

AXIS 2021

Annual of Xavier Institute of Social Service



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XAVIER INSTITUTE OF SOCIAL SERVICE
Nurturing Professionals, with a Difference



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From the Editor's Pen

P R E F A C E

Today's business schools are facing unprecedented challenges. The pandemic has made the situation even more daunting. One of the foremost challenge is to prepare business leaders who can quickly adapt to changing business landscape. So, what should a B-school like XISS do to meet the evolving needs of modern business? We at XISS believe that the current challenge can be addressed by responding at two levels: Curriculum (what students learn) and Pedagogy (how they learn). The changes in these will have to bring the hard skills (technical skills or abilities specific to a job) and soft skills (non-technical skills that relate to how you work and that includes how you interact with colleagues, solve problems, and manage your work) of future business managers more in line with the changing business environment.

Every B-school has almost a similar set of core courses like Finance, Marketing, Operations, Human Resource and Economics. So what changes are needed in the curriculum? There is a greater realization that the traditional core courses need a tech upgrade like Digital Marketing on Marketing, Fintech on Finance and HRIS/HRMS on HRM to name a few. We must try to blend the newer, emerging technologies like Artificial Intelligence, Blockchain and Internet of Things (IoT) with traditional courses to make it more in line with the requirements of modern business and to create strategic advantage. It is mind blowing to know that there are more than eighty software used by HR professionals to carry out their core and emerging functions.

Similarly, the pedagogy must also be changed to bring it more in line with experiential learning. Experiential learning first immerses learners in an experience and then encourages reflection about the experience to develop new skills, new attitudes, or new ways of thinking. Some Global B-schools have started 'Labs', combination of theory and learning-by-doing, in certain management areas like Leadership, Entrepreneurship, Operations and Digital Products Management to name a few¹.

It is not enough to teach hard and soft skills to prepare future-ready managers. In order to prepare business leaders rather than just business managers, they will have to be exposed and sensitized to social issues. XISS has been in the forefront of imparting value-laden education right from its inception. In fact, it is incorporated in the Institute's Vision and Mission. Business leaders coming out of XISS are professionals with social conscience and that is why they have stood out as business leaders in the face of huge disruptions caused by the pandemic.

Our students get a liberal dose of live projects, field trips for social and rural outreach, seminars, conferences, quiz contests and case-writing competitions. The student's perspective on different areas is further strengthened through various student bodies/clubs like Obscura (the media club), Embark (the management club),

1 <https://www.thehindu.com/education/how-can-b-schools-evolve-to-groom-next-gen-leaders/article34703150.ece>



Aawaz (the theatre club), Pulse (dance club), MAXISS (the music band) and Creatagic (the creative hands), Rotaract (the social influencing club) and CASC (the Cultural and Sports Committee). Apart from these there are many Programmes specific clubs. A diverse student body is not only attractive to recruiters, but also exposes students to a range of world views, experiences, and skill sets. The quality of the student body plays an important part in the learning experience.

XISS is committed to impart business education that would be relevant for future business landscape through appropriate interventions in curriculum, pedagogy, and experiential learning. It will continue to produce high quality, new-age business leaders.

Editorial Board

- Dr. Pradeep Kerketta SJ
- Mr. Sushil Ranjan Roy
- Dr. Ramakant Agrawal
- Dr. Shyamal Gomes
- Ms. Aayurshi Sahay



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Director's Column

After serving the institute as Acting Director since August 2019 Prof. Amar Eron Tigga resumed his work as professor and chief placement coordinator in XISS. We extend our sincere gratitude to him for his yeoman service to this institute. This necessitated a change of guard in the institute. Consequently, Dr. Joseph Marianus Kujur SJ took over as the Director w.e.f 15 June 2020. In the current academic year one of our distinguished faculty Prof. Shashi Ranjan Shauq superannuated on 31 August 2020. The second in line was Mr. Ajit Tirkey, Assistant Research Coordinator, in the department of Research and Planning. The Institute extends a sincere gratitude for their valuable services. We all wish them good health and happiness.

The Institute lost two of its members in this academic year as a result of Covid 19 outbreak: (1) Mr. Sushil Kumar Surin – Account Officer, and (2) Prof. Amardip Singh – Assistant Professor. May their departed souls rest in peace! We pray earnestly to the Almighty to give strength to their families to cope with their sudden loss.

The ongoing pandemic has played havoc with the normal lives and livelihood of people around the world. There is hardly any economic or social sector which has not been affected by it. The education sector is no exception. Our Institute has also faced lots of challenges and so have the five Programmes, namely (1) Human Resource Management, (2) Finance Management, (3) Marketing Management, (4) Rural Development Management, and (5) Information Technology. Along with the five Programme, other departments – Research & Planning, Development Resource Centre (DRC) and Entrepreneurship Development Programme (EDP), too, have gone through a similar experience.

We could not start our new academic session 2020-21 as per the schedule. The AICTE did well by regularly shifting the academic calendar in response to the emerging COVID-19 situation. Finally, the Institute was able to start on 10 August 2020, but with a twist. It was fully in an online mode. None of us had any prior experience of conducting classes online. A digital team was constituted to train the faculty members in conducting online classes using Google Classroom and its sister Google Meet. We gradually started to learn the tricks of the new trade and within a couple of months we found our feet in this new age education technology. Today our faculty have become well equipped to handle challenges in conducting classes in an online mode. Then came the challenge of evaluating students online. This is a far greater challenge, but our faculty have done well in evaluating students online using the mix of Google Forms and the Grading tool embedded in Google Classroom. Our students have also taken it well and they are slowly but surely adjusting to the new normal. We started our optional offline classes from 15 March 2021 after the State Government of Jharkhand allowed educational institutions to start physical classes for only final year students. However, the students largely opted for the online mode for safety reasons.

The Annual Report of XISS 2020-21 covers the following areas: (1) Programme-wise Report, (2) A Brief Report of various Functional Departments, (3) Board of Governors

Dr. Joseph Marianus Kujur SJ
Director



(BOG), (4) NBA Accreditation, (5) CBCS and Counselling Centre at XISS, (6) New Policy Documents, (7) XISS in the National and International Market, and (8) XISS Vision-2025.

1. Programme-wise Report

1.1 Human Resource Management (HRM)

- A. Webinars:** The HRM Programme organised at least 12 webinars so far. The resource persons/keynote speakers have been very well known in their field of expertise and their sharing of professional experiences with our students has enriched their academic life.
- B. Industrial Tour and Social Outreach Programmes:** The HRM Programme arranged some experience sharing virtual sessions by professionals. Hence, even though the HRM programme was unable to send students to different industrial hubs and social activity hotspots to get a real feel of things to come, it afforded them an opportunity to interact with the professionals to learn about their trade.
- C. Management Development Programme (MDP):** The department has prepared a brochure of MDP which contains a list of programmes that the HRM department has started to offer to the academia and the corporate world.
- D. Conclusion:** The year gone by has been a very difficult one for everyone. We hope to round it off with some hope for the future. But this is possible only if the deadly virus spares us and allows us to get on with our life. The Human Resource Management has always been the most sought-after Programme because of its unique positioning, and we resolve to continue to hold on to our principles as enunciated in the Vision and Mission of the Institute.

1.2 Marketing Management (MM)

The Programme of Marketing completed an eventful year which had challenges to remain safe and secured from the pandemic at the same time be progressive as a department. The key highlights of the programme from the period of June 2020 until now are as follows:

- A. Second Board of Studies:** The 2nd Board of Studies Meeting was called involving the previously constituted board members from academia, Industry and Alumni. Some of the courses were modified based on the suggestions of the Board.
- B. Webinars:** Two webinars with distinguished resource persons from the industry were organized.
- C. MDP:** Dr. Pinaki Ghosh successfully organized a 15-hour online MDP for Brand and Marketing Executives of the Godrej Agrovet and Godrej “Jersey” Brand through Non-Linear Insights – Ex IIM-C Professor and Ex-Director IMT Ghaziabad consultancy initiative. Dr. Amar E. Tigga successfully co-organized a four-day MDP on effective Sales and Marketing Management along with the MSME Development Institute, Ranchi, National SC-ST Hub Office Ranchi, and XISS Ranchi. All the department faculty were the resource persons in this MDP.
- D. Student Activities:** Students under the banner of Mark Buzz – the official marketing club of XISS – organized an Online Business Quiz which was an inter-departmental event. Ms. Prachi, currently studying in the final trimester, was the winner of the competition.
- E. Virtual Industrial Visit:** The Programme of Marketing also organized a virtual industrial visit from 8 January to 15 February 2021, for the students of marketing programme. With companies like True caller, Maruti Suzuki, Landmark Group from Singapore Whitehat Junior, Bank of Mauritius, addressed the students.

- F. FDP:** Prof. Bhabani Prasad Mahapatra, Prof. Pooja and Prof. Tina completed online FDP from Various institutions including ATAL (AICTE) based programmes in the areas of “Advanced Research Methodology using R”, “Innovation Management”.

Prof Tina completed FDP organized by ATAL (AICTE) on the topic Innovation Management, Leadership and Capacity Building and Training for Social Connectedness and Inspiration.

- G. Paper Publication:** Prof. Bhabani Prasad Mahapatra published a paper titled “Assessment of Food Intake and Its Determinants from a Household Survey from Rural India” in November-December 2020 issue of Kala Sarovar, A UGC Care Group-1 Journal, Vol-23 No.01. ISSN: 0975-4520.

Prof. Pooja along with co-author Prof. P. Kumar published a paper titled “A Comparative study of the leadership skills of the Millennial male and Millennial female managerial leaders in the Indian Service Sector”, International Journal of Services, Economics and Management, Inder science Publishers, Vol. 12, No. 1, pp- 41-59 (SCOPUS and UGC CARE indexed Journal).

- H. Paper Presentation:** Prof. Pooja Presented a paper titled “Data Journalism and its impact on society on issues related to health” at 12th International e conference on “Digitalization as vehicle for innovation, growth and effectiveness”, organized by Prestige Institute of Management, Gwalior, M.P and Association of International Business and Professional Management, Indonesia (19-20 December 2020).

Prof. Bhabani Prasad Mahapatra presented A paper on “Assessment of Food Intake and Its Determinants from a Household Survey from Rural India” in an international conference organised by St. Martin’s Engineering College, Secunderabad on 13 & 14 August 2020.

- I. Courses Attended/Completed:** Prof. Bhabani Prasad Mahapatra attended a summer school on Development Economics organised by IGC Patna from 9 to 14 August 2020 (Online). IIM, Shillong and CDS, Thiruvananthapuram were the co-organisers of this summer school.

Prof. Amar E. Tigga completed the AICTE NITTT Orientation Training Programme for Mentors aimed at mentoring young faculty members having less than 5 years of experience.

1.3 Financial Management (FM)

- A. Academics:** Preparatory classes for the batch of 2020-22, were conducted online for papers, like Accounting and Research Methodology, to groom students for the final classroom inputs. Online induction of students for the batch of 2020-22, was conducted during the period from 10 to 12 August 2020.

- B. Industrial Visit/Corporate Interaction:** Batch of 2019-21 interacted with many business professionals of various organizations, like ICICI Prudential AMC, SEBI, Ernst & Young, SBI MF, Anheuser Busch Inbev, Vedanta Assets, Edelweiss AMC & others, and tried to understand the complexities of business and the path for success in corporate world.

- C. Webinars:** Webinars were conducted by the department and FINAXISS (The Finance club of XISS) on topics, like “Career prospects in the Mutual Fund Industry and the unexplored territories in India”, “What corporates expect from MBA students”, and “Marketing and jobs post COVID-19”.

