



xiSS BULLETIN

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Director's Message

Dear Friends:

In the last six months we, at XISS, received some bad news and good news. On 31st of August we received the sad news that Fr. Michael Van den Bogaert SJ passed away after suffering a massive brain hemorrhage. Fr. Bogaert was the second Director of XISS and he dedicatedly served the



Institute for 23 long years from 1963 to 1986. It was under his vision and leadership that XISS grew from a small outreach program to the leading institution in the field of Management & Rural Development.

Another sad news was that the Founder Director of XISS - Fr. Michael Albert Windey SJ - passed away on Sept. 20, 2009. Fr. Windey had started XISS as the "Social Service League" at St. Xavier's College, Ranchi. Initially the classes were held under the staircase of the college due to the paucity of space. Who could have imagined that this small program would one day grow into a huge and renowned B-School, which is today the Xavier Institute of Social Service, Ranchi.

The good news was that the then Director Fr. Beni A. Ekka SJ was appointed as the Vice-Chancellor of the newly established Kolhan University. In the last 10 years under his able guidance, XISS had taken great strides in expanding its wings. Keeping in mind the growing requirements of the Institute, the Departments of Marketing Management and Finance Management were started. Various short courses were introduced and the infrastructure upgraded to meet the demands of modern education.

In the midst of these changes, I was appointed as the Director of XISS. In this first communiqué to you, I promise to uphold the work done by my predecessors and to make XISS ready for the 21st century. I take this opportunity to welcome Fr. Pradeep Kerketta SJ as Assistant Director of the Institute, Mr. Indrajit Banerjee, who joined as faculty in Marketing Department and Mr. Md. Ashraf who joined the finance staff.

With your best wishes and the dedicated support of the faculty and staff, I am hopeful that XISS will continue to abide by its vision and mission specially while continuing to care for the downtrodden and the marginalized section of the society. I Wish you all a Very Happy and Prosperous New Year.

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

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Highlights

- XISS receives "Devang Mehta Award for Best Academic Input in HR" and "AIMS International Institutional Appreciation Award" in 2009.
- Dr. Himadri Sinha appointed as Director (Hony) of Jharkhand States Mines Development Corporation by the Governor of Jharkhand w.e.f. August 26, 2009
- Dr. Anirudh Prasad appointed as Advisor in the Editorial Board of "Management in Government" published by Department of Administrative Reforms and Public Grievances, Government of India
- International Seminar on "Sustainable Development in the Context of Project Induced Displacement: Human Rights Issues and Best Practices" organized in collaboration with USOS, University of Antwerp, Belgium



Fr. Michael Albert Windey SJ
April 28, 1921 - September 20, 2009

Milestones

- Founder Director of XISS, 1955
- Founder Director of VRO, 1969
- Best NGO and Gandhi Award (Guntur), 1972
- International Man of the Year Award (USA), 1994
- Nomination for Interim Livelihood Award (Finland), 1999
- International Environment Award (Nepal) 2000
- Nomination for Interim Livelihood Award (Finland), 2001
- Millennium Award for Industrial and Social Peace (XLRI), 2001
- Global Peace Award (Switzerland), 2002
- Vredesprijs Kerk en Leven (Belgium), 2004
- Knight of the Order of Leopold Award (Belgium), 2005
- Servant of the Poor Award (CNRI, New Delhi), 2006
- An Ardent Missionary
- Associate of Vinoba Bhawe, J.P. Narayan, E.F. Schumacher
- A Unique Gandhian Jesuit

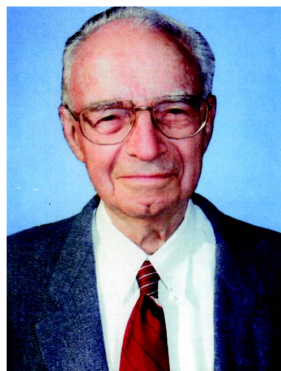
O B I T U A R Y

Fr. Michael Albert Windey S.J. was born on April 28, 1921 in Belgium. He joined the Society of Jesus on September 23, 1938 and was ordained a Priest on November 21, 1951. Thereafter he was appointed as a Professor of Political Science and Sociology at St. Xavier's College, Ranchi where he served from 1954 to 1959. It was at this time that he started the Xavier Institute of Social Service, Ranchi in 1955 and was the first Director till 1963. From 1963 till about 1969 he was engaged in socio-pastoral activities at Kunkuri and Barwadih. He was also appointed the Director of CLC while staying at St. Albert's College, Ranchi from 1965 – 1969.

