS - 2016

(d) Publication of Diamond Jubilee Souvenir

- (i) Ekka, A., Sinha, H., & Kumar, S. (Eds.). (2017). *Souvenir of the International Conference on Management Education, Leadership and Innovation for a Sustainable World*. Ranchi: Xavier Institute of Social Service.



Releasing the Souvenir – Diamond Jubilee International Conference on Leadership & Innovation for a Sustainable World

(e) Book Chapter

- (i) Gupta, S.K., Kumar, S., & Sinha, C. (2016). Water quality criteria: Quality standards for water supplies. In, A. Singh, V. K. Tripathi, P. K. Parhi, B. Bharti, P. Warwade and P. Kumar (eds.), *Water and Sustainable Development* (pp.101-108). New Delhi: New Delhi Publishers (ISBN: 978-93-85503-22-1).

(f) Research Papers

- (i) Gupta, S.K. & Kumar, S. (2016). Role of supply chain management in mitigating natural disasters: The case of floods in Sahibganj district of Jharkhand in 2016. *IUJ Journal of Management*, 4 (in press).
- (ii) Chaudhary, A., Kumar, S., & Ganguly, B.(2016). Mobile internet: Boon or bane? *IUJ Journal of Management*, 4(1), 26-31.
- (iii) Kumar, S., & Choudhury, A. (2016). Enhancement of livelihood activities through non timber forest products: A study in Jharkhand's Ranchi and Simdega districts. *Jharkhand Journal of Development and Management Studies*, 14(1), 6919-6941.
- (iv) Gupta, S.K., Kumar, S., & Sinha, C. (2015). Community based disaster preparedness planning. *IUJ Journal of Management*, 3(2), 45-47.

(g) Book Review

- (i) Kumar, S. (2016). Book Review – Sujit Kumar Paul (2015). Rural development: Concept and recent approaches. *Jharkhand Journal of Development and Management Studies*, 14(1), 6943-6948.

(h) Paper Presentation/Lectures Delivered/Seminars Attended/Participated

- (i) Dr. Sudeep Kumar delivered a lecture on “Human Behaviour and Environmental Sustainability” during the Continuing Social Work Education Programme (CSWE) on 21/3/2017 at Central Institute of Psychiatry (CIP), Kanke, Ranchi.





- (ii) Dr. Sudeep Kumar (co-author) presented a paper on “Kosi floods in Bihar: Challenges and cures” in the *National Seminar on Make in India-A way forward* on 18th March, 2017 at Jharkhand Rai University, Kamre, Ratu Road, Ranchi.
- (iii) Dr. Sudeep Kumar participated in the “*Diamond Jubilee International Conference on Leadership and Innovation for a Sustainable World*” on 16th February, 2017, organized by Xavier Institute of Social Service, Ranchi on the occasion of the Grand Finale of its Diamond Jubilee Celebrations.
- (iv) Dr. Sudeep Kumar presented a paper (as co-author) “Role of supply chain management in mitigating natural disaster: A case study of Sehibganj floods of Jharkhand in 2016”. In the “*National Conference on Start-up & Stand-up India for the socio-Economic Transformation of Jharkhand*”, held on 27 September, 2016 and organized by the ICAI University of Jharkhand, Ranchi.
- (v) Dr. Sudeep Kumar participated in the “OpenCon 2016” held on 12 November, 2016 at and organized by Department of Zoology, Ranchi University, Ranchi. The main event was held in Washington, DC on November 12-14, with satellite events hosted around the world.
- (vi) Dr. Sudeep Kumar attended the “*International Conference on Inclusive and Sustainable Development in Jharkhand – Challenges and Opportunities*” held on 29-31 July 2016 at Ranchi, organized by Institute for Human Development (Eastern Regional Centre) in collaboration with Sido Kanhu Murmu University, Dumka, Ranchi University and Prabhat Khabar.



5. Academic Excellence

a. Editor of JJDMS

Dr. Sudeep Kumar has been promoted as the Editor of *Jharkhand Journal of Development and Management Studies* since August, 2016.

b. Best Paper Award

Dr. Sudeep Kumar's paper "Mobile internet: Boon or bane?" (co-author) was adjudged as the best paper in the *IUJ Journal of Management*, 4(1), 2016.

c. Invited in the list of Reviewers for Journal of Social and Economic Studies

Dr. Sudeep Kumar has been invited to act as one of the reviewers in the *Journal of Social and Economic Studies*, published by A.N. Sinha Institute of Social Studies, Patna (September, 2016 onwards).

6. Viva-Voice at IGNOU

- (i) Dr. Sudeep Kumar was invited as External Examiner for dissertation viva-voice of M.A. Anthropology (MAAN) at IGNOU Regional Centre, Ashok Nagar, Ranchi on 12th February, 2017.
- (ii) Dr. Sudeep Kumar was invited as External Examiner for dissertation viva-voice of M.A. Anthropology (MAAN) at IGNOU Regional Centre, Ashok Nagar, Ranchi on 30th July, 2016.

7. Research Guidance

- (i) Dr. Sudeep Kumar has been supervising four PGDM RM students (2015-17) in their SIP dissertation work.
- (ii) Dr. Sudeep Kumar has been mentoring seven PGDM RM students (2016-18) in their Term Paper assignments.
- (iii) Dr. Sudeep Kumar has been supervising two Ph.D. scholars of ICFAI University, Jharkhand (1. Mr. Aagu Chaudhary, Marketing Head at Reliance Jio, and 2. Sumit Kumar Gupta, Lecturer, Ranchi Pharmacy College). The doctoral research works of both the scholars are satisfactorily in progress.

8. Participation in National Tribal Festival, Kolkata

- (i) Mr. Manoj Lakra participated in the National Tribal Festival held at St. Lawrence School, Kolkata from 29-30 October, 2016.

9. Conclusion

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

DEPARTMENT OF LIBRARY AND DOCUMENTATION



■ **Prof. H.K. Singh**
Head of the Department



The libraries of 21st century have to be conceived not merely as the store-house of knowledge, but also an effective mechanism to facilitate dissemination of knowledge and promotion of knowledge sharing, while, at the same time, supporting the growth of knowledge for the students and the teachers.

The library and documentation centre has been primarily designed to function as the centre of learning within the framework of the Institute's mission. The centre operates with the following objectives:

- ◆ To provide up to date literature on subjects to the faculty, and students.
- ◆ To meet the research requirement of the faculty members and students,
- ◆ To respond effectively to the Institute's clients, and to meet the demand of the students at post graduate level for research.

The department has developed a specialized collection taking into consideration the course contents, subjects taught and research need of the various department and units of the Institute.

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

1. Resources

Books

The centre has collection of 39917 documents of different areas of Management Education, Rural Development, Information Science, Marketing Management and Finance Management, etc. The centre has special collection on “Tribal Studies” and “Jharkhand”.

Periodicals

The centre is acquiring 82 periodicals from India as well as from abroad. It has accumulated around 3275 back volumes of bound journals.

Paper clippings

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

Electronic Resource (e-Library)

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

2. Resource Management

The resource are classified by DEWEY Decimal Classification schemes and catalogued according to Anglo American Cataloguing Rules. All the collections are kept on open shelves for direct access to the users.

Services -The centre provides the following services:

1. Circulation services
2. Text book services
3. Periodical services
4. Reference services
5. Reprographic service
6. Bibliography services
7. Internet services

In addition to routine library services the centre renders the following services :

Current Awareness Service (CAS) : The centre provides CAS through indexing services and New Arrival List.

Indexing Services : Important articles from various journals are being classified and indexed.

New Arrival Acquisition List : This is a classified list, which provides complete bibliographical information of new procured books.

Bibliographic Service; the centre has published good number of bibliographies related to different aspects of social Science and Management. Some of the bibliographies have been published in national level journals and books.

3. Achievement of the year 2016-17

1. Governor's Visit to XISS Library

In the month of September, 2016 Her Excellency Smt. Draupadi Murmu, Governor of Jharkhand visited XISS Library and Documentation Centre. Prof. H. K. Singh apprised the Governor about the various collections and services available in the department.





2. Procurement of Books

During the academic year the centre has procured 230 books for the Department.

4. Lectures Delivered

Prof. H.K Singh was invited as a resource person at UGC Human Resource Development Centre, Ranchi University, Ranchi. He delivered a lecture on “Sources of information and its usages in the research” for the faculty members attending Refresher Course on management from the different Universities of India.