- D. Activities and Achievements of Faculties:** Faculty did exceedingly well in terms of paper publications, participation in FDPs, etc.

1.4 Information Technology (IT)

- A. Webinars:** The PGDM–IT Programme conducted National & International Webinars from the very beginning of the academic session.

- B. Virtual Industrial Visit:** Virtual Industrial Visit (14-19 December 2020), was another adaptation to the New Normal where the students virtually interacted with various prominent speakers from the Industrial front like CEO of BPC Technologies, India; GM NABARD; VP–Business Continuity & Infrastructure Risk Management of WNS Global Services Ltd.; State Manager OLM, etc.
- C. Social Work Exposure:** The students actively participated in various social service activities as volunteers with Ranchi Administration Team during the Lockdown period by distributing food, groceries, masks, clothes and medicines to senior citizens and the needy people. They actively organised Blood Donation Camps, Webinar on Blood Cancer vs Blood Donation, and many awareness programmes in collaboration with Life Saver Jharkhand, CCL, AAXISS, RCSR, etc.

An online quiz on the knowledge of gadgets and technology named “Gadget-o–Pedia” was organized by the students to raise funds which were donated to Ms. Neha Singh’s father’s treatment in Medanta, Gurugram.

1.5 Rural Management (RM)

All students of RM Final year could finish their summer internship and dissertation work amidst the lockdown. Nearly 80% of students were engaged with various district administrations as COVID Task Force. Remaining students did their SIP with various NGOs and CSR wings of different companies. The online classes of 4th Trimester began from 6 July 2020. Virtual study was held for final students and we could have sessions with 35 companies and NGOs.

Five Faculty Members including HoP attended 12 ATAL FDPs, and published nearly 10 articles in reviewed journals, and several articles in national newspapers. RM programme is expected to organise around 10 FDP/MDP/Sponsored training programmes for different companies during FY 2021-22.

The international collaborative research with Warwick University, UK funded by ESRC of Govt. of UK ended on 31 December 2020. However, ESRC granted one year no cost extension to complete all tasks considering the global lockdown.

2. A brief Report of Various Functional Departments of XISS

2.1 Department of Research and Planning

- A. Projects Conducted:** (a) Need Assessment Survey on Providing Potable Drinking Water to Healthcare Workers sponsored by Don Bosco Network, South Asia. (Social Project); (b) Scanning, Georeferencing, Digitization of 14 Nos. plan including printing of Narayani Expansion OC, Ambara Sub Area, Kanhan Area sponsored by Western Coalfields Limited, Chindwara, Madhya Pradesh. (GIS Project).
- B. Training Programme on GIS and RS:** In the year 2020-2021, training has been provided to the trainees in one batch. As many as 17 students were admitted for the GIS and RS programme of whom 9 completed it successfully.
- C. Other Activities:** (a) ‘Surakshit Dada Dadi Nana Nani Campaign’ of Ranchi District Administration in association with XISS, voluntarily helping and assisting senior citizens through toll-free helpline during COVID-19 pandemic; (b) Participation in webinars, e-workshops and ATAL online faculty development programmes; and (c) Faculty members as resource persons in several programmes both academic and non-academic.

2.2 Department of Research and Publications

Jharkhand Journal of Development and Management Studies (JJDMs), a quarterly journal of XISS, focussing on critical analysis on various issues pertaining to Development and Management, continues expanding its network.

2.3 Glimpses of Activities at XISS during Lockdown

Covid-19 struck us in March 2020 and there was uncertainty about life and work. However, the XISS family rose to the occasion. In the month of April 2020, the XISS family contributed in the fight against Covid-19, a sum of ₹ 3,22,258.00. During those days, XISS was actively engaged to facilitate relief works in the Shelter Homes set up by the District administration of Ranchi for the stranded migrant workers on the district borders in Muri, Khalari, Mandar, Tamar, Kanke, Hulhundu and Ormanjhi.



Meanwhile, a first few Covid-19 cases were found by this time in the city resulting in a complete shutdown and the concept of Work From Home (WFH) and Webinars (Online Seminars) became familiar to all.

During the next couple of months, several webinars, such as “Rise Up” by AAXISSpert, Transforming Education Through Global Collaboration – The Roadmap, Post COVID-19 Challenges for Global and Local Commons, Child Safety Matters Amidst Pandemic on World Day Against Trafficking in Persons, COVID-19 and its Impact on Children’s Education, Lockdown and Migrant Labourers’ issue, Impact of COVID-19: A Holistic Analysis, COVID-19 and Child Protection: A time of Crisis and Impact of COVID-19 Crisis on Employment and Livelihood, Management Development Programme on Effective Sales & Marketing Management, and webinar on Fulbright–Nehru and other Fulbright Fellowships, were organized by XISS and its five Programmes.

Apart from this, XISS actively organized social events during these times maintaining all COVID-19 protocols, showing its social commitment. A Sanitary pad vending machine was installed in the XISS Girls’ Common Room by Mahagama Constituency MLA & XISS Alumnus Ms. Deepika Pandey, for the students and staff of the Institute.

The pandemic affected our elderly in ways beyond our imagination. Hence, the ‘Surakshit Dada Dadi Nana Nani Abhiyan’ came into picture and XISS was chosen as the State Nodal Agency by the District Administration for grievance reporting.

Association with corporates and organizations holds a prime focus in expanding the reach of XISS across the country and in a bid to join the professionals of Bihar & Jharkhand -- BIJ CSR CONCLAVE 2020 – a forum to take initiative for the socio-economic development of Bihar & Jharkhand (BIJ) by its own people, was organized by DNR Foundation, INDIA CSR with XISS as its Academic Partner.

The renowned Maruti-Suzuki XISS and Awanish Kumar Dev Trust organized its 8th Awanish Kumar Dev Memorial Lecture on 24 September 2020 on the theme “Building Progressive Employee Relations for Competitive Advantage”.

Furthermore, an interaction with the media houses of the city was organized on 25 January 2021 in the campus. This is an annual affair when our media friends are heartily thanked for their continued support throughout the year, followed by interaction with XISS Management, where suggestions and inputs on building a stronger bond with them are discussed.

Lately, a Vaccination Drive at XISS Campus was organised by XISS, AAXISS and JARP supported by Clubs of XISS. As many as 261 beneficiaries got vaccinated during the first camp and a second camp is underway.

2.4 XISS Clubs in Action: Social and Management Events

The clubs of XISS actively strategized and implemented organizing camps and other social and management events.

The **Prakriti Club** under the Rural Management Programme organized two Blood Donation Camps for Thalassaemic children of Jharkhand in the campus in collaboration with AAXISS. While for the environment day, a Beat the



Celebration of International Women's Day 2021

Plastic Challenge was organized on the social media to come up with ways to dump plastic, reusing, or recycling, to reduce the use of plastic. The club also conducted a two-day event on *Khushiyon Ki Jholi* – a winter relief campaign along with AAXISS to collect clothes for the people in need.

Club Technext organized an event named Gadget–O–Pedia, a pan-India fundraising quiz competition for raising money to help a fellow student.

On the occasion of World Menstrual Hygiene Day, **Aawaz Club** released a video with a message to raise awareness against poor menstrual hygiene and social taboo attached to menstruation. The club also came up with a Youtube video “Sunai De raha hai?” to show the perils of working and studying online, on a lighter note.

The **Markbuzz Club** under the Marketing Management Programme organized a Plantation drive wherein around 1000 trees were planted in the city followed by a Quiz for a cause where the amount raised was sent to the PM Covid Relief Fund. A webinar on ‘The New Normal and its impact on Indian Economy’ and Leveraging Digital Channels to optimize sale and marketing efforts was also organized.

The **Finaxiss Club** under the Financial Management Programme organized nine Virtual Industrial visits for the batch 2019-21.

The **HRFx Club** of the HRM Programme at XISS, under its XISS Young Mindz Webinar Series of Share and Learn, organized webinars on the topic, namely “Total Rewards, Evolution of Rewards function to a strategic HR role, and Impact of Covid-19”, “Leveraging Shared Services”, “Leveraging Assessment Centres”, “Managing Talent through New age HR Interventions”. Apart from this series, academic and placement related webinars on changing employment and employee relations post covid-19, Decoding long term settlements, How to be company fit – a guide to campus placement process, Corporate calling and latest trends in HR tech, Has HR really evolved from being a support function, were also organized. A Podcast speak on Diversity and Inclusion only substantiate the female prospects, was also organized.

The **Embark Club** of XISS, during the lockdown period, continued with its activities of organizing management events, such as an Informative webinar session for the management students, followed by Quizzard: online quiz contest, XISS Samadhan: an online case study contest and Gyan manthan: debating competition, quiz, write up (event to measure knowledge and management skills).

Students of XISS are well known for their forte in not just excelling in the academic front but also in showing their offbeat talents too. The **Pulse club** of XISS during the pandemic times refused to mentally feel down but adapted to the situation and kick-started online dance classes followed by several events like online dance challenges, Virtual zumba workshop, celebration of international dance day, a “Bring it on” – talent hunt with 2 rounds of audition, solo and group dance covers, followed by celebration of Vasant Panchami, Holi etc.

Creategic Club did not let the festive fervor down and organized an event named X-citement – a competition where participants had to post their Christmas pictures and fondest memories and moments on social media profiles. This event helped all live the festivity mood and celebrate even during these tough times.

The **Rotaract Club of Social Revolution** living up to its name organized several food and ration distribution drive during the pandemic, followed by blood donation campaigns, mask distribution drive, cloth distribution drive, plantation drive, Diwali celebration with children and elderly, period positive drive, mental health awareness drive, and yoga day.

Meanwhile, the **Obscura Club** left no stone unturned to ensure that all of XISS activities reached out to more people via newspapers, news channels and social media handles. Beginning from providing information on all webinars organized by XISS to the media houses, the club also covered the Online Inaugural session of new Batch 2020-2022, Book launch ceremony of XISS Director, the 59th Convocation Ceremony, Panel Discussion on Budget 2021, International Women’s Day celebration, Winter relief campaign organized by the Alumni Association and Blood Donation Camp organized by JARP (Jesuit Association of Ranchi Province).

2.5 Initiatives and Strategies for Managing the COVID-19 Pandemic

‘Rise to the Challenge’ is a statement we all have heard in our lives but seldom got the opportunity to live through the situation. The COVID-19 pandemic forced one and all to come out of their comfort zone and rise to the challenging situation ahead.

The COVID-19 Task Force (TF) was constituted on 17 March 2020, under the guidance of Dr Amar E. Tigga, Professor and then Acting Director along with Dr Anant Kumar and Dr Shyamal Gomes as Jt. Coordinators and few other faculty and staff, namely, Dr Madhumita Singha, Dr Arana Kausar, Dr Raj Shree Verma, Dr Pooja, Dr Bhaskar Bhowani, Mr Sajeet Lakra, Mr Christopher Crasto, Ms Aayurshi Sahay, Ms Shruti Sahay, Mr Pradeep Jha, to advise the XISS Management to take necessary steps for protecting the Institute from the spread of pandemic and the smooth functioning of the Institute, complying with the guidelines of the Government and the regulatory bodies.

Initially, the committee recommended the steps for maintaining hygiene in the campus and installation of hand-wash dispensers, promotion of COVID Appropriate Behaviour (CAB), such as the use of mask, physical distancing, and hand hygiene along with vigilance towards the changing situation of pandemic in Ranchi as well as across the country.

The prime agenda of the committee was to comply with the guidelines and requirements of AICTE, UGC, Central and State Governments and District Administration to monitor and implement the required safety protocols across the Institute and ensure everyone’s safety from COVID-19. Thus, the TF met on regular intervals online and offline modes to work on modules for smooth running of classes and other academic activities. The committee acknowledged the first priority of the Institute, that is, to be able to provide for the health and safety of its faculty, students, and staff.

