

# साTRANश 2022

THE ESSENCE OF XISS MONTHLY BULLETINS



## Volume I

**Xavier Institute of Social Service,  
Dr. Camil Bulcke Path, P.B.- 7,  
Ranchi-834001, Jharkhand  
Website: [www.xiss.ac.in](http://www.xiss.ac.in)**

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# Vision

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

# Mission

## 01

To become a leading management school in India by offering a portfolio of academic, research, social involvement and outreach programmes.

## 02

To create leaders with conscience, compassion, competence, and commitment for sustainable development and empowerment of the marginalised.



# Preface



Dear All,  
Greetings!

It gives me immense pleasure to share **‘सARANश – the essence of XISS Monthly Bulletins** –with all of you. As the name rightly suggests, this compendium is a collection of the monthly XISS Bulletin published from September 2021 onwards. At XISS, we pay keen attention to academic rigor, corporate connect, student engagement and alumni relations, and this compendium is a validation of the same. The bulletin covers all aspects of Management, Faculty, Staff and Student contribution towards the growth of the Institute.

The special sections dedicated to informative articles, faculty engagement in academics, industry and social sector highlight the diverse culture of the Institute. Student engagements in academics, live projects, rural camps, industrial visits and, club activities showcase the all-round development of these budding professionals. Keeping our alumni connect stronger than ever, an ‘Illustrious Alumni’ and ‘Alumni Achievement’ are also dedicated sections in the bulletin. The Institute believes in sharing the success stories, events and activities with the masses and there is no better way than using the print, electronic and social media for the same. A media gallery is a part of the bulletin which puts on display the media coverages and the social media handles of the Institute as well.

It is thus imperative for all our stakeholders to give their valuable inputs and suggestions for the bulletin to make it more informative, enriching and engaging.

My best wishes to all the readers!

**Dr Joseph Marianus Kujur SJ**  
**Editor**



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

# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 1 · SEP 2021



## Director's Message

The unprecedented situation created by the pandemic made us all realize that life has no pause button. We need to move forward in whatever speed we can or even crawl, come what may. With these opening remarks let me take you all across the events during the last few months since the launching of the academic session 2021-23.



The admissions process was in accordance with the AICTE calendar. Thereafter, we had the preparatory classes in Statistics, Excel, Accounts and Economics, for the incumbents before the commencement of the academic year.

The events of Inauguration, Convocation and Orientation in the last two months, give me an opportunity to thank and praise immensely the passion, commitment, hard work, and resilience of the faculty, staff, and students. We are really working hard for the enhancement of the brand XISS in terms of improved academic rigor, corporate connect, student engagement and alumni relations. These are the four key areas around which we dream of taking XISS among the top 30 B-schools of the country by 2025. As rightly said by Dr APJ Abdul Kalam Azad, "Dreams are not that you see while sleeping, but dreams are those which do not let you sleep."

NBA accreditation is our top priority because it does not only polish our brand but is also a foundation to improve our quality in all possible ways. Quality is quantifiable in many terms but for us at XISS, an important aspect of quality improvement is the amount of service rendered to our society. That is the niche we belong to, and we are very proud of the culture of social service that has been inculcated into our blood streams by the Founding Fathers. We got yet another opportunity to serve the unprivileged during the pandemic which was taken head on in terms of serving the migrants, dry ration and clothes distribution, arranging donations, working with the district administration for promoting covid appropriate behaviour and vaccinations all over the state, and so on.

These are minor glimpses of what happened but what is more important is what we learnt from these events and the persons we encountered during the last few months. We learnt resilience, compassion, faith, never to lose approach, belief in self, mutual trust, etc. In the words of Dalai Lama, "With realization of one's own potential and self-confidence in one's ability, one can build a better world."

I appreciate and thank our committed faculty, staff, students, alumni and all other stakeholders for making XISS proud of being able to synergize its capacities, creativity and resources for paving the way for taking it to even greater heights in the near future. Let us continue joining hands to take our Institute forward with a resolve, passion and hope.

## This issue:

Director's Message

Faculty Orientation programme

Inaugural Session of Batch 2021-23

NDLI organizes orientation programme

60th Convocation for 2019-21 batch

75th Independence Day

MoU with STC for special campaign on girls' education

MoU with CIP for mental health awareness

Students' Clubs Corner

XISS and AAXISS Vaccination drive

SAMPARK: Prevention and Protection from Covid-19

Alumni Achievement

Media Corner

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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## Bulletin Team:

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Content & Editing: Aayurshi Sahay, Shruti Sahay

Designing & Layout: Akash Bhuinya

Follow us on:



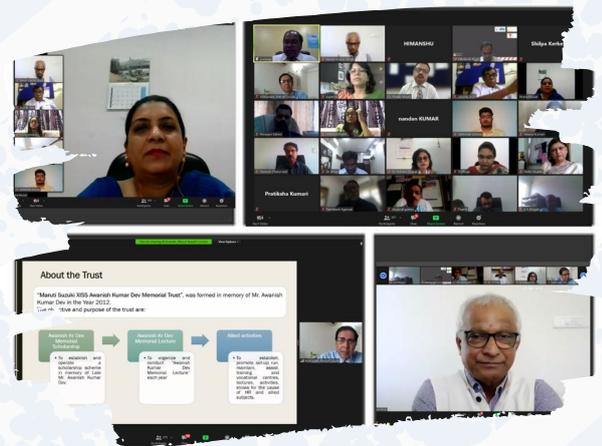
## Faculty Orientation Programme - XISS Vision 2025



A Faculty Orientation Programme – XISS Vision 2025 was held on 29 July 2021 where Fr. Xavier Soreng SJ, Superior XISS shared features of the Universal Apostolic Preferences (UAPs) of the Society. Director Dr Joseph Marianus Kujur SJ shared his XISS Vision 2025 which is to take XISS among the top 30 B-Schools of the country. He argued that restructuring for effectiveness of apostolic engagements is imperative and can be done through: a) Academic Rigour; b) Corporate Interface; c) Student Engagement and d) Alumni Relations. XISS Vision 2025 and its implementation strategies were also discussed. Dr. Pradeep Kerketta SJ, Assistant Director; Dr Ramakant Agrawal, HoP HRM; Dr Himadri Sinha, HoP RM; Dr Mahua Banerjee, HoP IT; Dr Arup Mukherjee, HoP Finance; Dr Pinaki Ghosh, HoP Marketing; Fr Francis David Kullu SJ, Finance Officer; Dr Amar E. Tigga, Chief Placement Coordinator and Dr Pramila K. Panda, Head Dept. Research & Planning also shared their views as to how they would like to enhance the quality of their departments concerned.

## Online Inaugural Session of new PGDM Batch 2021-2023

XISS welcomed the new batch of PGDM 2021-2023 students in an Online Inaugural Ceremony ahead of its new academic session on 2 August 2021. Students from HRM, RM, Finance and Marketing Programmes attended the online session from across the country. XISS GB Chairman, Fr Ajit Xess SJ, talked about the distinct culture of XISS which has fostered professionals with a difference. Director XISS advised students to focus on both academics and social development and to follow the theme of ‘MAGIS’, which means "excellence". Chief Guest Dr Pawan Kumar Singh, Director Indian Institute of Management (IIM) Tiruchirapalli, and an esteemed alumnus of XISS, IR & PM, batch of 1984, shared his words of wisdom and asked them to make the most of this opportunity. He said that the newfound humility and commitment learnt here would serve them well as future managers. Sharing his experience, he advised them to enjoy their studies with their professors.



### Awarding Awanish Kumar Dev Memorial Scholarship

Mr. Karamjeet Singh, Ms Shrawani Roy and Ms Nidhi Singh (HRM) were declared winners of the Awanish Kumar Dev Memorial Scholarship 2021-22 by Mrs. Suparna Dev (wife of Late Awanish Kumar Dev, an alumnus of XISS) and senior alumnus Mr. Mussarat Hussain, Senior Advisor – Maruti Suzuki Training Academy. This scholarship is to encourage competitiveness and learning amongst the HR specialization students since 2013.

## NDLI organizes orientation programme

National Digital Library of India (NDLI) and its NDLI CLUB organized an orientation programme for XISS on 17 August 2021. Introduction on digital educational resources like 7.2 Crore content from more than 347 sources, in over 400 languages available in NDLI including digital repository containing textbooks, articles, videos, audio books, lectures, simulations, fiction on domains like technology, science, humanities, agriculture etc. was given to more than 144 students present. Activity-based learning is recommended in NEP 2020 and students can enhance their knowledge, sharpen their skill and leadership qualities by accessing these resources.

## 60th Convocation for 2019-21 batch at XISS



XISS held its 60th Annual Convocation (virtual for students) ceremony for PGDM batch 2019-21 in the Fr. Michael Van den Bogaert SJ Memorial Auditorium on 27 August 2021. 298 students of Batch 2019-21 were awarded diplomas where 28 students from all five programmes were announced rank holders and 11 gold, 09 silver, 06 bronze medals and 2 cash prizes were distributed. GB Chairman congratulated and blessed the graduating batch, class of 2019-21. Director highlighted the importance of reinforcing the principle of Magis and appreciated the innovative teaching methodologies undertaken by faculty members during the pandemic. Honourable Chief Guest, Mr Vishal Badshah, Plant Head, Tata Motors, Jamshedpur, awarded diplomas and special awards of merit and motivated students to face the world with confidence. His mantra was on maintaining self-discipline to achieve excellence and asked students to be the torch bearers for the transformation of society. XISS Management, Faculty members, staff members, esteemed alumni and others attended the ceremony.

## 75th Independence Day at XISS

XISS celebrated 75th Independence Day in a flag hoisting and tri-color balloons releasing ceremony on 15 August 2021. The ceremony was attended by Director, Assistant Director, Superior, Finance Officer, Heads of Programmes, faculty, staff and students.

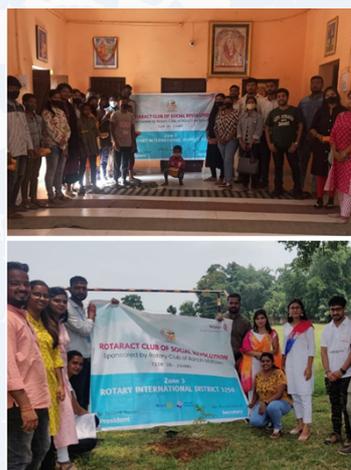


A dance and skit performance on the diversity of the country was shown alongside a poetic rendition and a group dance performance by the students of Marketing Management.

## Students' Club Corner

### Tree Plantation Drive by Rotaract Club

Rotaract Club of Social Revolution (RCSR) on the 15 August 2021, celebrated the 75th Independence Day by carrying out a 'Tree Plantation Drive' at the Xavier Institute of Polytechnic and Technology (XIPT), Namkum, to commemorate the pride and enthusiasm of our nation.



## MoU with STC for special campaign on girls' education

XISS and Save the Children India (STC), Bal Raksha Bharat (SCBR) signed an MoU for a partnership of 100 Days of Action and Save Our Education Campaign for special campaign on girls' education from July till 8 September 2021. Director expressed his happiness on this collaborative effort where initiatives were undertaken for upholding basic education rights of children in the state and across the country, amid pandemic, as a digital divide disabled children to continue their education. Dr Raj Shree Verma and Ms Soumi Halder organised activities of this MOU on behalf of XISS and Save The Children respectively.

## MoU with CIP for mental health awareness

XISS and Central Institute of Psychiatry, Ranchi (CIP) signed an MoU to cooperate in areas of teaching, training, research, joint projects, internship, FDP, guest lecture etc. In August. The Centre of Behavioural and Cognitive Sciences (CBCS), XISS and CIP will undertake collaborative research projects on cognitive sciences, public mental health, community mental health apart from providing community and counseling services. Director Dr Joseph Marianus Kujur SJ; Director CIP, Prof Basudeb Das; HoP RM XISS, Dr Himadri Sinha; Head CBCS, Dr Anant Kumar and Dr Nishant Goyal and Dr Sanjay Munda from CIP were also present.





# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 2 · OCT 2021



## Director's Message

I found an interesting story in the 'Quo Vadis' which I would like to share with the readers. *An old man, a boy and a donkey were going to town. The boy rode on the donkey and the old man walked. As they went along, they passed some people who remarked it was a shame the old man was walking, and the boy was riding. The man and boy thought maybe the critics were right, so they changed positions. Later, they passed some people who remarked "What a shame: he makes*



*that little boy walk." They then decided they both would walk! Soon they passed some more people who thought they were stupid to walk when they had a decent donkey to ride. So, they both rode the donkey. Now they passed people who shamed them by saying how awful to put such a load on a poor donkey. The boy and man said they were probably right, so they decided to carry the donkey. As they crossed the bridge, they lost their grip on the animal and he fell into the river and drowned. Moral: You can't please everyone. So, don't try!* (DOMAIN, The Journal of Management Research, ISSN No. 0973-9564, Vol 14 – Issue 1, Jan-Dec 2021, p. 52).

Irrespective of where we are socially located, we make short-term, long-term, and often instant decisions in our life. The question, however, is whether we are taking the right decisions as students, teachers, managers, parents, friends, alumni, executives, heads of organisations, and so on. How does one take the right decision to affirm "Yahi hai right choice!" Just because of one crucial decision, the organisations may either flourish or collapse.

Our management education imparts to students approach to become a decision-maker instead of only a problem solver. Problem solving means decision-taking due to conditions beyond our control. It means choosing to decide to obtain the result of our choice. Decision making occurs because we want something to happen, while problem solving occurs when a problem arises. Of course, decision-making is at both the moments. We always try to inculcate certain set of ethical values along with hard skills in students. We want our students to combine logic, analyse problems, and have intuition in the process of decision-making. We teach students importance of good listening, a clear set of priorities, an open mind, flexibility, willingness to change and be realistic. The management training helps students in terms of improved communication skills, deeper understanding of the role of a manager, improved understanding of change management, improved decision-making skills, etc.

Saint Ignatius of Loyola, the founder of the Society of Jesus, that runs XISS, gave a formula of decision-making that has been applied over the last 500 years across the world with wonderful results. He called it a process of discernment, meaning the decision is to be taken as an end result of a process even if it has to be done instantly. St. Ignatius advocated never to take a decision when we are too emotional – either too happy, too sad or angry. These emotional imbalances prevent us from making the right choice. Hence, he proposed an attitude and temperament of "indifference" to be able to make the right choice. Weigh the pros and cons, advantages and disadvantages before the final decision. According to him, if we are unable to convince the other, we should enter through his/her door and come out through ours. This he suggested on the face of obstruction and resistance to certain decisions. If, after proper discernment, we are convinced of our position but expect resistance, we should work it out in such a way so that no one feels threatened and allows the process. However, the outcome is as per the conviction and decision of the leader in the interest of the institution. (contd...)

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Development Biographies

MOU between XISS and Centre for Catalyzing Change (C3)

XISS and Dharma Life sign MoU for live projects and research for Students

Open House: Coping and Managing Humiliation

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### Follow us on:



We cannot please everyone. The leader should blend strictness with kindness. Do things as if everything depended on you and trust God as if everything depended on Him. Follow the principle of the greater good and lesser evil. In order to make a discernment fruitful we need 4 Is – (i) Initiation, primarily preparing a person for the discernment with proper disposition; (ii) Inner freedom, indifference and detachment from the final outcome (like *nishkam karma*, i.e., doing the duty without any personal gain in mind) for whatever is the greater good; (iii) Information about the matter to be treated; and (iv) Insights by listening to the conscience without being influenced by vested interests.

**My Best Wishes to everyone to take the Right Decision at every step of one's life!**

## Dean's Message

At the outset, I would like to express my gratitude and regards to the management, colleagues, staff, students, alumni, and all other stakeholders of XISS, Ranchi, for their trust in me in the journey as a member of this wonderful XISS family.

We are at the crossroads of consolidation and expansion of XISS. The path we choose and the level of effort we put in to achieve the targets, will decide the future of our Institute. The whole world is changing fast, and if we want to survive, we need to change with a faster pace. We understand that challenges are many, but we are not new. Our Institute has years of experience and have credible stakeholders who are always there to support us. Today's biggest risk is not to take any risk.

At present, we need to focus more on understanding the three important components of the Institute and its present working environment:

- **Society of Jesus:** The founder and management of the Institute and its Jesuit Philosophy.
- **Regulators:** Guidelines of the Regulatory Bodies and changing Education Policies.
- **Market:** Education Market and various Competitors.

The understanding of the future expectations and strategies of the above three will help in identifying the new opportunities and selecting the right path for our Institution. The future lies in keeping a good balance among the three and positioning our Institute accordingly.

Business and Society are the two sides of the same coin and businesses exist to provide the solutions to the problems of society. We are in the business of nurturing people for becoming responsible professionals who will not only bring growth and prosperity to the organisations but also care for society.

XISS, Ranchi has a distinct and glorious past and to make its future bright, we need to work hard at present. There is a need to create a good road map and then put all our energy and efforts to achieve that. Our Director has already shown a Vision for 2025. We need to work together in this journey of re-inventing and re-fitting ourselves to fulfil the expectations of various stakeholders of the Institute.

Steve Jobs once said that your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do.

We are in a great work of making positive changes in the life of people especially young students, transforming them as professionals with a difference. We must honestly and passionately love this.

God has given us a beautiful opportunity called Life; we must utilise it properly and honestly!  
I wish all a good health and happiness in future.



**Dr Amar E. Tigga**  
Dean - Academics  
Professor & Chief  
Placement Coordinator

## Workshop on Gender Sensitization and other relevant issues



A Two-Day Workshop-cum-Training on 'Gender Sensitization, Prevention and Prohibition of Sexual Harassment of Women Employees and Students and Redressal of Grievances in Technical Institutions' was organized for faculty, project officers, staff and District Project Coordinators by Internal Complaints Committee (ICC) of XISS during 3-4 September 2021 at Fr Michael Van den Bogaert SJ Auditorium, XISS, Ranchi. Director emphasized on the importance of ICC and law enacted on protection of vulnerable groups during the workshop. The resource persons were Fr Ravi Sagar from The Centre for Human Rights & Law (CHRL), ISI, New Delhi and Senior Advocate, Supreme Court of

India and Bokali Kasho, Advocate, CHRL, ISI, New Delhi. Dr Madhumita Singha, Presiding Officer; Dr Amit Giri and Dr Pooja, Koyel Mukherjee and Harsh Vardhan, members of ICC organized the workshop. Dr Singha earlier briefed the purpose of the workshop – to make aware all the employees of XISS with the Act and providing and maintaining an academic and working environment free from any kind of gender discrimination as well as sexual harassment.

**To read more on the workshop, visit XISS Website...**



## Entrepreneurship and Innovation

Entrepreneurship development is an effective tool for poverty alleviation and thereby raising the standard of living in any country. It is in this pursuit XISS, Ranchi, took initiative in starting Entrepreneurship Development Program (EDP) way back in 1974, with the primary objective of empowering rural tribal youth of Jharkhand through skill development. Since its inception, the Department has conducted numerous programs in collaboration with agency such as National Institute for Entrepreneurship and Small Business Development (NIESBUD), Noida. The syllabi was formulated according to the NESBUD's "Tribal EDP" design. We have been conducting programs for Small & Medium Enterprises (SMEs), Non-government Organizations (NGOs), Government Organizations (GOs), Schools and Colleges. In keeping pace with the change that is occurring in all spheres of life, XISS, Ranchi, has launched a course in Entrepreneurship and Innovation with the aim to harness creativity and lay strong foundation of entrepreneurship among the students. Our focus is mainly on micro, and medium enterprises.