Prof. H.K Singh delivered another lecture on “Research problems and its solution” for the Refresher Course in social science at UGC Human Resource Development Centre, Ranchi University, Ranchi.

5. Presentation and Publication of Papers

Singh, H.K. & Dungdung, J. B. (2016). Poverty and migration: its future approach in post millennium development goal era in Jharkhand. *Women Link*, 22 (2), 38- 50. (ISSN 2229-6409).

Prof. H.K. Singh & Dr. K.K. Bhagat jointly presented a paper titled “Information technology diffusion and its role in management Education: A paradigm shift towards digital India” in “28th AIMS Annual Management Education Convention 2016 on the theme “*Transforming India into a knowledge society: the role of management education*” on 26-28 August 2016, at Ranchi. This paper was awarded with Gold Medal for the best paper presentation. The paper was also published in the Souvenir of the convention.

Fr. Pradeep Kerketta and Prof. H.K. Singh jointly presented a paper titled “The impact of forest polices, Acts and programmes on the tribal life the pre and post – independence era: A case study of Jharkhand” in the UGC sponsored *National seminar on integrating development, environment concerns and social change* on September 23-24, 2016, organized by St. Xavier’s College, Ranchi. The paper was also published in the Souvenir of the seminar.

DEPARTMENT OF MANAGEMENT DEVELOPMENT PROGRAMMES





XISS

Department of Management Development Programmes has been established to contribute more effectively to the professional development of Indian managers and administrators. The programmes address current topics and concerns ranging from general management to specific functional areas. The premise underlying the design of these programmes is to meet the needs, expectations and challenges of managing rapidly changing business. These programmes serve as a platform to interact and exchange experiences with fellow participants belonging to a variety of other industries and organizations.

The purpose of the Department is to carry out activities of achieving excellence. From its beginning the Department has served senior managers, middle level executives, supervisors, employees, teachers, home makers. It has served Governmental/ Non-Governmental Organisations, Industries, Voluntary Organisations, Management Training Institute, etc. It has organized Training Programmes, Workshops, Seminars, Conferences. These programmes are held as programmes announced by XISS in the Institute or as programmes on request from organizations at various locations of the country.

During this year the Department concentrating in streamlining its activities bore fruit.

HEC, RANCHI requested XISS, Ranchi to do Competency Mapping of its Officers. The expectation was once Training Need Identification has been made MDPs will follow. Accordingly, Prof. Mary Bodra gave a Presentation to the Management of HEC to clear the concept of Competency Mapping in December, 2016. Prof. I. Xaxa, Fr. Ashok Ohol S.J. and Prof. Pinaki Ghosh attended. HEC Management would like XISS to help them in the planning of various processes.

Prof. I. Xaxa and Prof. Mary Bodra have also been successful in establishing long term relationship with Power Grid Corporation of India. Power Grid Corporation of India has requested XISS, Ranchi to organise Rural Orientation Training for its 250 newly recruited Executive Trainees by making them experience rural social culture, hardships, practices and other societal norms for about 7-10 days duration at rural places. Additional 5 days has been requested for Training in Corporate Social Responsibility. The Proposal has been accepted. This being a long period Training, XISS Proposal concerning Programme, commercials etc. is to be submitted for approval of Power Grid Corporation of India. If approved the First Rural Orientation Training is expected to be held in April 2017.

Prof. Mary Bodra conducted training for 40 senior level bankers on Understanding Entrepreneurial Sensitivity- Managing People and Performance on 13 January 2017. The Workshop was organised by Reserve Bank of India, Ranchi for capacity building of bankers under the National Mission for Capacity Building of bankers for financing MSME sector.

Power Grid Corporation of India has also requested for a Management Development Programme on Knowledge Management to be held after April 2017.

NH Hospitals, MECON, etc. also have requested for MDPs. These requests are to be followed.

The Department of Management Development Programmes has tried streamlining its activities. Since the Faculty of these Programmes are doing these activities in addition to their teaching work need is felt of an Assistant, Office and Management Development Programmes Centre with good infrastructure for the Department to be more effective. Need is also felt for streamlining of all MDP requests received by the Institute. Management Development Programmes are to be organised by Management Development Programmes Department

In brief, Department of Management Development Programmes is playing a significant role in giving contemporary management education to working managers in industry- enriched with human, service oriented and ethical values. As seen above it is reaching out to more and more industries.

We thank Fr. Dr. Alex Ekka, S.J., Director, for his great support. We also thank Fr. Pradeep Kerketta S.J. We also look forward to Faculty Members for their continued co-operation. Together we will attain greater success.

DEVELOPMENT RESOURCE CENTRE



■ **Dr. Sant Kumar Prasad**

Associate Professor & Assistant Coordinator, DRC



iving up to the noble cause and the history of the Development Resource Centre (DRC) and keeping with the streak of community based socio-economic benefit initiatives, DRC yet again made a mark in the year 2016-17 with the following two projects :

1. Enhancement of Livelihood Opportunities in the selected blocks of the south eastern region of Chotanagpur in the state of Jharkhand supported by Confrenza Episcopale Italiana.
2. India Development Gateway Initiatives (InDG): Vikaspedia project supported by the Department of Electronics and Information Technology (DIETY), under Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

1. Enhancement of livelihood opportunities in the Selected Blocks of the south eastern region of Chotanagpur in the state of Jharkhand

Xavier Institute of Social Service, Ranchi (XISS) joined hands with CONFERENZA EPISCOPALE ITALIANA started in the month of April 2012 with a major objective of “Enhancing Rural Livelihood” in the remote and rural pockets of Southern Chotanagpur, Jharkhand, India where poverty is more pronounced. The three year program titled *‘Enhancement of livelihood opportunities in the Selected Blocks of the south eastern region of Chotanagpur in the state of Jharkhand’* working along with 11 Voluntary Organizations (VOs). This project is addressing three major problems of the operating locations. These problems are listed below :

- ◆ Lack of livelihood options in the project location.
- ◆ Dependency of the people on limited options for income generation.
- ◆ Inefficient delivery system of the government programs.

The limited livelihood option in the tribal districts of Jharkhand is a major concern for all development organizations. Due to this factor the people residing in this area are in a state of food insecurity wherein they are unable to meet their basic/ immediate need which is the requirement of food. This is a consequence of lack of capital and expenses being more than their income. The reason for lack of capital or less capital can be attributed to the fact that the agricultural production is not up to the mark or has less productivity in terms of the inputs which are given for the cultivation. The optimum utilization of land is also not practiced because farmers are not going in for diversification and are dependent on only one crop.

There are other factors as well and one of them is that not much emphasis is given to income generation activities based on the local resources which would enable the rural people to work in their own area during the lean season or when there is no agricultural activity going on in the field. This is mainly because they lack in knowledge as to how to start any income generating activity which is economically viable and also marketable. A sense of saturation in terms of livelihood restoration can be seen. This is due to lack in proper guidance or the NGO’s have not taken up this issue in an institutional manner.



In its earlier phase, there were 12 partner organizations including XISS supported 4 Community Based Organizations (CBOs). Now the program under the extension phase is working with 11 VOs amongst which XISS supports 2-CBOs and a newly joined VO named Society for Rural Industrialization (SRI); these 2-CBOs work in the selected Blocks of South Eastern Region of Chotanagpur for creating sustainable livelihood options for 2000 households through capacity building, advocacy and linkages with the government departments.

Through this project various rural livelihood approaches were adopted by placing people at the centre of development and through various project activities like skills of Self-Help Groups were enhanced so that they could access new opportunities for income generation. As in the project intervention areas most rural people depend on natural resources and agriculture for their livelihood and hence livelihood activities were given special emphasis to the sustainable management of water, land and forests. The Project supported the Self-Help Groups through capacity building, continuous hand holding at the field level through partner NGOs, sharing of information through booklet, wall papers etc. The project has been able to target the poor the marginalized and the local institutions which have helped in empowering the vulnerable groups especially women in the villages.

XISS as a nodal agency supported by 11-partner organizations stepped up with a strategy to facilitate the project towards a sustainable development module. The process was initiated in a progress review meeting with 11-partner organizations.