A SOP – Standard Operating Procedure (A Safety Manual) – for XISS was developed with the following inputs: (a) Reopening strategy, (b) Hygiene equipment and procedures, (c) Medical facilities, (d) Quarantine policy, and (e) Declaration of travel history etc.

On 20 June 2020, Dr Atri Gangopadhyay, Consultant, Medica Hospital, Ranchi, and Mr Shankar Dutta, GM, Hotel LeLac, Ranchi were invited for the Awareness-cum-Orientation programme for XISS Faculty and Staff. Furthermore, the safety measures taken by the Institute included fogging of the campus, usage of chemical sanitizers, hand sanitizers, thermal scanning at the entry gate and residential campus of the Institute, training of cleaning staff, etc.

The XISS Covid-19 Task Force members are committed for delivering their best for the growth of the Institute in this uncertain and difficult time. The TF members deserve our thanks, gratitude, and appreciation for efficiently meeting the unprecedented situation and making the campus safe for all stakeholders of XISS.

2.6 Alumni Relations

The Alumni Association of XISS, AAXISS, is registered under The Societies Registration Act, 1860. A strong Alumni base recognized nationally as well as internationally, is a key stakeholder in the consolidation of brand XISS.

With the formation of the Association and constitution of APEX Committee for looking into the functional aspects, we have tried to establish a strong and meaningful association between all our stakeholders in general and our alumni in particular.

The Association contributes to the vision and mission of the institute through activities that range between social work and philanthropy to academic and professional development for all.

We had just begun working on the functional aspects of the byelaws when we were faced with the challenges posed by the Pandemic. Though the unprecedented situation caught us unawares, the lockdown brought the thinking minds together in a series of online meetings that were held with members and representatives of the informally functioning city chapters of the alumni association and to formalize, strengthen and prepare a roadmap for achieving the objectives set out in the byelaws.

It was felt that the role of Apex Body of AAXISS will be limited to strategic decisions and interventions and different chapters will be free to administer, organise, raise funds, and finance events and activities independently.

2.7 Technological Solutions during the Lockdown

With the closing of the Institute due to the spread of the COVID-19 pandemic and the announcement of countrywide lockdown by the Government of India, the institute was forced to function virtually through available online media platforms. The XISS Management, taking this challenge and understanding the need of the hour, adopted the technological solutions for the smooth functioning of the Institute. A Digital Committee was constituted with a team of faculty members and technical officers, namely Fr. David Francis Kullu, SJ, Dr Amar Eron Tigga, Dr. Rik Das, Prof. Sarbjeet Prasad, Dr. Anant Kumar, Dr. Mohit Spring, Dr. Bhabani Prasad Mahapatra, Dr. Rishi Dwivedi, Mr. Pankaj Tirkey, Mr. Anugrah Kujur and Mr. Himanshu Mohanta. The committee members had series of meetings, even during holidays and late hours to identify the best suitable technological solutions for conducting classes, examinations, online inauguration of new Academic Session, online Convocation, training to faculty members and resolving the technical problems of faculty members and staff. It has helped a lot in carrying out the functioning of the Institute in this difficult time of COVID-19, namely:

1. Online End-Term Examination
2. Webinars and Admissions
3. Online Inauguration of New Academic Session 2020-21
4. Online Annual Convocation for the Students of Batch 2018-20
5. Support in online Admission Process 2021

2.8 CHILDLINE Ranchi

In the first ten days post lockdown 'CHILDLINE 1098' saw a 37% increase in calls to the helpline compared to the same period last year. The quick public messaging by the Childline India Foundation (CIF), saying that, "we are not locked down" was one such initiative that brought early signals of hope for children in the country. XISS Ranchi, being the Nodal organization of CHILDLINE, Ranchi, provided guidance and services to children of various communities residing in slums and villages. Our thematic representations of children's issues amid the pandemic are mainly devoted to the portrayal of miseries rather than a discourse on child rights. While we are responding to the pandemic, it is an act of justice that we pay attention to children's perspectives. CHILDLINE Ranchi, intervened in a total 244 cases from April 2020 to March 2021.

2.9 Entrepreneurship Development Programme

Department successfully completed two virtual "Faculty Development Programmes (FDPs) on Entrepreneurship", each for two weeks' duration, sponsored by National Science and Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India. The 43 participants were faculty, teachers and Entrepreneurship Development Cell Coordinators from Universities, Engineering and Polytechnic colleges. These participants hailed from Jharkhand, Delhi, Andhra Pradesh, West Bengal, Utter Pradesh, and Bihar.

The coordinator of EDP, Mr. Harpreet Singh Ahluwalia participated in conferences, webinars, and workshops during the lockdown period.



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State Government
Jharkhand

Dr. Amar Eron Tigga
Professor
Programme of
Marketing
XISS



Dr. Ramakant Agrawal
Professor
Programme of Human
Resource Management
XISS



Dr. Krityanand Kumar
Bhagat
Professor
Programme of
Rural Management
XISS



Mr. Jasbir Singh
Khurana
Vice Chairman
Alumni Association
XISS



3. Board of Governors (BOG)

It is indeed a matter of pride, honor, and privilege that we have a galaxy of erudite, experienced and experts in their own areas of specialization, for the first time in the Board of Governors. Hon'ble Members of the BOG are from Higher & Professional Education, Industry, and Alumni Relations, whose presence and insights will help XISS to grow from strength to strength. Apart from Chairman Fr. Ajit Kumar Xess SJ, Secretary Dr. J. M. Kujur SJ, Asst. Secretary Dr. Pradeep Kerketta SJ, Fr. Xavier Soreng SJ, Fr. David Kullu SJ, Prof. R. K. Agrawal, Dr. B. P. Shrivastava, Prof. K.K. Bhagat, Dr. Amar E. Tigga, and Mr. Jasbir Singh Khurana, the eminent members are as follows:

Dr. Fr. Felix Raj SJ, is the Founder Vice-Chancellor and a Professor of Economics at St. Xavier's University, Kolkata. He is currently the vice-president of Bengal Economic Association. His specializations include development economics, liberalization, privatization, globalization, public sector, disinvestment, spirituality, leadership skills and training.

Dr. Fr. P. Christie SJ, just having laid down the office of the Director XLRI, Jamshedpur, has moved to Rome as the Society's Secretary for Higher Education. Prior to joining XLRI, Dr. Christie served as the director of Loyola Institute of Business Administration (LIBA), Chennai, for 11 years. Dr. Christie holds an MBA and a Ph.D. in Business Administration from St. Louis University, St. Louis, USA with Major in Decision Sciences.

Dr. Fr. Antony R. Uvary SJ, is the Vice Chancellor of the Xavier University, Bhubaneswar. He is an astute leader and an able administrator. We are fortunate that he is a Member of the XISS-Board of Governors. We hope to learn from his experience and expertise.

Dr. Kanika T. Bhal, is Professor at the Department of Management Studies at IIT Delhi. A Ph D from IIT Kanpur, and a visiting fellow at Sloan School of Management MIT, she has worked in the areas of leadership, organization management, ethics, corporate governance and HRM. She has been a consultant to various government organizations like Fifth Central Pay Commission of India, First National Judicial Pay Commission of India, DRDO, UPSC, DGS&D, Ministry of Rural Development, NICD, Ministry of Women & Child Development, Ministry of Finance, and Ministry of Environment and Forests, DRDO. A nominee from AICTE, her presence makes us confident of complying with all the norms and regulations and start the journey towards enhancement in quality of the institute.

Dr. Pawan Singh is an Alumnus of XISS 1984 pass out batch. Professor emeritus, Dr. Pawan Singh is currently the Director of IIM, Trichy. Prior to this he was the Director Incharge and IIM Indore professor, and later was appointed as the Director at MDI, Gurgaon. He has many publications in the field of People Management in the National and International context and has also been in the position of a mentor and chairperson in academic committee at IIM Sambhalpur. He has also been the leading authority in the field of post-graduate teaching in many spheres of discipline in Management and as a key leader in academic and government bodies.

Mr. Ashish Srivastava, an Alumnus of XISS 1991 pass out batch, currently the CEO and MD of PNB MetLife, has worked with various organizations in the top positions and brings to the table the relevant industry experience. Thus, his presence will help XISS better understand the employer perspectives and the open-end dynamics of the industry. He brings to the table, an experience of over 26 years spanning across renowned National and Global organizations, including MetLife Inc., Coca Cola, TATA group, HSBC, The Times of India Group, and IBL Group.

Mr. Subhro Bhaduri, an Alumnus of XISS 1988 pass out batch, currently the CHRO of Aditya Birla Capital, has 30 years of rich experience in the domains of HR and IR with focus on Change management, developing human capital best practices, building enterprises with scale and quality and Industrial relations in the manufacturing & financial services industries.

Mr. Alok Mehta is an Alumnus of TISS 1993 pass out batch. He is currently the CHRO of Hexagon CCI, leading the people function at the largest R & D and Innovation Hub of Hexagon; a global leader in digital solutions creating Autonomous Connected Ecosystems (ACE). He is very deep into the Academic as well as the industry front. His insights will surely benefit XISS to collaborate and connect with academic institutes and industries at the same time.

4. NBA Accreditation

The process of NBA accreditation started formally after the appointment of a dedicated person Ms Aayurshi Sahay for the task in December 2019. We aim to apply to the board of accreditation by September 2021. Before that we need to prepare a self-assessment report for all the programmes we intend to apply for and score ourselves. The base minimum score for the 3-year accreditation is 650/1000 and we are close to 450 points for almost all our programmes. This accreditation will not only enhance our brand image but also increase our credibility among the B schools. We are striving hard to put our documentation in place and are very hopeful to achieve the benchmark score. The introduction of ERP for the documentation has made the task comparatively easier. We are working really hard to get things done and are confident to get through the process successfully.

5. CBCS and Counselling Centre at XISS

The Counselling Centre was formally established in April 2021 within the purview of the Centre of Behavioural and Cognitive Sciences (CBCS) under the able guidance of Dr. Anant Kumar. The on-campus counselling facility is available to students, faculty, and staff at XISS. The Centre provides space for self-realization, self-exploration and to address psychological concerns leading to personal, social, and professional growth. The CBCS is a newly established interdisciplinary Centre at XISS that is being gradually developed. It promotes new ideas, thoughts, and programmes. It creates space for academicians, researchers, and students to think, develop and come out with new ideas, thoughts, research, and programmes.

6. New Policy Documents of XISS

After a long reflection and due consultation, new policy documents to enhance the quality of our engagement, were rolled out to the stakeholders. These are as follows: (a) Policy on Consultancy/ MDPS/ In-company Programmes, (b) XISS Policy for Guest/Visiting Faculty, (c) XISS Mentorship Policy, (d) XISS Scholarship Policy, and (e) XISS TRACT Workload Model.

- a. **Consultancy and research Policy:** This policy on consultancy is applicable to the full-fledged faculty of various programmes, who are involved in full time teaching, research, and publications.
- b. **Guest faculty Policy:** The key objective is to develop a useful and viable collaboration between the Educational Institutions and Industry. The guidelines seek to enhance quality of Education and skills by the involvement of academicians, scholars, practitioners, policymakers in teaching, training, research, and related services and to attract distinguished individuals who have excelled in their field of specialization.
- c. **Mentorship Policy:** At a time when the students are struggling, it is desirable that the institute takes initiative to engage in counselling and guidance to address their issues pertaining to academics. Along with the academic issues, their emotional issues, could also be looked into if at all any.
- d. **XISS Scholarship Policy:** The Superior General of the Society of Jesus in Rome, under whose directives and guidance XISS runs, wrote a letter to the whole Society, on the “**Universal Apostolic Preferences of the Society of Jesus, 2019-2029,**” which is a roadmap for 10 years, with the 4 Universal Apostolic Preferences (UAPs): (1) To show the way to God through the Spiritual Exercises and discernment; (2) To walk with the poor, the outcasts of the world, those whose dignity has been violated, in a mission of reconciliation and justice; (3) To accompany young people in the creation of a hope-filled future; and (4) To collaborate in the care of our Common Home.