He left for Guntur in Andhra Pradesh in 1969 to work among the cyclone affected people. In the process he started the Village Reconstruction Organization (VRO) and worked there till 2008. Because of the pioneering role played by VRO in rebuilding the lives of the poor, neglected and the marginalized people, Fr. Windey received about 10 national and international awards.

In spite of his busy schedule Fr. Windey also kept constant company of noted writers and luminaries. Ivan Illich (Author of *Deschooling Society*), E.F. Schumacher (Author of *Small is Beautiful*), Acharya Vinoba Bhave (founder of *Bhoodan* and *Sarvodaya* movement) and Jai Prakash Narayan (Political Activist) were amongst his friends with whom he shared his ideas and opinions.

Fr. Windey's life was shaped by the bloodshed, pain and misery that he witnessed in Europe during the Second World War. All his life he searched for ways and means to alleviate the sufferings of the people. His work for the poor and the needy was recognized internationally. "Our hope", said Fr. Windey, "is true freedom for India, through social equality to cultural quality; our motto: better villages for a better world and our battle cry: to be in times of crisis, instruments of progress". He indeed was a unique Gandhian Jesuit. He went back to Belgium in 2008 after retirement and lived at Heverlee where he passed away on September 20, 2009.



Fr. Michael Van den Bogaert SJ
October 16, 1928 - August 31, 2009

Milestones

At XISS, Ranchi

- Started the Labour Welfare Program, 1963
- Coordinated the foundation of Vikas Maitri, 1968
- Started PGD in Business Management, 1969
- Started PGD in Personnel Management & Industrial Relations, 1970
- Started PGD in Rural Development, 1975
- Started the Entrepreneur Development Program, 1977
- Started the National Adult Education Program, 1978
- Coordinated the Chottanagpur Survey-II, 1985

At XIM, Bhubaneswar

- Started the Center for Development Research and Training (CENDRT), 1987

At XIDAS, Jabalpur

- Founder Director of the Xavier Institute of Development Action and Studies (XIDAS), 1995-2007

OBITUARY

Fr. Michael Van den Bogaert was born on October 16, 1928 at Willebroek in Belgium. He joined the Society of Jesus on September 7, 1947 was ordained a priest on March 23, 1961.

His professional career began as the Director of Xavier Institute of Social Service, Ranchi in 1963 when he succeeded Fr. Michael Albert Windey SJ, the founder Director of XISS. He served XISS for 23 long years. During his tenure he changed the Social Service League started by Fr. Windey into Labour Welfare Program and later into a Postgraduate Diploma in Personnel Management and Industrial Relations. He also started the Business Management Program, which he stopped in 1982 with the starting of the Integrated Rural Development Course in 1975. It was Fr. Bogaert who brought XISS to its present premises in 1978.

He played a pioneering role in the establishment of Vikas Maitri in 1967. Simultaneously, he started the Entrepreneurship Development Program for the rural and the urban poor giving them self-employment. He was also active in looking after the poor and displaced people of the society and will be remembered for his struggle for the displaced people of Koel Karo in Jharkhand on account of the upcoming mega hydropower project in the early 1980s.

Two other places where Fr. Bogaert showed his management genius were first at Bhubaneswar, Orissa where he started Centre for Development, Research and Training (CENDRT) in 1987. Similarly, he started the Xavier Institute of Development Action and Studies (XIDAS) at Jabalpur, Madhya Pradesh in 1995. In both the places he worked for the poor and the down trodden through adult literacy and watershed development programs. His last assignment, since June 2008, was as Professor Emeritus at Xavier Institute of Social Action (XISA), Raipur, where he had great dreams, as usual, to do a lot for the rural and the urban poor. He passed away on 31st of August after a massive brain hemorrhage. Fr. Bogaert will always be remembered as an "Institution Builder of Management Studies".

