



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

# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

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## DIRECTOR'S MESSAGE

Greetings to all!

I am pleased to share with you once again some thoughts that have been racking my brain these past few days. I have been constantly grappling with terms like hybrid learning, online courses, digital branding - pros and cons, and digitization affecting factors, like placement interviews, student confidence and classroom teaching.



It can be confidently stated that the business environment today around us has become more complex and unpredictable than ever before. There are multifaceted challenges in front of us and demand creative and strategic ideas to overcome them. Enhancing skill sets is a key element of any teaching-learning process, and we at XISS strive to turn out budding managers into professionals.

Hybrid learning is one of the most sought-after advancements a B-School needs to show its compatibility with. Online and offline modes are among the new lingos everyone's talking about now. Flip Classrooms and Digital Tools are the new-age solutions to upgrade teaching practices. Courses on digital branding/ marketing are now sought-after, and are gaining traction in the student and professional community.

Another important aspect gaining popularity while the world turned online were the SWAYAM (NPTEL) courses which enhanced the hybrid learning and the advantages of it are endless. These courses are not just for the students but also for the faculty who reap benefits out of this vast platform. Indeed, these new learning media and opportunities have become a game changer and for sure are here to stay.

More to this, the age-long set patterns of the industry seem to also change for good. Physical proximity is no more a challenge. Going online has reduced on travel time and one can attend any meeting/interview from anywhere. Recruiters now can access candidates all across simultaneously but they still feel that assessing someone physically is more advantageous.

It is said that every advantage has its disadvantages. While the pandemic struck, all ways and means were focused on bringing the world on an online mode, and successfully has been done so, but there are a few disadvantages lying within this opportunity, which has now come to the fore. My advice to students is that they should be more confident and have the perseverance to chase their dreams.

We, at XISS, guided by our vision, mission, and core values are committed to groom them to be mentally and emotionally strong, to face any challenge that life poses in front of them.

My best wishes to one and all! May the Almighty always bless XISS!!

### Bulletin Team:

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### Vision:

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

### Mission:

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

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### Follow us on:



XISS Bulletin Team



## Director XISS was a panel at the 2nd CII East India Summit 2022 on 'Creating a Sustainable Infrastructure Roadmap for Jharkhand', Jharkhand State Session

## Xth Awanish Dev Memorial Lecture "Future of Industrial Relations: Competitive Edge, Digitization & Transformation"

Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust organized the Tenth Awanish Dev Memorial Lecture on "Future of Industrial Relations: Competitive Edge, Digitization & Transformation" on 28 September 2022 at Radisson Blu Plaza, New Delhi. The "Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust", was established by Maruti Suzuki in the memory of Late Mr Awanish Kumar Dev, GM Plant HR, Maruti-Suzuki India Ltd., an alumnus of XISS, PM&IR batch 1982-84, who lost his life for the cause of HR. The program was organized in association with NHRDN & XISS. The Keynote speakers were Mr Hishashi Takeuchi, (MD & CEO Maruti Suzuki) and Mr Manish Sharma, (MD & CEO Panasonic India Fireside Chat). The panellists, Dr Ranjan K Mahapatra (Director HR, Indian Oil Corporation Ltd) and Dr C Jayakumar, (Panelist Executive Vice President and Head Corporate HR Larsen and Tourbo Ltd) conducted the first side chat along with other panelists. The B-Schools which participated in the lecture were XISS Ranchi, MDI Gurgaon, IMT Ghaziabad, XLRI Jamshedpur, IMI Delhi and LBISM Delhi.



Dignitaries released a book on all lectures organised so far during the Tenth Awanish Dev Memorial Lecture



Winners of the Awanish Kumar Dev Memorial Scholarship 2022-23

Ms Sudipta Dutta, Ms Shalini Banga, and Mr Amit Kumar Paul of PGDM-HRM batch of 2021-23, were recognised for winning the Awanish Kumar Dev Memorial Scholarship 2022-23, at Awanish Kumar Dev Memorial Lecture. The Awanish Kumar Dev Memorial Scholarships are postgraduate awards supporting outstanding students at XISS. The scholarship worth Rupees 1 lakh each was awarded by Dr Joseph Marianus Kujur SJ, Director, XISS, Mrs Suparna Dev, wife of late Mr Awanish Kumar Dev, and Mr Rajesh Uppal, MEB- Maruti Suzuki India Ltd.