**Dr Ashok Ohol, SJ**  
Assistant Professor  
Rural Marketing  
Programme

Students study an overall business venture and its dynamics which helps them to conceptualize their own enterprise in much better way. A practical exercise is conducted on how to prepare a business plan. This provides comprehensive knowledge that helps them to concretize the venture they have visualized and wish to float in near future. The rural and urban network of progressive entrepreneurs that we have provides professional practical inputs in addition to the academic knowledge they gain in the classroom sessions. They are always welcome to contact the Innovation Cell that assures the latest knowledge and guidance even after they have completed their course. This is how we mould the "Professionals with the difference".

### Faculty Corner



Dr Raj Shree Verma, Assistant Professor, Rural Management Programme was invited as a resource person/panellist in three important programmes: *First*, to take a session on the Role of Educational Institution in Tobacco Control and challenges faced by them at National Tobacco Control Programme (NTCP), State Tobacco Control Cell, National Health Mission, Department of Health, Medical Education and Family Welfare, Government of Jharkhand (GoJ), for the effective implementation of National Tobacco Control Programme and enforcement of Tobacco Control Laws with special emphasis on the role of Educational Institutions in making them Tobacco-Free and challenges faced by them on 2 September 2021. *Second*, in the "Awareness and Access to Remedy for Women Migrant Workers in Garment Sector located at Jharkhand, Tamil Nadu and Delhi/ NCR" organized by PHIA Foundation, Change Alliance and UNDP at Ranchi on 28 September 2021. *Third*, in the Impact Lecture Session at Institution's Innovation Council, Jharkhand Rai University, supported by MIC/ AICTE Ranchi, on 29 September 2021, on "Challenges and opportunities of Women Entrepreneur".

### Workshop on Psychosocial Support for Children during COVID-19

A one-day workshop on 'Mental Health and Psychosocial Support for Children who need care and protection (CPNP), was jointly organized by XISS, a nodal agency of CHILDLINE 1098 and Central Institute of Psychiatry (CIP) Ranchi. Children may express psychological distress (anxiety, sadness) by acting out in a different way – each child behaves differently. Caregivers need to be patient with children and understand their emotions. Dr Sanjay K.Verma, XISS; Dr Nishant Goyal, CIP; Dr Anant Kumar, XISS; Dr Madhumita Bhattacharya, CIP; Liza, Mittu, and Prakriti were the speakers while Suradha Kachhap coordinated the workshop.

### Development Biographies

The Programme of Rural Management has initiated a webinar series titled 'Development Biographies' to engage and listen to development Practitioners' journey who have dedicated their lives in 'Putting the Last First'. In the first webinar of the series, Mr Amit Banerjee, Director, SAMPARC was invited to share his experience and journey in the development sector on 9 September 2021. Dr Anant Kumar and Dr Pramil K. Panda moderated the session. The webinar witnessed the presence of faculty, students as well as alumni of RM programme.

### MOU between XISS and Centre for Catalyzing Change (C3)

Xavier Institute of Social Service (XISS), Ranchi has signed a Memorandum of Understanding (MOU) with Centre for Catalyzing Change (C3) under Sakshamaa initiative for a webinar series 'COVID-19 and Economic Opportunities for Women in Eastern India'. The webinar series aims to develop a dialogue to understand the implications of COVID pandemic on women workers in Eastern India. Further, it intends to provide an opportunity to discuss, analyse, understand, and contextualise what works for enhancing economic opportunities for women in eastern India in wider policy and state-specific contexts. Two webinars have been organised under this MOU and many more are in line.

### XISS and Dharma Life sign MoU for Live Projects and Research for Students

XISS, Ranchi and Dharma Life, an initiative of Gajam India Pvt. Ltd., New Delhi have signed an MoU for a partnership of 3 years for cooperation in areas of Live Projects, Internship, Project Development, Education and Research for students of XISS. This will enable XISS to have an in-depth exposure to ground reality, innovative solutions, practical exposure and competitiveness of industry, especially development sector. The association will also bring in a change in the curriculum design with the potential for students to fit into the industry. Students will also be offered Placements and Internships in the partnering organisation during the tenure to increase the Industry and Institution interaction and will give students an insight into the latest developments / requirements of the industries.

# Open House: Coping and Managing Humiliation



The experience of humiliation and talk around it receives little or no attention. Humiliation is often equated with shame instead of a separate emotion. Centre for Behaviour and Cognitive Sciences (CBCS), XISS, in collaboration with Central Institute of Psychiatry (CIP), Ranchi, jointly organised an open house on the topic 'Coping and Managing Humiliation' on 16 September 2021. This was the first talk in the series of 'Thursday Talk' initiative. The programme was graced by Director, XISS; Dr Nishant Goyal, Associate Professor, CIP; Dr Madhumita Bhattacharya, Assistant Professor, CIP and Dr Ashok Ohol SJ, Assistant Professor, XISS. Dr Anant Kumar, Associate Professor and Head, CBCS moderated the programme. The talk was attended by faculty, staff, and students of XISS.

# Alumni Achievement Corner



Mr Abhishek Kumar, (XIIS, PGDM - PM, batch of 2003) has been appointed as Senior Director APAC-Talent Acquisition, Honeywell.



Ms Neha Sinha (XIIS, PGDM - IM batch of 2009) has been appointed AVP Central Training & Quality Head at YES Bank.



Mr Robin de Cruz (XIIS, PGDM - PM, batch of 2010) has joined Bharti Airtel as Circle HR Head.

# Media Corner

# Students' Club Corner



05-09-2021

We celebrated and saluted our undisputed mentors. To the ones who work tirelessly and never complain. We see you, we appreciate you.

# TEACHER'S DAY



"BECAUSE OF YOU, WE ARE"

Teacher's day celebration by OBSCURA

# A Small Glimpse Of 'GURUTSAV'



GURUTSAV celebration by AAWAZ



On 2 September 2021, Director interacted with the representatives of Institutional clubs of XISS

# XISS, CIP hold Talk on 'Coping'

Sunday, 19 September 2021 | PMS | Ranchi

Xavier Institute of Social Service (XIIS), Psychiatry (CIP), Ranchi together organ Michael Van den Bogaert SJ Auditorium

Dr Joseph Mariammas Kujur, Director apt first and one of its kind of the upcoming addressing important aspects like be mental health counselling services a destructive. We all engage in busines thus we should be aware of our statu

The CBCS is an interdisciplinary cen intends to create and provide a spe with new ideas, thoughts, research,

**5-DAY ATAL FDP BEGINS AT XISS TODAY**  
Xavier Institute of Social Service (XIIS), Ranchi and its Human Resource Management (HRM) Programme is Organizing a five-day Faculty Development Programme (FDP) on 'Strategic Performance Management' in collaboration with All India Council for Technical Education (AICTE) under its AICTE Training & Learning (ATAL) Academy, New Delhi from 21-25 September. The programme is being organized on virtual mode, due to COVID-19 restrictions. The FDP is centered on developing strategic and analytic skills on practicing managers among the teaching fraternity and providing skills as well as an understanding of financial decision making towards overall organizational sustainability.

ज्यादातर समय विनाशकारी होता है अपमान, संवेदनशील बनें



# दूसरों के प्रति संवेदनशील होना जरूरी : डॉ जोसेफ

संबंधी (आजाद सिपाही)। अपमान ज्यादातर समय विनाशकारी होता है। जाने-अजाने हम सभी किसी न किसी तरह से दूसरों को अपमानित करने में लगे रहते हैं। पर अब हमें अपने दैनिक जीवन में अपने बयान अक्षत होना होगा। यह आदरक है कि हम दूसरों के प्रति संवेदनशील बनें। ये बातें एक्सआईएसएस के डायरेक्टर डॉ जोसेफ मरियामस कुजु एसजे ने कही। वे माइकल वैन डेन बोगार्ट एसजे ऑडिटरियम में आयोजित वार्ता कार्यक्रम में बोल रहे थे। सीबीएसएस प्रमुख डॉ अनंत कुमार ने कहा कि अपमान एक ऐसी चीज है जिसे हम दूसरों के साथ सझु नदी करते हैं, लेकिन इस पर चर्चा करना महत्वपूर्ण है। सीआईपी एसआईएट प्रोफेसर डॉ म्यूमिना भट्टाचार्य ने एक ऐसे परिदृश्य पर चर्चा की जहां बच्चे के लिए यह समझना या महसूस करना भी मुश्किल था कि अपमानित हो रहा है। डॉ. निशांत गौयल ने भी अपनी बात रखी।



Workshop on mental health and psychosocial support for children held at XISS

PSYCHOSOCIAL SUPPORT

# हिन्दुस्तान

लोगक संवेदनशीलता, महिला कर्मचारियों और छात्रों के यौन उत्पीड़न की रोकथाम और निषेध पर दो दिवसीय कार्यशाला सह प्रशिक्षण का समापन





# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 3 · NOV 2021



## Director's Message

"We cannot start over, but we can begin now and make a new ending." – Zig Zigler

This quote is so true when we talk about our careers. Career and future are like parallel tracks of the rail which go hand in hand. My dear students, I dedicate this message of the October issue to you in specific as this is the juncture where you are all set to start your careers for life.



We are at the crossroads of human civilization which has been ravaged by the Covid-19 pandemic impacting all walks of life at all levels, across social groups, political affiliations, religious and geographical boundaries, and other forms of identities. Devastated by numerous deaths across the world, particularly in India, we have come to realize for the first time after Independence how vulnerable we are to such natural and human-made calamities. Even the most developed of the nations looked helpless in the wake of the first two waves of the pandemic. Apart from various sectors, such as education, health, manufacturing, to name a few, having been adversely affected by the pandemic, employability of the promising and dynamic young graduates has been one of the major concerns of all institutions of professional and higher learning. Still life has to go on...

This is that defining moment for all my students where they will be paid for their zeal and commitment towards their goals. The placement season has just begun, and we are very keen to see all our students being placed in the best of the organizations and set their foot forward in the corporates. It's time for your dreams to get realized and I want to share with you a piece of advice.

I want you all to learn and remember this once and for all that there is no substitute for hard work. Work hard, party harder is something that you can follow but, hard work should always be complemented with integrity. This is one innate quality which can help you climb ladder of success which is not superficial but sustainable.

I hope and pray that all of you have a wonderful career carved out and you make yourself, your near and dear ones, and your alma mater very proud.

## 9th Awanish Kumar Dev Memorial Lecture

The Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust and NHRDN organised the 9th Awanish Kumar Dev Memorial Lecture on 'Redefining ER strategy with focus on employee wellbeing' via online mode on 21 September 2021. The theme of the lecture was 'Preparing for the new Labor Codes' followed by a student panel discussion on the theme 'Future of Work'. Director, XISS, appreciated the efforts of the organizing committee and conveyed his best wishes to the participants. Mr Mussarat Hussain, Head-Leadership & Functional School, Maruti Suzuki India Limited (MSIL) commenced the session where Mr Rajesh Uppal, Executive Board Member, MSIL, announced the recipients of this year's scholarship at XISS-Mr. Kamaljeet Singh, Ms. Shrawani Roy and Ms. Nidhi Singh respectively. Mr Suresh Narayan, Chairman and MD Nestle India Ltd stated that the task of leadership is to be an evangelist, and not the one wielding the stick at all times. Dr Santrupt Misra, CEO & Director, Group HR Aditya Birla Group emphasized on the employee relationship with each other needs to be built on respect, dignity, and trust. Mr S.Y. Siddiqui, Executive Advisor, MSIL; Mr P. Dwarkanath, Former Chairman of GSK Consumer Healthcare Ltd; Mr Madhu Damodaran, (contd...)

## This issue:

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Sampark – Prevention and Protection from Covid-19

Potable Water in Healthcare centres of Bokaro and Giridih district of Jharkhand

Students' Club Corner

Media Corner

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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**To read more, visit the XISS Website...**



## Five-day ATAL FDP on Strategic Performance Management at XISS



A five-day Faculty Development Programme (FDP) on 'Strategic Performance Management' in collaboration with All India Council for Technical Education (AICTE) under its AICTE Training & Learning (ATAL) Academy, New Delhi was organized by XISS, Ranchi, Human Resource Management (HRM) Programme via online mode from 21-25 September 2021.

Director, XISS, expressed his gratitude to AICTE-ATAL for helping faculty members from all over the country in improving their efficiency and delivery and appreciated AICTE for being successful in bringing structural changes to technical education by fostering research and innovation benefiting almost 30,000 resource persons.

Mrs Mamta Rani Agarwal, Adviser-1, ATAL Academy said that the pandemic has heightened and accelerated the re-skilling emergency that we are facing both in the corporate world and in academics. Learning itself is a skill and structured learning is a long term driver of career success. Each of us should become intentional learners to grow and drive a sustainable mindset. Dr Ramakant Agarwal, HoP, HRM Programme, established that managerial economics not only tracks the external but also the internal environment in order to achieve sustainability in long term performance as well as gain a competitive advantage. Dr Shyamal Gomes, Professor, HRM XISS, and Coordinator ATAL-FDP, discussed the linkage between performance management and business strategy during the session. Dr Pradeep Kerketta SJ, Assistant Director, XISS, Faculty of XISS and from several other universities and colleges attended the FDP.

**To read more, visit the XISS Website...**



## Students of Rural Management Programme attend RURAL CAMP

Students of Rural Management Programme of XISS attended Rural Camps to get a first-hand experience of rural lifestyle, understanding rural realities like education, health, occupational, social and political status of the village. The students divided in three groups, attended the rural camp from 4-9 October 2021. Group A led by Dr KK Bhagat and Dr SK Verma visited two villages named Rampur Khas and Sarjundi under Rampur Panchayat. Group B led by Dr Sant Kumar Prasad and Dr Niranjana Sahoo visited the Chene village under Rampur Panchayat of Namkum block. Meanwhile, Group C led by Dr Anant Kumar and Dr Pramila Panda visited Balikat village under Rajaulatu Panchayat of Namkum block. All these 3 groups, during their rural camp learnt the various methods of Participatory Rural Appraisal (PRA) to understand the dynamics of village situation and did rapport building with the villagers. They also gathered information related to demography, caste, class-wise distribution, farmer landholding and conducted timeline and trend analysis, social mapping and resource mapping of the villages. This helped students to learn working in a team and better understand academic knowledge base and complex realities of practice.



## XISS and STC organize a Symposium on "Girl Envision: In the Digital World"

Save the Children (Bal Raksha Bharat) in collaboration with Rural Management Programme, XISS, Ranchi, organized a Symposium on "Girl Envision: In the Digital World" on 9 October 2021, following the theme of 'Digital Generation'. Director, XISS, put forth his views on the digital divide and discussed in detail, the Double Discrimination – firstly of being a child, secondly being a girl child. Mr Mahadev Hansda, Save the Children, stated the objective and talked about the fulfillment of human rights, especially the right to education among girl children. Ms Kiran Kumari Pasi, IAS, State Project Director, stated that there is a need of new setup to drive back children, in the folds of school. Mr Sudarshan, CEO, Save the Children, stressed on gender equality for the marginalized children by rebooting the life skill education for the girl child. Mr Mitra Ranjan, National Coordinator, Right To Education (RTE), talked about RTE compliance among schools. Girl Champion Ms Roselin Kindo from Gumla, shared her journey of difficulties and how she joined back her schooling. Dr Raj Shree Verma, XISS, briefed about the challenges and opportunities of digital education. Ms Parul Sharma, UNICEF-Jharkhand; Ms Kamal Gaur, Deputy Director, STC; Ms. Soumi Halder and Ms Paromita Majumdar, STC, along with students of RM Programme of XISS, attended the Symposium.

## Webinar on 'Covid Appropriate Behavior: Opportunities and Challenges'

A webinar on 'Covid Appropriate Behaviour: Opportunities and Challenges' (CAB) was organised by CBCS, XISS; Central Institute of Psychiatry (CIP), Kanke; and UNICEF, Jharkhand on 22 October 2021. Director, XISS, highlighted that XISS is working with a bent of mind towards a sustainable society and so has joined hands with UNICEF to work with the district administration of 21 districts in the state to promote CAB and motivate people to get vaccinated. Prof. Basudeb Das, Director, CIP, graced the occasion and delivered the keynote address. Among the eminent panellists, Dr Anant Kumar, Associate Professor and Head, CBCS, talked about the opportunities in the new normal era. Dr Arbind Sinha, MICA-CDMC, presented the various challenges post covid while Mr Danish Khan, Communication for Development Specialist, UNICEF, emphasized on the role of youths in promoting CAB and vaccine. The webinar was moderated and coordinated by Dr Rajshree Verma, Assistant Professor, XISS and Dr Nishant Goyal, Assistant Professor, CIP. The vote of thanks was proposed by Aditya Raj.

## Christians should participate in policy making – MoS for Minority Affairs, Sri John Barla

Sri John Barla, Minister of State for Minority Affairs, attended an interactive session jointly organised by The Archdiocese of Ranchi and XISS which was arranged by Secretariat CBCI Office for Tribal Affairs, New Delhi, in the XISS Campus on 22 October 2021. Sri Barla emphasised that working in the field of education and health is the strength of the Christian community, but the absence of this community in the formulation of policies related to these show a poor state of affairs. He also assured the gathering to share all the issues and problems raised during the session with the Prime Minister, Union Ministers of the concerned Ministries and the Chief Minister of the State. His Grace Felix Toppo SJ, Archbishop of Ranchi Archdiocese, stated on the need for special schemes for students from the Christian community and weaker sections during the session while, Theodore Mascarenhas, SFX, Auxiliary Bishop of Ranchi stressed that the Christian community needs to be assured of safety, security and equality and that there should be equal consideration for their growth and prosperity in the New Education Policy 2020. Dr Joseph Marianus Kujur SJ, Director, XISS, discussed the constitutional rights under sections 29-30, which ensure the security, happiness, freedom and development of the community and also stressed on the importance of equality in educational institutions and government jobs which needs to be implemented concretely. Fr Nicholas Barla, Secretary, CBCI Office for Tribal Affairs, New Delhi was present during the session while Vinay Kandulna, Bishop of Khunti Diocese and Telesphore Bilung, SBD, Apostolic Administrator, Jamshedpur Diocese also shared their views.



## Session on “Gender Sensitization, Prevention and Prohibition of Sexual Harassment”

A session on “Gender Sensitization, Prevention and Prohibition of Sexual Harassment (POSH) of Employees and Students and Redressal of Grievances in Higher Education Institutions” was organized by Internal Complaint Committee (ICC) of XISS, Ranchi, in collaboration with CII-Indian Women Network (IWN) Jharkhand Chapter on 23 October 2021. Director, XISS, stated that all religions promote the similar idea that all humans irrespective of their gender needs to be respected because they are sacred as they are made in the image and likeness of the Almighty. POSH is therefore important to maintain its sanctity. Resource persons Ms Rajni Bagai, HOD – OBGYN at Tata Motors Hospital; Ms Sangeeta Jha, Advocate, Jamshedpur; Ms Preeti Sehgal, Vice Chairwoman, IWN Jharkhand Chapter & Company Secretary & DGM – CSR, Tata Steel Utilities and Infrastructure Services Ltd shared the aim and scope of POSH act, meaning of sexual harassment at workplace, procedure of filing a complaint, grievance redressal mechanism and whistle blower policy. Dr Madhumita Singha Neogi, Presiding Officer, Internal Committee, XISS, Ranchi delivered the closing remarks and proposed the vote of thanks.