Departmental News

Department of Marketing & Finance

The Departments of Marketing and Finance jointly organized Industrial Visits to various centers with the objective of exposing the students to the corporate sector. Prof. Amar E. Tigga headed the team to the National Capital Region, Dr. Rohit Vishal Kumar to Kolkata, Prof. A.R. Bodra to Mumbai, Prof. Bhaskar Bhowani to Chennai and Prof. Pinaki Ghosh organized the tour to local industries in Jamshedpur. The teams visited various corporate organisations, prominent among them being Bharti Airtel, Engineers India Limited, Pantaloons Retail, ICICI Bank, Spencers Retail, Ericsson, TCS etc.

The Departments jointly organized "Magnum Opus" and "Eureka" on 30th October 2009. The former was a creativity competition show whereas the latter was a Business Quiz program. On 24th of November 2009, the Departments organized "Threshold" - a business model competition for the students of XISS. The objective was to develop a business model which would pass the scrutiny of the judges on Financial, Technological and Marketing parameters. Teams from all departments participated in the program with the team from Information Management emerging the winner.

Department of Rural Development

The Department of Rural Development conducted rural camps for 10 days from 6th-15th October, 2009. The students were divided into 6 groups and positioned in 6 villages of Jharkhand with their supervisors. Dr. M.H. Ansari and Mr. Ajit Tirkey went to village Tigra, Ratu block; Prof. D. K. Panda and Mr. Sanjay Verma to village Chakla, Ormanjhi Block; Prof. N. Sahoo and Mr. P. Chandra to village Mehru, Bero Block; Dr. H. Sinha and Dr. M. Sahu to village Sohra, Namkum Block; Mr. Sant Prasad and Dr. Anant Kumar to village Chatti, Fudi Block and Dr. K.K. Bhagat and Mr. A. Ahmed to village Dorma, Khunti Block.

The Department conducted a study tour for the 2nd year



A student of XISS presenting her business plan at the "Threshold" competition.

students where the students were sent to three regions of India each i.e., Southern region, Western region and Eastern regions with a motive of exposing students to NGOs and other development organizations located in different parts of the country. Each group was facilitated by a faculty member— Dr. M.H. Ansari in North India, Dr. K.K Bhagat in West India and Prof. N. Sahoo in South India.

The faculty of RD had conducted a two days seminar on "Micro-Insurance" in the month of November. Mr. Pradip Das of Tata AIG delivered a series of lectures at XISS.

Department of Personnel Management

A group of 26 final year students visited blue-chip Industries in Kolkata and Haldia from 4th-14th October 2009 under the guidance of Prof. S.R. Shauq and Prof. Shyamal Gomes. Another group of Students, under the leadership of Prof. K.M. Spring visited the National Capital Region and visited industries located in the NCR. A third team, headed by Prof. Sajeet Lakra visited companies in Bangalore and Chennai in the same period.

The department organized "Nostalgia" in the Month of November 2009. It was the Alumni Meet of the Department in which the alumni of past and present were felicitated for their achievements. The two day event comprised of various activities like Seminars, Debates, Outdoor activities, and Interactions with the faculty and students.

Department of Information Management

The Department organized Industrial visits to Bangalore, New Delhi and Mumbai between 4th to 15th October 2009. Prof. Ignatius Xaxa led a group of 21 students to Bangalore. They visited Companies like Wipro, Integra, Intel, Infosys, Tesco, LG Soft, Target, TCS etc. A successful Alumni get-together was organized at Bangalore on 10th October. Prof. Mahua Banerjee led a team of 21 students to New Delhi. They visited companies like Honda Motors, Arcent Technologies, Ebix, Infogain, Newgen Software etc. Prof. Madhumita Singha led another group of 21 students to Mumbai where they visited companies like Infrasoft Techniques, Hotel Intercontinental Inn, Kotak Mahindra etc. Students learned how to survive and excel in corporate area, to be focused, competitive and be aware of business affairs. The industrial visits were very fruitful for all students.

Department of Research & Planning

The Department of Research & Planning is actively engaged in five Social Research projects. The details of those are as follows:

- Monitoring of *Sarva Shiksha Abhiyan* (SSA) and *Mid Day Meal Scheme* (MDMS) in 24 districts of Jharkhand for the period of 2008-2010. The report has been

submitted to MHRD & Ed. CIL in November 2009.