To read more, click on the link:

<https://www.xiss.ac.in/news/maruti-suzuki-xiss-awanish-kumar-dev-memorial-trust-organized-the-tenth-awanish-dev-memorial-lecture-on-future-of-industrial-relations-competitive-edge-digitalization-transformation->

## Workshop on "Prevention Against Sexual Exploitation and Abuse-Education, Awareness and Grievances Procedure"

Internal Complaints Committee (ICC) of XISS organized a two-day workshop-cum-training on "Prevention Against Sexual Exploitation and Abuse-Education, Awareness and Grievances Procedure" on 15-16 September 2022. This workshop was organized for all faculty, staff and first year students. The Resource Person of the workshop was, Advocate Navmallika Gupta, Legal Practitioner at Supreme Court of India, a Prevention of Sexual Harassment (PoSH) certified trainer. A total of four sessions were held during the workshop. Ms Gupta during the workshop discussed the elements which constitutes 'sexual harassment' in detail using audio and visual means and shared various cases with the participants to facilitate their understanding of the same. Dr Madhumita Singha, Presiding Officer, ICC, XISS and other members Dr Amit Kumar Giri, Dr Pooja, Ms Koyel Mukherjee and Mr Harshvardhan facilitated the workshop.

For more details and the list of scholarship winners, click on the link:

<https://www.xiss.ac.in/news/workshop-on-prevention-against-sexual-exploitation-and-abuse-education-awareness-and-grievances-procedure-held-at-xiss>



Attendees of the Prevention Against Sexual Exploitation and Abuse Workshop

## Institutional Visit of Batch 2022-24 for the programme of RM

Institutional Visits (IVs) are an integral part of the Rural Management Programme curriculum. The first Institutional Visit for the Batch 2022-24 was organized on 16 September 2022. Students visited Tata Motors Ltd, Jamshedpur led by supervisors Dr K. K. Bhagat & Dr Niranjana Sahoo; and Tata Steel Foundation, Jamshedpur led by Dr S. K. Prasad & Dr Raj Shree Verma. The purpose of IV is to acquaint students with development interventions. This helps the students to understand the implementation, and challenges faced in planning, monitoring, and evaluation of the project. The Rural Management Programme is thankful to Mr Gurudutt Dwivedi, CSR Manager of Tata Motors Ltd and Ms Rashi Kerketta, Development Manager of Tata Steel Foundation for their kind cooperation and arrangement.

For more details and the list of scholarship winners, click on the link:

<https://www.xiss.ac.in/news/rural-management-programme-of-xiss-organised-institutional-visit-of-batch-2022-24>



Faculty and Students during the Institutional Visit

## Speakers captivate audience during 'Breaking the Loop', an event of TEDxKankeSalon



Speakers captivate audiences during the 'Breaking the Loop' event organised by TEDxKankeSalon and XISS

The local unit of the International think tank TED in association with XISS organized a TEDx Talk on the theme "Breaking the Loop" on 17 September 2022, at XISS, knowledge partner of TEDxKanke. Together the two have collaborated to bring the best Ideators and Innovators from diverse streams with an objective to make a meaningful difference to the community. The event commenced with the lighting of the lamp and a welcome note from Dr Joseph Marianus Kujur SJ, Director, expressing warm wishes to the attendees. He said that the world is changing fast and so is the market and in order to be relevant in the market we must listen to others' ideas and adapt or relearn. Together, XISS and TEDxKanke are transforming society and conditioning it to make it a better place. The event was also attended by faculty, staff of XISS along with guests from Government, Industries, Academia, and students of XISS who volunteered and to make this event a grand success.



Dignitaries, Speakers and XISS volunteer team during the 'Breaking the Loop' event

### Speakers of the TEDxTalk

**MARY STELLA MICHAEL, (Entrepreneur, Educationist, Social Worker) –**  
 "Let the weak say, I am strong."  
 "Value your parents, friends and the people around you. If possible, adopt a village or a child. Help people by standing courageously against any obstacle."

**ROHIT TRIPATHI, (Founder RanchiMall) –**  
 "The value of taking asymmetric bets in your life"  
 "Be ready to give your ideas all your life. Keep experimenting with yourself and analyzing your potential."