List of Partner Organizations for project implementation

SL. No.	Name of the Districts	Name of the Organizations	Name of the Blocks
1	Khunti	Hoffman Social Service Society, Khunti	Murhu
		Jan Utthan Samiti	Khunti
		Sarvada Society (XISS)	Murhu
		Dolda Society (XISS)	Arki
2	Simdega	Sahbhagi Vikas, Simdega	Thetaitanger
3	Ranchi	Gram Jan Jagriti Manch	Namkum
		Daysasagar Mahila Vikas Kendra, Lalganj	Kanke
		Society for Rural Industrialization, Bariatu	Angara
		CBO-Angara Society	Angara
		CBO-Namkum Society	Namkum
4	Gumla	SITARA, Gumla	Gumla

**An Overview of Activities undertaken during the period (2016-17):**

S.N.	Activities	Accomplishment Status
1	Identification of New Partner organizations & Community Building Organizations	3-Partner organizations (1-VO and 2-CBOs managed by SRI) were identified.
2	Signing of MOU with new partner organizations	MOU signed with 3 new partner organizations(1 VO & 2-CBOs)
3	Staffs placement for the project	All the 3-new Partner Organizations (SRI,CBO-Angarha and CBO-Namkum) and SITARA, Gumla have recruited the project staffs.
4	Development of survey format	Survey format was developed to survey the target group and establish base line data for SHGs of new VOs & CBOs.
5	Progress Review meeting with Partner organizations	3-Progres Review Meetings during the reporting were organized to know the project status and work out the strategy to perform the future work
6	Training and Visit Program	Program Officers visited each partner organization and the training on monitoring and report writing were provided to the project staffs at field level so that they can document as per performance at field level activities (onsite training, meeting and linkage with govt. departments) to strengthen women groups.
7	Staffs Orientation Training	Refresher courses on Staff orientation were provided to all the staffs to refresh the knowledge, roles and responsibilities and linkages with income generating activities.
8	Exposure Tour to Makunda on Vegetable cultivation and cooperative development	284 SHGs representatives participated in exposure which was organized to create awareness and develop skill among the target groups to take the vegetable cultivation as an “Income Generating Activities”
9	5-days Refresher course training on facilitation for the effective functioning and strengthening of SHG (for all the partner organizations)	Most of the partner organizations had recruited fresh staffs. They were skilled on the facilitation process towards the SHG meetings, saving & credit mechanism, indicators for the SHG-monitoring etc.



S.N.	Activities	Accomplishment Status
10	Refresher Course Training on Micro Planning and Budget formulation	5-Days Refresher Course Training on Micro Planning and Budget formulation were organized. This training had developed the skill of fresh project staffs and refreshed & motivated the older one to develop Micro Plan on Income Generating Activities
11	4-Days Workshop to develop a module & formats for ongoing monitoring & evaluation system	Organized 2-workshops on the said issues to develop the Skill of NGO in self monitoring system and they can evaluate their work progress.
12	Training and visit program	Visited different partner organizations to monitor and participate at the field office level training program on “Effective functioning & Strengthening of SHG” conducted by them to refresh the skill of SHG-leaders and representatives for the effective functioning of women groups.
13	Exposure tour of staffs and SHGs functionaries to Chene for the poultry farming	264 SHGs representatives participated in exposure tour which was organized to encourage & motivate the fresh/ new target groups and also refresh the knowledge of older ones (who are already performing the said activity)
14	Progress Review Meetings	3-times Progress Review Meetings were organized during the reporting period to assess the progress status and work out the future programs.
15	7-Days skill Training to the target groups on Poultry farming	71-Target Groups were participated in 3-Batches of skill training on broiler poultry farming held at Sarvada, Chene and RTP-Chamghati .
16	4-Daysworkshop on Idea Generation to identify Economic Activities.	Organized workshops on said issues in 2-batches to refresh and activate them towards the mobilization process of target groups for Income Generating Activities.
17	Refresher Course Training on Micro Planning and Budget formulation for Income is generating Activities.	DRC organized the said training in 2-batches.The purpose of the training was to develop the skill of fresh project staffs and refresh & motivate the older one to develop Micro Plan on Income Generating Activities.

S.N.	Activities	Accomplishment Status
18	4-Days Training cum Workshop on Net Working & Linkages with Government and Non Govt. Agencies.	Organized training cum workshop in 2-batches to help the target group to identify the different areas of resources for the Income Generating Activities
19	Training cum Workshop on Cluster Formation and Its future Prospects.	DRC conducted the training cum workshop and all the partner organizations were made aware with regard to the “Cluster formation and its Operational process.”
20	Training and visit Program	Program Officer visited 8- partner organizations to monitor and participate in the training program on Cluster Formation conducted by partner organizations
21	Mahila Sammelan (Women Seminar) on women empowerment and Emerging Issues	XISS facilitated CBOs to organize Mahila Sammelan at Sarvada and Dolda successfully.
22	Women Get-together to demonstrate IGAs at Sarvada and Dolda	XISS successfully worked out the mode of women get together and instructed CBOs to organize these events at Sarvada & Dolda

Activities undertaken by Partner Organization during reporting period (2016-17)

S.N.	Activities	Accomplishment Status
1	Monitoring & Reporting system	All the Partner Organizations are keeping the daily diary record of field level activities and consolidating monthly report as per specified format.
2	Staff Recruitment	New Partner Organizations (SRI, CBO-Angarha & CBO-Namkum) and SITARA recruited the staffs from the month of January, 2017
3	Development of format to survey & establish the base line data for the members of each SHGs.	New Partner Organizations (SRI, CBO-Angarha & CBO-Namkum) and SITARA, Gumla (in new operational area) had oriented the SHG-members towards the livelihood & also conducted survey and established base line data as against the each SHG .
4	Follow up trainings conducted by 10-Partner Organizations	10-Partner Organizations have conducted the follow up training on “Effective functioning and strengthening of SHG” organized by XISS.



S.N.	Activities	Accomplishment Status
5	Raising/Managing the nursery of Vegetables plants	Gram Jan Jagriti Manch, Chene have managed to raise a nursery of vegetables and has supported farmers to take it as an Income Generating Activity.
6	Follow up of decision taken during the Progress Review Meeting	All the partner organizations had instructed their respective SHGs to enhance the weekly or monthly saving rate.
7	Training&Exposure tour to Makunda for the vegetable cultivation.	7-Partner Organizations (SITARA, Sahbhagi Vikash, Hoffman Social Service Society, GJJM, DMVK, CBO-Dolda,CBO-Sarvada,) have participated in training & exposure tour on Vegetable cultivation at Makunda.
8	Easy accessible of technical knowhow to the target group with regard to broiler poultry farming.	The project personnel & target groups successfully tried resolving the arising problems during the growth & development of poultry through teleconferencing with resource persons.
9	Monitoring and follow up of check dam at Makunda and Chenegutu,Sarvada.	DRC,XISS mobilized an agriculture expert. He made visit to Chenegutu and Makunda. After soil test he suggested new measures with regard to vegetable cultivation.
10	Organized games & sports to maintain team sprit	CBOs at Dolda & Sarwada organized games and sports for women to build a rapport amongst the team and keep their motivation spirit up.
11	Training and Exposure tour to Chene on poultry farming	All the partner organizations facilitated their target groups to visit Chene, Namkum for broiler poultry farming.
12	Training on Effective functioning and strengthening of SHGs	As per the follow up of TOT conducted at XISS,7-Partner Organizations organized training program and trained their new SHG-leaders, active members & refreshed old SHG-representatives where as in the case of 3-newPartner Organizations (SRI,CBO-Angara & CBO-Namkum) they organized training at their respective venue as co facilitator and XISS provided resource persons as a trainer to support them.
13	Networking with the different departments & financial institutions	All the Partner Organizations and CBOs are in a process of mobilizing the fund from government departments & its schemes (MNREGA & NABARD etc.)



S.N.	Activities	Accomplishment Status
14	SHG- linkages with different department	The partners have identified the source to avail financial support for SHG members.
15	Papaya and vegetable cultivation	All the Partner Organisations have taken up cultivation of Papaya. Apart from this two Organisations have taken up cultivation of vegetables in large scale for commercial purpose.
16	Poultry farming	82-Poultry farms initiated by partner organizations in their respective location are running successfully. Poultry farmers have got good market and are earning good money. XISS is getting more request for set up of new poultry units in neighboring villages.
17	Training on Cluster formation and Effective functioning	7-Partner Organizations (GJJM, DMVK,CBO-Sarvada, CBO-Dolda, HSSS, Sahbhagi Sitara) have organized training program successfully and skilled up the SHG-leaders in the cluster promotion & its functioning process.
18	SHG-Cluster formation	All the Partner Organizations have successfully promoted ---- SHG Clusters and are in facilitation process for the effective functioning through framing bye-laws and providing onsite training on operational process.
19	Mahila Sammelan on Women Empowerment	2-CBOs organized Mahila Sammelan at Sarwada and Dolda where leaders shared the status of women groups and raised the issues related to Income Generating Activities.
20	Women Get-together to demonstrate IGAs at Sarvada and Dolda	40-Women groups at Sarvada and 30-Women groups at Dolda installed the shops of different income generating activities at their respective place. The very purpose of this event was to motivate other groups & members to start their livelihood activities. Even they had demonstrated a competitive dance and shared their rich culture.