- Need Assessment Survey and Social Impact Evaluation of 14 Periphery Villages around-NTPC, Kaniha, Talcher, Orissa. Survey has been completed.
- The first phase of Social Impact Assessment of Kotre, Basantpur and Pachmo villages under Tata Steel Ltd. West Bokaro, has been completed. The draft report (Volume-I) has been submitted.
- Socio-Economic Survey of NTPC of three villages of Sholapur, Maharashtra have been completed and data analysis is in-progress.
- The survey of 5% Sample Survey of 15 districts of Jharkhand of District Information System for Education (DISE) - *Sarva Shiksha Abhiyan* (SSA) under Jharkhand Education Project Council (JEPC) has been completed.

The Department has applied for seven new projects and the final consent from the respective agencies are awaited. The Final Report of Socio-Economic Survey of Baitarani West Coal Company, District Angul, Orissa has been submitted.

Under the leadership of Dr. Alex Ekka SJ, the HOD the Department organized an International Seminar on “Sustainable Development in the context of Project Inducement Displacement: Human Rights Perspective and Best Practices” in joint venture with the University of Antwerp USOS, Belgium and Xavier Institute of Social Service, Ranchi on August, 1-2, 2009. Dr. Pramila K. Panda rapporteured the Seminar.

Similarly under the HOD's leadership the Department organized the seminar on “Chotanagpur Tenancy Act” jointly with Catholic Relief Society on 2nd October, 2009 at the auditorium of St. Xavier's College, Ranchi. Likewise a seminar on Chotanagpur Catholic Mission Co-operative Society (CCMCCS) was organized in collaboration with St. Albert's College, Ranchi at the latter's venue on 3rd October 2009.

Development Resource Center (DRC)

Since July 2009, DRC is engaged in implementing the Community Leadership Program (CLP) with the financial support from Jamshedji Tata Trust, Mumbai with the objective of strengthening the leadership potential of the local youth leaders, community based volunteers in health intervention. The implementing partners are Nav Bharat Jagriti Kendra, Hazaribagh and Integrated Development Foundation, Patna. The aim is to create 800 panchayat level community leaders in the districts of Koderma, Deoghar and Palamau in Jharkhand and Muzzaffarpur, Vaishali and Patna in Bihar. In this context two training programs namely “Capacity Building Training of Project Personnel under CLP” and “Consultation workshop on IEC Development and Finalization of CLP

module” were organized at XISS from 2nd-6th November and 2nd—4th December 2009 respectively. The project team is headed by Mr. Sant Kumar Prasad along with Mr. Bhaskar Chakraborty and Mr. Dheeraj Daniel Horo.

Department of Research & Publication

The Department has been bringing out a quarterly and thematic research journal since 2002 named Jharkhand Journal of Development and Management Studies. Two issues of the journal were published in the last semester—Labour Market and Employment with special reference to Right of Work (Jul-Sep '09) and Indian Agriculture and Sustainable Rural Development (Oct-Dec '09).

Diakonia Field Project

Diakonia, a Swedish based funding agency is supporting XISS in development intervention since the year 1995. The present project “Human Resource Development for food Security 2007-2011” is smoothly going on. The Project is coordinated by Mr. F.X. Turkey. The project is operating in villages of Murhu and Arki blocks (Khunti), Tamar block (Ranchi) and Kuchai block (Sarikela-Kharsawan) the state. The project is of four year's duration. The main objective of the project is to create environment for over all development of the target groups, to battle against food insecurity, to access and to control over resources and to capacitate human resources to undertake development activities.

Ms. Julita Minj, who was earlier working in Jharkhand Tribal Development Society (JTDS) Kochang, joined the project in place of Ms. Jennifer Tuti who left because of health problems. The department welcomes Ms. Minj and hopes to utilize her experience in organizing women and gram sabhas.

Childline—Ranchi

CHILDLINE is a national 24-hour emergency outreach service for children in need of care and protection. The toll free number 1098 is common in all 83 cities of India where it is currently operational. The objective is to provide intervention of shelter, medical, repatriation, rescue, death related, sponsorships and emotional support & guidance to marginalized children.