**SRIDHAR RAJAGOPAL, (Director, Otis Elevator Co.) –**  
 "When The Last Mile is the First."  
 "It is important to keep your ideas relevant in today's business environment. Today the business pattern is changing. Therefore, it is necessary to design the products in a new way."

**SUBHRO CHATTERJEE, (CEO, Reliance Jio) –**  
 'Leaders for Tomorrow.'  
 "A leader should always be consistent in his thinking. One should always try something new to accept failure as a learning and move forward."

**GAURAV MANOHAR MARATHE, (Assistant Professor, IIM RANCHI) –**  
 'Humans are good or bad? Rather, complex and beautiful!'  
 "We should understand the basic difference between free will and the will of the society. Man is not good or bad, he is unique or complex."

To read more, click on the link:

<https://www.xiss.ac.in/news/speakers-captivate-audience-during-breaking-the-loop-an-event-of-tedxkankesalon-organized-with-xiss-ranchi>

With heavy heart we share the news that Prof Sushil Ranjan Roy, Associate Professor, XISS breathed his last on 18 September 2022 at his residence. A condolence meeting was held in XISS to pay tribute to his departed soul which has left a void in the heart of the XISS family. Prof Roy was a Master of Science (M.Sc.) in Chemistry from Ranchi University and a Master in Computer Applications (M.C.A) from BIT, Mesra. In both these, he secured first class. He joined XISS in 1987 and taught subjects such as Relational Database Management System, Dataware House, and Data Mining in Human Resource Management and Information Technology departments respectively. He was also a recipient of European Consortium of Political Research (ECPR) Scholarship in the year 1990. His tenure since 1987 till September 2022 at XISS, was a valuable one and XISS fraternity will always remember him. We pray to the Almighty to let his soul rest in everlasting peace and grant strength to the grieved family.

### CONDOLENCES



## 250 beneficiaries vaccinated during XISS-AAXISS Vaccination Camp

XISS, Alumni Association of XISS (AAXISS), and Jesuit Alumni Province (JARP) organised a COVID-19 Booster Dose Vaccination camp in support from Health Department, Government of Jharkhand, in the XISS campus on 3 September 2022. Dr Joseph Marianus Kujur SJ, Director, XISS began the event with a solemn prayer and thanked the organisers for their proactive initiative to organise the vaccination camp which is beneficial for the entire nation. More than 250 individuals were vaccinated including the XISS faculty, staff, students and their respective families.



Director, Dean, Members of AAXISS and beneficiaries during the Vaccination Camp

To read more, click on the link:

<https://www.xiss.ac.in/news/250-beneficiaries-get-vaccinated-during-xiss-and-aaxiss-vaccination-camp>

## Fresher's Day for Batch 2022-24

XISS organized Fresher's Day for the new batch of 2022-24, for Financial Management Programme, Marketing Management Programme, Rural Management Programme, and Human Resource management Programme from 7-10 September respectively. The Fresher's Day was a celebration to welcome the students who have started their new journey in the Institute. The event was attended by the Director, Assistant Director, Dean Academics, Head of Programmes (HoPs), Faculty, Staff, and all the students of XISS. The events commenced with the lighting of lamp and welcome note from Dr Joseph Marianus Kujur SJ, Director, XISS, who expressed his warm wishes to the students and said that these two years lay the foundation for the rest of their lives, where they will encounter various challenges, dreams, hopes and ambitions.



Glimpses of the celebration during Fresher's Day for Batch 2022-24

### Winners of Mr and Ms Fresher's

Financial Management Programme – Harshit Dev and Julie Ekka

Marketing Management Programme – Utkarsh Suneja and Shreya Gupta

Rural Management Programme – Amol Sharon Lakra and Tahseen Khan

Human Resource Management Programme – Chandan Kumar Bara and Simran Mohapatra

To read more, click on the link: <https://www.xiss.ac.in/news/fresher-s-day-for-batch-2022-24-celebrated-at-xiss>