Names of Awards: (1) **Fr. Michael Van den Bogaert SJ Memorial Scholarship** (for the meritorious students of ST/SC background for both years; (2) **Fr. Michael Albert Windey SJ Memorial Scholarship**, open to all categories – top 2 meritorious students on the whole for both years; and (3) **Fr. Louis Franken SJ Memorial Scholarship** for Overall performance of all categories of students (academics + sports + extra-curricular + character) – for both years.

- e. **TRACT Workload Model:** In this model each faculty is broadly involved in (1) Teaching (Knowledge dissemination), (2) Research/Scholarship (Knowledge creation), (3) Administration (Contributing to the Institute in any other form not included in the above three), and (4) Consultancy & Training.

7. XISS in the National and International Market

The following MOUs were signed with Industry partners to help students of XISS to make their mark in the market with real time practical experiences and move ahead with such experiences to deal with corporate problems:

1. MOU between XISS Ranchi and Save the Children, an NGO working for child rights.
2. MOU between XISS Ranchi and Central Institute of Psychiatry (CIP) Ranchi.
3. MOU between XISS Ranchi and Centre for Catalyzing Change (C3), New Delhi.

8. XISS Ranking

The Institute has been ranked 5th in Eastern Zone, 18th in Private Standalone Institutions and 42nd in Top Private B-Schools by Outlook Group in 2021. In 2021 XISS was ranked at 38th position by TIMES Annual B-School Survey. In the academic year 2020-2021 XISS has actively participated in different B-Schools Survey such as BT-MDRA B-School Survey 2021, The Week B-School Survey 2021, GHRDC-CSR B-School Survey 2021, NIRF ranking 2020-21 by the MHRD, Government of India to name a few.

9. XISS VISION 2025: to take XISS among top 30 B-Schools of the country

9.1 Dimensions to ponder upon

A. Academic Rigor

- Focus on research, consultancy, paper publication, MDP, FDP, etc.
- The culture of teaching with a backup of practical exposure in terms of presentations and solving real time cases.

B. Student Engagement

- Apart from classroom interaction students will be part of clubs which shall organize quizzes, case studies, interact with industry, etc.
- Students have to take ownership of their live projects, quality up-gradation and the Institute will act as a facilitator.

C. Corporate Interface

- Invite speakers with profound knowledge from the industry to mentor our students.
- The head of the Institute has to build relations with some top-notch influencers in the industry whom he can look up to in times of need.

D. Alumni Relations

- Reach out to all our esteemed alumni who have lost connect with the Institute to seek advice from them to build our brand in the market.

9.2 How

- Short term agenda (6-9 months) through internal and external stakeholders.
- Long term agenda (15-24 months) – complete revamping of the modus operandi.

Short-Term Agenda

- Revise academic curriculum in line with the Industry Requirements.
- Enhance Students' Engagement besides classroom learning.
- Engage super achievers from the industry: Alumni first and non-alumni later
- The institution owns it up and submits an execution plan.

Long-Term Agenda

- Think of a General Management Programme in 1st year and specialization in 2nd.
- Hire faculty with credibility in research, paper writing and industry exposure.
- Exchange programmes for students and faculty to widen their horizon.

9.3 Journey Ahead: Brand Building Initiatives at Campus

- Alumni Connect and Networking Sessions.
- Live Projects.
- Case Study Competitions.
- Campus Ambassador Programmes.
- On Campus Advertising (*E.g., Billboards, posters, etc.*)

Alumni Connect and Networking Sessions closely followed by Live Projects & Case Study Competitions emerge as the most preferred initiative undertaken by organizations at campus.

9.4 Activities on the Campus

A. College Led Activity

Reinforce the imagery of XISS on following dimensions

- Intellectual Quality of College.
- Events at XISS- Guest Speakers, Paper Presentation, Sports Activity, etc.
- Academic Achievement and Discourse.
- Alumni and their achievement.

B. Student Led Activity

- Propagation of Socially Impactful work.
- Live Project or Consulting assignment for students.
- Propagating the summer internship.
- Virtual Session by CEO, Head-Marketing, Sales, Products, R&D, HR and Big and Influential Alum.
- Academic Achievement.
- Annual Property of XISS.

9.5 Institute-Academia Interface

- Identifying Top 50 University MBA.
- Building Relationship for Student Exchange Programme and Guest Lectures.
- This will Position XISS as top B School not nationally but internationally.

9.6 Centre for Research Consultancy (CRC)

The Centre for Research Consultancy (CRC) will replace the Research & Planning Department with four important components, namely rigorous research, training, policy analysis and policy interventions in the following areas:

1. Public Policy Analysis & Interventions
2. Climate Change
3. Tribal Studies
4. Labor, Displacement and Migration Studies
5. Livelihood and Sustainable Employment Studies
6. Child Protection & Women Empowerment
7. Entrepreneurship Development Programme (EDP)
8. Geoinformatics System (GIS)
9. Human Rights Studies (Conflict, Justice, Peace & Reconciliation)



With the Chief Minister Shri Hemant Soren - Chief Guest of the 59 Annual Convocation 2020



Faculty Programme

Top Row (L to R) : Dr. Amar E. Tigga, Dr. Pramil K. Panda, Mrs Nidhi Shukla, Dr. Sant Kr. Prasad, Mr. Sarbjeet Prasad, Dr. Prakash Kr. Dash, Fr. Francis David Kullu SJ, Dr. Anant Kumar, Dr. Rik Das, Dr. Rajshree Verma, Dr. Ashok Ohol SJ., Dr. Arana Kausar, Dr. Ratnesh Chaturvedi, Dr. Niranjan Sahoo, Dr. Mrityunjay Roy, Dr. Amit Giri, Dr. Shyamal Gomes, Dr. Tina Murarka, Fr. Xavier Soreng SJ, Mr. Sajeet Oje Lakra, Dr. Rishi Dwivedi, Mr. Prashant Jha, Mrs. Mary Sheila Bodra

Bottom Row (L to R) : Mr. Anmol Roshan Bodra, Dr. Bhabani Mahapatra, Dr. Arup Mukherjee, Dr. Pinaki Ghosh, Dr. Pooja, Dr. Indrani Ghatak, Dr. Kumar M. Spring, Dr. Ramakant Agrawal, Dr. Joseph M. Kujur SJ (Director), Dr. Viplava Thakur, Mr. Sushil R. Roy, Dr. Pradeep Kerketta SJ (Asstt. Director), Dr. Mahua Banerjee, Dr. Bharat P. Shrivastava, Dr. Satya N. Singh, Dr. Krityanand Kr. Bhagat, Dr. Bhaskar Bhowani, Dr. Madhumita Neogi, Dr. Himadri Sinha



Staff Photo

Top Row (L to R) : Rosa Swati Ekka, Piyari Anima Sushma Kandulna, Karmila Horo, Cyril Tigga, Anmol Tirkey, Vimal Sharma, Md. Khalil, Md. Ashraf, Arif Hussain, Md. Sabir, Anugrah Ashutosh Kujur, Shruti Sahay, Pankaj Tirkey, Mary Mangrita Soreng, Ashok Ram Baitha, Manoj Lakra, Sunil Pratap Kumar, Nelsan Kerketta, Jaydev Mandal, Rajesh Kumar Gurung, Hit Narayan Shreshta, Mary Ekka, Kamla Ekka, Prity Soreng

Bottom Row (L to R) : Sant Tamang, Hit Narayan Jha, Sheru Bahadur, Jahangir Khan, Shamidha Lakra, Kishori Minz, Suradha Kacchap, Aditi Mehrotra, Mary Pushpa Kujur, Dr. Pradeep Kerketta SJ (Asst. Director), Dr. Joseph M. Kujur SJ (Director), Aayurshi Sahay, Alka Kujur, Samita Sengupta, Sabina Bara, Koyel Mukherjee, Himanshu Shekhar Mohanta, Shri Ram Mishra, Singa Munda, Christopher Crasto



PO Photo

Top Row (L to R) : Aditya Raj, Akash Bhuniya, Nirmal Mishra, Arvind Dey

Bottom Row (L to R) : R.K. Bhagat, Ashok Bharti, Dr. Pradeep Kerketta SJ (Asstt. Director), Dr. Joseph M. Kujur SJ (Director), Sanjay Verma, Harpreet Singh Ahluwalia



Human Resource Management

◆ **Dr. Ramakant Agrawal**
Head of Programme

Introduction: Transition from Offline to Online

The ongoing pandemic has played havoc with the normal lives and livelihood of people around the world. There is hardly any economic or social sector which has not been affected by it. The Education sector is no exception. Our Institute has also faced lots of challenges and so has the Programme of Human Resource Management.

To start with, we could not start our new academic session 2020-21 as per the schedule. The AICTE did well by regularly shifting the academic calendar in response to the emerging COVID-19 situation. Finally, we were able to start it in mid-august but with a twist. It was fully in online mode. None of us had any prior experience of conducting classes online. A digital team was constituted by the Honorable Director, Dr Fr Joseph Marianus Kujur S.J. to train the faculty members in conducting online classes using Google Classroom and Google Meet. We gradually started to learn the tricks of the new trade and within a couple of months we found our feet in this new-age education technology. Today I can tell with some degree of satisfaction that my faculty members in the HRM department have become well equipped to handle challenges in conducting classes in online mode.

Then came the challenge of evaluating students online. This is a far greater challenge, and I can again say with some satisfaction that our faculty members have done well in evaluating students online using the mix of Google Forms and the Grading tool embedded in Google Classroom.

I can also say that our students have also taken it well and they are slowly but surely adjusting to the new normal.

We started our optional offline classes from 15th March after the State Government of Jharkhand allowed educational institutions to start physical classes for only final year students. However the students have largely opted to prefer the online mode for safety reasons.

It would not be an exaggeration to say that we would not have been able to meet these tough challenges without the inspirational leadership of our newly appointed Director, Dr Fr Joseph M Kujur S.J.