## Faculty Corner



Dr Raj Shree Verma, Assistant Professor, XISS, conducted an Awareness Program on Maternal & Child Health on 29 October 2021, with more than 200 beneficiaries who are lactating women. Organised at the project location of Samri mines division at Aditya Birla- Hindalco Ind. Ltd, the main objective of this program was to increase quality awareness of institutional deliveries. The program also aimed to educate on how to reduce out-of-pocket expenditure, to ensure quality care and nutrition to mother and baby and thereby reducing maternal mortality rate and infant mortality rate. Dr Verma shared about Child Health in one session and Women Health with a special focus on Reproductive/ Maternal Health in the second. Her flow of interactions was on inputs related to the growth of girls/women from the womb of a mother to infant/child followed by menstruation, reproduction, delivery, abortion, family planning and menopause. She also discussed many programs for Maternal and Child Health by the Government of India like Janani Suraksha Yojana, Mission Indradhanush and more.

## Alumni Achievement Corner



Mr. Ashutosh Srivastava, (XISS, PGDM - PM, batch of 2004) has been appointed as Head of India HR, CLSA

# Sampark – Prevention and Protection from Covid-19



The programme began on 10 June 2021 is into the second quarter and the 21 Social and Behavioural Change Communication (SBCC)-District Project Coordinators (DPCs) are involved in coordinating with NGOs/CSOs and other relevant stakeholders bridging the communication interventions through them. Several modes of communication have been adopted, such as miking, folk shows, interpersonal communication, banners, leaflets, audio-video bytes, and roadshows, to name some. They are also supported by the block-level administration – BDOs, BPMs, MOICs, etc. The State Rural Livelihood Mission – JSLPS is a key stakeholder which helps reach the Self-Help Groups (SHGs) and members associated with them. Members of Panchayati Raj Institutions (PRIs) are also playing a vital role in this endeavour. Overall, the programme has been delivering significantly towards the project objective and benefit of humankind.

# Potable Water in Healthcare centres of Bokaro and Giridih district of Jharkhand



XISS in collaboration with Bosconet, New Delhi implemented the facility of providing potable water in 16 healthcare centres of two blocks – Dumri of Giridih and Nawadih of Bokaro district since March 2021. The initiative was a part of the Corporate Social Responsibility (CSR) activity of Diageo India and Give India. In the initial stage, a need assessment study was conducted followed by proper installation of equipment and machines. The officials, functionaries, and beneficiaries extended their gratitude to XISS and the concerned organisations for this noble and significant contribution. The project was managed by Aditya Raj, Assistant Project Officer.

## Students' Club Corner



## Blood Donation Camp organized by RCSR at XISS

XISS, its student club Rotaract Club of Social Revolution (RCSR) organized Zonal Blood donation camp on 2 October 2021, its 5th anniversary where 80 units of blood were collected zone-wise. Director, XISS, along with Atul Gera, Ankur, Mohit Chopra, Life Savers of the city; Dr Viplava Thakur, Faculty, XISS, and RCSR Club Advisor, Rotarian Diptesh Nawal, attended the event.

## “Umang-Drawing Competition” at Gurunanak Homes by Creategic Club

Creategic club organized “Umang-drawing competition” at Guru Nanak Home of Handicapped Children, Ranchi on 2 October 2021. Stationery items were distributed among the children and light refreshments were served on the occasion. Dr Hassan of Gurunanak Homes graced the occasion with his presence and interacted with the students.

## Media Corner

### बिहान भारत

**लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण विषय पर वेबिनार आयोजित**  
रांची (बिभा संवाददाता)। आंतिक शिकायत समिति, जेवियर समाज सेवा संस्थान (एक्सआईएसएस), रांची द्वारा सीआईआईईडिडन वीमेन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैटर एक सत्र आयोजित किया गया। डॉ. जोसेफ मरियमस कुनूर, एस्सेन, निदेशक, एक्सआईएसएस, रांची ने अपने उद्देश्य में बहया कि सभी धर्म इस बात को मानते हैं कि एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर होना चाहिए क्योंकि वे सब इश्वर की सन्तान हैं और उनकी दिव्यता के प्रतीक हैं और इसलिए जैसा आधिनिम्य इस्की पवित्रता बनाए रखने के लिए महत्वपूर्ण है। सत्र में सुश्री रजनी वर्मा, एचओडी-ओबीजीआईएन, टाटा मेडर्स अस्पताल और सुश्री संगीता झा, एड्युकेटेड, समोदर शालिका थी। सुश्री प्रीति सहवाल, उपाध्यक्ष, आईएचएसएस झारखंड चैटर और कान्ही सावित और डीजीएम - सीएमआर, टाटा मेडर्स कॉन्सल्टेंट्स एंड

### एक्सआईएसएस का लैंगिक संवेदीकरण विषय पर वेबिनार आयोजित

प्रतिनिधि,रांची। एक्सआईएसएस द्वारा सीआईआईईडिडन वीमेन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैटर एक सत्र आयोजित किया गया। डॉ. जोसेफ मरियमस कुनूर, एस्सेन, निदेशक, एक्सआईएसएस, रांची ने अपने उद्देश्य में बहया कि सभी धर्म इस बात को मानते हैं कि एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर होना चाहिए क्योंकि वे सब इश्वर की सन्तान हैं और उनकी दिव्यता के प्रतीक हैं और इसलिए इस्की पवित्रता बनाए रखने के लिए महत्वपूर्ण है। सत्र में सुश्री रजनी वर्मा, एचओडी-ओबीजीआईएन, टाटा मेडर्स अस्पताल और सुश्री संगीता झा, एड्युकेटेड, समोदर शालिका थी। सुश्री प्रीति सहवाल, उपाध्यक्ष, आईएचएसएस झारखंड चैटर और कान्ही सावित और डीजीएम - सीएमआर, टाटा मेडर्स कॉन्सल्टेंट्स एंड



### STC organise a symposium vision: In The Digital World

XISS, STC organize a symposium 'Save the Children (Bal Raksha) in Digital World' on Saturday, following the 'Digital Generation', Mahadev Gaur, Deputy Director from STC, National Coordinator, Right to Life, Assistant Professor, XISS, Giridih, Jharkhand mainly participated in the event.

### देश में उद्योग संबंध की क्षमता मजबूत करने की जरूरत

एक्सआईएसएस में सीआईआईईडिडन वीमेन नेटवर्क के सहयोग से लैंगिक संवेदीकरण, कर्मचारियों व छात्रों के यौन उत्पीड़न और उच्च शिक्षा संस्थानों में शिकायतों के निवारण- पर झारखंड चैटर एक सत्र आयोजित किया गया। डॉ. जोसेफ मरियमस कुनूर, एस्सेन, निदेशक, एक्सआईएसएस, रांची ने अपने उद्देश्य में बहया कि सभी धर्म इस बात को मानते हैं कि एक मनुष्य, चाहे वह महिला हो या पुरुष, सबका समान आदर होना चाहिए क्योंकि वे सब इश्वर की सन्तान हैं और उनकी दिव्यता के प्रतीक हैं और इसलिए इस्की पवित्रता बनाए रखने के लिए महत्वपूर्ण है। सत्र में सुश्री रजनी वर्मा, एचओडी-ओबीजीआईएन, टाटा मेडर्स अस्पताल और सुश्री संगीता झा, एड्युकेटेड, समोदर शालिका थी। सुश्री प्रीति सहवाल, उपाध्यक्ष, आईएचएसएस झारखंड चैटर और कान्ही सावित और डीजीएम - सीएमआर, टाटा मेडर्स कॉन्सल्टेंट्स एंड



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## Director's Message



Last month my message reflected on the importance of preparedness from the students' perspective to have a wonderful and inspiring career. This time I would like to draw your attention towards the importance of industry interface for an academic institution like ours.

We are a unique B-School as we have a lot of focus on the social impact of our education, and we intend to bring about a drastic improvement in the quality of lives of people who we work with. For such an intent to fructify we need a lot of collaboration with our stakeholders who are outside the campus but play a major role to teach our students the practical aspects of the working environment, and so, the importance of enhanced corporate relations.

Collaboration between industry and academia is key to catalyze innovation and growth in technology. While industry often focuses on solutions that are commercial in nature, academia focuses on building and sharing new knowledge through research. The combination can yield accelerated development of new breakthroughs.

Industry partnerships are instrumental in advancing research and creating a skilled workforce. Industry gains work-ready talent with specialist knowledge and practical training, and universities benefit by having opportunities to work on relevant technologies and challenging problems. As India ushers in the era of digitization, it is in the enviable position of having a young tech-savvy population ready to apply its learnings in key fields, such as AI and Big Data to solve major challenges facing critical industries like healthcare and energy.

With such a thought process we at Xavier Institute of Social Service have and are in the process of collaborating with various industry partners where we can mutually benefit, and the MoU can act as the first step to bridge the divide that we have with the actual market. We have signed MoUs with the Dharma Life, Central Institute of Psychiatry, Save the Children, Brooke India, PHIA Foundation, Central University Chhattisgarh, and IIT-ISM Dhanbad, for resource sharing, capacity building of students and faculty, industry exposure, internships, and live projects and especially to act as an incubation center for the budding entrepreneurs.

A productive interface between industry and academia, in the present times of knowledge economy, is a critical requirement. Industry-academia interface brings to meet the industry's needs and expectations and the academic aspirations. Interactions between universities, research institutions and private industries are discussed in a growing body of different issues and collaboration. Collaboration remains dependent upon and shaped by the organizational and management characteristics of partners engaged in cooperative activity.

It is, therefore, our resolve to engage more and more with industry partnerships and climb the ladders of success that we envision for the institute. May the last month of the year take away all your woes and the coming year be filled with hopes and prosperity!

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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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## XISS – A Centre for Academic Excellence



**Dr Pradeep Kerketta SJ**  
Assistant Director  
XISS, Ranchi

Image building of the Institution is a herculean task but knowing its paramount importance, an institution cannot afford to be complacent come what may. It is a conscious effort to create awareness about the institution among the target groups about its goals and objectives, vision and mission, and its overall commitment to bring about transformation in society.

In view of achieving the set goals and objectives every institution aims at optimizing its physical, financial, human and social assets to maximize its Return on Investment (ROI). XISS, as a business school, has been positioning itself among top B-Schools of our country through its constant and consistent effort to resonate with its goals and objectives. The USP of XISS, apart from excellence in academics is putting the last first and creating professionals with a difference. The budding professionals at XISS are exposed to the harsh socio-economic realities to imbibe the spirit of compassion, tolerance and resilience.

Our alumni are the torch-bearers, who navigate through the less travelled paths. Their presence in reputed companies and organizations makes institution visible and proud. Retention and long association of our students with the company appears to be encouraging, which shows their trustworthiness, dependability, viability, credibility and integrity.

## XISS –Placements 2021-2022

XISS is well known for its campus placement records. This year the COVID-19 pandemic has affected hirings across the country and the Institute is paving its way through adversity. Students are securing placements in various companies across sectors.

XISS's focus areas have been its evolving curriculum, feedback from companies and our alumni guidance to meet the current industry requirements. Faith of our regular recruiters is evident this year also as in a short span of time 18 regular recruiters and 12 first time recruiters have participated in the placement drive while more are in the pipeline.

The final campus placement for the batch of 2020-22 began in two different phases, i.e., Phase I: 25 October 2021 – 4 December 2021 and Phase II: 5 January 2022 – 25 April 2022, where 295 students are appearing in the process.



The Summer Internship Placement for the Batch of 2021-23 has also started simultaneously. The students will be ready to undertake projects of 6-8 weeks duration, starting from 2 May 2022 to 30 June 2022. The **highest stipend for internship is Rs.1,00,000/- per month** for the batch as of date.

The Institute is organising campus drive in both online and offline mode as per company requirements. XISS has also witnessed consistent response from companies for choosing their young professionals in form of Pre-Placement Offers (PPOs). This year, organisations such as *Tata Steel Ltd., Tata Metaliks Ltd., Swiggy, PayU, Society for Human Resource Management, Ayekart, Tata AIG GIC Ltd. and Vox Populi* have **offered PPO to a total of 09 students**. A total of 85 students are placed, with the **highest CTC of Rs 20.50 lakhs per annum** and the **average CTC so far is Rs. 8.08 lakhs per annum**. The average salary for the HR programme has touched Rs. 11.00 lakhs per annum.

The Young Professionals from XISS have grabbed opportunities from wide spectra of sectors including Consultancy, Automobile, Power, Steel, Edu-tech, BFSI, IT, Retail, Telecom, Pharma and Social/Non-profit organizations. Some of our Key Recruiters are Vedanta Ltd., Elasticrun, Swiggy, Tata Steel Ltd., Adani Wilmar Ltd., HFCL, Darwinbox, Atomberg Technologies Pvt. Ltd., Axis Bank Ltd., WNS Global Services (P) Ltd., Tata Advanced Systems Ltd., PayU, Tata Motors Ltd., Tata Metaliks Ltd., Society for Human Resource Management, Tata AIG GIC Ltd., Mswipe Technologies Pvt Ltd., VE Commercial Vehicles Ltd. (A Volvo Group and Eicher Motors joint venture), ICICI Lombard, Cummins, HDFC Bank Ltd., Vox Populi, Birlasoft – C K Birla Group, Vodafone Idea Ltd., Deloitte India, ICICI Prudential LIC GIC Ltd., Aditya Birla Fashion and Retail Ltd., and Ayekart.

"The pandemic has changed the placement process as most of the recruitments are happening online. Students have studied online and are getting placed also through online processes. But they must deliver as per the expectations of the organisation. The companies have started looking for students with knowledge of technology besides having strong fundamental knowledge. Students and the Institute have to work together for providing quality workforce to the industry," said Dr Amar E. Tigga, Professor & Chief Placements Coordinator, XISS, Ranchi.

## XISS as a Knowledge Partner for IHM Brambe, Ranchi

XISS, as a professional management Institute of repute agreed to be a knowledge partner for Institute of Hotel Management, Catering Technology and Applied Nutrition (IHM), Brambe, Ranchi in August 2021. Director, XISS, Dr Joseph Marianus Kujur SJ and Principal, IHM Ranchi, Dr Bhupesh Kumar, agreed upon knowledge / experts support for two specialized courses namely Strategic Management and Financial Management by XISS Faculty for their students.

**To read more, visit the XISS Website...**



## Illustrious Alumni

### Mr Sidhartha Ghosh - Chief of Human Resource Officer – Adani Wilmar Limited

A PM&IR post graduate from XISS in 1985, he joined Coal India Limited and contributed in areas like Human Resource, Industrial Relationship, Legal, CSR and Corporate Liaison. With around 3 decades of experience in colossal Corporate Houses like Jindal Steel, Reliance and Aditya Birla, he has proven ability to shape the strategic direction of the business and deliver value through strong subject knowledge and principles. Today as the CHRO of Adani Wilmar Limited, he is instrumental in leading HR strategy and transformational agenda for the organization keeping a close view of asset acquisitions, greenfield and current manufacturing operations, workforce integration etc.



#### Message:

*Life is one marathon, and we cannot avoid but run...*

*I look forward on continuing the partnership, we have built over the years along with establishing new relationships and soon we will meet various leaders in the Institute to discuss how human resources can continue to meet the evolving needs and identify areas that are not providing value. The overall emphasis is on creating future HR leaders.*

### Mr Mussarat Hussain - Senior Advisor - Maruti Suzuki Training Academy & Vice President – NHRDN (Delhi NCR)



A PM&IR post graduate from XISS in 1987, he has more than three decades of rich experience in HR Strategy, Corporate HR, Plant HR & ER, Leadership Development, Compensation & Reward. He has worked across diverse Industries like Digital Equipment, India Limited (DEC), Eicher Ltd, HEG Limited, KHD Humboldt Wedag etc. He has also been the Head of Corporate HR & Head of Leadership & Functional School at Maruti Suzuki India Limited. He is the President, Alumni Association of XISS (AAXISS) Delhi NCR Chapter while is also on the Board of TRUSTEE of Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust.

#### Message:

*I am thankful to XISS, my alma mater for helping me in keeping this valued association strong and steadfast. It is a time to rewrite or enhance your 'life story'. Challenge yourself to take on something new and out of your comfort zone. Dive into your studies and soak up every moment of higher learning. Reach out to new friends who will enrich your life in ways you can't even imagine. This is your time – embrace it! It is my call to the alumni of XISS to do their bit to build a vibrant alumni network, maintain endless relationship with our alma mater and help XISS discover invaluable alumni potential. Let us display exemplary standards of services to our present and past student community, academia and industry.*

### Mr Ashish Chatteraj - CHRO, PayU Payments (India)

A PGDM-PM post graduate from XISS in 2002, he joined Shaw Wallace, Infosys, Wipro Technology and was also associated as Country HR Director with NXP Semiconductor.

#### Message:

*I often wondered when I joined XISS that why does the institute take pride in calling that it produces "Professionals with a difference" and perhaps after close to two decades in corporate world, I think I have got the secret recipe. The institute not only provides you a lifelong memories and support system in terms of friends & professors whom you can bank upon anytime, but most importantly teaches the life skill to be resilient in face of failures by instilling in you "Courage to be yourself", "collaborate with peers", "influence with empathy" and most importantly "being change agile". I owe a lot of my personal successes to the values the Institute instilled in me. The Institute provides an amazing grounding to professionals in human resources by creating the right blend of "industry exposure", "social awareness" from its effective curriculum.*



## Events @ XISS

### World Vision India team visit XISS

Mr Madhav Bellamkonda, CEO & National Director, World Vision India, along with his team, visited XISS on 22 November 2021. World Vision India is one of the country's largest child-focused humanitarian organizations. In the interactive session, he demonstrated the various sectors in which, World Vision India is working to improve the lives of underprivileged children and expecting mothers living in poverty. He expressed his desire to partner with XISS in taking his vision forward more effectively.

### Webinar on "Climate Change, Sustainable Development, and the Commons"

Rural Management Programme of XISS, Ranchi, organized a webinar on "Climate Change, Sustainable Development, and the Commons" where eminent scientist Dr Vandana Shiva presented her thoughts on sustainability as well as climate change and Commons in a global prospect. She stated that nature biodiversity and organic farming are the solution to hunger, climate change, biodiversity distinction and water crisis. She highlighted to work upon some strong participatory research projects so that our coming generations can stay free in an era of carbon colonization and carbon enclosures of the commons. Other panellists also presented their views on the topic and made the session fruitful.