XISS, Ranchi is the nodal organization and looks after the overall functioning, where as Samadhan an NGO is the collaborating organization, and takes care of case intervention. CHILDLINE, Ranchi team consist of City coordinator, Centre coordinator, seven team members and three volunteers. The helpline has till date reached out to over 1500 children across the Ranchi district providing care and protection. Mr. Sanjay Verma of XISS is the Nodal Director of CHILDLINE—Ranchi.

FACULTY NEWS

Fr. Dr. Alex Ekka SJ: took charge as the Director of XISS from 1st September 2009. He attended a workshop on “Mid Term Appraisal of Tribal and Schedule Caste Sub-Plan component of the 11th Five Year Plan” held at Kolkata on 26th November, 2009. He, on behalf of the institute, received the “Dewang Mehta award for the Best Academic Input (Syllabus) in Human Resources” on 5th November, 2009 at Mumbai. The ceremony was organized by Business School Affaire and Business Schools Awards. Similarly he received “Institutional Appreciation Award” from AIMS International at IIM Bangalore on 21st December in recognition of the Institute’s outstanding contribution to AIMS Internationals and Management Education. Dr. Ekka also attended the Annual Meeting of the Indian Jesuit Principals of Colleges and Directors of Business Schools held in Chennai from 6th–7th November 2009.

Fr. Pradeep Kerketta SJ: took over as Assistant Director of XISS from 12th of September, 2009.

Dr. Anirudh Prasad: delivered a lecture on “Human Development Report of Bihar” at A.N. Sinha Institute of Social Studies, Patna in July 2009. He delivered a special lecture on “NGO and Management” at VBU, Hazaribagh in August 2009. He delivered another lecture on “Women Empowerment with reference to Jharkhand” at ASC, Ranchi in the same month. Between 18th-23rd October, he participated in the 13th World Forestry Congress held at Buenos Aires, Argentina. He participated on the Interdisciplinary Seminar on “Indigenous Communities and Natural Resource Management” in the Congress. In November, he delivered two lectures at ASC, Ranchi on “What is Social Research All About: Why Do it?” and “Social Research Methodologies in Action”. Dr. Prasad has been appointed as Advisor in the Editorial Board of “Management in Government” published by Department of Administrative Reforms and Public Grievances, Government of India. He

was also appointed examiner for Doctoral Thesis in Economics of Dr. B.R. Ambedkar University, Muzzaffarpur, Bihar.

Dr. Himadri Sinha: was the key resource person and facilitator at the conference on “Koshi Floods: Key Lessons, Community Based Risk Management and Livelihood Enhancement” organized by JVS, CARITAS and Archdiocese of Patna during 29th–30th October 2009. He was also the key resource person at the workshop on “Child Rights and Child Trafficking” organized by UNICEF, Jharkhand and AISD on 3rd October, 2009 at Ranchi. Dr. Himadri Sinha was appointed as Director (Hony.) of Jharkhand State Mines Development Corporation by the Governor of Jharkhand w.e.f. August 26, 2009



Fr. Alex Ekka, SJ, Director, XISS with the AIMS Institutional Appreciation Award at IIM, Bangalore

Dr. R.K. Agarwal & Dr. Shyamal Gomes: attended a workshop on 8th August as speakers at TATA Steel (West Bokaro) on 'Managing Influences of Stakeholders in an Industry' for senior managers of TATA Steel

Dr. Rohit Vishal Kumar: conducted a five day workshop on “Advanced Data Analysis in Management Sciences” at West Bengal University of Technology, Kolkata from 22nd-26th May 2009. He

delivered a seminar on “Importance of Retail Management” at Camellia School of Business Management, Kolkata on 24th Nov. 2009.

Dr. Rohit Vishal Kumar & Prof. Pinaki Ghosh: conducted a 1-day training program for the Indian Oil Pump Attendants on Consumer Behaviour and Customer Relationship Management in October 2009.

Dr. Anant Kumar: Participated in the 8th International Conference on Urban Health (21-23 October, 2009) at Nairobi, Kenya and in the 5th Asia Pacific Conference on Reproductive and Sexual Health and Rights (18-20 October, 2009) at Beijing, China. He participated in a 12-day induction training for Master Trainers under the

Global fund, Round – 7 program organized by TISS, Mumbai (15-27 June 2009). He also participated in the “3rd Round Table on Leadership Development and Organization Effectiveness” during 19-24 November 2009 in partnership with ICOMP, Malaysia with funding support from the David and Lucile Packard Foundation.