Webinars organised by the Department

The pandemic offered us an opportunity to hold virtual seminars and talks from time to time. We are very pleased to say that we have made good use of this opportunity and organised at least 12 webinars so far. The resource persons/keynote speakers have been very well known in their field of expertise and their sharing of professional

experiences with our students have enriched their academic life. The following are the summary of the webinar topics, keynote speakers and the dates when they were held:

Webinar on (topic)	Held on	Keynote Speaker(s)	Audience
“Changing Employment and Employee Relations”	22 August 2021	Mr. Kunjvihari Jandhyala, Head-Strategic HR, TATA Power	Students and Faculty of PGDM-HRM Programme
“Decoding Long term Settlements”	30 August 2020	Mr. Akshay Rakshit, Deputy Manager- IR, Maruti Suzuki India Ltd. Manesar, Haryana	Students and Faculty of PGDM-HRM Programme
“Managing Change Through HR Interventions in COVID-19”	19 September 2020	Mr. P. Dwarkanath, Chairman, GSK Mr. S.Y. Siddiqui, Executive Advisor, Maruti Suzuki India Ltd. Mr. R. Tripathi, CPO, Mahindra & Mahindra Dr. G.P. Rao, Founder & Managing Partner, GPR HR Consulting LLP Mr. Dhananjay Singh, DG-NHRDN Dr. Kamakshi Raman, Director MTI, SAIL, Ranchi Mr. Mussarat Hussain, Head Leadership & Functional School, MSIL Mr. Sanjay Bose, Exe. Vice President, ITC Hotels Mr. Prabhash Nirbhaya, CEO, FlipCarbon Ms. Lipika Verma, Director-Rewards, Schneider Electric Mr. Debashsih Chatterjee, Vice President-HR, Head of Global Business Partnering, SPX Flow Inc. Singapore Mr. Karunesh Prashad, CEO, Change et al., Singapore	Students and Faculty of PGDM-HRM Programme
Managing Talent through new age HR Interventions	27 September 2020	Ms. Neha Singh, Chief Manager HR, Godrej & Boyce Mfg. Co. Ltd.	Students and Faculty of PGDM-HRM Programme
How to be Company Fit- A Guide to Ace Campus Placement Process	05 October 2020	Mr. Venkatesh Neelam, Deputy Manager- Recruitment at VOLVO Group	Students and Faculty of PGDM-HRM Programme
Leveraging the Industrial Relations Code, 2020	22 October 2020	Dr. Yogi Sriram, Advisor to CEO & MD, Group HR, L&T Limited Mr. Pramod Mahatme, Vice President, Employee Relations, WIPRO Group Mr. C. Niranjan Rao, Advocate, Andhra Pradesh/Telangana High Courts and Labour Law Advisor	Students and Faculty of PGDM-HRM Programme
How to be Industry Ready	28 October 2020	Ms. Anupreeta Lall, Founder & Search Partner, IntellSearch, India	Students and Faculty of PGDM-HRM Programme

Webinar on (topic)	Held on	Keynote Speaker(s)	Audience
Future of HR	25 November 2020	Dr. Sunil Singh, Founder & CEO, MindStream Consulting Former CHRO, Cadillac Pharma	Students and Faculty of PGDM-HRM Programme
New HR Trends	07 December 2020	Shri Imdad Ali, Chief HR, TATA Steel, Kalinganagar	Students and Faculty of PGDM-HRM Programme
Interactive Session for HRM students	10 December 2020	Mr. Rajneesh Singh, Managing Partner at SimplyHR Solutions LLP	Students and Faculty of PGDM-HRM Programme
Corporate Calling and the Latest Trends in HR Tech	12 December 2020	Mr. Kshitij Batra, Regional Head HR(Central India), HDFC Bank	Students and Faculty of PGDM-HRM Programme
Digitization in HR	26 Feb 2021	Ms Ratna Sinha, VP-HRM, Tata Metaliks	Students and Faculty of PGDM-HRM Programme

Academic Achievements of Faculty Members of HRM (2020-21)

Prof. (Dr.) Shyamal Gomes

Prof. (Dr.) Shyamal Gomes successfully guided one more Ph.D scholar Mr. Rakesh Dixit of ICFAI University Jharkhand. The Topic was “Strategic Manpower Planning for the Sustainability of SME’s: A Study of Ranchi Region in Jharkhand”. He also published two news articles. One is “Multi Shift Learning (MSL): A Post National Lockdown Strategy for Higher Education in India” in the Pioneer (national news) on May 23rd, 2020, and the other news article titled “Virus provides a chance for industries to redesign human resource structure” published by Times of India on 21st June 2020.

Prof Gomes jointly edited a combined volume: Jharkhand Journal of Development and Management Studies (Volume 17), published by Catholic Press: Ranchi.

Prof. (Dr.) Shyamal Gomes successfully coordinated a national level HR Webinar on “Managing Change through HR Interventions in COVID-19” on 19th September 2020 in association with AAXISSPERT. He has also successfully organized a virtual industrial tour for HR – II students (Batch: 2019-21) at TATA Metaliks on “Digitization in HR” on 26th February 2021. Dr. Ratna Sinha VP HRM TATA Metaliks was the eminent speaker.

Prof. Gomes actively participated in a good number of National and International Webinars on HR issues. In this pandemic situation, Prof. (Dr.) Shyamal Gomes along with XISS Task force has successfully organized and coordinated the awareness cum orientation programme on COVID-19 at XISS auditorium for the employees of XISS on June 20, 2020. The speakers for the event were Dr. Atri Gangopadhyay, Consultant, Medica Hospital, Ranchi and Mr. Shankar Dutta, GM, Hotel LeLac, Ranchi. Prof. Gomes being the Jt. Coordinator XISS Taskforce drafted Standard Operating Procedures (SOP) during the pandemic. After a long journey with rich experience, in view of current requirements of Industries, NGOs and Individuals, Prof. Gomes along with the active involvement of other faculty members of HRM department successfully prepared a Brochure 2021 for Management Development Programmes (MDPs) and decided to offer eleven specialized and one combined programme (on line & off line mode) to sensitize young minds about macro and micro level changes in the arena of competitive business environment, to create an atmosphere of team building, succession planning, strategic decision making, competency mapping etc., to inculcate positive energies and help the employees imbibe the culture towards organizational growth and self-development. Professor Shyamal Gomes is appointed as MDP Coordinator in the Department of Human Resource Management, XISS Ranchi

His Faculty Development Programme proposal on ‘Strategic Management’ under ATAL-Academy has also been approved and the programme will start on 21st September for faculty Members of AICTE approved institutions.

Prof. Mary Sheila Bodra

Prof. Bodra attended training on 'Transactional Analysis-Tool for developing inter-personal skills' on 16.07.2020. It was conducted by National Productivity Council (Under Department for Promotion of Industry and Internal Trade, Min. of Commerce & Industry, Govt. of India) New Delhi.

She also did a Self-learning e-Course on Green Productivity and Environment Management System (ISO 14001) from 3rd August 2020 to 30th August 2020 from the same Council. She also attended National Webinar On Performance Management In Post-Covid Times. The speaker was Dr T.V.Rao, along with the students on 14/07/2020. It was conducted by SRM Institute of Science & Technology, Faculty of Science & Humanities, School of Management, Ramapuram, Chennai. She also attended a Webinar of the All Board and Society members of World Vision on Livelihood on 19th Feb 2021. She also visited India Resource Development Committee ADP, Korukonda (virtually) – on February 26, 2021. It was conducted by World Vision.

Dr. Kumar Mohit Spring

Dr. Kumar Mohit Spring successfully completed a one-week faculty development programme on, 'Outcome Based Education and Online Learning Teaching', organized by the Dept of Management and the Dept of Hotel Management and Catering Technology, BIT Mesra, Ranchi from 29th June 2020 to 3rd July 2020.

He also attended different conferences. Dr. K. M Spring attended a virtual conference on "Implications of the Covid 19 crisis for Labour and Employment in India: Impact, strategies and perspectives" which was Jointly organized by institute for Human Development (IHD), International Labour Organization (ILO), and Indian society of Labour Economics during 8 – 9 June 2020.

He also attended the web lecture on, 'The Pandemic and the changing structure of the world economy: India's Big opportunity and Big risk', jointly organized by institute for Human Development (IHD), and Indian society of Labour Economics (ISLE), on 27th July 2020. He also attended a webinar on, 'Labour Law and Governance Changes in India: A decent work perspective', organized by Jesuit Resource and Response Hub on 13th June 2020. He participated in a webinar on "Catalyzing Change in Education - The Essence of Future Readiness" organized by Calcutta management Association on 27th June 2020. He also worked as Guest Speaker at an International Webinar on, "Impact of e-learning on students in the present and post covid-19 era" organized by Shiksha Knowledge Solutions and Goodwill Solutions, on 14th of June 2020.

He shared his experience as a moderator during the National Webinar organized by the Dept. of HRM, Xavier Institute of Social Service, on 'Managing Changes through HR Intervention in COVID – 19', dated 19th September 2020. He published two papers. The first one titled, "Human Resource 2020 – Post Covid Era", which got published in Steward Business Review, December 2020 issue. The other one on, 'HR Challenges in Post Covid-19 world' which got published in 'The Pioneer' dated 6th June 2020.

Prof. Nidhi Shukla

Prof. Shukla participated in a Web Lecture on "The Ethical and Economic Case For Basic Income In A Time Of Pandemics" by Prof. Guy Standing, Professorial Research Associate, SOAS, University of London; Co-founder and Co-President, Basic Income Earth Network and Former Director of ILOs Socio-Economic Security Programme organized by Institute of Human Development, New Delhi, and Indian Society of Labour Economics on 07.08.2020. she also participated in Web Book Discussion on "Women, Witch Hunts and Social Transformation" conducted by Institute of Human Development, New Delhi on 15.09.2020. Prof. Shukla also actively participated in a Virtual Conference on "Implications of the Covid-19 Crisis for Labour and Employment in India: Impact, Strategies and Perspectives," conducted by Institute of Human Development Indian Society of Labour Economics, & International Labour Organisation on 8-9 June 2020. She also attended a National Webinar on 'Managing Changes through HR Intervention in COVID-19' conducted by Department of HRM, XISS & AAXISSPERT, on 19.09.2020.

Prof. Shukla participated as a delegate in the 8th Awanish Kumar Dev Memorial Lecture conducted by Maruti Suzuki XISS Awanish Kumar Dev Memorial Trust, on 24.09.2020. She also participated as a collaborator in a Virtual Panel Discussion on Leveraging IR CODE-2020, conducted by GPR HR Consulting LLP, New Delhi (India) In collaboration

with XISS and supported by NHRDN-Delhi NCR; NIPM-Delhi NCR; ISTD-Delhi; PHDCCI, DMA; FMA, PNGI, MDI and SIBM on 22.10.2020 and attended a webinar on Journal Manuscript submission process- Made easy for research scholars, held on 5th December 2020, by FiveVidya, PhD Research Consultants. Apart from the above, she also attended an online workshop on Labour Laws by Meritt Consultants held on 12th and 13th December 2020 and attended a webinar on “The complete guide to research paper writing” conducted by Research Graduate on 10.04.2021.

Prof. Shukla also conducted two online lectures, one on “Gender Sensitivity and Gender Audit” on 30th of November 2020 at HRD, BCCL, Dhanbad and the in a three-day workshop organized by HRD, BCCL, on “Labour Laws/ Codes” from 24 December 2020 to 26 December, 2020.

Dr. Mrityunjay Roy

Dr. M. Roy has successfully completed the certificate programme on “Data Analysis in R using Statcraft” from 2nd to 04th June 2020. He also attended online webinars. He attended a webinar on “The Future of Supply Chain: How Covid-19 shall impact in the supply chain domain” jointly organized by NITIE (National Institute of Industrial Engineering) & Vaave on 21 April 2020. He also attended the webinar on, “Research Workflows, Research Metrics and Excellence in Academic Institutes” organized by AICTE and Elsevier, on 14th May 2020. Dr. M. Roy also attended the national-level webinar “Managing Changes through HR Intervention in COVID19”, organized by HRM Programme, XISS and AAXISSPERT on 19th September 2020.

Dr. Roy took two sessions on, ‘Turnover Metrics’ and ‘Visual Analytics in HR using Excel / Tableau’ in a certificate course on “HR Metrics for Performance Measurement” conducted virtually by Calcutta Business School (A Unit of Shikshayatan Foundation), Kolkata on August 17 – September 08, 2020.

Dr. Indrani Ghatak

Dr. Ghatak attended different webinars. As Delegate, she attended a webinar on “Psychological Well-Being and Mental Illness In The Wake Of Covid-19 Pandemic” organized by UNESCO Chair in Bioethics – International Panel Discussion Webinar Series on 16.08.2020. Dr. Ghatak also participated & presented a paper in National Webinar on ‘COVID-19: Impact on Society, Education & Economy. The title of the paper presented was “Impact of Covid-19 Upon Mental Health Of School Going Children” on 12.08.2020 organized by School of Professional Studies, Netaji Subhas Open University, Kolkata.