### Faculty Corner

#### XISS Faculty conduct MDP on CSR at SAIL



Dr Himadri Sinha, Dr K.K.Bhagat, Professors, XISS and Dr Niranjhan Sahoo, Associate Professor, XISS, conducted a two-day Management Development Training on Emerging Issues, Planning, Execution and Monitoring of CSR Functions as resource persons for CSR Officials of SAIL (R&D) on 1-2 November 2021 at SAIL's RDCIS Office, Ranchi. The training focussed on modern concept, TBL, strategic objectives, ethical practices, need assessment of CSR

developing leadership in CSR field and village adoption guidelines. Capacity building of personnel engaged in CSR auditing and compliances, issue identification, project planning, monitoring and evaluation of CSR projects and best practices of CSR activities adopted by other corporate were also the major components of the training module. SAIL (R&D) is also in discussion of institutional collaboration with XISS in the field of training, research and consultancy.

#### Sampark: Prevention and Protection from Covid-19

To fasten and cover the entire eligible population with the Covid-19 vaccination programme, the Ministry of Health and Family Welfare launched a nationwide door-to-door programme named 'Har Ghar Dastak' on 2 November 2021. In Jharkhand also, the district administration is working day and night to ensure maximum vaccination coverage in a short period. The XISS-UNICEF supported Social Behavioural Change Communication-District Project Coordinators (SBCC-DPCs) in the 21 districts of Jharkhand are assisting respective administration in preparing micro-plan, route map for tika express and special vaccination drive in hard-to-reach areas. Additionally, they are also advocating the proper inclusion of pregnant and lactating mothers into the campaign, identifying the low vaccine coverage village/panchayats and vaccine promotion through mobilization activities in the hesitant area/group.

### Students' Club Corner



A workshop on "How Students Can Start An Investment Plan" was organized by Finaxiss Club in collaboration with "HerMoneyTalks", where Ms Nidhi Kothari, a Chartered accountant with experience in banking and finance sectors enlightened students on how to make a strategic plan for effective financial planning. She covered various topics like financial goal setting, asset allocation, investment instruments, capital markets, the role of SEBI, grievance redressal for investors, etc. in the workshop.



Embark Club in collaboration with "Tezos India" organized a workshop on the trending topic, "Blockchain", where Mr. Mudrit Marda, Co-Founder & CTO @DRIFE and also a Blockchain Tech Analyst & Specialist in "Tezos India" discussed on topics such as Blockchain and Smart Contracts, Blockchains vs Ethereum, Cryptocurrency wallets and keys etc.

### Alumni Achievement Corner



Mr Samar Srivastava, (XISS, PGDM PM&IR, Batch of 1986) has been appointed as Vice President, Havells.



Mr Atish Raj, (XISS, PGDM RM, Batch of 2013) has been appointed as National Manager-CSR, PNB Housing Finance Limited.

#### XISS and PHIA sign MoU for gender equality

XISS, Ranchi, and Partnering Hope Into Action (PHIA) Foundation, Ranchi, have signed an MoU for a partnership of one year for cooperation in areas of gender equality and engaging XISS students as Change Makers. This partnership is in time to amplify the involvement of the budding graduates passing out from XISS to become Changer Maker of this initiative, where they become individuals who are willing to delve deeper and critically question believes and values which perpetuates inequality.

To read more, visit the XISS Website...

### Media Corner

**एक्सआइएसएस में 120 का हुआ टीकाकरण शिबिर**  
एक्सआइएसएस में 120 का हुआ टीकाकरण शिबिर। एक्सआइएसएस और जेसुइट एक्सएमसी रबी प्रीवेंस को और से एक्सआइएसएस केस में कोविड-19 टीकाकरण शिबिर लगाया गया। इसमें 120 लोगों ने वैक्सीन ली। एक्सआइएसएस के फैकल्टी और स्टाफ, एक्सएमसी रबी प्रीवेंस और एक्सआइएसएस से जुड़े लोग, जेसुइट सोसाइटी, एक्सआइएसएस विचार के अध्यक्ष सहित एक्सआइएसएस के विद्यार्थी व उनके परिजन शामिल थे। 18 से 45 वर्ष और 45 वर्ष से अधिक, दोनों आयु वर्ग के लोगों को फ्री दिने ग्लोबल समय में कोविड-19 वैक्सीन को आवश्यकतापूर्वक प्राप्त करने के लिए प्रोत्साहित किया गया। इस अवसर में एक्सआइएसएस के सहकर्मियों ने प्रीवेंस केस, अलोक गुप्ता, जसवीर सिंह खन्ना, हिमांशु, सुजन व प्रमोद ने अहम योगदान दिया।

**टीकाकरण शिबिर में 120 लोगों ने लिया कोविड का टीका**  
एक्सआइएसएस को जार्जिन के साथ हुई। एक्सआइएसएस केस में कोविड-19 टीकाकरण शिबिर में 120 लोगों ने वैक्सीन ली। एक्सआइएसएस के फैकल्टी और स्टाफ, एक्सएमसी रबी प्रीवेंस और एक्सआइएसएस से जुड़े लोग, जेसुइट सोसाइटी, एक्सआइएसएस विचार के अध्यक्ष सहित एक्सआइएसएस के विद्यार्थी व उनके परिजन शामिल थे। 18 से 45 वर्ष और 45 वर्ष से अधिक, दोनों आयु वर्ग के लोगों को फ्री दिने ग्लोबल समय में कोविड-19 वैक्सीन को आवश्यकतापूर्वक प्राप्त करने के लिए प्रोत्साहित किया गया। इस अवसर में एक्सआइएसएस के सहकर्मियों ने प्रीवेंस केस, अलोक गुप्ता, जसवीर सिंह खन्ना, हिमांशु, सुजन व प्रमोद ने अहम योगदान दिया।

**120 beneficiaries get vaccinated during XISS and AAXISS Vaccination Camp**  
एक्सआइएसएस में 120 का हुआ टीकाकरण शिबिर। एक्सआइएसएस और जेसुइट एक्सएमसी रबी प्रीवेंस को और से एक्सआइएसएस केस में कोविड-19 टीकाकरण शिबिर लगाया गया। इसमें 120 लोगों ने वैक्सीन ली। एक्सआइएसएस के फैकल्टी और स्टाफ, एक्सएमसी रबी प्रीवेंस और एक्सआइएसएस से जुड़े लोग, जेसुइट सोसाइटी, एक्सआइएसएस विचार के अध्यक्ष सहित एक्सआइएसएस के विद्यार्थी व उनके परिजन शामिल थे। 18 से 45 वर्ष और 45 वर्ष से अधिक, दोनों आयु वर्ग के लोगों को फ्री दिने ग्लोबल समय में कोविड-19 वैक्सीन को आवश्यकतापूर्वक प्राप्त करने के लिए प्रोत्साहित किया गया। इस अवसर में एक्सआइएसएस के सहकर्मियों ने प्रीवेंस केस, अलोक गुप्ता, जसवीर सिंह खन्ना, हिमांशु, सुजन व प्रमोद ने अहम योगदान दिया।

**आर्टि फिशियल इंटेलिजेंस पर चर्चा**  
एक्सआइएसएस में प्रबंधकों के लिए बिजनेस पॉलिटिक्स में उभरते रुझानों पर चर्चा रहे अटल एफडीपी कार्यक्रम के दूसरे दिन मंगलवार को आर्टिफिशियल इंटेलिजेंस, बिजनेस री इंजीनियरिंग और बिजनेस एनालिटिक्स की भूमिका पर चर्चा की गई। रोबोटिक्स सॉफ्टवेयर इंजीनियर पौलस्ट्या मुखर्जी ने उद्योग 4.0 के लिए आर्टिफिशियल इंटेलिजेंस में उभरते रुझानों पर चर्चा की भूमिका पर बात की। इंद्रजीत ने मुख्य रूप से बिजनेस री इंजीनियरिंग के लिए बिजनेस एनालिटिक्स के महत्व पर बात की।

**ATL FDP PROGRAMME AT XISS**  
The second day of the ongoing ATL FDP on Emerging Trends in Business Analytics for Managers at Xavier Institute of Social Service (XISS), Ranchi, discussed the role of Artificial Intelligence, Business Reengineering and Business Analytics. Poulstyay Mukherjee, Robotics Software Engineer, Duspohi Maschinenbau GmbH, Germany spoke on the role of Artificial Intelligence Enabled Business Analytics for Industry 4.0. Indrajit Kar primarily spoke on the importance of Business Analytics for Efficient Business Reengineering. The final session had Annyya Chatterjee, Senior Machine Learning Engineer, Siemens, Bengaluru, who deliberated upon approaches for handling and detecting visual graphics for efficient Business Analytics.

**मेकर्स के खतर**  
एक्सआइएसएस में प्रबंधकों के लिए बिजनेस पॉलिटिक्स में उभरते रुझानों पर चर्चा रहे अटल एफडीपी कार्यक्रम के दूसरे दिन मंगलवार को आर्टिफिशियल इंटेलिजेंस, बिजनेस री इंजीनियरिंग और बिजनेस एनालिटिक्स की भूमिका पर चर्चा की गई। रोबोटिक्स सॉफ्टवेयर इंजीनियर पौलस्ट्या मुखर्जी ने उद्योग 4.0 के लिए आर्टिफिशियल इंटेलिजेंस में उभरते रुझानों पर चर्चा की भूमिका पर बात की। इंद्रजीत ने मुख्य रूप से बिजनेस री इंजीनियरिंग के लिए बिजनेस एनालिटिक्स के महत्व पर बात की।

**XISS begins AICTE-curated faculty training on emerging trends in business analytics**  
एक्सआइएसएस में प्रबंधकों के लिए बिजनेस पॉलिटिक्स में उभरते रुझानों पर चर्चा रहे अटल एफडीपी कार्यक्रम के दूसरे दिन मंगलवार को आर्टिफिशियल इंटेलिजेंस, बिजनेस री इंजीनियरिंग और बिजनेस एनालिटिक्स की भूमिका पर चर्चा की गई। रोबोटिक्स सॉफ्टवेयर इंजीनियर पौलस्ट्या मुखर्जी ने उद्योग 4.0 के लिए आर्टिफिशियल इंटेलिजेंस में उभरते रुझानों पर चर्चा की भूमिका पर बात की। इंद्रजीत ने मुख्य रूप से बिजनेस री इंजीनियरिंग के लिए बिजनेस एनालिटिक्स के महत्व पर बात की।

**ATL FDP begins at XISS**  
एक्सआइएसएस में प्रबंधकों के लिए बिजनेस पॉलिटिक्स में उभरते रुझानों पर चर्चा रहे अटल एफडीपी कार्यक्रम के दूसरे दिन मंगलवार को आर्टिफिशियल इंटेलिजेंस, बिजनेस री इंजीनियरिंग और बिजनेस एनालिटिक्स की भूमिका पर चर्चा की गई। रोबोटिक्स सॉफ्टवेयर इंजीनियर पौलस्ट्या मुखर्जी ने उद्योग 4.0 के लिए आर्टिफिशियल इंटेलिजेंस में उभरते रुझानों पर चर्चा की भूमिका पर बात की। इंद्रजीत ने मुख्य रूप से बिजनेस री इंजीनियरिंग के लिए बिजनेस एनालिटिक्स के महत्व पर बात की।



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# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service  
VOL. 1 ISSUE 5 • JAN 2022



## Director's Message

A very warm, happy and meaningful New Year 2022 to one and all!

The year 2021 was traumatic with many deaths and infections of the near and dear ones due to covid-19 pandemic. In the last 20 months or so, we have seen the devastations and destruction. However, in the midst of all negativities, to be positive without being corona positive, has been the biggest challenge for all. The attitude of being positive is so very important not only for the prosperity of the industry, but also that of the family, society and country at large.

XISS has been precisely trying to do that in the past months for a better future – be it academic rigour, corporate interface, college and student led activities, or alumni relations and governance. At the outset of the New Year, we need a roadmap for moving forward come what may. All the faculties, under the able guidance of their HoPs, have worked day and night to meet the requirements of NBA, even while slogging with their online classes, exams, placements and other related activities. It has been heartening to see the commitment of all – faculty, staff, POs, APOs and other stakeholders on the campus.

This is the first issue of our monthly bulletin for the year 2022. The beginning of the new year coincides with the third wave of the pandemic ushering in clouds of uncertainty, insecurity, depression and negative vibes engulfing us all. In these tough times, there is only one thing that can hold us together, not only to survive but also to strive and flourish, and that is HOPE against hope. If Hope is lost in life everything is lost. It is the hope that makes one resilient.

Hope helps us to realistically understand the sufferings of the present. When we stay positive about our future, our probability to succeed increases. It makes us mentally strong and give our best efforts. Hope is a belief – in self, others and the divine irrespective of our religious affiliations. It makes us believe that something good will happen. The intensity of this belief can change our present and future. Hope, which is also our belief, is a deep sense hidden in our subconscious mind.

So far as our academic session is concerned, we are already halfway through, inching towards closure with all the activities, like placements, classes, rural camps, industrial visits, etc., going on in a hybrid mode. This means that we have already inculcated the new normal as a part and parcel of our lives. I take this opportunity to appreciate our abilities to come up with solutions to problems. We need to continue thinking out of the box to find solutions to the problems of our life and organizations. We are grappling with the new challenges each day in terms of pandemic, market difficulties, jobs, placements, etc. However, we need to believe that we have survived so far, and that we will thrive and flourish in any situations, as XISS has prepared us for that.

Hence, let us continue to be mentally strong so as to share Hope with others. Let us continue dreaming BIG and reimagining, revisiting and redefining our professional engagement.

Once again, my Best Wishes and a Prosperous New Year 2022 to everyone!



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Faculty Corner

XISS organizes “Samvad 2021”  
media interaction

Alumni Achievement Corner

Christmas Gathering  
celebrations at XISS

Media Corner

Willing to contribute?

Write to us at

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

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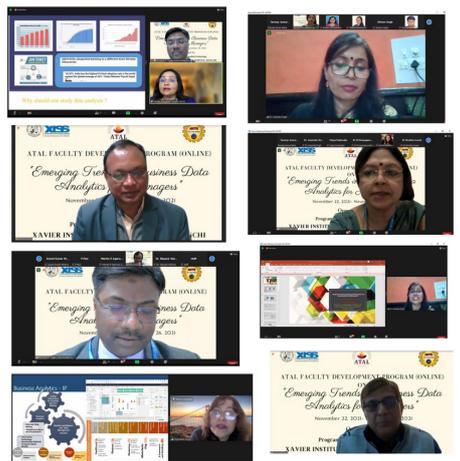
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Content & Editing: Aayurshi Sahay, Shruti Sahay  
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## AICTE ATAL Online FDP on “Emerging Trends in Business Data Analytics for Managers”



The PGDM – Information Technology Programme of XISS, Ranchi, organised a five-day (22– 26 November 2021) Online Faculty Development Programme on Emerging Trends of Business Data Analytics for Managers, sponsored by AICTE ATAL. Dr. Marianus Kujur, SJ, Director, XISS in his welcome speech spoke on the importance of data handling. "Data is the heart of Business Analytics and in today's time there is a wide scope for managers who can deal smartly with the analysis of data for business," he shared. He also mentioned it to be a paradigm shift, as managers can now also work as financial analysts, market researchers and in fields of data and machine learning. Dr Mamta Rani Agarwal, Advisor-I, AICTE in the valedictory session as a Chief Guest threw light on the Data Analytics and the annual size of the global data sphere in which she quoted our honorable Prime Minister that "the data is the new oil," and added that "data is the new gold." Dr Mahua Banerjee, Coordinator and Head of Programme (HoP), IT Programme earlier introduced the topic to the august gathering while the vote of thanks was proposed by Dr Pradeep Kerketta SJ, Assistant Director, XISS.

**To read more, [visit here](#)**

## Enrolment Challenges and Future of MBA

With more than five thousand institutions in the country of various kinds offering Management programs, there is a glut of MBA colleges and not all of them who invest in an MBA credential hit the desired pay-off. According to a recent study by All India Management Association (AIMA), only about 60 per cent of more than 3.50 lakh management graduates, who enrol annually, are able to find jobs through campus placements. Also, according to the latest India Skill Report by Wheelbox, only less than half the pass-outs (46.59 per cent) with an MBA degree have enough skills to be hired despite Management being ranked as the second most employable course. In reality, B-Schools are mushrooming today in every nook and corner of the country and barring a handful most are operating with pure commercial motives churning out large number of MBAs of specious quality.

With the novel pathogen in our midst, things have become all the more complex and private B-Schools are struggling to find quality takers across the country. In the current context of disruptions, admissions to management programs have really become challenging. Getting quality aspirants, increasing operating costs, implementation of the NEP and tighter regulatory provisions, changing pedagogical requirements and student expectations are some of the pressing factors but more than that, the intense cut-throat competition is making the landscape tougher than ever.

Xavier Institute of Social Service –Ranchi, however, stands out in the crowd as the institution has been honing and fine-tuning a learning and lifelong skilling process based on a 500 year old Jesuit value system. The institution is entering its 67th year of service to the nation and enjoys a distinctive brand identity with an illustrious alumni base. Despite the pandemic, placement figures for the academic year-2020 and 2021 have been exceptional with 90% plus placements. Highest CTC ranging between INR 15-20 Lakhs and average CTC between INR 7.5 - 8 Lakhs. With the stated placement statistics, the ROI for a fresher at an investment of < INR 9 Lakhs is really an irresistible offer. Besides the overarching parameter of placements and ROI, the institute fulfils other governing parameters equally well: whether it be in the area of industry interface, networking and alumni connect, the learning ecosystem, pedagogy and dynamism in the curriculum, faculty and research excellence, collaborations with foreign universities, ratings or the infrastructure. Almost all the variables in the MBA equation are well balanced and the institute is all set to elevate to the next level by the year 2025.

We welcome you to become a part of this rich legacy and experience the difference. Please visit our website for online registration or use the following link: <https://forms.xiss.ac.in/>

## Illustrious Alumni

### Mr Chandan Chattaraj - President – Human Resource at UFlex Ltd.

A PGDM-PM post graduate from XISS in 1988, he has worked with industry stalwarts such as Aircel as Chief Human Resources Officer, The Oberoi Group, Xerox India, Jubilant Organosys, Delphi Corporation, Asea Brown Boveri (ABB) and the Tata Steel. Sharing his fond memories of the time spent at XISS, he was reminded of peace and happiness. "A college of such repute provided me much needed platform in starting of my professional journey," he shared. Today as the President – Human Resource at UFlex Ltd. responsible for Global HR, he handles India's largest multinational in flexible packaging materials & solutions and a global polymer sciences corporation. Its global packaging films subsidiary FLEXFILMS International has state of the art plants in multiple locations globally– UAE, Mexico, India, Egypt, USA, Poland, Russia, Hungary & Nigeria.



#### Message:

*To remain focussed to your goals and give your best efforts in achieving it. XISS is a place which not only strives to make you an effective professional but also provide you values to be a good human being. So while fulfilling your professional duties you all must recognise and practice those values. I wish very best to you all in your career and life.*



**Dr Bhaskar Bhowani**  
Associate Professor &  
Coordinator –  
Admissions

## Events @ XISS

### Webinar on Impact of Early Marriage on Young Women

XISS Ranchi and Centre for Catalysing Change (C3)-Sakshamaa organized a webinar on 'Impact of Early Marriage on Life Choices of Young Women in Eastern India'. Dr Amar Eron Tigga, Dean Academics, XISS, in his address praised the cabinet approval of raising the marriageable age for women from 18 to 21 years and said that even in this era, often women belonging to both economically challenged as well as sound family are pressured to get married early and are denied freedom for choosing their career. He also shared as to how some girl students join companies and are compelled to leave shortly because their family members want them to get married. Madhu Joshi, Senior Advisor, C3, mentioned that Child marriage or early marriage is the violation of human rights and it has a profound impact on the life choices of young women. The webinar was moderated by Dr Pooja from XISS and the vote of thanks was proposed by Mrs Sonmani Choudhary from C3.