Details about Training of Trainers (TOTs) Program

S.N.	Programs	No. of Participants	No. of Organization	Date	Venue	Content covered
1	3-Days Refresher course Training on Staff Orientation & Reporting System	39	3	18 – 20 Feb.2016	SRI Bariatu	<ul style="list-style-type: none"> ◆ Project Modal & Conceptualization on Livelihood ◆ Reorganization /Strengthening of SHGs- Structure, operational Pattern ◆ Characteristics of an Effective SHG ◆ Understanding on Base line Survey format & Methodology for Survey ◆ Methodology for the SHGs financial Reporting System ◆ SHG-Bye laws &Group Practices ◆ Project Structure ◆ Roles &Responsibilities of Project Staffs
2	4-days Staff Orientation Training Program for the Project under the extension phase	32	06	01- 04April 2016	XISS Ranchi	<ul style="list-style-type: none"> ◆ Sharing on project Module-- Performance & Achievements, ◆ Roles & Responsibilities of project Staffs, ◆ Planning, Monitoring & Evaluation,
		30	05	11- 14 April 2016		

S.N.	Programs	No. of Participants	No. of Organization	Date	Venue	Content covered
3	Refresher course Training on facilitation for the Effective functioning & Strengthening of SHGs	44 39	06 05	06-10 May 2016 12-16 May 2016	XISS Ranchi	<ul style="list-style-type: none"> ◆ SHG-Origin & Future Prospects, ◆ Leaders & their Roles & Responsibilities, ◆ Characteristics for an Effective SHG ◆ SHG-Meeting & Saving Credit Process, ◆ Sustainability & Withdrawal Process
4	5-Days Refresher Course Training on Micro Planning and Budget formulation for Income generating Activities	40 37	06 05	18-22 July .2016 26-30 July .2016	XISS Ranchi	<ul style="list-style-type: none"> ◆ Understanding on Micro plan and IGAs. ◆ Tips for Peoples Mobilization process, ◆ Mapping & Socio economic analysis, ◆ Problems & Resource Identification, ◆ IGA-Identification & Budgeting,



S.N.	Programs	No. of Participants	No. of Organization	Date	Venue	Content covered
5	4-Days Training on Cluster formation, functioning and its future prospects	33	6	06-09 Oct..2016	XISS Ranchi	<ul style="list-style-type: none"> ◆ Cluster & Federation-Origin, ◆ Concept & Its Necessity, ◆ Cluster-Its Structure, Roles & Responsibilities at the different level of network, ◆ Different Steps in the formation process of Cluster, ◆ Cluster-Bye laws formulation -
		25	5	24-26 Sept.2016		
6	2-days Training on Cluster Leaders	30	4	03-04 Nov.2016	XISS Ranchi	<ul style="list-style-type: none"> ◆ Cluster-Structure & Operational Process, ◆ Cluster Meeting – Its effective Process & decision making Process, ◆ Roles & Responsibilities of Leaders, ◆ Cluster working area & Networking with Govt.department & NGOs, ◆ A/c Keeping in Cluster
		28	3	07-08 Nov.2016		
		31	4	10-11 Nov.2016		

The detail of Skill Training on Broiler Poultry farming

S.N.	Programs	No. of Participants	No. of Organization	Date	Venue	Content covered
1	7-days Skill Training to the target groups on Poultry Farming.	25	01	10-16 Jan..2016	Sarvada	<ul style="list-style-type: none"> ◆ On Site Training & field Exposure ◆ Poultry-Origin & type, ◆ Poultry litter Mgt. ◆ Poultry Shed-Its structure and Management, *Monitoring system- Daily calendar & practical exposure (to manage feed & litter for poultry chicks up to 25-30 days) ◆ Feed and Fodder Management ◆ Disease pattern & Preventive measure ◆ Marketing process. ◆ Cost-Benefit Analysis
2	7-days Skill Training to the target groups on Poultry Farming.	25	01	12-18 Feb.2016	GJJM Chene	
3	7-days Skill Training to the target groups on Poultry Farming.	22	02 (SRI & CBO: Angarha)	11-17 May 2016	RTP- Chamghati Ranchi	



Workshop:- 4 Workshops of 2 batches each, were organized considering the coverage of monitoring & reporting, networking with different delivery agencies, identification of economic activities and exploring the market opportunities etc. Project staffs and active SHGs leaders/representatives had participated in the 8-batches of 4 different workshops.

Women *Sammelan* and Get together & Emerging Issues

Development Resource Centre (DRC), XISS Ranchi facilitated its CBO-Sarvada and Dolda to organize 1 day each SHGs “**Women *Sammelan*.**” 40 Women groups comprising 425-members participated at Sarvada where as at Dolda, there were 30 women groups comprising 324 members in the program. The basic aim of this women *sammelan* was to sensitize the target groups and build up their confidence through sharing their learning experiences towards livelihood activities. They have shared about the status of SHGs & their problems faced during the income generating activities and also discussed the challenging situation of the market affecting the profit and loss while doing business.

2 programs on Women Get Together (Mahila Milan Samaroh) & Demonstration of Income Generating Activities were organized by CBO-Sarvada & Dolda Society. The basic purpose of this event, “**Women Get together & IGAs demonstration**” was to bring the women-SHG members to one platform & get exposure of different kind of income generating activities and share the learning process from each other. All together 21shops of 10-different kinds (Grocery, Manihari, Tea-snacks, Turmeric, Ready Made Garments, lac, Vegetables, Poultry bird, Goatry) had been set up by the SHG-members at the programme location. They shared about the frequency of capital, raw materials management, marketing, loss-profit etc.

Apart from discussing the core issues related to livelihood promotion initiatives they also took part in some sporting activities and participated in cultural programs as well. There after the prizes were awarded to the best speaker, besides the winner of games, culture program and IGA- stall display set up by the Assistant Director and then program was concluded with a vote of thanks.

Exposure Tour and Training Program : All together 548 SHGs leaders, active members and project staffs participated in following 2 types of exposure tour and training program. The very purpose of these exposure tours was to create awareness and develop skill among the target groups to take up vegetable cultivation and poultry farming as “Income Generating Activities. These tours were also organized to generate the confidence level of the participants for better performance. At the same time it was also made sure to encourage & motivate the fresh/ new target groups and also refresh the knowledge of older ones.

Issues addressed by Partner Organizations to orient/Strengthen SHG for Livelihood Enhancement

- ◆ At this stage the involved partner organizations are looking for better avenues of income generating activities based on minimum capital and maximum return.
- ◆ During the training and visit program, the partner organizations had major thrust on cluster formation & building a cooperative which would monitor the progress of women’s group and provide a financial support to scale up the IGAs of target groups.

- ◆ It was also to build up relation with the panchayat system so that a successful networking could be developed with Govt. departments and resource mobilization would be easily available.
- ◆ It was found that the partner organizations kept the sensitization process up to create self consensus or create realization among the target groups so that they would be capable to fight against poverty.
- ◆ The idea was also to orient the SHGs-leaders towards the livelihood project by the 4 new partner organizations SRI,CBO-Angahra,CBO.Namkum, SITARA.
- ◆ And finally strengthening the meeting process of women group was stressed so that it could function effectively.