She attended National Webinar on “Avenues of Community Engagement in Social Work” on 23.07.2020 organized by Department of Tribal, Urban & Rural Development, Yashwantrao Chavan School of Social Work, Satara, Maharashtra as active participant. Dr. Ghatak also attended a National E-Conference on “Naac Accreditation and Assessment: Role Of Teachers In Teaching, Learning And Evaluation” on 25.07.2020 organized by IQAC, Yashwantrao Chavan School of Social Work, Satara, Maharashtra.

She attended a National Webinar on ‘Managing Changes through HR Intervention in COVID-19’ on 19.09.2020 organized by Department of HRM, XISS & AAXISSPERT, Ranchi, Jharkhand. As Participant Dr. Ghatak attended an International Webinar on ‘Pandemic and Social Work Profession’ from 28.08.2020 to 29.08.2020 organized by Department of Social Work, Bankura University, West Bengal. As Delegate also attended an International Webinar on “Uncertainty & Fear of the New Normal: Mental Health & Counseling in the Indian Context” on 25.07.2020 organized by Department of Education, St. Xavier’s College (AUTONOMOUS), Kolkata. She also attended a Webinar on ‘Pandemic & Beyond: Emerging Mental Health issues from a multi-disciplinary perspective’ organized by Mind Mirrors in the Times of CORONA, Department of Clinical Psychology Centre, University of Calcutta on 16.10.2020. She also actively participated in a 3-day International Webinar on “Redefining Wellbeing – in the wake of Pandemic” organized by Department of Psychology, University of Calcutta, India.

Dr. Ghatak also presented a paper in 8th Social Work Congress 2020 & 8th ICSD Asia Pacific Branch Conference. It was jointly organized by National Association of Professional Social Workers in India (NAPSWI), International Consortium for Social Development – Asia Pacific (ICSDAP) & Department of Social Work, Visva-Bharati, Santiniketan, West Bengal from 28.02.2021 to 02.03.2021. The Theme of the Congress: “Social Cohesion, Collective Responsibility

& Social Work Profession". Title of the Paper Presented: "Social Work Profession and Domestic Violence Against Women During the Pandemic" (Published in the book of Abstracts).

Dr. Indrani Ghatak successfully completed a one-week online Faculty Development Programme (from 07.12.2020 to 11.12.2020) at AICTE Training and Learning Academy (ATAL) Platform on "Leadership and Excellence: Life Skill Management organized by B.M.S College of Engineering.

Dr. Indrani Ghatak published a research paper in an edited book named "Contextualizing Peace – Experiences of Contemporary India and Neighboring Countries." The Topic of the paper was "Marital Conflict Leads to Domestic Violence – A Study In Durgapur, West Bengal" (ISBN: 978 – 81 – 948855 – 2 – 8) in 2020.

Student`s Achievements (HRM 1, Batch: 2020-22)

Ms. Nidhi Singh, Mr. Ketan Kamal and Ms. Rini Joshi participated and won a National Case Study Competition at NIT Durgapur. Ms. Soumya Guria and Mr. Lokesh Jajodia participated in Nautilus 2020 and HRmony Quiz organized by Indian Institute of Management, Ahmedabad. They also participated in Tata Imagination Challenge 2020 and Hero Campus Challenge Season 6 organized by Hero MotoCorp Limited. Ms. Purna Kumari and Kumar Vishesh Vinay participated in HR Case study contest organized by Nomura.

Ms. Adrita Dutta also participated in the above-mentioned contest and was the winner. She also bagged internship in Nomura.

Mr. Manav Harit, Mr. Jithin K George and Ms. Aadya Kashyap were the finalists in the same contest and Mr. Ravi Kumar, Mr. Anchit Kumar, Ms. Shriya Samson, Ms. Rini Joshi, Ms. Sonakshi Adya, Ms. Steffy Kujur, Ms. Nidhi Singh, Mr. Ketan Kamal, Mr. Rishabh Burman, and Mr. Kunal Kumar joined the contest as active participants.

Mr. Anchit Kumar took part in the National level cricket GK quiz, Cricuize organized by Learnous. He also took active part in E.P.I.C. Strategy Challenge organized by TVS Credit. Along with him, Mr. Lokesh Jajodia and Ms. Aishwarya Sarkar also attended the competition as active participants.

Ms. Akriti Goswami took part in Blizzard 4.0 (organized by CISCO) and held her position as finalist.

Ms. Ananta Khyati and Ms. Aishwarya Sarkar took part and performed well in the Dance competition-Nrityavation, conducted by IBS HYDERABAD. Ms. Shrawani Roy participated in Trial by Fire Round 2 of Fire@X Trial By Fire by XLRI and Domestic Quiz Organised by IIM Kashipur. Ms. Roy also bagged consolation prize in the Face mask painting competition Organized by C.C.L Darbhanga House, Ranchi.

Mr. Manav Harit and Ms. Shriya Samson were also the winners of the Case study competition Eco-Matrix conducted by IIT Madras, Mr. Manav Harit was also the proud winner of the Case Study Competition by IFMR - KREA University.

Mr. Ketan Kamal participated and became the runner-up in MIT Pune Elocution Competition. Mr. Anannyo Bhattacharjee, Ms. Sumedha Sengupta and Ms. Shriya Samson also participated and became the runners-up in XISS Samadhan Case Study Competition. Mr. Lokesh Jajodia and Ms. Bushra bagged consolation prize in the same competition.

Mr. Anannyo Bhattacharjee participated and became the winner of the Youth Parliament conducted by Ostello India Pvt Limited. He also became the runner-up in XISS Technext Gadget-o-Pedia Quiz.

Mr. Robin Singh, Ms. Purna Kumari and Mr. Amitesh Gaurav actively participated in the Steelathon TATA Steel National Case Study Competition and became finalists. Apart from that, they also bagged internship from the same company.

Mr. Lokesh Jajodia participated in the Doranda Old Xavierians Cricket Tennis Ball Tournament.

Ms. Sayantika Mondal completed online course on the "Fundamentals of Digital Marketing". Certificate was issued by Google Digital Unlocked. She also completed online course on "Onboarding Employees- a Strategic Approach" and on "Diversity & Inclusion." Both the certificates were issued by Udemy. She furthermore completed online course on "Lean Six Sigma Introduction". Certificate issued by Eduonix Learning Solutions.

Ms. Soumya Guria also achieved Certification of Completion of 18 total hours of Microsoft Excel- Excel from Beginner to Advance from Udemy. She also received Certification of Completion of course 'Human Resources: Using Metrics to Drive HR Strategy' and Certification of Completion of course 'People Analytics'. Both the certificates issued by LinkedIn Learning.

Mr. Manav Harit also received Certification on Excel Skills for Business from Macquarie University. He also bagged Certification on Professional Communication issued by Georgia University of Technology; Certification on People Analytics from University of Pennsylvania, Certification on The Art of Negotiation issued by University of California and also achieved Certification on Contextualizing Gender Issues in Contemporary India from Eupheus Learning.

Ms. Shrawani Roy successfully completed an Online Course ISO 9001:2015 Quality Management System implementation and audit. The certificates were issued by Udemy.

Mr. Anannyo Bhattacharjee completed a certification on 'Advance Excel' from Udemy and Mr. Lokesh Jajodia also successfully completed a 'Data Analytics Workshop from FLOXUS- Nurture the Technical You.

Mr. Karamjeet Singh and Ms. Nidhi Singh participated in a Live Project from DS Group. Mr. Karamjeet Singh also became a part of a Live Project from company Electura. Mr. Karamjeet Singh, Ms. Akriti Goswami and Ms. Nishita Dey bagged Internship from Navkiran. Ms. Soumya Guria also bagged internship from Greenthusiast Foundation.

Ms. Nidhi Singh, Ms. Shreya Somvanshi and Mr. Jithin K. George participated in a Live Project offered by Atkins. Ms. Nishita Dey, Ms. Shriya Samson and Mr. Aashish Baxla also became active part of a Live Project offered by KRG Strategy Consultants Pvt Ltd.

Mr. Manav Harit, Ms. Riteeka Sen and Ms. Tanvi Pandey also actively took part in Live Project offered by CEAT Limited.

Mr. Karamjeet Singh, Mr. Ketan Kamal, Ms. Sonakshi Adya, Ms. Leena Ekka, Ms. Soumya Guria, Ms. Sumedha Sengupta and Mr. Shubham Khalkho are the Group Leaders of different Social Service Field Work Centres in Ranchi.

Ms. Akriti Goswami, Mr. Ketan Kamal, Mr. Manav Harit, Ms. Rini Joshi and Ms. Nidhi Singh are the organizers of Embark Club Events -Gyaan Manthan, Samadhan. Ms. Akriti Goswami is the organizer of Creategic Events - Talent Hunt, X-mas Xcitement .

Mr. Anannyo Bhattacharjee is presently holding the position of 'Summer Placement Representative' of XISS HRM (Batch: 2020-22). He was an Elected Representative. He was also the host cum organizer of Obscura Event - "Know Your Alumni – An interactive Video series with XISS Alumni - hosted Ms. Shobha Pandey and Mr. Atul Jha. He was also the writer of Obscura Blog - Articles on "Future of Jobs in the 3D Printing Industry" and "India's response to the IR Conundrum – March to July, 2020."

Mr. Amitesh Gaurav is the vocalist of Music club Maxiss and Director of Dramatics club Aawaz.

Mr. Lokesh Jajodia is the Cinematography Head cum Theatre Workshop Organiser of Dramatics club Aawaz. Mr. Aashish Baxla is the Social Media Handler of Obscura Club. Ms. Aishwarya Sarkar and Ms. Ananta Khyati were the performers of PULSE Club Event - Indo Western Fusion Dance.

Mr. Manav Harit was the organizer of HRFX's session with Mr. Kshitij Batra - Regional Head at HDFC Bank. He was also the host of Embark Event - Hosted by prestigious guests like Ayaz Zanzaria, Chetan Reddy, Gautham Krishna & Rohit Agarwala.

There are several other activities where the students of HRM – 1 also actively participated.

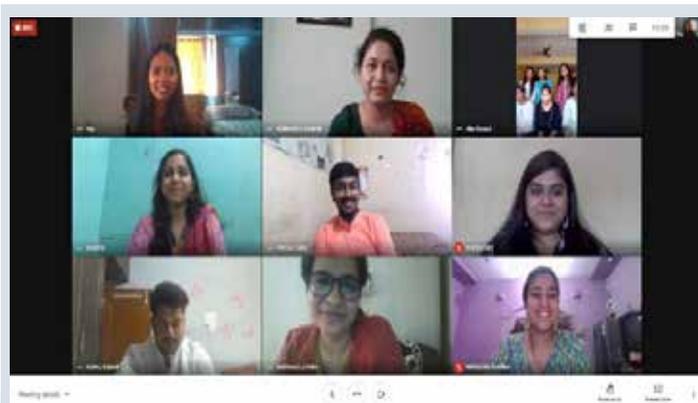
Students participated as Youtuber in K.S Easy Solutions Monetised Youtube Channel with 30+ Videos. As volunteers they also worked for an NGO- Vocal for Local, undertook initiatives like Paathshaala and "Sarvodaya" - Social Service Initiative. As published writer students also attached themselves in ARAMBH-National Writing Exhibition -category English Poetry organised by the MSME - The 2 AM Thoughts. As members of HBR Ascend, students also participated in various projects of Harvard Business Review Ascend Select. Students took partnership initiative

with the University of Antwerp, Belgium supported by USOS in USOS global pen friends - Sustainable economy (trade, workers' rights).