## XISS and CMPDI organise 'GO GREEN DRINK CLEAN' campaign under Azadi Ka Amrit Mahotsav



Dignitaries during the 'GO GREEN DRINK CLEAN' campaign

Azadi Ka Amrit Mahotsav was organized in collaboration with CMPDI on 29 September 2022. The Mahotsav was organized in two villages at Bhagea and Siram Village of Bhagea Panchayat near McCluskie Ganj. CMPDI sponsored the 'GO GREEN DRINK CLEAN' campaign which was organized by the Rural Management Programme of XISS. It focused on awareness of being clean and healthy. A clean environment and safe drinking water are essential for good health. During the event Dr Joseph Marianus Kujur SJ, Director XISS, Dr Anant Kumar, Programme Head Rural Management, Mr A. K. Mishra, Mr Siddharth Ganguli from CMPDI, Faculty members of Rural Management programme namely Dr Raj Shree Verma, Dr Sant Kumar Prasad, and supported by Dr Sanjay Kr. Verma were also present and shared their opinions and suggestions for the cause. In the end, participants took the Swachhta Oath to be followed in their life.

To read more, click on the link:

<https://www.xiss.ac.in/news/xiss-and-cmpdi-organise-go-green-drink-clean-campaign-under-azadi-ka-amrit-mahotsav>

## Pre-Placement Offer (PPO)

Two Rural Management students namely Mr. Divyanshu Kumar and Mr. Vineet Kumar of batch 2021-23 were offered PPO by Techno Serve India where they completed their internship.

## FACULTY ACHIEVEMENTS

### FDP/PDP

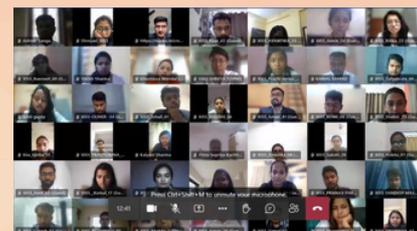
Dr Anant Kumar completed the UGC-approved short-term Professional Development Programme on 'Implementation of NEP 2020 for University and College Teachers' held from 09-17 September 2022 under Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching organized by Indira Gandhi National Open University, New Delhi 110068.

### Talks/workshops/conference

- Dr Anant Kumar was invited as an external expert for the Doctoral Committee meeting by Birla Institute of Technology (BIT), Off Campus Lalpur, to appraise the reports of internal and external examiners of Kakhshashan Kouser, Roll No. PHD/CS/10052/14, for her thesis titled- "Study of Genetic Algorithm and its Application in Data Mining" on 12 September 2022.
- Dr Anant Kumar was invited as a panelist to participate in Prasar Bharti (Door Darshan) programme on 5 September 2022 as a panelist in the panel discussion on 'मानव तस्करी और सुरक्षा'.
- Dr Rajshree Verma was invited as a speaker in the State Consultation to combat Child Marriage by Kailash Satyarthi Children's Foundation (KSCF) on 28 September 2022.
- Dr Ashok Ohol SJ conducted a workshop on Entrepreneurship Development for villagers on 16-17 September 2022. A total of 78 participants attended the workshop from Ranchi, Simdega, Khunti, and Gumla districts.

### Leadership Talk at XISS

XISS on 14 September 2022 organized a Leadership Talk for the students of Human Resource Management (HRM) Programme. The talk was given by the Mr Ajay Chowdhury, President and CHRO, SRF Limited. Mr Chowdhury talked about employer branding, changing variables of employee branding and how the industries which are working in manufacturing sector have coped up with the challenges posed by Covid. He also discussed about the various HR initiatives taken by the industries regarding employee's mental wellbeing and flexible work culture. Mr Chowdhury also stressed upon the importance of employer branding and how it is an important perception for the talent which is available in the market while they look for applying in a job. The session was helpful for the students to understand the importance of employee branding and HR initiatives in post Covid world. Students also raised their question and he answered their queries and it concluded with a great learning experience for the students.



Students attend a Leadership Talk by CHRO, SRF Ltd.



Mr Biswambarnath Naik at XISS during his 1400 KMS 'Parichay Yatra'

### XISS and AAXISS felicitated Biswambarnath Naik, for 1400 kms long 'Parichay Yatra'

XISS and Alumni Association of XISS (AAXISS) felicitated Mr Biswambarnath Naik, who is on a 'Parichay Yatra', where he will cover 1400 kms of road on his bicycle from Simdega to Delhi, connecting 1000+ investors and inspiring 10000+ minds. This is a social initiative of "MOR MITTI", started by one of a senior XISS alumna, Dr Minashree Horo, to promote livelihood in the state.