Progress on key indicators in the process of SHG strengthening

Indicators	Planned target	GJJM	Dayasagar	Hoffman	JUS- Khunti	Sitara- Gumla	Sahbhadi Vikas	Society for Rural Industrialization	SRI-CBO		XIIS-CBO	
									Angara	Namkum	Sarvada (out of 50)	Dolda (out of 30)
No. of SHGs		20	22	21	20	20	20	20	20	20	42	26
Regular meeting	20-SHG	20	20	21	20	14	19	17	17	16	37	25
Regular saving	20-SHG	20	21	21	20	14	18	15	15	13	42	27
Internal loan transaction	20-SHG	16	17	20	20	10	20	12	14	19	30	22
Loan transaction trend from consumption to productive purpose	20-SHG	16	16	18	15	09	14	08	12	03	25	15
Loan repayment on time	20-SHG	20	12	17	15	13	12	13	13	09	24	21
Decision taken against issue	20-SHG	15	12	16	18	10	15	10	09	08	37	22
Effective Leadership	20-SHG	15	18	15	16		16	08	08	07	24	21
Documentation & record keeping	20-SHG	20	22	19	20	12	18	14	10	13	35	22



Indicators	Planned target	GJJM	Dayasagar	Hoffman	JUS- Khunti	Sitara- Gumla	Sabhadi Vikas	Society for Rural Industrialization	SRI-CBO		XIIS-CBO	
									Angara	Namkum	Sarvada (out of 50)	Dolda (out of 30)
SHG & Family participated in Gram Sabha	20-SHG -family(F)	18 52F	17 25F	18 30F	14	10	16 64F	14	14	04	40 102F	27 90F
SHG & No. of Family participated in PRI	20-SHG -family(F)	16	10 15F	12 13F	12	10	12 25F	08	12	04	30 F	22 F
Overall no. of SHGs- Strengthened	20-SHG %	17 85%	12 55%	19 90%	16 80%	12 60%	14 70%	12 60%	12 60%	10 50%	35 70%	22 73%

Major Achievements

The major achievement can be assessed with differences that have come in the following context of 266 SHGs operating under the 11 partner organizations in 8 blocks of 4 districts.

Partner organizations had reported the following changes in the operational process of SHGs :

- 1. Meeting and Saving of SHGs :** The partner organizations reported that the meeting and saving mechanism in SHGs were in more consolidated form than the previous year. Timely presence and togetherness of members in meeting were clearly observed. These positive trends were observed in 85-90% women groups. These indicators were the foundation for the success of the project; and the others were to be rooted on the above mentioned indicators.
- 2. Increasing Trends of Loan for Income Generating Activities :** Under the extension phase, the average loan transaction trend (of old as well as of new women groups) for the income generating activities was 40% (as mentioned in financial strength table iii. b.i) where as in the case of old women groups, the trend had gone up to 80-85% from 52% which was marked in the previous year 2015. The new women groups adopted under the extension phase had taken 40% productive loan and started income generating activities later in the year 2016.
- 3. Effective leadership and decision making process :** The partner organizations reported that the rotational leadership pattern were marked in 70-80% old women groups where the leaders were able to conduct meetings effectively and provide equal opportunities to all the members in decision making process. In the case of new groups, leadership needs to be developed to make the decision making process even more effective.



4. **Bye laws for inter-loaning** : The inter-loaning process from 53% of total members (as reported in previous year 2015) had gone up to 63% (as mentioned in financial strength table I ii. b.i). Considering the increasing trend of inter loaning process, old SHGs had formulated bye laws to restrict the miss utilization of fund as well as to maintain the equal ownership over the common fund. According to rule, a member cannot take loan more than four times of her savings. The old SHGs are now competent to form their own bye laws for the smooth functioning of the group but in the case of new women groups & CBOs under the 4 partner organizations, they were still in the learning process. They were ensured with hand- holding support for training and capacity building.

The financial capacity of all the women groups (266) so far was Rs. 67,37,498/- (till December 2016). The current financial strength of each member was Rs. 1,962/-. As per the rule of women SHGs, one member could take the maximum loan up to 4 times of their saving. Under this condition the range of loan for each member would be from Rs. 1,962/- to Rs.7,848/-. This was the **project's achievement** as to how a group can support and encourage each member. But the limitation was that a member could take the loan of upper limit only for a shorter period (of 6 to 12 months).

Cluster Formation

During this phase the promotion of Cluster was one of the major achievements for the project. Partner Organizations had successfully facilitated the women groups to form 21-clusters at panchayat level and 6 clusters were still in the process of formation. At the end the project visualized 2 types of opportunities – one is to institutionalize & strengthen these regional level women forums to undertake the ownership for the women groups and also scale up these women forum towards the cooperative development, and second one is to promote functional cooperatives (like poultry farming cooperative, vegetable cooperative etc.) & provide a broader base for the different income generating activities. In both the cases the forum would have the opportunities towards the net working with government departments and mobilize needful resources for its sustainability.

Learning

1. The SHG members faced problems in their income generating activities and they got loss in it or could not improve if they were not be given suggestions and monitoring were not be done regularly.
2. Necessity of exposure visit for Group members was essential to involve them in livelihood activities.
3. Those livelihood activities should be selected in which earning/income was more than daily wages so that the interest of members might increase for IGAs.
4. For IGAs, knowledge & trainings were required for the target groups, at the same time rapport building with block officials, bank and govt. officials was essential.
5. Frequent/constant discussion & sharing with the group leaders was required for proper development of SHG.

6. Community feelings among the tribal women strongly persist as SHGs members themselves approached the village headman & BDO and discussed with them to get Public Distribution System for the community.
7. SHG members still expected external support and guidance for their development as they lacked resources and risk taking capacity. Training helped these women to rejuvenate, understand new concept and undertake activities as per their enhanced capacities.
8. Need to improve in record keeping of IGAs through capacity building of the members.
9. Onsite training of SHG members, exposure visit of the members involved in IGAs and regular monitoring of SHGs were very necessary.

As per assessment, the focus of the project would remain on following components:-

- A. Empowerment of SHGs/women Groups.
- B. Strengthening of Income Generating Activities through backward & forward support.

Glimpses of various Project Activities under Livelihood Promotion Programme



Tribal dance – At Simdega



Late. Father Ranjeet – Participating in Tribal Dance

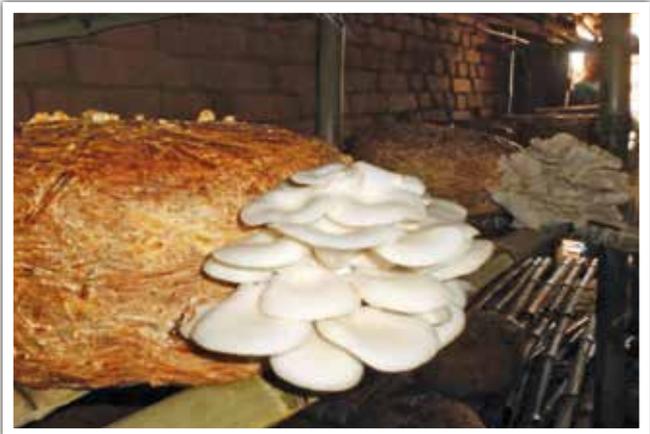


Goat keeping by SHG Beneficiaries – At Hoffmen Society Khunti

- C. Convergence with Govt. line departments to mobilize & provide financial support for IGAs
- D. Promoting and strengthening SHG-Cluster, federation and Cooperative.



Exposure Visit by SHG Members



Mushroom Cultivation by beneficiaries



Construction of Check Dam – Visit by Late. Father Ranjeet



Training Session engaged by Father Pradeep Kerketta



Auxiliary Bishop, Fr. Mascurnrcnius & Along with Project Personal



Piggery by SHG Beneficiaries



2. India Development Gateway Initiatives (InDG) :

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

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

Xavier Institute of Social Service (XISS) is a State Nodal Agency (SNA) for Vikaspedia in Jharkhand to work in the areas of regional content development in Hindi through building a network of volunteers and outreach along with special focus on Santali language.

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

Achievements as on date

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

Domains	Year 2013-14	Year 2014-15	Year 2015-16	Year 2016-17 (till Feb. 2017)	Cumulative Status
Agriculture	510	1037	1898	1518	4963
Health	820	1176	1243	790	4029
Education	309	891	1018	488	2706
Social Welfare	351	1028	2587	1314	5280
Energy	81	385	427	189	1082
e-Governance	102	458	287	301	1148
Total as on date pages uploaded to the portal	2173	4975	7460	4600	19208

Outreach

Besides our regular portal activities SNA XISS, has special focus on active outreach activities across the State, catering to larger audience with an objective of wider coverage in the States of Jharkhand and Bihar.

Our Achievement in Awareness about Digital Payment

To achieve expeditious movements into the cashless, digital payments economy across all states and sectors and to promote rapid adoption of digital payments systems, various digital payment systems appropriate to different sectors of the economy and coordinating efforts to make them accessible and user-friendly.