Dr. Shyamal Gomes: participated in the “Master Trainer's Training on HIV-AIDS” at TISS, Mumbai from 15th-30th June 2009. He delivered a series of special lectures at ATI (Ranchi) on “Team Building – Professional Ethics” on 4th August, 2009; “Time Management and Managerial Ethics” on 7th August 2009 and “Continuous improvement Kaizen and quality circle for school management” on 24th August for school principals of Jharkhand. He delivered a special lecture for Management Trainees of CIL on “Six Sigma and Zero Quality Control” on 29th July at IICM, Ranchi. He also organized “Joyful Teaching” workshop at XISS on 25th July 09 for the first year PM students for better social service field work. In this workshop the centre heads like Mrs. M.T.P. Agarwal (Principal St. Michael School for Blind), Mr. Mishra (Coordinator, Guru Nanak Home) and Mr. Sibesh Kumar (Coordinator outreach program, St. Xavier's School) were the special guests. Dr. Fr. Alex Ekka (Director XISS) and Prof. S.R. Shauq were the chief guest. The main speakers were Mr. Binod Thakur from Sir Ratan Tata Trust, Ranchi Unit and Mr. Sant Kumar Prasad from XISS. Dr. Gomes received the “*Rashtriya Gourav Award*” for the field of management education and social service from Dr. Bhishma Narain Singh, former Governor of Assam and Tamilnadu at a seminar on Economic Growth and National Integration at New Delhi on 10th Oct. 2009. India International Friendship Society, New Delhi were the organizer.

Dr. Pramila Kumar Panda, Mr. Nirmal Kumar Mishra, Mr. Arvind Dey and Mr. Herman Ekka: of the Department of Research and Planning attended a MHRD/AICTE sponsored summer school on “Research Methodologies and Data Analysis” conducted by IIT, Kharagpur during 21st September–4th October, 2009.

Prof. S.N. Singh: Attended a Seminar on “Economic Growth of Jharkhand: Are We Underperforming?” organized by KIMDS, Ranchi in December 2009.

Prof. Pinaki Ghosh: acted as resource person in the training program on “Leadership, Team Building, Time Management” and “Overview of Management” to State Government Officers at ATI, Ranchi during Sept-Oct 2009.

He also conducted a Training cum Workshop program for Agricultural Officers of the state on “Supply Chain Management and Marketing Intelligence in Horticultural Marketing” in November 2009

Dr. Mahadeo Sahu: participated in a 12 day training program on “Global Fund to Fight AIDS, TB and Malaria” from 15th - 27th June 2009 at TISS, Mumbai. He attended a 1-day seminar on “CNT Act: 1908: The Origin, Impact, Problems and Prospects at Centenary Celebration” held at St. Xavier's College, Ranchi. The program was organized by XISS, Ranchi.

Mr. Sant Kumar Prasad: submitted his Ph.D. Thesis titled “NGOs and Tribal Development with Special Reference to Jharkhand: Case Studies of Four Select NGOs working in Jharkhand” to Ranchi University in September 2009

Mr. Sanjay Verma: participated in “11th National CHILDLINE Directors Partnership Meet” held on 25th-27th November '09 in New Delhi. Objective was to develop Child Protection Policy and State Commission for Protection of Child Rights.

Mr. William Norman & Mr. Arvind Dey: presented the final report of “Review and Analysis of Existing Schemes of the Ministry of Agriculture with regards to Incidence of Benefits and Cost of Delivery of Services for Women in Agricultural Sector” to the Ministry of Agriculture. The report was approved by the monitoring committee.

Mr. Ajit Tirkey: was nominated as the Non-Official Nominee in the Governing Body and Executive Committee of Sarva Siksha Abhiyan State Implementation Committee by the Ministry of Human Resource Development, Government of India. He attended the 7th National Level Monitoring Meeting held at Srinagar, J&K on 26th-27th August 2009 where he was exceedingly appreciated for producing quality report.

Mr. F.X. Tirkey, Mr. Jiren Kandir & Ms. Dibya Anima Purty: participated in a national level Diakonia partners meet held at Kolkata on May 25th and 26th 2009.