They also worked as organizers in Leveraging the IR Code Seminar - Good People Relations with XISS Collaboration. As organizers, they took active initiative in DOX Blood Donation Camp and Campaign Plant for The Planet by part of Social Service Field Work Team Doranda with Old Xavierians. They are the member cum Social Worker and actively associated with 'Nature Rescue club' under JCYA (Jharkhand Christian Youth Association) and CCYS (Combined Christian Youth Society). The students also performed in Convocation Ceremony of XISS and also made RAP video on the auspicious occasion of Women's Day.

Social Service Field Work (SSFW): HRM-1 Students (Batch: 2020-22)

Social Service implies social welfare and socio-economic development as well as politico-cultural empowerment particularly of the deprived sections of society. So, exposure of the students to the social reality of the country is part and parcel of management education in the Institute. The SSFW is a fundamental component of the PGDM-HR programme. The SSFW is the central mechanism for transmitting theoretical knowledge into the practical level of work. First year students of HRM programme are sent to different non-profit and humanitarian organizations in and around Ranchi twice a week where students get the opportunities to apply knowledge learnt in the classroom situation.



Students of First Year (XISS – HRM, 2020-22) interacting with inmates of different centers.

In the current Academic Session 2020-22, students were placed in seven Field Work Centres: St. Michael School for Blind, Braj Kishore Netraheen Balika Vidyalaya, MMK High School, Cheshire Home, Guru Nanak Home, St. Xavier's School, Doranda (outreach) and Government Middle School, Hindpiri.

Due to COVID-19 pandemic, the students virtually connected with individuals (underprivileged children) and groups in their field work situation. HRM 1 students tried to implement their theoretical knowledge in practical situation. They kept no stone unturned to create a good purposeful relationship with the clients. Those students staying in Ranchi, in this pandemic situation, visited physically their respective Social Field Work Centres and interacted with the inmates. Through active involvement in SSFW, students are encouraged to generate new insights into the problems faced by the inmates. Our student's contributions range from imparting academic support, help the underprivileged children to realize their potential and try to become self-sufficient. HRM 1 students also participated in different events including Independence Day, Republic Day, Annual Sports Day, Cricket Tournament, Blood Donation Camp, Diwali, and Holi celebrations (virtually), Medical and Health Camp, different competitions among the inmates etc. In these tough times, our students guided the underprivileged sections how to practice MINDFULNESS through actively participating and facilitating them to fight with this pandemic, mainly mentally

Students of XISS – HRM distributing snacks to different underprivileged people during lockdown.



They distributed food packets during Republic Day, 2020 to the out-reach students of the SSFW Centre

through different awareness generation campaigns comprising of do's and don'ts in this situation. There was always a two-way interaction among the children and our students. Even, the senior students of XISS – HRM department did unimaginable handholding with the first-year students and made Social Service Field Work extremely successful, in this unforeseen situation also.

Student's Achievements (HRM 2, Batch: 2019-21)

Ms. Sakshi R. Gupta, Ms. Krishna Roy and Ms. Rashmeet Kaur received 8th Awanish Dev Memorial Scholarship by Maruti Suzuki.



Students celebrating Republic Day, 2020 with students

Ms. Shruti Singh participated in Infosys Ingenious 2020, Mr. Satish Kumar also participated in a Case study Competition at BIT Mesra and Mr. Rajiv Patra also actively involved in Business Case Competition powered by Motor Haat.

Mr. Mrinal Topno is holding the position of 'Class Representative' of HRM-2 (Batch: 2019-21) and

Mr. Karan Khanna is elected as 'Assistant Class Representative' of same batch.

Mr. Rajiv Patra is holding the position of 'Placement Representative' of HRM – 2 (Batch: 2019-21) and Ms. Akshita as 'Assistant Placement Representative' of the same batch.

Mr. Mrinal Topno, Mr. Karan Khanna, Mr. Atul R. Kongari and Ms. Sneha Mukherjee are the active members of Obscura Media Club. Mr. Tushar Mandal, Mr. Ramit Tandon, Mr. Akshat Uniyal, Mr. Anup Kindo, Mr. Anip Topno, Mr. Aleta Hemrom, Ms. Sneha Mukherjee and Mr. Rishav James are also very active members of HRfX Club.

Ms. Smriti Tirkey, Ms. Pritika Tudu and Ms. Aleta Hemrom are the proud dancers of Pulse – Dance Club.

Ms. Trishla Shoundik and Ms. Anisha Verghese took active part in "Infosys Ingenious case study competition and Flipkart Wired Case study competition".

Ms. Deepika Tirkey scored 85% in an Assessment on "Fundamentals of HR Analytics" conducted by HR Success Talk. She also received 'Certificate of Appreciation' for her contributions in SIP at Eupheus Learning.

Ms. Rashmeet Kaur, Ms. Sakshi R. Gupta, Mr. Satish Kumar, and Mr. Rajiv Patra jointly received the "Best camper award" for the Rural Retreat Programme 2020 held at XISS, Ranchi. Mr. Satish Kumar was a proud participant in 'Guilty or Not' organized at XLRI Jamshedpur 2020.

Mr. Rajiv Patra organized Medical Camp at GMS Himdpiri on 15th Jan 2020 and also motivated first year students to actively participate in it. It was a grand success.

Ms. Amisha Priya participated in different events like Legal Eagle (organized by XLRI on 19.12.2020), Quiz of Hero Campus Challenge Season 6(organized by Hero MotoCorp Limited on 21.11.2020), Quiz of Chauser 2020: The Annual National Consulting Conclave (organized by IIFT on 16.08.2020) and L'oreal Sustainability Challenge 2020 on 23.08.2020 (reached till third stage).

Ms. Siddiqua Rahman became the winner of the face of Samsung India and Ms. Kriti Singh assisted Rajneesh Sir in a Project work on Village Development Model. Ms. Shinam Farheen and

Mr. Gautam Chandra successfully completed NPTEL online certification course Assignment in managing change in organization.

Mr. Akshat Uniyal showed his talent and expertise and actively participated in different events like he organized and contributed to the National webinar on “Managing Changes through HR Interventions in COVID-19” held on 19th September 2020. He also participated in various online quizzes and case study competitions and won 3rd prize in Let’s Quiz by SIMS, Pune on 24th May 2020, 2nd prize in Online Case Study Competition organized by Notebook Nation on 10th July 2020. He also participated in The Great Epics Online Quiz 2020 on 25th May 2020.

Mr. Uniyal successfully completed an additional internship with the startup CERTIFYME for duration of 4 months from November 2020 to February 2020 as an HR intern. He also participated in Let’s Quiz by SIMS, Pune on 24th May 2020 and Online Case Study Competition organized by Notebook Nation on 10th July 2020.

Mr. Akshat Uniyal attended as Delegate of Serbia in the IMUN Online Conference. He also participated in a Poem Competition organized by Manav Rachna University where he won the 2nd prize. He took part in an Online Writing Competition “MAHATTVA 2020” organized by NMIMS, Hyderabad, where he won a ‘Special Mention award’ and also in an Online Elocution Competition organized by MIT Academy of Engineering on the topic- “Women Empowerment: Turning a decade of lessons into ambitious business actions”, where he won the 3rd prize.

Mr. Mrinal Topno, Mr. Akash Marandi and Ms. Deepika Tirkey took active part in Tribal Extravaganza (Panache), where Mr. Mrinal was awarded Best Performer (Male) and Ms. Deepika was awarded Best Performer (Female). Mr. Topno also participated in Crossroads (Panache) along with Mr. Akash Marandi and was declared the Runners-up in the event. Mr. Mrinal Topno along with Mr. Akash Marandi and Mr. Anurag Kujur jointly took part in Tug of War (Panache) and were declared the Runners-up for the event.

Ms. Aleta Hemrom, Ms. Pritika Tudu and Ms. Ashima Barla took active part in Inter-departmental basketball tournament (8th-16th January 2020) and their team was declared as the runners-up in the tournament. Ms. Aleta Hemrom, Ms Pritika Tudu along with Ms. Smriti Tirkey also showed their talents in Group Dance Competition and “on your toes” dance competition in Panache, 2020 and were declared as winners for both the events.

Mr. Ashish Lakra took part in Basketball tournament in Chakravayuh’ 20 and was declared the winner for the same. Mr. Akshat Uniyal, Mr. Atul Richardson Kongari, Ms. Pritika Tudu and Mr. Rajiv Partra participated as intern with TEDx, Kanke.

Mr. Mrinal Topno, Mr. Rishi Sharma, Mr. Subhankar Lodh, Mr. Ashish Lakra and Mr. Anurag Kujur participated in Inter Departmental Basketball Competition.

Ms. Rashmeet Kaur represented XISS in the ‘Student panel discussion’ at the webinar organized by Maruti Suzuki Xiss Awanish Kumar Dev Memorial Trust.

Placements

Summer Placement (2020-22)

Summer internship is a crucial phase of a management student’s life where he gets his first hands-on experience with the industry. Prof. Sajit Lakra in collaboration with the Central Placement cell, provided able guidance to the students in choosing the right companies and topics for summer placements. This year the following companies have offered summer placement to the class of 2020-22:

Nomura, Maruti Suzuki I Ltd., Tata Metaliks, Tata Steel, HR India Solutions, UltraTech Cement Ltd., TRF, Bajaj Auto, Tata Hitachi, Tata Steel-Prashikshan, NTPC, Tata International, Swiggy, Edelweiss Tokio Life, TCS, Skill Hub Consultancy, Smart Joules Pvt. Ltd., Smart Joules Pvt. Ltd., NCDEX, McCains, Payu, Knowledgetics Research Private Limited, Board Infinity, Eupheus Learning, Tata Consumer Products Ltd., Tata Steel BSL Ltd., Coca Cola Beverages Pvt. Ltd., Wikata Consulting Services, Society for Human Resource Management.

The average stipend being offered to them is over rupees 24000 per month.

Final Placements (2019-21)

This year various organizations from all over the country overcame various inhibitions (economic, health, and physical boundaries) to recruit via the online process, and in some cases, companies did visit XISS and gave job offers to our students. Our Departmental Placement Coordinator, Dr K M Spring in collaboration with the CPC, Dr Amar E Tigga worked tirelessly to find suitable placements for our students. 58 students with an average offer package of 7.5 lakhs per annum and highest package of 15 lakhs have been placed so far. 11 students are yet to be placed.

The following companies recruited our professionals:

ABCL, Tata Steel, Vedanta ESL, Reliance Jio, Reliance Retail, ITC Foods, Cadilla Pharmaceuticals, Hul, Byjus, Aarti Industries, Bharati Axa, Air Liquide, Volvo Eicher Commercial Vehicles, Mtr Foods, Emcure, Adani Wilmar, Relaxo Footwears, Tata Autocomp, Toll Group, Tech Mahindra, Linde Catalyst, Ceat Ltd, Kotak Life, Atkins, Essel Mining, Tata Steel Bsl, Crmnext, Ttc Glocal

Industrial Tour and Social Outreach Programmes

Our Programme takes huge amount of pride in offering a mix of classroom and field work learning methods to shape the future professionals. One of the casualties of the pandemic was our social outreach activities and Industrial Tour. We have tried to minimize the damage by arranging some experience sharing virtual sessions by professionals. So even though we were unable to send students to different industrial hubs and social activity hotspots to get a real feel of things to come, we have at least afforded them an opportunity to interact with the professionals to learn about their trade.

Management Development Programme

The department has prepared a brochure of Management Development programme which contains a list of programmes that the HRM department has started to offer to the academia and the corporate world.