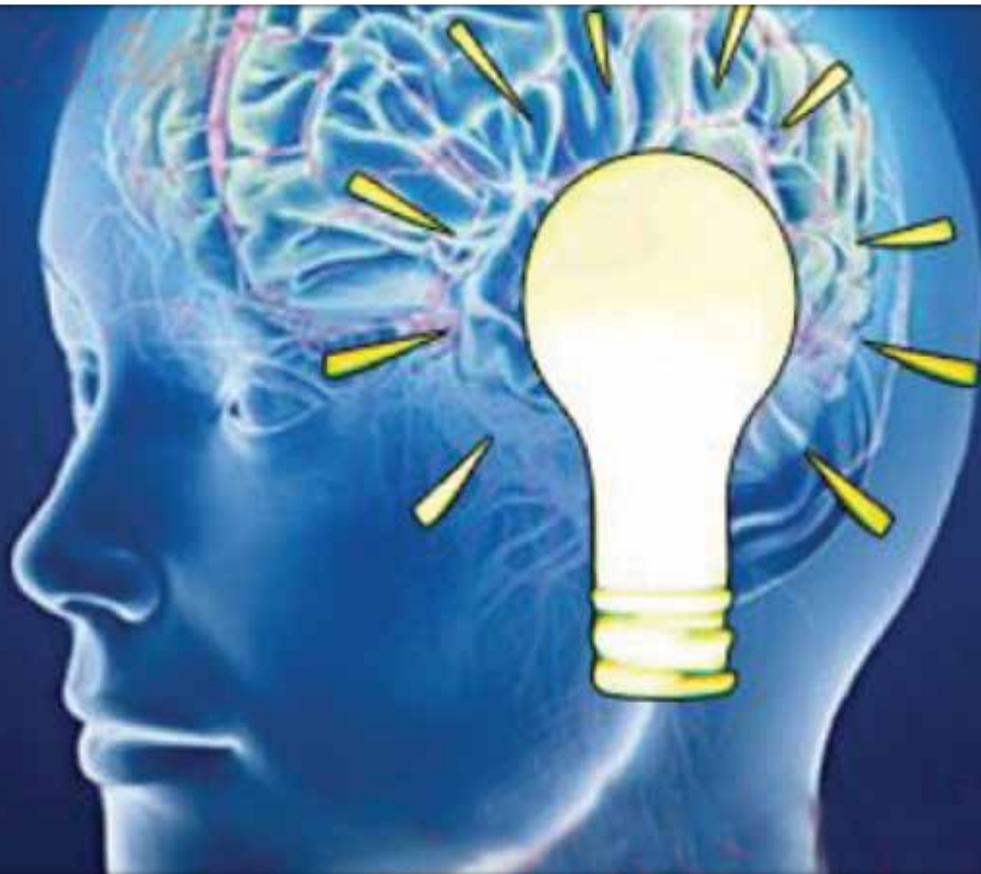
Jharkhand SNA took up the awareness campaign about Digital Payments all across the state organising programmes emphasising on the rapid increase of digital payments systems and training videos to ensure that people were acquainted with the new schemes introduced. Write – up materials in Hindi, English and Santali have been uploaded to the portal for a descriptive approach and clear concept of the introduced schemes. XISS took these initiatives to cities and rural areas of the state empowering people in coming across the various digital payments methods of the Central Government.



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

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

DEPARTMENT OF ENTREPRENEURSHIP DEVELOPMENT PROGRAMS (EDP)



■ **Mr. Harpreet Singh Ahluwalia**
In-charge

Since independence the planners and implementers have shown great concern to make the masses self reliant. Several schemes for developing self reliant individuals or groups have been launched in the past decades. Most of the schemes aim at getting people self employed. It gained more importance in the recent years for promoting entrepreneurship and skill development.

The kind of training that is needed today is one by which character is formed, strength of mind is increased, the intellect is expanded and by which one can stand on one's own feet. Almost all these ingredients of ideal training have been taken care of at our EDP department. The Department is committed to training and support to unemployed youths through need based skill training and training on entrepreneurship development while maintaining good standard in quality of training and support services.

There is a need to sharpen the trainers' skill through application of concepts learnt in actual present situation. We may get opportunity to look at one's own dilemma as trainers by sharing our experiences. What is required more is the desire on the part of the organizations to improve the number and quality of EDPs.

Every year, the Department conducts skill training programs on different trades, entrepreneurship development programs and related programs like Faculty Development Program on entrepreneurship and awareness program on entrepreneurship.

The Department met the continuing training need on skill and entrepreneurship for unemployed youths of this region. The prime focus of the department of EDP was to provide Entrepreneurship education and skill training on Livelihood, Microenterprises & Micro-Finance Development, performance improvement & growth of existing Entrepreneurs, ED organizations and support



Meeting for Training Program propaganda at Hazaribagh



Faculty Development Program on Entrepreneurship

system, research in Entrepreneurship education and development. Hence the activities of department includes : to organise and conduct different categories of EDPs; to provide skill training in different trades; short term Management Development Programs; providing consultancy services to the existing entrepreneurs; organise awareness camps on entrepreneurship; entrepreneurs meet; organise Trainer Training programs for agencies/organization providing services for entrepreneurship; Research and Development in the field of entrepreneurship; and Evaluation and publication of materials related to entrepreneurship development.

Recently the Department announced residential skill training program for Scheduled Tribe youths



Participants : FDP on Entrepreneurship



of Jharkhand for two trades: a) Computer hardware, and b) Repair & maintenance of personal electronic devices. Initially we got sanctioned for four batches. The pre training activity is in process and we are receiving application forms from the interested participants.

The Department successfully completed two weeks Faculty Development Program on Entrepreneurship during 19th September to 1st October, 2016. The program was sponsored by National Science & Technology Entrepreneurship Development Board, Department of Science & Technology, Government of India, New Delhi, in association with Entrepreneurship Development Institute of India (EDII) Ahmedabad.

The program aimed at equipping the teachers with skills and knowledge that were essential for inculcating entrepreneurial values in students and guiding, motivating and monitoring their progress towards entrepreneurial career. The participants were Faculty member of University, Engineering, Polytechnic, Management, Science Colleges and NGO functionaries.

Table - 1 : Programs / Activities : 2016-17

Sl. No.	Program	No. of Batches	No. of Participants	Sponsored by	Status
01	Faculty Development Program on Entrepreneurship	01	20	Department of Science & Technology, Govt. of India, through EDII, Ahmedabad	Completed
02	Skill Training for ST youths of Jharkhand Trade : Computer Hardware	02	60	Jharkhand State Tribal Cooperative Development Corporation	Sanctioned. Pre Training activities going on
03	Skill Training for ST youths of Jharkhand Trade : Repair and Maintenance of Personal Electronic Devices	02	60	Jharkhand State Tribal Cooperative Development Corporation	Sanctioned. Pre Training activities going on
04	Management Development Program	20	500	Department of Welfare, Government of Jharkhand	Proposed
05	Faculty Development Program on Entrepreneurship (FDP)	02	40	Department of Science & Technology, Govt. of India, through EDII, Ahmedabad	Proposed
06	Entrepreneurship Awareness Camp (EAC)	04	400	Department of Science & Technology, Govt. of India, through EDII, Ahmedabad	Proposed

Facilitation Workshop

Mr. Harpreet Singh Ahluwalia participated in a “Facilitation Workshop” at Enterprise Development Institute, Kolkata, on 20th December 2016. Facilitation Workshop was regarding, establishing good networking and acquire better understanding about the DST-NIMAT, Government of India project. Department of Science and Technology was the National Implementing & Monitoring Agency for Training.

Invited as Speaker

Mr. Harpreet Singh Ahluwalia was invited as key speaker in a three-day institutional program for the



Participants: “Facilitation Workshop” at EDI, Kolkata

Board of Directors & Chief Executive officer of the Farmers Producer Organisation. Program was sponsored by NABARD and was organised by Jharkhand State Co-operative Lac Marketing & Procurement Federation (JASCOL-AMPF) from 22nd to 24th Nov. 2016.

Governor’s visit

Her Excellency Smt. Draupadi Murmu, Hon’ble Governor of Jharkhand visited our EDP campus on 25th October 2016. Hon’ble Governor was briefed about different



activities developed by the EDP Department. During the interaction, we made a brief talk on impact made by the Department. The Hon’ble Governor expressed her happiness regarding the activities of the department.



Meeting with chairman National Board for Workers Education & Development.

She stressed upon the need for self employment and gainful employment for the participants, after training, especially for the rural unemployed youths of Jharkhand.

Stakeholders Meeting

Mr. Harpreet Singh Ahluwalia attended a Stake Holder Meeting, being member of RAC, with chairman National Board for Workers Education & Development regarding rejuvenating and strengthening the spirit of learning in working community on 24th Oct. 2016.