### XISS and IIT (ISM), Dhanbad sign MoU for Technology, Research and Educational programs

XISS, Ranchi, and Atal Community Innovation Centre (ACIC) IIT (ISM) Foundation, Dhanbad have signed an MoU to share each other's competence and proficiency to exchange information literature relevant to Technology, Research and Educational programs and submit proposals of joint research projects for obtaining funding from both government and private agencies. Students will benefit from the joint end to end skill training through online/offline mode including assessment and certification along with short-term continuing education programs where faculty from both institutes will also participate. XISS and IIT (ISM) Foundation will also organise seminars, conferences, or workshops while also engage in research or sponsored training programs by funding agencies along with training programs for external students, women entrepreneurs, Startups and to also develop as a business incubation centre with design projects of students, startups, entrepreneurs, and individuals.

### XISS and Brooke India sign MoU in areas of Rural Management

XISS, Ranchi and Brooke Hospital for Animals India, New Delhi also known as Brooke India (BI) have signed an MoU with an objective of uplifting the underprivileged in the society through various outreach programs. XISS and its rich repository of trained management professionals with specialisation in rural management along with BI, an expert team specialising in animal health & welfare and community development will operate at the ground level. The areas of collaboration include capacity building of BI staff to assist professional development in participatory community skills and to build up alternate livelihood and resilience in rural populace. Industry and Institution interaction especially for Internships and Placements is another objective which will give students an insight into the latest developments/requirements of the industries ensuring valuable and enriching experiences.

### Sampark: Prevention and Protection from Covid-19



The XISS-UNICEF Jharkhand (Sampark) collaboration continues to contribute significantly to immunization coverage and CAB promotion in the districts of Jharkhand. In December, the state government launched the Covid Teeka Maha Abhiyan campaign to accelerate the vaccination campaign and reach 100 per cent coverage of the first dose by 15 January 2022. In some districts, DPCs have been held up with the responsibility of effective IEC material distribution, managing the numbers related to data pendency, preparation of microsites, involving PDS dealers, managing district control room, and reporting to DC/CS on daily basis. We are also delighted to share that Ms. Debanjali Mondal, DPC-Deoghar, received a recommendation letter from her DC for the outstanding contribution she made in the last 7 months.

### Faculty Corner



Dr Raj Shree Verma, Assistant Professor, Rural Management Programme was invited as a resource person/guest speaker in two important programmes: First, to speak on "Impact of Gender discrimination on Higher Education", as Pratigya, an organisation observed the #16daysofactivism. She sensitized children of Thakur Viswanath Sahdeo, High School and the Jagganthpur slum community on prevalent gender issues, She spoke about the scope of higher education, challenges faced by girl students to continue their education. She emphasized behavior change as the key element, to be done among children, family and community. Second, she conducted training on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 commonly known as POSH for Wabtec Corporation India. She briefed the participants on POSH Act and recent amendments. It was followed by sessions on How to deal with POSH complaints when raised by an employee, Fair employment practices in the organization and references to cases. The session was attended by members across India from various legal entities of Wabtec Corporation India including Internal Committee Members, Compliance Champions, HR team members, Legal Team and CSR Team members.





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# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service  
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## Director's Message

26 January 2022! India's 73rd Republic Day, and what a lovely sunshine to begin the day! It was a privilege for me to hoist our national flag "the tiranga" in the courtyard of the college. While doing so, I made a speech from the dais, and it struck me like a flash of lightning. Astonishingly the values spelt out in the preamble of our Constitution like "equality, fraternity, justice, liberty, dignity of the individual, etc." have a very deep integration in the vision, mission, and values of XISS.



We, at XISS, promote the same set of values which talks about inclusiveness in diversity, compassion, putting the last first, and building a socially conscious environment, through all our management courses. We also believe in a radical mapping of our programme objectives with our mission statements to acknowledge and bridge the gaps we understand.

Even while the pandemic struck us, we worked day and night to balance the digital divide and create value for all our stakeholders (society being one) irrespective of the background and resources available with them. We encouraged our students to be on a lookout for finance related projects and many of them responded favorably. Unsurprisingly, such students also successfully cornered good placement offers despite a drought of offers in 2021. This acted as a lesson for the coming batch, and they doubled down on effort to search for projects and activities outside the campus. Our next goal was to somehow replicate the activities and engagements that students experience as a part of their overall learning in the campus. We had to ensure that teamwork, leadership, interpersonal skills, and management through real time experience are imparted through well designed group tasks and projects.

The above steps were taken in response to sudden wave of uncertainty forced upon us by the pandemic. It was also an eye opener about the fragility of what we consider normal. Uncertainty is a new way of life for us. We spelt out as much in the meetings of our faculty and elicited their ideas regarding how to chart out a course of action that has the element of uncertainty factored in and a robust response built in. We received many ideas mainly focused on increased collaboration with industry, hands on projects for students, motivating students to explore the opportunities to unravel their potential. We are currently in the process to implement these ideas into implementable strategies. It was so easy to take your eyes off the ball when there were unimaginable tragedies taking place around you; some of them directly impacting you and your loved ones. The need to look out for each other and be available to each other as a team was always important. Our team did exceptionally well on this front and never lost sight of what was important for the programme to grow and flourish.

We greatly value and appreciate the social orientation of corporates and other government and non-government concerns. This humane side stands XISS out of the rat race where empathy and generosity has lost its worth. We believe in empowering the deserving and hence the concept of scholarships in both the years of management courses to the credible students.

### 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.

## This issue:

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"The New Science of Managerial Leadership" by Financial Management Programme

Sampark: Prevention and Protection from Covid-19

Faculty Corner

Marketing Management Programme completes Virtual Industrial Visit-2022

Alumni Achievement Corner

Media Corner

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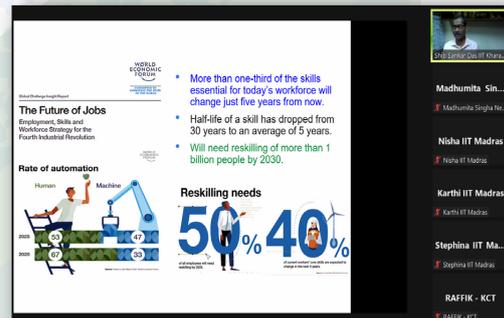


## NPTEL Awareness E-Workshop

The online National Programme on Technology Enhanced Learning (NPTEL) Awareness E-Workshop was organized by XISS, Ranchi, in association with Kumaraguru College of Technology, Coimbatore on 11 January 2022. Dr Amar E. Tigga, Dean Academics, XISS, Ranchi, gave the welcome address and spoke on the importance of online learning and knowledge enhancement opportunities, while Dr Madhumita Singha, Associate Professor, XISS, Ranchi, concluded the workshop with the vote of thanks.

**To read more on the workshop - [click here](#)**

**To know the key discussion points of the workshop - [click here](#)** 



## 73rd Republic Day Celebrations



XISS, Ranchi, celebrated the 73rd Republic Day amidst joy and fervour. The ceremony was graced by Dr Joseph Marianus Kujur SJ, Director, XISS along with Dr Pradeep Kerketta SJ, Assistant Director, XISS, faculty, staff and students. The event began with the hoisting of the tricolor by the Director followed by the national anthem. During the event, 3 Institutional Scholarships namely Fr. Michael Van den Bogaert SJ Memorial Scholarship, Fr. Michael Albert Windey SJ Memorial Scholarship and Fr. Louis Francken SJ Memorial Scholarship were also awarded to 31 students of the First year.

**To read more on the celebrations and details of the Scholarships awarded - [click here](#)**

**Republic Day Reels - [Links](#)** 



## Emerging from the uncertainty



**Dr Arup Mukherjee**  
HoP, Financial  
Management Programme

Comfortable, settled in a well-established mode of operation, everything was smooth and stable till the pandemic swept the globe exposing us to the new realities. The Financial Management Programme was not untouched by the wave of uncertainty that descended on everyone. Our challenges were manifold. To list a few:

- How to migrate from the settled offline way of conducting classes and other activities to online mode?
- How to keep the engagement with and among the students at a level that keeps them motivated in their journey to prepare themselves for a long and satisfying career ahead?
- How to reset the skill portfolio of students in line with the requirements with the market which suddenly woke up to the theme of technology-oriented skills among students?
- How to keep up with the academic and administrative responsibilities that not just needed a boost up but also had to accommodate the new online world of working?
- How to keep the syllabus and extracurricular activities in sync with the restrictions brought by the online medium of doing things?

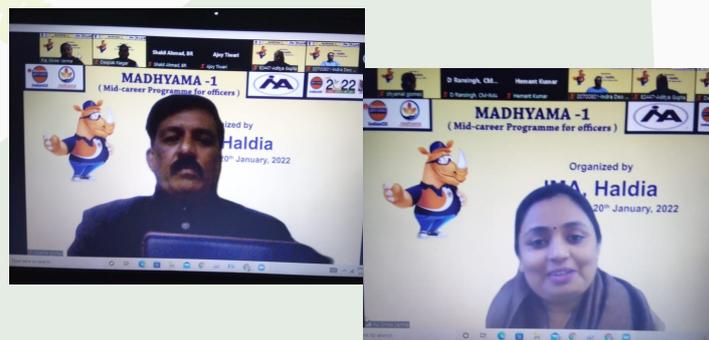
March 2020, when the lockdown was first announced, we were all anticipating that it would be over before we know it. Like an extended holiday it shall rejuvenate us and we will be back within a short span of time to the situation we left off. But it was not to be. Soon we realized that we are in it for a long haul. Waiting for things to come back to normal is just waste of time. Adoption of Google Classroom was very smooth as our own team member, Dr Rishi and Dr Ratnesh Chaturvedi showed the way utilizing their expertise and knowledge. Our next goal was to somehow replicate the activities and engagements that students experience as a part of their overall learning in the campus. We ensured that team work, leadership, interpersonal skills and management through real time experience were imparted through well designed group tasks and projects. Coming to the third task of imparting technology-oriented skills to students, some additional courses like Financial Risk Management; introduction to python as programming tool, a student-driven initiative were introduced. These programmes are on top of many tech-driven and analytical courses introduced by the programme like Business Analytics, Data Analytics and Management Information System. In the last 2 years of volatility we have created a robust response to mitigate the impact of problems lobbed at us and oriented ourselves to be always ready for any challenge that comes our way.

## Events @ XISS

### XISS as Knowledge Partner in MADHYAMA – 1 Mid Career Program of IOCL

Indian Oil Institute of Petroleum Management (IIPM), is the apex Learning & Development Center of Indian Oil Corporation Limited (IOCL) along with Xavier Institute of Social Service (XISS), Ranchi and Indian Management Association (IMA), Haldia conducted 11 days (10-20 January 2022) Functional & Developmental Programmes for 35 Senior Level Executives called MADHYAMA-1. This is a mid-career mandatory training program, especially designed for officers who have completed 12 years of service in the Corporation (Refineries, Marketing and Administrative offices) in the officer cadre.

**To read more on the workshop – [click here](#)**



### Virtual Guest Sessions by Marketing Management Programme

The Marketing Management Programme of XISS in January 2022 organized three informative virtual guest sessions for the faculty members and students. First, a session on “Product Management” for the Second Year students was organized on 8 January 2022. The resource person was Mr Vivek Sharma, Vice President – Strategic Planning and Product Development at Leeford Healthcare Limited, who is an alumnus of XISS. The aim of the session was to bridge the gap between the practice of product management and the classroom delivery on the subject. He spoke on the latest trends and applications of product management in the industry.

Another session on Monetary Policy was organized on 11 January 2022. Resource Person, Mr Amarendra Gupta, AGM, Financial Inclusion and Development Department, Shimla, Himachal Pradesh, explained how Monetary Policy was necessary for the economy and what various types of inflation worries in the country were. He also threw light on the instruments of Monetary Policy Act along with the Monetary Policy Framework.

The Third lecture session was organized on “Understanding Budget of Government of India” on 17 January 2022. Resource Person, Dr Nilachala Acharya, Research Team Lead, Centre For Budget and Government Accountability (CBGA), explained the taxable and non-taxable revenue collection, determinants of tax reforms in developing countries along with Fiscal Policy. He threw light on fiscal deficit and current account deficit. Ms Priya Kumari and Ms Hrithika Rani of First Year gave the welcome speech and vote of thanks respectively. These insightful sessions were organized under the guidance of Dr Bhabani Prasad Mahapatra and attended by Dr Pinaki Ghosh, Head of Programme (HoP), Marketing Management Programme along with Faculty members and students.

### “The New Science of Managerial Leadership” by Financial Management Programme

On 22 January 2022, an insightful session by Dr RKS Mangesh Dash, President, CHDLNR, and co-founder, TWARAN, was organized for the students of Financial Management Programme of XISS. He shared his valuable insights on "The New Science of Managerial Leadership." Dr Joseph Marianus Kujur SJ, Director; Dr Arup Mukherjee, Head of Programme (HoP), Financial Management Programme and other faculty members of the programme were also present during the session.

To know more details on the sessions, click on the link – website

**To read the insights of the session - [click here](#)**

**To know the key discussion points of the session - [click here](#)**



### Sampark: Prevention and Protection from Covid-19

In the last two years, India is grappled with the effect of the Covid-19 outbreak in different waves. As a measure of precaution and protection from the air-borne virus, Covid Appropriate Behavior (CAB) in form of wearing face masks, maintaining social distancing, and washing hands regularly are being advised by governments and health agencies from time to time. The behaviour change is difficult to embrace in a short period, therefore a need is felt to communicate the risk associated with covid-19 by Social and Behavioural Change Communication (SBCC) interventions. To support Govt of Jharkhand, XISS is partnering with UNICEF Jharkhand in offering technical services to district administrations. Started after the 2nd wave in June, the XISS alumni as SBCC District Project Coordinator (DPC) at the districts level have made a remarkable change in the planning, implementation and monitoring of the activities. The alumni of XISS were placed in 21 out of a total of 24 districts of the state and actively offer technical expertise. In the last 8 months, due to their contribution to vaccination promotion activities, the coverage of vaccination has improved many folds.







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# XISS Bulletin

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**Budget  
Special**



## Director's Message

My dear readers, the month of March marks an end to the financial year, the closing of all the accounts and an estimation of the expenses and savings for the coming year. Thus, the centre and state presented their respective budgets for the upcoming financial year.

It is indeed my pride, privilege, and pleasure to have the opportunity to make some observations on the Union Budget 2022. Union Budget 2022-23! What is so special about it? We have the Annual Cabinet Budget of the country every year. What difference will it make to the citizens of the country this year – to all sections of society irrespective of their caste, class, and colour?

Budget 2022 is indeed special and different from budgets of the past years because it has come after the chaos, devastation, and destruction in the first two waves of covid-19 pandemic. The third wave still looms large but unlike the first two waves, it seems to be much milder. However, the big question is – against the backdrop of rampant migration, joblessness, unemployment, devastations of Small and Medium-Sized Enterprises (SMSEs), and the adverse impact of the lockdown due to the pandemic, how is the budget 2022 going to revive and rejuvenate various sectors, such as – service, agriculture, manufacturing, education, health, organised & unorganised, to name a few – in the new normal?

Budget policy is a recurring theme in my career. During my initial days at ISI, New Delhi I always participated in the discussion pertaining to interpretation of important reforms in our system of fiscal rules. And now, as the Director of XISS, Ranchi, I am more than ever convinced of the importance of a proper national budget policy. Not – or should I say, not only – because I like figures, but because these figures have a direct and serious impact on the wellbeing of our citizens. Without a sound budget policy there can be no sustainable social welfare system, no funds for a proper education policy, and no base for a durable economic growth. Therefore, I think that the effort to reform and improve national budget systems is one of the best things a social-minded government can pursue.

The Union Budget presented in the Parliament by Hon'ble Finance Minister on the 1st of February 2022, provided a broad framework of expenditure in details for different sectors, introduced new schemes, and tried to justify the priorities and focus areas of the government.

I am aware that this is not an easy task in light of the fact that governments around the globe face severe financial constraints and need to make prudent use of the resources entrusted to them by their people. But still, it is very important for us to know the resource allocation and utilization in all the sectors of our involvement. It is important to understand and believe that this is our budget, framed and formulated for our own growth and development. It is extremely crucial for all of us to comprehend what we have in this budget. There is a seed for thought that, does every citizen of the country, belonging to various walks of life from different strata of society, feel that this is their budget? In other words – Inclusiveness & Balance – How real is it in the Union Budget 2022?



### 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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### Bulletin Team:

Editor: Dr Joseph Marianus Kujur SJ, Director, XISS  
Content & Editing: Aayurshi Sahay, Shruti Sahay  
Designing & Layout: Akash Bhuinya

### Follow us on:



## XISS organises panel discussion on Union Budget 2022-23

XISS, Ranchi, organised a panel discussion on the Union Budget for the financial year 2022-23 at Fr. Michael Van den Bogaert SJ Auditorium on 3 February 2022. XISS faculty and student speakers discussed the details of the Budget in areas like health, education, finance, agriculture, social sector etc. Director XISS set the tone of the discussion as he emphasized on the inclusiveness and balance – how real the Union Budget 2022 is in the context of the pandemic.

In his address he said that it was to be understood how this budget catered to all sections of the society, irrespective of their caste, class and colour. It is important to understand and believe that this budget is for our growth and development. So, through this discussion it becomes imperative to understand whether every citizen of the country, belonging to various walks of life from various social and class group, feels that this is his or her budget.

Guest Speaker, Mr Philip Mathew, President of Jharkhand Small Industries Association (JSIA), Managing Director, Mangalam Lubricants (P) Ltd., in a discussion on the budget said that a Capex based budget of Rs 7.5 Lakh Crore on the infrastructure will give boost to the economy. He mentioned the budget to be particularly beneficial to the MSMEs as with the advent of GST many of them have managed to come to the formal sector, which have encouraged them to run their business after the two crushing years of the pandemic.

**To read more on the budget session, click on the link:**

<https://www.xiss.ac.in/readmore/xiss-organises-panel-discussion-on-union-budget-2022-23>



**To view the highlights of the budget session, click on the link:**

<https://www.youtube.com/watch?v=9GyvbxcDC5k>

This year's growth-oriented Budget with controlled Fiscal Deficit aims to increase the Government Capital Expenditure up by a massive 35% to 7.5 lakh crores. Focus on Hard Infrastructure (mainly PM Gati Shakti areas like Roads, Railways, Airports, Ports, Mass Transport, Waterways, and Logistics Infrastructure) as well as soft infrastructure (improving ease of doing business, mostly by leveraging digital technologies) is a welcome move. On the other hand, the agenda of Job Creation: boost to manufacturing sector, both large as well as MSME will definitely add to the sustainable development of the nation.