### XISS Internship Programme at XISS

- Sr Anamol Joseph, student of MSW Semester IV, having specialization in Community Development from the Department of Social Work at the Bhopal School of Social Sciences has completed her summer internship on "The Role of CHILDLINE in Protection of Child Rights: A Case Study on CHILDLINE Ranchi - XISS" from 01-30 April 2022. Her finding was that during the Covid pandemic CHILDLINE Ranchi rendered its help to the children through online and offline modes. Most of the runaway cases are associated with poverty and unemployment. So, the provision for vocational training from the part of agencies and voluntary organizations helps the children to stay at home.
- Sr Pramila Toppo, student of MSW Semester IV, having specialization in Women and Child Welfare from the Department of Social Work at the Bhopal School of Social Sciences also completed her summer internship on "Combating Covid-19, Effect on Children: A Case Study of CHILDLINE Ranchi-XISS" from 01-30 April 2022. Her finding was in regard to the practice level of safety measures of the pandemic like social distancing, hand washing, etc. The lockdown made them more vulnerable, children became the victims of domestic violence, child abuse, child marriage, trafficking, etc. CHILDLINE Ranchi provided guidance and reliable services to children of various communities residing in slums and villages. CHILDLINE provided emergency relief and protective equipment not only to families in need but also to shelter home and child care institutions with the help rendered by local district administration, as a means of combating COVID-19.



Students of the XISS Internship Programme with the dignitaries

### CLUB CORNER

#### Embark Club organised an Article Writing Competition for XISS students



Embark Club organised an Article Writing Competition for XISS students on the topic, 'Challenges are inevitable, defeat is optional'. The 1st Position was won by Mr Lokesh Kumar (PGDM-HRM), 2nd position by Mr Arnab Sinha (PGDM-MM), and 3rd Position by Mr Kamran Akhtar (PGDM-MM).

#### XISS students attend the NOMURA-hosted HR case competition 'NAV NIRMAAN'



Team HRfX congratulates Team Aspire, Ms G S S Anila, and Ms Prakriti Adhya for achieving the first runners-up position in the NOMURA-hosted HR case competition 'NAV NIRMAAN'. They learned a lot from the experience, which was quite beneficial for them. They gained the necessary exposure while slogging through the three rounds of

this competition, which is necessary in today's fiercely competitive world. They had the chance to address actual business problems, giving them a chance to apply their academic understanding outside the classroom.

#### Three XISS students win the first prize at BITS - Mock Shark Tank



Ms Gurleen Kaur, Ms Vartika Banerjee, and Mr Utkarsh Suneja of Marketing Management Programme (Batch 2022-24) have secured the first prize in "BITS - Mock Shark Tank" competition in the 44th edition of interface, BITS-Pilani- Pan India management fest where they represented XISS as Team Flamingo. The event

was organized by Vishwast- The Marketing Analytics Club of BITS Pilani, Department of Management. The students presented a business model focused on Mental Health and Happiness. They won a cash prize of ₹10,000 and merit certificates. A total of 997 teams across India from various management and engineering colleges participated in the event.

### Alumni Achievement



Anil Pandey (PGDM- PM, batch 2008) has joined VST Industries as Deputy General Manager-HR at its Hyderabad Corporate Office.



Sushma Sharma (PGDM- RD, batch 1999) has joined as the Chief Operating Officer (COO), at the Utkarsh Small Finance Bank Welfare Foundation.



Dilip Sinha (PGDM -PM, batch 1996) has joined Vedanta Ltd- Aluminum Business as Chief Human Resources Officer.



Neha Verma (PGDM HR, batch 2011) has joined Zenoti as Senior Manager-Talent Partner.



Anthony Manish Saha (PGDM -PM, batch 2012) has joined Chloride Metal Limited as Head Plant HR at Haldia location.



Bikash Prasad (PGDM PM, batch 1997) has joined Reliance Retail as AVP- Business HR.



Prabhat Sinha PGDM- RD, batch 2001) has joined Boehringer Ingelheim as Director Government and Public Affairs.

### Media Corner



View the media gallery, click on the link: <https://www.xiss.ac.in/media-gallery>

Willing to contribute? Write to us at [bulletin@xiss.ac.in](mailto:bulletin@xiss.ac.in)

Send in your relevant ideas with photographs or share with us your valuable suggestions or feedback.

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