Workshop on Capacity Building for Youths

Mr. Harpreet Singh Ahluwalia mentored three days workshop on “Capacity Building (Career



“Capacity Building (Career Guidance) program for the youths”



Participants: "Capacity Building (Career Guidance) programme for the youths"



Participants: "Capacity Building (Career Guidance) programme for the youths"

Guidance) programme for the youths", as a key Resource Person held during 17th to 19th Oct. 2016 at HRDC, GEL Church Compound, Ranchi, organised by the Youth Desk of United Evangelical Lutheran Churches of India.

Invited as Guest of Honour

Mr. Harpreet Singh Ahluwalia was invited as Guest of Honor on the program held on 16th Sep. 2016 at National Board for Workers' Education & Development, Dhurwa, Ranchi, on the occasion of Workers Education Day.



National Board for Workers Education & Development

World Youth Skill Development Programme

Mr. Harpreet Singh Ahluwalia & Mr. Binod Giri attended a program on “World Youth Skill Development program” on 15th July 2016 at Ranchi University, organised by Jharkhand Skill development Mission Society, Jharkhand, Ranchi.



महिला
हेल्प लाईन
फोन करें **10921**

WOMEN HELPLINE, RANCHI

"An emergency toll free Phone Service" 10921

**A Scheme of Dept. of Social Welfare, Women and
Child Development**

Government of Jharkhand

■ **Mr. Sanjay Kumar Verma**
Chief Programme Coordinator



In Indian society a woman has been understood as dependent on one or the other person throughout her life. In a way it is said that in her childhood she is dependent on parents, after her marriage on the husband and in old age on sons. This may not hold true in an urban society. Generally woman's main role is seen more as that of child bearer, child rearer and home worker. Of late women who have ventured to work outside have to toil harder for a job.

In our society the problem of violence against women in the family is not new. Women in our society have been the victims of humiliation, torture, and exploitation from time immemorial, irrespective of the fact that they were also worshipped. Family is considered as the first agency which provides not only emotional and material support to its members but also serves as a basic source of personal satisfaction, socialization and social control.

Atrocities against women include domestic violence, sexual abuse, property related conflict, witchcraft, trafficking, eve-teasing, kidnapping, cruelty to women are driving them to commit suicide or other forms of murder like female feticide, female infanticide. As is well-known, reporting of such cases is very poor generally for fear of social stigma, poverty of parents, and lack of evidence and so on. Although violence against women is a global problem, it is yet to be recognized as an issue of human rights abuse.

Women Help Line is a joint effort of Department of Social Welfare, Women & Child Development, Government of Jharkhand and Xavier Institute of Social Service, Ranchi, to reach out more effectively to women who suffered atrocities.

Women Helpline provides a platform for women to report and register the atrocities committed against them, and seek help and justice. Her accessibility with toll free phone 10921 help Women Helpline to provide emergency services to women in distress and outreach services for suffering women. It provides counseling and medical services to women and families that are victim of discords. In case of violence, Women Helpline provides crisis intervention and in those cases where reconciliation is not possible the Women Helpline gives legal referral or rehabilitative services and provide short stay shelter for women in need. It facilitates in reporting the case to the police and also to follow-up of the cases. Besides all that, Women Helpline is occupied with awareness raising (outreach activities and open houses) in different urban slums, rural areas and girls' schools and women's colleges throughout Ranchi district.

The calls are not only coming from Ranchi district, but also from other districts in Jharkhand or even other states like Bihar, Odisha, Chhattisgarh and West-Bengal. Women Helpline offers free counselling for the women, the men and families involved.

Women Helpline areas of concern are the following :

Domestic violence, sexual abuse, medical related, property related, dowry, missing, torture,



trafficking, marriage related, bigamy, witch craft, emotional guidance and support, etc.

Out of all these sorts of cases, every year, the highest number of files that are registered is always regarding domestic violence. Below given (in table 1) is the evolution of the number of reported files on domestic violence:

Table 1 : Year-wise cases registered on domestic violence

Year	Cases of domestic violence
2004-2005	85
2005-2006	197
2006-2007	194
2007-2008	158
2008-2009	149
2009-2010	119
2010-2011	126
2011-2012	144
2012-2013	112
2013-2014	132
2014-2015	131
2015-2016	155
2016- till January, 2017	97

Source : WHL Office Records

Out-reach and Open house

For the publicity and awareness of this program every month Outreach activities and Open house are being organized in different urban slum and rural areas where as girls' schools and women's colleges are also focused to reach out to large segment of female population of Ranchi district.

In-house training programs for capacity building, enhancement of knowledge, skills and attitude of coordinator, team members, and volunteers were organised on 29th September and 30th September, 2016 on domestic violence and its consequences, witch craft and its effect, live-in-relationships in social context and livelihood opportunities and single woman.

City Advisory Board Meeting and Resource organizations (service providers) meet was organized in the last week of March, 2017.





WOMEN HELPLINE Figure Speak

Table 2 : Category wise cases registered from 1st April, 2016 till 31st January, 2017

Sr. No.	Category	No. of Cases
1.	Domestic violence	97
2.	Sexual abuse	17
3.	Medical related	05
4.	For assistance	22
5.	Missing	02
6.	Trafficking	05
7.	Maintenance	08
8.	Bigamy	04
9.	Fraud/cheating	05
10.	Torture	01
11.	Old age pension	06
12.	Property related	01
13.	Witch craft	01
14.	Legal advice	12
	Total	186

WOMEN HELPLINE has so far settled down more than 4000 cases since its inception, related to issues of domestic violence, maintenance cases, sexual abuse, missing cases, mental illness, medical related, witch craft, old age pension, dowry, fraudulent cases, property related, on legal advice, live-in-relation etc.

WOMEN HELPLINE not only settles issues of girls and women but also provides learning opportunities to interns of National Law Universities of New Delhi, Gujarat and Ranchi, Pune University, Loyola College, Chennai and other Institutions at national level including the students of the University of Antwerp, (Faculty of Law and Faculty of Social Sciences), Belgium. During their visit to XISS they were very impressed at the functioning of WOMEN HELPLINE. It helped them to understand international legislation and positive obligations of a state towards women who are victims of domestic violence, sexual abuse, etc.

On 15th December, 2016 WOMEN HELPLINE office received a verbal intimation regarding closure of WOMEN HELPLINE and on 7th January, 2017 a **letter from the office of District Social Welfare Office, Ranchi dated 16.12.2016 vide letter no. 2247 reiterating the same. Consequently, as of now we are not registering any case because of closure notice to WOMEN HELPLINE.** There are a number of cases of maintenance, domestic violence and their follow-ups which demand a closer supervision.



Case 1 - Gita Devi vs. Satyanarayan Sahu

After 27 years of marriage the husband married somebody else. He married another woman because he was not satisfied with the first one. So he had two wives. The 2nd marriage was illegal and void. The first wife Gita had one son and one daughter; together they were all living with the parents. The second wife and the husband were living in another house and they have two sons together. This was also illegal. Gita came to WHL because she needed support from her husband so that she could not feed her children and send them to school. After two sessions of counselling, the husband kept resisting and didn't want to give Gita any support. Gita even suggested to divide the work on the rice fields between her and the other wife but the husband would not agree. Gita did not want to go to her in-laws because of quarrels. Presently she is indecisive about what she really wants. At the moment she lives at her parents' house, without support from her husband. Up to now there has been no punishment for the husband, and next week there will be counselling again. She is scared to go to the police to enforce support to her, because she thinks her in-law's would hurt her for it. Divorce is not really possible because of social consequences.

Case 2 - Jasmin Praween vs. Mohammad Estefab Hussain

The victim resides in West-Bengal. After one month of marriage the in-laws started to assault her. The mother-in-law demanded a lot of dowry: diamonds, gold, silver, furniture, etc. The whole family was also beating her. She told everything to her parents. One day the in-laws family decided to burn her by using kerosene oil. That day she managed to escape and she ran away. Nobody knows how she reached Ranchi. She probably knew Women Helpline from the media. Women Helpline suggested going to court: under section 498A of the Indian Penal Code. The proceeding is now going on. Women Helpline has provided legal advice and moral support.

Future of Women Helpline

Safety of women in the country is of utmost priority. Hence Women Helpline is exclusively designed to help women in distress due to domestic violence, sexual abuse, mental illness, witchcraft, dowry, fraud and property disputes. A number of issues relating to safety and security of women were brought to Women Helpline in these past twelve years. The effectiveness and efficiency of services can be triangulated with the perspectives of survivors. Its prompt and quick service have achieved outstanding results. Clients from various districts of Jharkhand have approached Women Helpline for their rescue and are still awaiting for its service. If in future government wishes to reopen the Helpline, we would provide best of our services to mankind and society.