As per the announcements done during the budget, it seems to promote a stable and predictable tax regime while laying the foundation for Digital India 2.0. However, massive cut in welfare spending on MGNREGS and Food and Fertiliser subsidies and Gender Budget along with no significant increase in health budget is a concern. Furthermore, disappointing disinvestment proceeds and no mention of doubling of farmers' income might raise alarms amongst the communities.

The budget ticks almost all the right boxes except in the social and welfare sector. Cut in essential subsidies like food, fertiliser and MGNREGS, will hurt those who deserve it, the most during the ongoing pandemic.\*\*\*



**Dr Ramakant Agrawal,**  
HoP, PGDM – Human  
Resource Management

Union Budget-2022 magnified the 'Digital India' vision. This year's Budget reiterates the government's strong reliance on digital technology for economic growth. It recognised the importance of technology in all focus areas like infrastructure, inclusive development, sustainability, sunrise industries, and skilling.

The announcement of a digital university, a national digital health ecosystem, RBI governed Digital Currency, 75 digital banking units, e-passports, Data Centres as infrastructure and the aspiration for ensuring all villages having the same access to digital resources as urban areas indicate a blueprint for IT-driven comprehensive development.\*\*\*



**Sushil Ranjan Roy,**  
Associate Professor,  
PGDM – Information  
Technology Management

A welcome feature of the budget is the allocation of Rs.900 crore for the newly set-up Ministry of Co-operation. Similarly, the Ministry of Fisheries, Animal Husbandry and Dairying has been allocated Rs.6407.31 crore in 2022-23 budget which is 44 percent more than the allocation made in 2021-22 (Revised Estimate (RE)). However, the share of budget of agriculture and allied has been reduced from 4.3 percent (2021-22 Budget Estimate (BE)) to 3.9 percent (2021-22 RE) and further to 3.84 percent (2022-23 BE). Also, allocation for the Department of Agricultural Research and Education has been unchanged at Rs.8513.62 crore, which can affect the agri-research and extension adversely. While allocation for blue revolution is increased to Rs.1891 in 2022-23(BE) from Rs.1210 crore in 2021-22(RE), there has been no allocation for green revolution in this budget.

Nutrition-specific schemes like Mid-Day Meal (MDM) now subsumed with Pradhan Mantri Poshan Shakti Nirman (PM-POSHAN) and ICDS (now subsumed with Saksham Anganwadi and POSHAN 2.0) have not found significant favour from the Finance Minister of India. Significant reduced budgetary allocation to schemes like MGNREGA will affect the purchasing power of the rural unskilled labour and hence food security. The budget has rightly emphasised on drinking water component like National Rural Drinking Water Mission with Rs.60000 crore budget which will affect positively the nutritional status of the country.\*\*\*



**Dr Bhabani Prasad Mahapatra,** Assistant Professor, PGDM – Marketing Management

The Universalization of Quality Education initiative for Rural Areas, Scheduled Castes and Scheduled Tribes, and other weaker sections is a welcome move. It talked about PM eVIDYA scheme, establishing 750 virtual labs in science and mathematics and 75 skilling e-labs for simulated learning environment to be set up in 2022-23, but dropouts still are a major concern. The Government, however, needs to support telecom companies so that they develop better infrastructure, internet connectivity, access to modern devices, ensuring last-mile delivery.



**Dr Raj Shree Verma,**  
Assistant Professor, PGDM  
– Rural Management

Strengthening of health infrastructure especially in most backward districts of the country through Aspirational Districts Programme and speedy implementation of the COVID19 Vaccination, has been the key concern. Through Ayushman Bharat Digital Mission, the digital health solutions of hospitals across the country will be connected. Every citizen will now get a digital health ID and their health record will be digitally protected. It is a rare moment that the significance of mental health also found a mention in the Union Budget. 23 tele-mental health centers of excellence will be established. In health, expenditure has increased to 2.1 percent in 2021-22 from 1.8 percent in 2020-21 but it dashed the hopes of many who were expecting the health sector to see a big jump in allocation, a long-awaited 3% of the GDP that the government has been promising since long. Under Mission Vatsalya, Child Protection Services and Child Welfare Services have been announced. Saksham Anganwadi & Poshan 2.0 for better infrastructure and audio-visual aids, powered by clean energy and providing an improved environment for early child development is also an important announcement. For women Mission Shakti-Mission for Protection and Empowerment for Women through the promotion of Women's Self-Help Groups (WSHGs) has been announced. The allocation for autonomous bodies has dropped from Rs 188 crore in 2021-22 to Rs 152 crore in 2022-23. \*\*\*



**Dr Amit K. Giri,** Assistant  
Professor, PGDM –  
Financial Management

Increasing employment and arresting poverty has been the major concern of the policymakers in India amidst the Covid-19 pandemic. Does budget document of 2022-23 provide enough outlay for increasing employment and decreasing poverty rate, both in the short run and in the long run? The budget document has very little provisions for the twin problems the country is facing, in the short run. In the long run, a drastic increase in capital expenditure, continuance of production linked incentives, may create employment opportunities for the people in the long run.\*\*\*

## STUDENT SPEAKERS

The unprecedented focus on use of technology in every facet of governance, underlined by the Union Budget, will provide a significant leg up to the business opportunities for domestic as well as multinational technology firms. It is good to note that digitisation ran as one of the principal themes across many planned public spending initiatives. Whether it is education, skilling, reskilling, e- passports, rolling out a National Digital Health Ecosystem or the creation of a digital university, these are all welcome steps and will enable us to bridge the digital divide and it will help in shaping this decade as the decade of technology in India —being termed as a Techade.\*\*\*



**Sonakshi Adya,** Second Year  
Student, PGDM – Human  
Resource Management



**Swapneel Verma,** First  
Year student, PGDM –  
Financial Management

The Government's ambition to make India a five trillion economy was dampened by two consecutive waves of Covid-19 Pandemic. Consequently, the Budget 2022 was an important medium to address the need to undo the damage caused by the Pandemic. The sustained growth can be achieved through a continuous spend on capital expenditure especially at a time when private investments are likely to remain low. The Budget 2022 addresses the same by providing a 35.4% hike in capital expenditure which is suggestive of government's intent to do a heavy lifting on investments to drive the economic growth. The Government sees the start-ups as partners in driving the economic growth. Therefore, through this budget, a relief has been passed on to them by extending the tax holiday scheme to start-ups incorporated till March 31, 2023 as a recognition for the economic contribution of the start-ups. Moreover, keeping in view the huge ecological costs associated with ambitious economic goals, it also provided for a new measure to reduce such costs in the form of Sovereign Green Bonds. Thus, I believe it is fair to say that the budget was predominantly focused on the long-term growth, dismissing all the anticipation for a populist budget.\*\*\*

The main highlights of the budget speech were to reflect the government's intent, strength and challenges with special focus on new arenas that were left untouched in previous budgets. Starting from taxation of digital assets to recognizing mental health as a major issue in India and launch of new schemes to cater to mental health of Indians, this budget focused on new domains. The budget also mentioned some major announcements like Digitization of Indian Rupee and setting-up a taskforce to harness potential of AVCG Sector and also mentioned launching of Green Bond and National Battery Swapping Scheme to amplify India's intent to be a carbon neutral country by 2070. The nation is tentatively recovering from a pandemic and we must remember that Growth is a marathon, not a Sprint. This Budget focuses on new India with focus on lots of new arenas like Gaming and Animation, Mental Health, Climate Change, and so on. \*\*\*



**Arnab Kumar Das,** First  
Year student, PGDM –  
Marketing Management



**Krishna Kumar, Second Year student, PGDM – Rural Management**

Union Budget 2022-23 saw a limited focus on the agriculture sector and related policies. The overall budget allocation increased by a meager 4.4 percent for the year, even as important schemes for crop insurance and minimum support price (MSP) saw a drastic slashing of funds. Amid an acute shortage of fertilizers in India reduced the subsidy on urea and nutrient-based (NPK) fertilizers. This may adversely hit the ailing farm sector. There was no mention of the Union government's ambitious plan to double farm incomes, which reaches its deadline this year (2022). Hope the budget may help to bring the Income of the farmer on track and bring an equitable change in their life.\*\*\*

Union Budget 2020-22 has some fascinating and exciting announcements about the technology sector. Primary focus was on 5 trending technologies i.e., drone farming, India's own digital currency, 5G roll out, broadband and mobile internet in rural areas, and digital banking. However, these announcements could not clarify on what the repercussions could be of these implementations. For example, how will farmers learn to operate the drone or are there any strategies of someone else doing it for them? Will they be providing free courses for drone training? Similarly, what will happen if Indian aviation industry face the same problems as American aviation industry? 5G bandwidth will disturb Boeing777 flights and India has 92% of the airplanes installed with these engines. This is a dream of an idea which is good too good to be true in near future.\*\*\*



**Anand Mohanty, Second Year student, PGDM – Information Technology**



**Dr Pinaki Ghosh, HoP, PGDM – Marketing Management Programme**

## Time to look beyond traditional teaching and learning process in B-Schools

Project-based learning, and Simulations as improved pedagogy in Marketing courses for better learning outcomes. Classroom learning and case-based teaching has been the pillars of marketing pedagogy for many years. However, the advent of recent tech-driven advancements in the marketing world and widespread ongoing research, the changes will become mainstream to the field of marketing. This will further widen the ever-existing gap between academics and industry. It is therefore imperative that newer skills need to be imbibed at the B-School level so that the marketing students become industry ready.

However, the challenge lies in the delivery of these new skills to the marketing students. For this the teaching fraternity requires to look beyond the traditional approaches followed in teaching and learning processes. The evergreen case-based approach has been good but has some inherent limitations in making the teaching and learning complete. The case writers' perspective, objectives, case coverage, alignment to the newer areas of marketing and the outcomes are the limiting factors. On the contrary, the relatively newer approaches of a mix of project-based learning and simulations can be handy tools to pass the required skills in the marketing field. Live Project based learning would require the B-Schools to work closely with the industries in identifying projects which can be mutually beneficial. This would require longer duration of engagement of the students and faculty with the identified industry so that value can be generated and shared. This will enable the B-Schools and the industry to come together and bridge the gaps between academia and industry. Making space for such initiatives in the curriculum is a challenge as well as an opportunity for institutes like XISS.

Similarly, simulation-based pedagogy is very interesting and definite way to pass out the required knowhow and practice. In this method real life business situations are created in the form of games or software-based settings which are faced in the actual work environments. Students under the guidance of the faculty develop the art of solving the real-life marketing related challenges in a control setting. In Simulations the effort lies in identifying the right set of simulations from a limited source which should match with the overall learnings and the learning outcomes. However, this is certain that involving these techniques will be a big leap forward for meeting the learning goals comprehensively.

## Illustrious Alumni

### Mr Nayan Chakravarty, Chief of Party-USAIDs Momentum Country and Global Leadership: India / Director, Jhpiego

A PGDM-RD management graduate from XISS in 2001, was placed in 'Foundation for Ecological Security (FES)' from campus and later worked with top names of the health sectors including CARE, J Poverty Action Lab (South Asia), Partnership for Economic Policy (Kyrgyzstan & Nepal), Public Health Foundation of India and Pathfinder International. He has been a full-time Associate Professor with PHFI in the past and continues to be an Adjunct Faculty to some of the leading business schools including XIMB and BALM-TISS. He also has several international publications to his credit from leading Publishing Houses. He has his second Masters from London School of Hygiene and Tropical Medicine, University of London, UK. He is also pursuing his PhD. from Athena institute, VU University, Amsterdam, the Netherlands.



Sharing his fond memories of XISS, he emphasized on the core values of the institute, "Putting the Last First" which was inculcated in them towards the vulnerable sections of society. He recalled the field trips to be an eye-opener for each budding management professional. The PRA tools and techniques that he has learnt from his XISS Rural camps, speak about 'handover the stick' as a powerful approach which he carries till date.

**Message:**

*Be fearless and question, be it here while studying or even working in the field. A positive disruption is always welcome as it shows how you can challenge the existing norms and bring in change. XISS not just transforms you into an effective professional but teaches you the importance of becoming a good human being too. Never let that teaching fade away. I wish very best to you all in your career and lives ahead.*

## Events @ XISS

### XISS in an interactive session with US Consul General Melinda Pavek

XISS, Ranchi, hosted an interactive session with United States (U.S.) Consul General, Kolkata, Ms. Melinda M. Pavek on its campus on 15 February 2022. She was accompanied by U.S. Consul General in Kolkata Associate Political/Economic Officer Travis Coberly, Economic Specialist Sangeeta De Chanda, Media Specialist Deepa Dutta and Foreign Service National Investigator Abhijit Sharma. Director XISS, Assistant Director, Dean Academics and Head of Programmes attended the session.

**To read more on the interactive session and its discussions, click on the link:**

<https://www.xiss.ac.in/readmore/xiss-in-an-interactive-session-with-us-consul-general-melinda-pavek>



### XISS and World Vision India sign MoU for community engagement of students



XISS, Ranchi, and World Vision India (WVI), Ranchi, signed an MoU (Memorandum of Understanding) for a partnership of one year (February 2022-April 2023) for community engagement of students from the Rural Management Programme in 10 community slums of the city. In these communities, volunteers will extend their support to the student to introduce them to the communities, especially Community based organization (SDC) and children Groups formed by the organization.

**To read more on the details and deliverables, click on the link:**

<https://www.xiss.ac.in/readmore/xiss-and-world-vision-india-sign-mou-for-community-engagement-of-students-in-10-urban-slums>

### XISS and Nudge LifeSkills Foundation Research Project



#### **A Study on the Ultra Poor Households in Jharkhand**

The Department of Research and Planning at XISS is awarded with a research project by the Nudge LifeSkills Foundation, Bengaluru to conduct a study on the ultra-poor households in Jharkhand. The duration of this project is 3 months starting from 17 February 2022 and the study areas are Chhattarpur block of Palamu district and Amrapara block of Pakur district.

The purpose of the study is to do a situational analysis of the ultra-poor households with an objective of looking for the feasibility of implementing Graduation Approach. It has two aspects. First, it will concentrate on identifying the ultra-poor households from three categories of the population i.e. OBC, SC and ST with a special focus on Particularly Vulnerable Tribal Groups (PVTG) through the administration of Poverty Assessment Tool. Second, by studying the existing socio-economic conditions and livelihood strategy of the identified sample ultra-poor households it will design a livelihood enhancement plan for them, which will be implemented by the Jharkhand State Livelihood Promotion Society (JSLPS) for which Nudge LifeSkills Foundation is providing the technical support. The principal investigator of this research project is Dr Pramil K. Panda, HoD, Department of Research and Planning and the project will be executed by a team of professionals from the same department. Mr Arvind Dey, Project Officer in the department is the coordinator of the project.

# Sampark: Prevention and Protection from Covid-19



After the impactful phase of Sampark, XISS and UNICEF Jharkhand Office has re-entered into the partnership to re-strengthen the RCCE and covid communication in Jharkhand. The state has achieved close to 100 percent 1st dose vaccination, however, the coverage of 2nd dose, booster doses, vaccination among below 18 years age group and continuous CAB advocacy will be the area of focus this time. The programme has also expanded the scope by including various RMNCH+A components along with the flagship Jal Jeevan Mission scheme. The SBCC DPCs deputed in the 14 districts – Chatra, Deoghar, Dhanbad, Dumka, Garhwa, Giridih, Godda, Latehar, Lohardaga, Pakur, Palamu, Sahibganj, Simdega, and West Singhbhum. The DPCs under the district commissioner will work closely with the health department, water and sanitation department, and other line departments. They will coordinate and engage various civil societies in building a communication strategy and effective implementation of it. The Sampark II started on February 9, 2022, will continue till December 31, 2022. Dr Anant Kumar, Associate Professor, XISS is the Project Head, and Mr Aditya Raj, Assistant Project Officer, XISS is the State Project Coordinator under this programme.

To know more on the project, click on the link: <https://sites.google.com/xiss.ac.in/sampark>

# Winners of ICC Online Poster Making Competition

XISS, Ranchi, and The Internal Complaint Committee (ICC), XISS announced the winners of the Online Poster Making Competition held in the institute from 23 December 2021- 23 January 2022. Mr Manish Kumar, a first-year Marketing Management Programme student secured the first position in the competition. Ms Ujala Kumari, a second-year student of Rural Management Programme won the second prize while Mr Anurag Shubham Topno of second-year Financial Management Programme won the third prize. The parameters for deciding the winners were Theme, Content/Slogan, Neatness, and Overall Look.

To know more, click on the link: <https://www.xiss.ac.in/readmore/icc-organises-online-poster-making-competition-amongst-students>

To view the posters, click on the link: <https://www.youtube.com/watch?v=hy3cgWxtt28>



# Alumni Achievement Corner



Mr Dharm Rakshit, an alumnus of XISS, PGDPM HR, batch of 1995, has made it to the ETHRWorld 50 HR 'Thought Leaders' of 2022.



Mr Indrajeet Sengupta, an alumnus of XISS, MBA HRIS, batch of 1995, has made it to the ETHRWorld 50 HR 'Thought Leaders' of 2022.

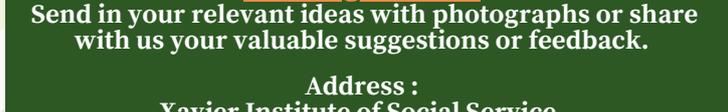
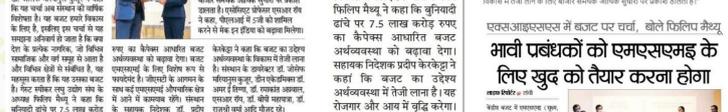


Ms Nupur Singh Mallick, an alumnus of XISS, batch of 1997, has made it to the ETHRWorld 50 HR 'Thought Leaders' of 2022.



Mr Asit Kumar, an alumnus of XISS, batch of 1999 PGDM-PM, has been appointed as Chief Human Resource Officer of Lendingkart.

# Media Corner



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.

Address : Xavier Institute of Social Service, Dr. Camil Bulcke Path, P.B.- 7, Ranchi-834001, Jharkhand Website: [www.xiss.ac.in](http://www.xiss.ac.in)



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XAVIER INSTITUTE OF SOCIAL SERVICE  
Nurturing Professionals, with a Difference

# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 8 • APR 2022



## Director's Message

Greetings everyone!

Communicating with you through this message of mine in the monthly bulletin feels like having a "mann ki baat" session with each of my dear stakeholders. With the culmination of the financial year 2021, also culminated various events at XISS, CASCADE-2022 being one of them. The mood of CASCADE-2022 could be captured in terms of 5 Cs.



**Continuity** – One should understand and believe that CASCADE is not a replacement for our annual property PANACHE, but it is a continuity of the spirit of XISS. It is the continuity of the values, ethos and culture of XISS. It is about the culture of academic rigor, corporate interface, college-led activities, student-led activities, and Alumni connect, etc.

**Change** – in terms of the spirit of resilience and audacity of XISS that the covid-19 and the corona pandemic could not dampen. Hence, as soon as we came back to the campus it is once again buzzing with the same enthusiasm or even more that we had in the pre-pandemic era.