Mr. F.X. Tirkey, Ms. Alka Kujur & Mrs. Sudha Mundu: participated in the national level workshop conducted by Diakonia from 10 to 12 Sept 2009, on “Human Right issues and role of civil society” at Bhuneswar, Orissa.

Faculty Publications

In spite of the busy schedule of managing two trimesters in the past six months, the faculty members continued their search for excellence by contributing to the academic knowledge-base. The following articles were published in national and international level journals and conferences by the faculty members:

1. Banerjee, Mahua; Kumar, Chiranjeev and Roy, S.R. "Influence of Aspect Oriented Programming in Modularization Mechanism" 7th AIMS International Conference. 2009.
2. Das, Gopal and Kumar, Rohit Vishal. "Impact of Store Amenities on Buyer Behaviour: A Study of Convenience Goods Buyers in Organised Retail Sector in India" Indian Journal of Management, 2009, XXXIX(9), pp. 40-49.
3. Das, Gopal and Kumar, Rohit Vishal. "Impact of Store Promotion on Buyer Behaviour: An Empirical Study of Indian Retail Customers" Globosyn Management Journal, 2009, III (1), pp. 11-24.
4. Gomes, Shyamal. "Integration between Organizational Goals and Stakeholder's Interests : Challenges for Enlightened Industries." Jharkhand Journal of Development and Management Studies, 2009, XXVIII(3), pp. 3519-39.
5. Kumar, Anant. "Cultural and Social Practices Regarding Menstruation among Adolescent Girls," Fifth Asia Pacific Conference on Reproductive and Sexual Health and Rights. Beijing, China, 2009.
6. Panda, D.K. "Participation in Group Based Microfinance and Its Impact on Rural Households: A Quasi-Experimental Evidence from an India State." Global Journal of Finance and Management, 2009, 1(2), pp. 171-83.
7. Panda, Pramila Kumar. "Sustainable Development in the Context of Project Induced Displacement: Human Rights Perspective and Best Practises." Jharkhand Journal of Development and Management Studies, 2009, 7(3), pp. 3551-56.
8. Panda, Pramila Kumar and Nayak, Abhaya N. "Strive to Survive or Survive to Strive? Dynamics of Drought, Economy, Ecology and Culture in Kalahandi Tribal Village." Man in India, 2009, 89(1-2), pp. 91-102.
9. Prasad, Anirudh. "Afforestation Priorities and Community Livelihood Imperatives of North East India," XIII World Forestry Congress. Buenos Aires, 2009.
10. Roy, S.R. and Banerjee, Mahua. "Geographic Information Technology for Rural Management and Rural Governance," 7th AIMS International Conference. 2009.
11. Singh, H.K. "E-Governance: Prospectus and Challenges - a Case Study of Jharkhand," All India Commerce Conference. Ajmer, Rajasthan, 2009.
12. Singh, H.K. "Survey of Literature: A Select Bibliography on Human Rights." Journal of Social Research, 2009, 35(122)
13. Sinha, Himadri. "Displacement, Sustainable Development and Human Rights," Sustainable Development in the context of Project Induced Displacement: Human Rights Perspectives and Practises Ranchi: Xavier Institute of Social Service, 2009.
14. Tigga, Amar Eron. "Importance of Quality Education and Strategic Performance Framework of a Business School for Creating a Successful Brand." Jharkhand Journal of Development and Management Studies, 2009, 6(4).

Welcome to New Faculty



XISS takes pleasure in welcoming Major Indrajit Banerjee as a faculty in General Management area in the Department of Marketing. Major Indrajit Banerjee is a '78 batch science graduate from the National Defense Academy, Khadakvasla and 92 batch MBA in HR from XLRI Jamshedpur. He served the Army Air Defense for 12 years and has experiences with radar-guided

guns and Surface to Air Missiles. After leaving the Armed Forces, Major Banerjee has worked with prestigious companies like Price Waterhouse, Quaker Chemical, Srei Finance, Gontermann Peipers and ICFAI in Human Resources, Organizational Development, Quality Management areas. He has also undertaken Management Consulting roles. He is a keen sportsman and adventure training enthusiast.

Editor : Dr. Fr. Alex Ekka. SJ

Associate Editor: Dr. Rohit Vishal Kumar

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

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