CHILDLINE, RANCHI

(Care and Protection of Child) 1098 Tele Helpline

"An emergency toll free phone outreach service" 1098

A programme of Ministry for Women and Child Development
Government of India

■ **Mr. Sanjay Kumar Verma**
Chief Programme Coordinator



CHILDLINE is a national, 24-hour, free, emergency phone and outreach service for children in need of care and protection. CHILDLINE reaches out to the most marginalized children with the aim of providing them rehabilitation and care from unsafe situations. CHILDLINE provides relief and rehabilitation in the space of shelter, medical aid, repatriation, rescue, emotional support and guidance, etc.

CHILDLINE scheme across India is supported by the Union Ministry of Women and Child Development (MWCD) under the Integrated Child Protection Scheme (ICPS).

CHILDLINE Ranchi is an urban model of 1098 service and is delivering the said service through three partner organizations in Ranchi city. This Network has consistently worked towards addressing the child protection need of children since the last 14 years. The efforts of the network have impacted policy decisions at district, state and national level. Our institute is the nodal organization to look after the overall functioning like documentation, city advisory board meeting, training, research, review of case intervention, etc., where as intervention unit takes care of case intervention and support organization provide necessary support in case intervention to intervention unit. CHILDLINE, Ranchi team consists of Programme Director, City coordinator, Centre coordinator, Support coordinator, Counselor, Team members and Volunteers.

Childline, Ranchi covers various events and activities across the town and have been able to restore and reunite the lost and runaway children with their families. We are constantly learning from each other's diverse experiences.

Out-reach and Awareness

CHILDLINE's success is measured not just by the number of calls in a city / district but also by the levels of awareness. CHILDLINE awareness strategies aim at empowering children to dial 1098 when in crisis, building partnerships across society where each one has a role to play in protecting children and advocating for children.

CHILDLINE team has conducted 3200 person hours of outreach and awareness programme from April, 2016 till February, 2017. Out of 552 cases 469 have been received from outreach.

OPEN HOUSE Programme

In the Open House children are involved for evaluating the CHILDLINE service. It is a platform for children to express opinions, give suggestions, address conflicts and give feedbacks. Thus giving children the authority to judge a situation and decide a verdict or determine a course of action in relation to a problem. This helps not only in giving insights for improving the service, but also in building a relationship of trust with the children

CHILDLINE Ranchi has conducted 18 Open House Programmes in different Government and Private schools and slums.

Glimpses of Childline se Dosti programme



Her Excellency Hon'ble Governor of Jharkhand Smt. Draupadi Murmu



Shri Praveen Kr. Toppo, Labour Commissioner Shri. Mukhpreet Singh Bhatia, Principal Secretary



Shri Rajkumar Lakra, IPS, SP, Rural

Shri Radha Prem Kishore, Traffic DSP



Inaugural ceremony of In-house training with Fr. Xavier Soreng

The issues raised by children in open house are:

- ◆ Prevalence of school drop-out
- ◆ Substance abuse among children
- ◆ Issues of Child labour
- ◆ Problem of Sanitation and Safe drinking water at school
- ◆ Importance of education

The CHILDLINE Ranchi has addressed these issues before the officials of district administration.

In-House Training Program: In-house training is for capacity building and learning opportunities for Coordinators, Team members and Volunteers of CHILDLINE team.

In-house training was organized twice on 15th -16th September, 2016 and 9th - 10th March, 2017 on Child Protection Policy, Juvenile Justice Act, 2015 and POCSO (Protection of Children from Sexual Offence) Act, 2012, Children living in poverty, Coordination with Child Welfare Committee (CWC) and Allied system.

CHILDLINE Se Dosti is a week-long campaign organised from 14th – 20th November, 2016 to make ordinary citizens stakeholders in CHILDLINE 1098. The primary objective of this campaign is to spread awareness amongst those who remain unaware about the work done by CHILDLINE and generate CHILDLINE ‘Dosts’ everywhere.

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

Ms Suradha Kachhap, City coordinator attended an In-house training in Regional office of CIF, Kolkatta on 1st – 2nd April, 2016.

Ms Suradha Kachhap, City coordinator attended a State level consultation meet on 15th July, 2016 in Hotel BNR Chanakya, Ranchi, on Child Protection issues organized by SCPCR, Jharkhand.

Ms Suradha Kachhap, City coordinator attended a State level consultation workshop on Comprehensive Analysis of CWC and JJB aimed at strengthening the Juvenile Justice System for Children on 10th September, 2016 organized by Bal Sakha, Ranchi.

Mr. Deepak Rosario joined as a new Centre coordinator w.e.f December, 2016 in the intervention unit (NDWWT).

City Advisory Board Meeting was organized on 25th January, 2017 in the office of Deputy Commissioner, Ranchi **and Resource organizations** (service providers) meet is scheduled to be organized on 21st March, 2017.

A book on ‘**Securing Childhood : Challenges, Opportunities and Strategies**’ is a compilation of presentations and is rich in experiential content and highlights intervention strategies at the



programmatic, enforcement and policy level to address critical issues negatively impacting children. This book is an outcome of National Seminar on Securing Childhood: Challenges, Opportunities and Strategies' held at XISS, Ranchi, Jharkhand during February 13-14, 2014 in partnership with UNICEF.

CHILDLINE Figure Speak

Table 1 : Category wise cases registered from 1st April, 2016 till 28th February, 2017

Sr. No.	Category	No. of Cases
1.	Shelter	21
2.	Missing	72
3.	Protection from Abuse	218
4.	Sponsorship	15
5.	Conflict with Law	05
6.	Referred by other Childline	16
7.	Restoration	133
8.	Medical	20
9.	Unclassified	23
10.	Emotional Support & Guidance	29
	Total	552

A Lost Childhood – CHILDLINE saves little

“I was punished for every small mistake and the lady of the house often beat me, if I failed to obey her orders,” reveals a thirteen year old Sushma who was rescued by CHILDLINE team. Sushma was a child labour in a family of CID inspector who was a victim of mental and physical torture. Childline received a call regarding the matter and inquired upon it. They rescued the child and lodged an FIR in the police station. Further the incident was highlighted by the media and a stern action was decided to be taken against the family by the Government. A compensation of Rs. 25,000/- was paid to the victim's father. And proceeding of case will start soon in the court.

Child Sexual Abuse - CHILDLINE intervention

A child of 12 years belonging to SC community was a severe victim of sexual abuse. In spite of being helpless, she wanted to teach a lesson to the abuser. She disclosed the matter to her trusted friends. One of her friend's guardian helped her to lodge an FIR and sent the child for a medical examination. Further information was sent to CHILDLINE and they provided an emotional support with proper guidance to the child. The abuser was arrested and produced before the magistrate. The child was helped to recover from the trauma and apart from that CHILDLINE also helped her to restart her study thus helping her to build a bright carrier.



xiss

Way Forward....

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

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

ICSSR SENIOR RESEARCH FELLOWSHIP



■ **Prof. (Dr.) Anirudh Prasad**
Senior Research Fellow, ICSSR



Prof. (Dr.) Anirudh Prasad has been awarded with this prestigious fellowship for his outstanding contributions in the field of social science research and quality research publications. This has been awarded by the Indian Council of Social Science Research (Ministry of Human Resource Development), Government of India to conduct work independently on *commons and poverty and their link with social capital*. Dr. Prasad has joined this fellowship on the 1st of May, 2014 at XISS and he is still continuing on the post.

The progress that has been made during the period (1.5.2014 to 31.03.2017) is as follows :

1. Progress of the Study

- (i) Designing the research study;
- (ii) Making the literature review on the subject;
- (iii) Formulated fieldwork methodologies in Jharkhand;
- (iv) Testing the design by the pilot study; and
- (v) Selection of research villages for the comprehensive study;
- (vi) visited sampled villages of Deoghar and Ranchi districts for data collection;
- (vii) writing of the first draft of the report on the basis of data thus collected.

2. Publications

Book

- (i) Prasad, A. & Kumar, S. (2016). *Beyond business-Mapping the CSR and sustainable development initiatives of Tata Steel*. Ranchi : Xavier Institute of Social Service, Catholic Press.



Faculty Members of XISS



xiss



Project Officers of XISS



Project Officers & Staff Members of XISS





Nurturing Professionals
With a Difference