**Corona batch** – It was, maybe, the unfortunate batch which was struck by the covid 19 pandemic and had to spend most of the curriculum inside their homes with online sessions and less of physical interactions. Thus, this cascade, a student-led activity under the management guidance made them understand the true essence of what a manager is and how to innovate, imagine, create and come out with something which is so positive and also has a critical bent of mind. XISS has taught the students to convert the negative energies into positive as in the pandemic period. In the future, they will be faced with similar situations while playing a leading role in their organizations.

**Come back to XISS** – All the graduating students, please be faithful to your Alma mater. In your professional world you will be guided by the professional dynamics and not by emotions. This is virtually the last platform together as a team, as a batch. Please feel attached and connected to the institute which has helped you reach wherever you are and in later stages whatever you will be. As an alumnus remain connected to your institution, feel for your XISS family. It is your lifetime commitment to XISS and not just for two years. Always remember -- Once a Xaverian, always a Xaverian!

**Confluence** – This cascade has helped in the cross fertilization of ideas, activities, cultures, identities, talents, strengths, and innovativeness. We all are winners in making this event a huge success. We have contributed collectively and individually and this will definitely make us more competent persons for a challenging tomorrow.

### 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.

## This issue:

Director's Message

A Cascade of Celebrations

Business education in HRM in post-pandemic world

HRM students successfully complete Rural Retreat organised from 3-12 March

XISS organizes 3-Day Management Development Programme for JSLPS

Alumni Relations and Institution Success

XISS students participate in RBI Inter-College debate competition

Illustrious Alumni

XISS celebrates International Women's Day

Two-day UIDAI AADHAR Camp organised by XISS and AAXISS

Free Health Check-up Camp organized

New Batch Induction of GIS Training Program at XISS

MoU signed between XISS and TEDxKanke

CHILDLINE Advisory Board meeting held

Faculty Corner

Alumni Achievement

CASCADE 2022 Gallery

Media Corner

### Bulletin Team:

**Editor:** Dr Joseph Marianus Kujur SJ, Director, XISS

**Content & Editing:** Aayurshi Sahay, Shruti Sahay

**Designing & Layout:** Akash Bhuinya

### Follow us on:





**Director, Assistant Director, Superior, Dean Academics and Heads of Programmes during the inaugural ceremony of CASCADE 2022.**

and ROTARACT were given certificates for their contribution in all the extra-curricular events organized throughout the year in the Institute.

## A Cascade of Celebrations

XISS, Ranchi, bid goodbye to its weeklong cultural and sports fest "CASCADE 2022" on 26 March 2022, with a final fun-filled celebration. Both the students as well as the faculty and staff enjoyed the series of events which began from 21 March 2022, that included activities such as badminton, basketball, cricket, table tennis, and tug of war. The first of its kind event, organized post COVID in the campus, was surely one of the most memorable one's in the history of the Institute. The evening began with lighting of lamp by Director, Assistant Director, Dean Academics and Head of Programmes amidst a prayer and inaugural message by Fr Xavier Soreng SJ, Superior, XISS. The games and competitions were followed by a cultural night with songs and dance performance by Club Pulse, a skit by the Aaawaz Dramatic Society on the theme All The Best, and a special performance by students from St. Michael's Blind School. The Cultural and Sports Committee (CASC) along with the student clubs such as OBSCURA, EMBARK, CREATEGIC, MAXISS, PULSE, AWAAZ

**To read more on the week-long celebration of CASCADE 2022, click on the link:**  
<https://xiss.ac.in/readmore/a-cascade-of-celebrations>

## Business education in HRM in post-pandemic world

Business schools are facing more intense competition than ever before, not only from brick-and-mortar schools, but also from alternative suppliers of education like edX, Coursera and the Byju's. Additionally, they are facing many challenges in terms of getting the right faculty talent, retaining them, investing in right technology, upskilling the faculty members and the support staff. Then there are some programme-specific challenges. Take the Human Resource Programme that this Institute offers. There are over 75 HR softwares in use today. How do we expose our students to at least some of them so that they are industry-ready?



**Dr Ramakant Agrawal, HoP, PGDM – Human Resource Management**

The HR students today are supposed to possess some key KSAs. Here is a sample of them: In terms of KNOWLEDGE they need to know Personnel and Human Resources, Administrative and Management, Law and Government, Education and Training. In terms of SKILLS, they need to have skills like speaking, active listening, writing, critical thinking, persuasion, complex problem solving, negotiation, time management, judgement and decision making and monitoring. In terms of the ABILITIES they need to have abilities in the areas of writing, comprehension, expression, deductive reasoning, problem sensitivity, deductive and inductive reasoning and near vision (The ability to see details at close range). On top of it, they need to be persons of high integrity, cooperative, someone who is attentive to details, have self-control, has concern for others, perseverance and stress tolerance. So, the challenge is how to create a courseware and software for such KSAs and keep them updated in an ever-changing world.

The B-schools are also supposed to expose students to hands-on training in a variety of softwares like ADP Workforce Now; Kronos Workforce HR; Lawson Human Resource Management Suite and Oracle Taleo. Moreover, you also need to create a learning environment where you have to provide experiential learning and flexibility in learning (when, where and how students want to learn). HRM@XISS is gearing up to face any challenge that may come about to keep it relevant and future-ready.

## HRM students successfully complete Rural Retreat organised from 3-12 March



**Students of HRM Programme performing during the Valedictory Programme of Rural Retreat Camp.**

The Human Resource Programme (HRM) of XISS, Ranchi, organized 8 days Rural Retreat Camp for 72 students of the First Year PGDM HRM Programme who were divided into two groups (A&B) of 36 students each at Bariatu and Angara Block of Ranchi (Jaratoli, Jiddu and Barwadag revenue villages) from 3-12 March 2022. Rural Camp is an integral part of HRM Programme that creates an opportunity for the students to have a better experience of community life & improve their professional know how. The valedictory programme was held at Fr Michael Van den Bogaert, SJ Memorial Auditorium in the XISS campus to felicitate the students for their active participation as a team player, special achievement as a team leader and best achievement as best camper during the rural retreat in the presence of Director, Superior XISS and Assistant Director, XISS. Dr Shyamal Gomes, Professor & Coordinator of the rural camp, presided over the function, where he presented the report and shared his experience of the camp. A poster exhibition of the village map drawn during the visit was displayed by the students. The best camper male and female was awarded to Mr Oliver Minz and Ms Navneet Singh from Group A; Mr Arpan Anurag Kandir and Ms Ranu Jhawar of Group B by the Director. On this occasion

several prizes and certificates were distributed to the winners of different activities conducted during the camp by Dr Ramakant Agrawal, Head of Programme HRM along with faculties of the programme namely Dr Shyamal Gomes, Dr Kumar Mohit Spring, Dr Indrani Ghatak, Dr Mrityunjoy Roy, Dr Binit Lakra, Dr Johnson Minz and Dr Sharda Singh.

**To read more on the valedictory programme, click on the link:**

<https://xiss.ac.in/readmore/hrm-students-of-xiss-successfully-complete-rural-retreat-organised-from-3-12-march>

## XISS organizes 3-Day Management Development Programme for JSLPS

Leaders of the development sectors face a lot of challenges while leading a team for the organizational growth. The challenges are flanked up while influencing the team, resolving the internal conflict, providing right training to the team members, accomplishing the organizational growth and development, building the morale of the team members and motivate. In view of the above challenges, field level various difficulties and organizational goals of JSLPS, the Programme of Rural Management (RM) of XISS, Ranchi has instituted an agreement with the Jharkhand State Livelihood Promotion Society (JSLPS) to sensitize their district and block level officials through Management Development Programme (MDP) training. JSLPS agreed upon conducting two training MDPs on Effective Leadership and Team Management, for the District Level managers of JSLPS.



*Director XISS along with Faculty of Rural Management Programme and trainees from JSLPS during the Management Development Programme.*

To begin this, first batch of the MDP was conducted from 14-16 March 2022 in the Fr Michael Van den Bogaert Auditorium of XISS. In the first batch of the MDP on Effective Leadership and Team Management, total 30 participants from various districts of Jharkhand took part. The 3-day MDP was inaugurated by Director, XISS while a special address was given by Dr Himadri Sinha, Head of the Programme (RM). Resource Persons from BIT-Mesra, IIM-Ranchi, CIP-Kanke and XISS had taken very effective sessions. Mr Bishnu C Parida, COO of JSLPS attended the valedictory programme while Assistant Director, XISS offered the valedictory remarks followed by the distribution of certificate of participation by the Director. This MDP was coordinated by Dr Niranjana Sahoo, Associate Professor, RM Programme.

**To read more on the Management Development Programme, click on the link:**

<https://xiss.ac.in/readmore/xiss-organizes-3-day-management-development-programme-for-jslps>

## Alumni Relations and Institution Success

Most successful educational institutions across the globe have one thing in common, a dynamic and vibrant Alumni management and guidance system. Top educational institutions realized the worth of their alumni. Alumni reflect our institution's values, teaching, and ideologies. XISS is set to have a robust Alumni Management System. We have created various chapters in India, and we are now prepared to build overseas chapters. Our alumni affairs are well-supported by Alma Connect, a technology-enabled service for alumni relations. We are aspiring to have an exhaustive alumni directory for better connection. There is a plan to have a minimum of two alumni meet every year. XISS is willing to be with alumni during every stage of their careers. Alumni will have the opportunity to expand their network, meet other alumni in their field, enhance their skill set, support job search, post job opportunities for students, become mentors, learn from faculty, and use institutional resources required to excel in their respective careers. Alumni have a wealth of experience and skills that undoubtedly contribute to the success of the current students. Dr Sharda Singh, Assistant Professor & Coordinator, Alumni Relations, along with Ms Aayurshi Sahay, Officer Branding & Accreditation & Assistant Coordinator, Alumni Relations, are working towards the goal of strengthening Alumni Relations at XISS.

We are intended to create a highly engaged alumni network for Our alumni, Our flag bearers!



**Dr Sharda Singh, Assistant Professor & Coordinator, Alumni Relations**



**Ms Aayurshi Sahay, Officer Branding & Accreditation & Assistant Coordinator, Alumni Relations**

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

Reserve Bank of India (RBI), Ranchi organised an inter-college debate competition on the topic, 'Factoring climate risk in institutional finance will impede growth in developing country like India', in the city on 23 March 2022. The debate competition saw participation of two students each from premier educational institutions across the state including Xavier Institute of Social Service (XISS), Ranchi; Xavier School of Management (XLRI), Jamshedpur; Indian Institute of Management (IIM), Ranchi; Birla Institute of Technology (BIT), Mesra and St. Xavier's College, Ranchi; wherein 5 students spoke in favour of the motion while the other 5 spoke against the motion. The team speaking against the motion, won the debate competition. Mr Robin Sethi and Ms Riya Verma, both second-year students of Financial Management Programme at XISS spoke 'for' and 'against' the motion respectively. RBI General Manager (In-charge Officer), Mr Sanjeev Sinha attended the event while, Mr HS Gupta, Retd. IFS and Dr Harishwar Dayal, Director-in-chief, Centre for Fiscal Studies were the judges.

**To read more on the event and the motion presented by the students, click on the link:**

<https://xiss.ac.in/readmore/xiss-students-participate-in-rbi-inter-college-debate-competition>

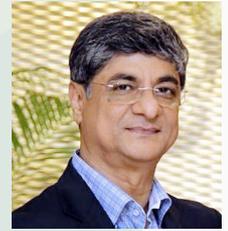


**Mr Robin Sethi and Ms Riya Verma, Second Year student, PGDM - Financial Management**

## Illustrious Alumni

### Mr Praveen Sinha, Co-Founder, People n Planet Forum

A PGDPM&IR management graduate from XISS in 1982, he secured the highest marks in the paper on Personnel Management and was awarded the NIPM Silver Medal. He was also conferred Fellowship of the Indian Institute of Business Management, Patna, Bihar. As an HR professional with comprehensive strategic HR experience which spans over 35 years, he has proven expertise in HR transformation and managing complex HR issues in multi-layered organizations. He has worked with business groups like Tata, Raymond, Escorts etc. in change management and leadership positions. He is also the Ex-Head – HR Centre of Excellence, Escorts Ltd. Additionally, he has ICF accredited Coaching certification from Erickson coaching International. He was also part of corporate team and worked with McKinsey company on creating business transformation agenda of an Engineering company. He has conducted sessions on Diversity for Washington State University, College of Arts and Sciences, Psychology, WSUV campus Vancouver, Washington. He Served as a leader of a Global team - program conducted by Stanford University, USA on Design Thinking – and was awarded a distinction. Currently, he is the Co-Founder, People n Planet Forum-working in HR consulting and community space, is an Executive Coach and a HR Advisor to a start-up - a new age market place – redefining business outsourcing.



#### Message:

*Become an exceptionally good listener-when listening put intuition on ice to make correct decisions. Becoming more self-aware is crucial for personal growth and remember that the best learnings happen in discomfort zone. Care for reverse mentoring to always be relevant in the industry. I wish each student all the very best in their career and lives ahead.*

## Events @ XISS

### XISS celebrates International Women's Day

The International Women's Day, which is observed on March 8 every year, was celebrated at XISS, Ranchi in the Fr Michael Van den Bogaert SJ Auditorium. The theme for this year's celebration was 'Gender equality today for a sustainable tomorrow'. In his address, Director XISS emphasized on gender equity and gender justice and said that every year this day reminds us of the powerful human beings that women are. But when we come closer to the reality of their situation at home or workplace, an entirely different picture is seen. They are often kept deprived of the power to make decisions, which is averse to the popular belief of the day we are celebrating today. He added that the plight of women especially in rural areas often leads to them becoming domestic helps or being trafficked and this situation is worsening day by day. This hostile approach needs to be corrected and only then we will celebrate this day in its actual glory. He concluded saying that at XISS, we believe in making an environment equal for all, keeping all gender bias at bay. The event was followed by an informal interactive session and sharing of thoughts between the faculty and staff. Dr Pradeep Kerketta SJ, Assistant Director, Dr Amar E. Tigga, Dean Academics, Heads of all Programmes, esteemed faculty members and staffs of XISS were present during the celebration.



*Assistant Director and Finance Officer along with Faculty and Staff during the International Women's Day celebration*

### Two-day UIDAI AADHAR Camp organised by XISS and AAXISS

XISS, Ranchi along with Alumni Association of XISS (AAXISS) and Jesuit Alumni Ranchi Province (JARP) organised two-day of UIDAI AADHAR camp which was attended by 190 beneficiaries in the college campus on 11-12 March 2022. 190 beneficiaries from both age groups of new born- 5 years age group and 18+ years age group benefited from the camp wherein they enrolled and modified the AADHAR cards. Beneficiaries included XISS faculty and staff, AAXISS family, extended Jesuit Society, residents nearby XISS campus, students of XISS and family members of the above mentioned. Representatives of AAXISS, Mr Alok Gupta, Secretary; Mr Jasbir Singh Khurana, Vice-Chairman; Mr Himalay, Joint Secretary and Mr Srijan, Executive Member played important role in organising the camp.

**To read more on the AADHAR Camp, click on the link:**

<https://xiss.ac.in/readmore/190-beneficiaries-get-uidai-aadhar-enrolment-and-modification-during-two-day-xiss-and-aaxiss-uidai-camp>

### Free Health Check-up Camp organized

XISS, Ranchi and Vardaan Hospital, Kathitand, Ranchi in association with Manipal Signa Health Insurance organized a one-day complete health check-up camp in the campus on 23.3.2022. The camp ensured free health check-up and medical consultation for faculty, staff and students. The aim of the camp was to spread awareness about health among all and the need for regular check-ups. From Vardaan Hospital, Dr Rishu, Gynaecologist and Dr Shashi, General Physician were accompanied by two nurses and their manager, Mr Kumar Nitesh as a part of the camp. Around 84 people got their weight, blood pressure and blood sugar checked, while the doctor's provided consultation based on it.

**To read more on the free health check-up camp, click on the link:**

<https://xiss.ac.in/readmore/free-health-check-up-camp-organized-at-xiss>

## New Batch Induction of GIS Training Program at XISS

A new batch induction program of Geoinformatics (GIS) Training Program (in both Online and Offline mode) was held at XISS. Geoinformatics is a six-month long Training Program run at XISS with 30 seats and students from any discipline of UG, PG as well as ITI Training Programs apply for this program. This program began in 2016 and this is the 11th batch which began its classes from 29 March 2022.

**To read more on the induction of GIS Training Programme, click on the link:**

<https://xiss.ac.in/readmore/new-batch-induction-of-gis-training-program-at-xiss>



Director XISS, Dr Amar Tigga, Dean Academics; Dr Prakash Chandra, Mr Sunil Pratap Kumar along with new students of the GIS Training Program during the Induction.

## MoU signed between XISS and TEDxKanke

A Memorandum of Understanding (MoU) was signed between XISS, Ranchi and TEDxKanke for a period of one year in the campus on 30.3.2022. This is a knowledge partnership agreement wherein TEDxKanke is known to organize events to help communities, organizations and individuals to spark conversation. Under this agreement, TEDxKanke will organize one TEDxKankeSalon event or one TEDxKankeStudio program at the XISS campus.

**To read more on the MoU, click on the link:**

<https://xiss.ac.in/readmore/mou-signed-between-xiss-and-tedxkanke>

## CHILDLINE Advisory Board meeting held

XISS, Ranchi is the nodal organisation of CHILDLINE, Ranchi and provides guidance and reliable services to children of various communities residing in slums and villages. The CHILDLINE Advisory Board (CAB) is the principal policy-making body of CHILDLINE at the city level and is responsible for ensuring the effective functioning of CHILDLINE. The meeting was chaired by Shri Vishal Sagar, IAS, Deputy Development Commissioner (DDC), Ranchi. Dr Sanjay K.Verma, Programme Head, CHILDLINE and twenty-five members from the various allied system also attended the meeting.

**To read more on the CHILDLINE Advisory Board meeting, click on the link:**

<https://xiss.ac.in/readmore/childline-advisory-board-meeting-held-on-awareness-and-publicity-among-masses>

## Alumni Achievement Corner

### FACULTY CORNER

## Youthsav organised by Rural Management Students & Phia Foundation

Youthsav event was organized virtually on 6 March 2022 in which Dr Raj Shree Verma, Assistant Professor was invited as a speaker on the topic "Importance of Engaging Youth on issues of Gender and Masculinity in Academic Institutions". She shared about XISS and Phia Foundation collaboration, in accordance to that, multiple activities like open-mic, training program etc. were organised with students of XISS-Rural Management Programme which has sensitized them towards gender issues and made them understand the joint effort of men and women for overall development.



Salil Lal (PGDM-PM, batch 1992) has been elevated to the post of HR and IR Head at Maruti Suzuki India Limited.



Smriti Sudha (PGDM-PM, batch 2008) has been awarded Emerging Leaders League Award by ETHRWorld under the age of 40 for her exceptional work and creating an impact personally and/or professionally through their leadership.



Kumar Devanshu (PGDM-PM, batch 2009) has been awarded Emerging Leaders League award by ETHRWorld under the age of 40 for his exceptional work and creating an impact personally and/or professionally through their leadership.

## Rural Management students & CEED organise event on International Women's Day

In collaboration with Centre for Environment and Energy Development (CEED), Rural Management Programme of XISS organized an awareness program with the women's group for a constructive discussion around the cooking practices opted by the women of the village and the impacts and challenges they face with it. It was held at Sarwal Village, Hahap Panchayat of Namkum Block in Ranchi District on 8 March 2022 under the supervision of Rural Camp Supervisors, Dr Raj Shree Verma and Mr Manoj Singh. The main objective of this event was to create awareness about the major health impacts of cooking on solid fuels and the alternatives which can be opted to combat the issue. More than 100 women participated and it was a great experience for our Rural Management students who organised it and also presented a street play and group song in it.



Students of Rural Management Programme during the International Women's Day celebration in Sarwal Village

# CASCADE 2022 Gallery



## Media Corner

### खबर मन्त्र

#### एक्सआईएसएस तथा टेडएक्स कांके ने किया एमओयू पर हस्ताक्षर

ज्ञान वादों में वदवोग को लेकर है एक्सआईएसएस और टेडएक्स कांके का यह एमओयू...  
रांची। 'श्री कानिना बुके' एवं 'मिना जितिन' संस्था (एक्सआईएसएस), रांची ने शांति का एक अतिम उपसर्ग के साथ अपने सनातन भर चलने वाले सांस्कृतिक और खेल उपसर्ग एमओयू-2022 का अनाविदु कहा। आगोजनों की श्रृंखला में बैडमिंटन, बार्सेकटबॉल, क्रिकेट, टेबल टेनिस और एरबक्यूरी जैसे कानिना का कांके के साथ-साथ फेक्टरी और स्ट्राफ में भी आनंद लिया। परिसर में कोविड के बाद आगोजन अपनी तरह का यह पहला कार्यक्रम निहित रूप से संस्थान के इतिहास में सबसे बान्ना आगोजनों में से एक था। कानिना में कोविड के बाद आगोजनों और उलवों के बारे में

### एक्सआईएसएस में कास्केड-2022 का समापन 6 दिनों में स्पोर्ट्स, फाइन आर्ट्स व कल्युरल इवेंट में 350 ने लिया भाग

रांची। एक्सआईएसएस में कास्केड-2022 का समापन 6 दिनों में स्पोर्ट्स, फाइन आर्ट्स व कल्युरल इवेंट में 350 ने लिया भाग...  
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### A Cascade of Celebrations concludes at XISS

PHD RANCHI  
Xavier Institute of Social Service (XISS), Ranchi, has grandly concluded its Cascade of Celebrations...  
The event was held on the occasion of the 25th anniversary of the institute...  
The event was held on the occasion of the 25th anniversary of the institute...

### एक्सआईएसएस में कास्केड 2022 का समापन

रांची। 'श्री कानिना बुके' एवं 'मिना जितिन' संस्था (एक्सआईएसएस), रांची ने शांति का एक अतिम उपसर्ग के साथ अपने सनातन भर चलने वाले सांस्कृतिक और खेल उपसर्ग एमओयू-2022 का अनाविदु कहा। आगोजनों की श्रृंखला में बैडमिंटन, बार्सेकटबॉल, क्रिकेट, टेबल टेनिस और एरबक्यूरी जैसे कानिना का कांके के साथ-साथ फेक्टरी और स्ट्राफ में भी आनंद लिया। परिसर में कोविड के बाद आगोजन अपनी तरह का यह पहला कार्यक्रम निहित रूप से संस्थान के इतिहास में सबसे बान्ना आगोजनों में से एक था। कानिना में कोविड के बाद आगोजनों और उलवों के बारे में



कल्युरल इवेंट में बॉलीवुड रॉकर्स में गुंजे ओ सोनियो...



Free Health Checkup Camp at XISS  
Xavier Institute of Social Service (XISS), Ranchi and Vardaan Hospital, Kathiland, Ranchi in association with Mangal Signs Health Insurance organized a one-day complete health checkup camp on the campus on Wednesday. The camp ensured free health checkup and medical consultation for faculty, staff and students. From Vardaan Hospital, Dr. Rishu, Gynecologist and Dr. Shashi, General Physician were accompanied by two nurses and their manager, Kumar Nilesh as a part of the camp. Around 84 people got their weight, blood pressure and blood sugar checked, while the doctor's provided consultation based on it.

### Induction of GIS Training Program at XISS

A new batch induction program of Geoinformatics (GIS) Training Program (in both Online and Offline mode) was held at Xavier Institute of Social Service (XISS). Geoinformatics is a six-month long Training Program run at XISS with 30 seats and students from any discipline of UG, PG as well as ITI Training Programs apply for this program. This program began in 2016 and this is the 11th batch which began its classes from Tuesday. Dr. Joseph Marianus Kujur, Director, XISS while addressing the trainees stated his mantra of success and said, "We need to de-learn whatever biases we have learnt, in order to be open to new learnings and it is my appeal to each one of you to be attentive during this entire program. This program backed by scientific and technological progress is in huge demand these days and each one of you should utilize this opportunity to its optimum. I take this opportunity to congratulate Dr Dash for successfully spearheading this program for the past 7 years and the 100 percent placements it has delivered in the last batch. I wish all the new students to be successful in their careers ahead."



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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.  
Address :  
Xavier Institute of Social Service, Dr. Camil Bulcke Path, P.B.- 7, Ranchi-834001, Jharkhand  
Website: [www.xiss.ac.in](http://www.xiss.ac.in)



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XAVIER INSTITUTE OF SOCIAL SERVICE  
Nurturing Professionals, with a Difference

# XISS Bulletin

The Official Monthly Bulletin of Xavier Institute of Social Service

VOL. 1 ISSUE 9 • MAY 2022



## Director's Message

Greetings everyone!

Bidding goodbye is never easy, but as it is rightly said that the show must go on.. and so did it happen at XISS as well. We, at XISS gathered to bid goodbye to the batch of 2020-22 (the Corona batch) as we gave them a warm farewell and memories enough for a lifetime!



This batch in particular has shown its resilience in accepting the classroom teaching changes imposed on them due to the pandemic and has lived upto the spirit of the larger Jesuit family ever since. Now, as they are ready to venture out in the world, create their own name and live by their learnings, I sincerely wish them to spread the values and ethics what XISS stands for in the world. Each one of them is the master of one's own destiny and is harnessing immense strength and strong will, all set to be unleashed in the professional world.

The past month has been eventful in terms of academic rigour, corporate interface, student-led activities and social and awareness activities, to name a few. As we leave the pandemic behind us and gradually move forward in life, students have also picked up the pace to catch up on the time lost. Our great minds sat at work to come up with some Best Business Plans for Entrepreneurship & Social Entrepreneurship and were felicitated for the same. I must make it a point to mention here that there is a paradigm shift in the concept of entrepreneurship and these budding entrepreneurs with their plans are committed to make progress and bring a difference in the society.

Student-led activities have taken the driver seat in the Institute which is a welcome move. Corporates are also attracted to this capital of ours where student lead from the front and get the job done! TEDxKanke's 'The Billion Dream's' event where XISS was the knowledge partner and also provided 26 volunteers for the successful show they ran so smoothly, shows our talented bunch of students.

Social causes are a factor which resonates amongst our students the most, and they never miss an opportunity to call out biases in the society or when it comes to give back to the society. They are holding their ground firm and their actions on a nukkad natak on Gender Equality and book donation drive clearly speaks for it.

As they are tying their shoelaces to get ready for the long run called life, I cannot help but wonder that we at XISS have done our best to make them industry ready with academic knowledge, inter-personal skills and the enthusiasm for life instilled in them.

I wish my very best to each one of them and urge them all to definitely come back and visit their alma mater and share their success and lessons with us.

*They are a special batch, the Corona batch, we will always remember them.*

### Bulletin Team:

**Editor:** Dr Joseph Marianus Kujur SJ, Director, XISS

**Content & Editing:** Aayurshi Sahay, Shruti Sahay

**Designing & Layout:** Akash Bhuniya

### 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.**

## This issue:

Director's Message

XISS bid farewell to the batch of 2020-22

Overcoming the Pandemic

Students with Best Business Plans for Entrepreneurship & Social Entrepreneurship felicitated

XISS organizes Management Development Program for Jharkhand State Livelihood Promotion Society

ICC organised Nukkad Natak competition at XISS

XISS students participate in TEDxKanke's 'The Billion Dream's' event

Students' Club Corner

Alumni Achievement

Media Corner

### Follow us on:



XISS Bulletin Team

## XISS bids farewell to the batch of 2020-22



*Director, Superior, Dean Academics, Faculty and Students of Human Resource Management Programmes during CIAO ADIOS '22, a farewell to batch 2020-22.*

between the stakeholders, resilience and spirit of larger Jesuit family and gratitude to juniors by giving them inspiration despite lockdown. He advised the students to spread values and ethics to the world in terms of what XISS stands for, build the strength on what they have and not on something elusive.

**To read more on the celebration, click on the link:**

<https://www.xiss.ac.in/readmore/xiss-bid-farewell-to-the-batch-of-2020-22>



*Students performing during CIAO ADIOS '22, a farewell to batch 2020-22.*

## Overcoming the Pandemic

PGDM in Rural Management programme is one of the worst hit programmes by the COVID 19. The programme is heavily based on experiential learning through various kinds of field exposures. None of these could be carried out during the pandemic. Kudos to our students and their indomitable spirit which enabled us to sail through the critical period. Students were involved in Covid Task force of various district administrations and municipalities during the most crucial period. They did their summer projects through virtual mode. Once the lockdown is partially relaxed, we organised six-day non-residential camps during 3-9 October 2021 for the RM 20-22 batch. Every day students went to their respective villages early in the morning and returned in the evening. We profusely thank all students and their parents for courageously supporting this endeavour. The success of these camps enabled us to organise the second round of camps from 26 November - 2 December 2021. This time six camps were held in the same mode both for RM first year and final year students in the same mode. However, during March 2022, we organised ten days residential rural camps for the first year students. From February 2022, Urban Slum Development work has been resumed with the help of World Vision India. Agricultural Field Practical were conducted during November 2021 to January 2022 at Agricultural Training Centre Namkom. Besides these, with the help of Faculty members, students organised national level quiz and debate competitions sponsored by Save the Children Fund. Department has organized 13 Webinars with the help of Prakriti, the students club of RM. We are thankful to all faculty members staff, students and their parents for their unflinching support and cooperation to tide over the crisis period.



**Dr Himadri Sinha,**  
HoP, PGDM – Rural  
Management

## Students with Best Business Plans for Entrepreneurship & Social Entrepreneurship felicitated



*Smt Nisha Oraon Singhmarr, IRS, Director, Dean Academics and XISS Faculty alongwith winners of the Best Business Plans for Entrepreneurship & Social Entrepreneurship*

Entrepreneurs should be creative and energetic and should try to become solution providers. Wishing the students during the event, Director, XISS stated that this is a paradigm shift in the concept of entrepreneurship. He said that positive thinking and converting the negative energy into a positive solution along with innovation and creativity is the key for these budding entrepreneurs. He also wished them the best in their lives to make progress and bring a difference in the society.

**To read more, click on the link:**

<https://www.xiss.ac.in/readmore/students-with-best-business-plans-for-entrepreneurship-and-social-entrepreneurship-felicitated-at-xiss>

## XISS organizes Management Development Program for Jharkhand State Livelihood Promotion Society

A three-day Management Development Program (MDP) on “Effective Leadership and Team Management” was organized by the Rural Management Programme of XISS, Ranchi for the District Level Managers of Jharkhand State Livelihood Promotion Society (JSLPS) from 11-13 April 2022 in the Fr Michael Van den Bogaert, SJ Memorial Auditorium coordinated by Dr Raj Shree Verma. 29 participants were present from various Districts of Jharkhand.

In the inaugural session, Director, XISS emphasized on the significance of transforming negative energies inside any organization into positive energies in his welcome address and said that the venue for such an important workshop is named after a visionary and a great leader who took the failure upon himself but shared successes with his colleagues. He added that inspirational and charismatic leadership are the qualities of a leader.

**To read more, click on the link:**

<https://www.xiss.ac.in/news/xiss-organizes-management-development-program-for-jharkhand-state-livelihood-promotion-society>



*Director, Dean Academics along with Faculty of XISS and trainees from JSPLS during the Management Development Programme on “Effective Leadership and Team Management”.*

## ICC organised Nukkad Natak competition at XISS



*Panelists and participating students during the ICC Nukkad Natak Competition*

Internal Complaint Committee of XISS, Ranchi, in collaboration with Aawaz Club – the dramatic society of XISS, organized a Nukkad Natak competition for creating awareness regarding gender discrimination and harassment as a part of its yearly training and awareness program in XISS Courtyard. Director, XISS in his address to the gathering said that man and women are complementary to each other and one cannot function without the other. Thus, it is important to sensitize people about Gender Equality and so the theme of this event holds great importance. He also emphasised on the “Importance of Gender equality in every sphere of life and breaking the stereotypes persisting in the society”. The 1st prize was won by Team Rudraksh (theme – cleanliness of mind and state of women in the society) of Financial Management Programme and received a cash prize of Rs 7000; 2nd prize was won by team Aayna (theme – Sexual harassment at workplace) of Rural Management Programme who won Rs 4000. Team Nayan (theme – politics and workplace harassment) of Marketing Management Programme and Team Forced (theme – Gender Stereotypes) of Human Resource Management also presented their acts and all the participants received certificates of participation.

**To read more, click on the link:**

<https://xiss.ac.in/readmore/icc-organised-nukkad-natak-competition-at-xiss>

## XISS students participate in TEDxKanke’s ‘The Billion Dream’s’ event

TEDxKanke is known to bring in local, national and global innovators, change makers, and design thinkers to inspire critical thinking by sharing powerful ideas. This is a belief that sharing ideas can change attitudes, lives and ultimately our world. Joining them on this journey – ‘The Billion Dream’s on April 9 2022; XISS, Ranchi, as the knowledge partner of the event. XISS, Ranchi, which has recently signed a Memorandum of Understanding (MoU) with TEDxKanke and 26 students from its various programmes of Human Resource Management, Marketing Management and Financial Management volunteered to make this event a grand success. Director, XISS, Ranchi said that XISS is elated to be associated with TEDxKanke for such an event. As a knowledge partner for the event, students of XISS have actively participated in the event and we are affirmed that this exposure will not just help them have an experience of a lifetime, but it will also benefit them to hone their managerial skills and urge them to think outside the box and network with people across the globe. The interactions and networking with people associated with TEDxKanke would be helpful not just for the students but also for the faculty and the management of the Institute.

**To read more on, click on the link:**

<https://www.xiss.ac.in/readmore/xiss-students-participate-in-tedxkanke-s-the-billion-dream-s-event>



*Director, Dean Academics and XISS volunteers during the TEDxKanke’s ‘The Billion Dream’s’*

# Students' Club Corner

## Book donation drive by Rotaract Club of Social Revolution begins at XISS



Director, Dr Mahua Banerjee alongwith RCSR club of XISS inaugurating the book donation drive.

The Rotaract Club of Social Revolution (RCSR) launched its book donation drive, "aapki pustakein, aapki pehchan", at the XISS, Ranchi campus in the presence of Director and all members of the club on 25 April 2022. The objective of this program is to make knowledge accessible to all and will be an ongoing drive throughout the year. Director inaugurated the initiative with a ribbon cutting ceremony and congratulated the club members. He stated an insightful speech and said that knowledge is the key to a better tomorrow and this initiative will surely bring a positive impact in the society. He also began the drive by donating books to this noble cause.

To read more on, click on the link: <https://www.xiss.ac.in/readmore/book-donation-drive-by-rotaract-club-of-social-revolution-begins-at-xiss>

## Investment Awareness Programme by Mirae Assest held



Financial Management Students of XISS attend the Investment Awareness Programme by Mirae Assest.

For students of XISS's Financial Management Programme, a session on the "Investor Awareness Program" was held on 12 April 2022. This session witnessed the participation of more than 100 students and faculty. Mr Anuj Pramanick, Regional Head (East), Mirae Asset Investment Managers (India) Pvt. Ltd was the key speaker for the session. He provided his extensive knowledge and excellent insights on numerous facets of personal finance, as well as a few macroeconomic factors that influence an individual's investment journey.

Following are some of the key highlights and takeaways from the session :  
- How the equation of Saving, Spending, and Investing should be.  
- Compounding is a powerful tool.  
- Why it's not a good idea to try to time the market.  
- Asset Allocation's Importance in Different Asset Classes

To read more, click on the link <https://www.facebook.com/1413056312057922/posts/5339885682708279/>

# Alumni Achievement Corner



Ankit Srivastav (PGDM-HRM, batch 2010) has assumed a new position of Head HR ETG group for India and Bangladesh.

# Media Corner

## त्येक जिला प्रबंधक को राष्ट्र निर्माण में मागीदारी देने के लिए सक्षम बनाना कार्यशाला का उद्देश्य : जो XISS Ranchi felicitates students for best business plans

by Lagatar News - 23/04/2022

### SS holds MDP for Jharkhand State Livelihood Proj

SS holds MDP for Jharkhand State Livelihood Proj... organization into possible emerges in the... the rural sector... the rural sector... the rural sector...



एक्सआईएसएस में जेएसएसपीएस के लिए तीन-दिवसीय प्रबंधन विकास नकारात्मक ऊर्जा को सकारात्मक ऊर्जा में बदलने के... एक्सआईएसएस में जेएसएसपीएस के लिए तीन-दिवसीय प्रबंधन विकास नकारात्मक ऊर्जा को सकारात्मक ऊर्जा में बदलने के...

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### सआइएसएस से शुरू 11 पुस्तक दान अभियान

सआइएसएस से शुरू 11 पुस्तक दान अभियान... एक्सआईएसएस में जेएसएसपीएस के लिए तीन-दिवसीय प्रबंधन विकास नकारात्मक ऊर्जा को सकारात्मक ऊर्जा में बदलने के...

### जोसिएर समाज सेवा संस्थान (एक्सआईएसएस) में उद्यमिता और सामाजिक उत्थिति के लिए सर्वश्रेष्ठ व्यावसायिक योजनाओं वाले छात्रों के लिए प्रमाण-पत्र सम्मान समारोह का आयोजन शनिवार को किया गया था।

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### कृषि, पशुपालन और सहकारिता विभाग, झारखंड सरकार की निदेशक निशा उराव सिंघारन, कार्यक्रम में बतौर मुख्य अतिथि मौजूद थीं। उन्होंने कहा कि कृषि नवनाथियों को वास्तविकता में बदलने, ज्योकि आपन न सिर्फ अपने बल्कि लोगों और समाज के समर्थन को भी पूरा कर रहे हैं।

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### Rotaract Club of Social Revolution begins book donation drive at XISS

Rotaract Club of Social Revolution begins book donation drive at XISS... एक्सआईएसएस में जेएसएसपीएस के लिए तीन-दिवसीय प्रबंधन विकास नकारात्मक ऊर्जा को सकारात्मक ऊर्जा में बदलने के...

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रोटरेक्ट क्लब ऑफ सोशल रेवोल्यूशन ने पुस्तक दान अभियान एक्सआईएसएस में शुरू... एक्सआईएसएस में जेएसएसपीएस के लिए तीन-दिवसीय प्रबंधन विकास नकारात्मक ऊर्जा को सकारात्मक ऊर्जा में बदलने के...

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

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