Conclusion

The year gone by has been a very difficult one for everyone. We hope to round it off with some hope for the future. But this is possible only if the deadly virus spares us and allows us to get on with our life.

The Human Resource Management has always been the most sought-after Programme because of its unique positioning, and we resolve to continue to hold on to our principles as enunciated in the Vision and Mission of the Institute.

I take this opportunity to thank our Honorable Director, Dr J M Kujur SJ and Asst Director, Dr. P Kerketta SJ for their unflinching support. I also take this opportunity to express my deep sense of gratitude towards my fellow faculty members of the Programme and also other programmes for giving their more than 100 percent in these trying times.



Rural Management

◆ **Dr. Himadri Sinha**
 Head of Programme

Introduction/ Overview of the Programme

Rural Management Programme is one of the flagship programmes of XISS. The programme is the oldest programme of its kind in India. However, the challenge is to continue its legacy and make it the best programme of its kind offered by any Indian B-schools. To pursue this goal, the course curriculum has been revised comprehensively to blend it with our core objectives of *'Putting the last first'* with the updated knowledge, technical skills, and professional competency progressively.

The academic year 20-21 began with a gloomy note resonating the fear psychosis of global pandemic – COVID 19. The ray of hope was the emergence of NEW NORMAL through alternatives like work from home, digital classes, webinars, and new opportunities for exploring the virtual platform for curricular, co and extracurricular activities. It reminded us of the great lines of 'Ode to the West Wind' by Percy Bysshe Shelley, *if winter comes, Can spring be far behind?*

Student Activities and Achievements

- 1. New Batch:** The new batch of 75 students were inducted through a nine day induction cum orientation programme held during August 10-19, 2020. The induction was delayed by nearly two months due to AICTE COVID-19 guidelines. Students were introduced to the course curriculum, manual of procedures and various facilities of XISS. The Alumni interface was one of the key events of the orientation programme. One of our alumni Mr. Himalaya Indraprastha, Sr. Manager CSR, CCL briefed the students about the challenges, scope, and opportunities of the Rural Management profession. The Outline of the induction programme is given below.

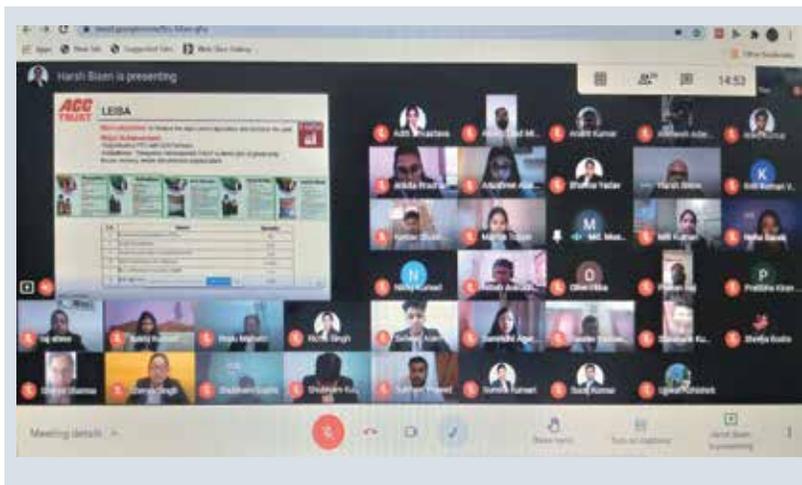
 - **Pre induction online remedial classes:** July 20-25, 2020
 - **General Orientation & Alumni Interface** – August 10 – 12, 2020
 - **Yoga for Health** – August 13-19, 2020, Morning
 - **Indian Constitution** – August 13-19, 2020 - Forenoon
 - **Student's Aptitude Assessment and Student's Profiling** – August 13-19, 2020, afternoon
- 2. Institutional Visits (IV):** The purpose of institutional visits is to provide focused exposures pertaining to major developmental issues. Due to the COVID-19 pandemic, no physical visit could be organised till this report was written. Instead, an online orientation was organised by Dr. N. Sahoo on 18th January 2021 with BRLPS. BRLPS

prepared group report of Best Community Practices of COVID COPING and a strategic plan to mitigate such problems in near future.

First year students have completed socio economic surveys of beneficiaries of various rural development programmes of government along with few non beneficiaries. They have completed data analysis and preparing group report.

6. Agriculture Field Practical: Agriculture Field Practical (AFP) could not take place physically. However, online demonstrations of various agriculture projects, activities, and farm equipment were given through digital classes. An online practical examination was also conducted.

7. Study Tour: Covid situation compelled us to organise the first ever virtual study tour. We have received overwhelming responses from corporate sectors, NGOs, and few MFI companies. Virtual Study Tour of RM Students was conducted from 15th to 22nd December 2020. The class of RM Final year was divided into 2 groups having 36 students each. Group A was supervised by HoP, Dr. Himadri Sinha and Dr. Amardip Singh, covered companies and organisations of Eastern and Northern India and Group B



covered the companies and organisations of Western and Southern India under the supervision of Dr. Anant Kumar and Dr. Raj Shree Verma. Group A had a virtual tour with 18 organisations which included 10 CSR companies, 2 MFI companies and 6 Development Organisations and UNICEF Jaipur. CSR includes CCL, Tata Motors, Tata Steel, CLP, Ultratech, Hindalco, Spark Minda, ITC, JCB & Maruti Suzuki India Ltd. They also interacted with FES, Water AID, Population Foundation, National Foundation of India, UNICEF, WWF, Diya Vikas Capital and Maargdarshak. Group B visited 17 organisations in 7 states. These include 5 CSR companies (Mazagaon Dock Shipbuilders, Tata Steel-BSL, Sun Pharma etc), NDDB, UNICEF Chennai, and 10 Development organisations including the government organisations (Aide- et-Action, TCRDS-Pune, Hand in hand academy, TCG Foundation, CHAI-Secunderabad, Harsha Trust etc).

8. Summer Internship Programme (SIP) and Dissertations: SIP for 2019-21 batch was arranged in 21 organizations. But due to COVID lock down the SIP was cancelled. Later on, all students did their SIP on a virtual platform. Nearly 80% of students worked as Covid task force with various district administrations for two months. Their contribution was highly appreciated by Govt. of Jharkhand. The remaining students did their SIP with a few NGOs and IT companies engaged in Covid coping resilient building activities.

For 20-22 batch, SIP is expected to take place from May 20 to July 20. At the time of sending this report to the press, 51 students were assigned their SIP organizations. We hope that the remaining 24 students will also be placed for SIP by 20th April 20. SIP consists of two parts – firstly for organizational training (OT) for 25 days in which students are acquainted about the organization, their working techniques, functioning style and secondly, for engagement in the dissertation for the remaining period, in which they will conduct field study, based on the topic assigned to them by the dissertation supervisors. After completion of both aforesaid activities, students have to submit their interim report to the concerned organization and prepared their dissertation report upon their return to the institute. All the reports of dissertation work have to be submitted to their respective guides and later presented to all faculty members for receiving feedbacks and

improvement instructions. This entire experience is enriching for the students who come across the varied working modules, ethics and functioning of the respective companies. Students also hone their research and analytical skills through primary surveys and data compilation during SIP.

9. **SWAYAM Courses:** SWAYAM is an educational platform created by the Government of India with technical and IT supports from NPTEL. The principal objective of this programme is to impart the best teaching and learning process to the disadvantaged sections of the learner’s cohort. Both credit and non-credit based courses ranging from management, technology, engineering, social science, laws, sciences, commerce, etc., are being offered through Massive Open Online Course (MOOC) methods. Moving towards, Rural Management Programme of XISS has also taken best effort to sensitize the students about this programme. RM-II students were offered courses along with the mentors for the batch of 2020-2022. Dr. Nranjan Sahoo, Associate Professor is kind to coordinate this programme. Total 75 students of RM-II class had enrolled into various courses out of which 16 students had registered for the proctored examination as the dates of examination and the SIP programme are coincided.
10. **Webinars:** In order to reap the rich benefits of New Normal and digital education, the RM Programme with the help of its students’ club PRAKRITI organised one international and six national level webinars. These webinars were attended by 200 participants on and average. We highly appreciate the students’ initiatives that organised each webinar in a highly professional manner. Details of webinar organised by the Rural Management Programme of XISS with the help of PRAKRITI are given below.

Table 1 : List of Webinar organised by Rural Management Programme of XISS & PRAKRITI

S. N.	Date	Title of the Webinar	Moderator and Speakers	Participants
1	23 July 20	Post COVID-19 Challenges for Global and Local Commons Coordinator- Dr. Himadri Sinha	Dr. Prateep Kumar Nayak, Univ of Waterloo, Canada Mr. Subrat K Singh, FES Ms. Ana Carolina E. Dias, Brazil	175
2	30 July 20	Child Safety Matters Amidst Pandemic	From Save The Childen Mr. Nawlesh Kr. Singh Mr. Prabhat Kumar Mr. Satya Gopal Dey From XISS Dr. Raj Shree Verma Child Rights Activists Mr. Laxminarayan Nanda Mr. Manabendranath Mondal Mrs. Arti Kujur	175
3	13 August 20	Covid-19 and its impact on Child education Coordinator- Dr. Anant Kumar	Fr. Dr. J. Marianus Kujur Ms Parul Sharma Mr Uma Shankar Singh Dr Nishant Goel Ms Suman	186
4	20 August 20	Lockdown and Migrant Laborers’ Issue Coordinator- Dr. Niranjan Sahoo	Fr. Dr. J. Marianus Kujur Prof. Himadri Sinha Prof. N. Krishna Kumar Dr. Sarika. R. Lohana Dr. Shikha Lakra Ms. Taru	150

S. N.	Date	Title of the Webinar	Moderator and Speakers	Participants
5	3 September 20	Impact of COVID-19: A Holistic Analysis Coordinator- Dr. K. K. Bhagat	Dr. K.K.Bhagat Prof. Himadri Sinha Prof. Harishwar Dayal Prof. Susan Vishwanathan Prof. M J Xavier Dr. Vijayalakshmi Brara Dr. Sujeet Ranjan	145
6	24 September 20	COVID-19 and Child Protection: A Time of Crisis Coordinator- Dr. Sanjay Verma	Fr. Pradeep Kerketta Ms. Harleen Walia Ms. Sonal Kapoor Shri Amod Kanth	147
7	8 October 20	Impact of COVID-19 Crisis on Employment and Livelihood Coordinator- Dr. Pramil K. Panda	Fr. Dr. J. Marianus Kujur Dr. Vinod Sen Dr. Kasi Eswarappa	118



11. **Progress towards Accreditation:** The PGDM-RM course curriculum has been thoroughly revised during 2018-19 to incorporate the specification given in AICTE guidelines and also meet the expectation of the NBA. The revised course curriculum was studied by the members of the Board of Studies (BoS) and it was approved by BoS in its meeting held on April 26, 2019. The revised course curriculum was introduced with effect from 2019-21 batch. The salient features of the revised course curriculum are (a) Introduction of credit based curriculum so that students can take the benefit of inter university credit transfer; (b) choice based electives for 42 credits; (c) two compulsory audit courses on Yoga and the Indian constitution; (d) Offering SWAYAM courses to students for doing add on courses through MHRD portal free of cost; (e) Two Comprehensive Grand Viva Voce at the end 1st and 2nd year so that students can be examined on holistically and to prepare them for UPSC style interviews, and (f) Weekly guest lecture series (Webinar during Covid) by inviting eminent scholars, development practitioners, senior bureaucrats. With these changes now PGDM-RM course curriculum is now ready for NBA accreditation.

Faculty Activities

1. **Award of Ph.D.:** Dr. Sanjay Verma, the urban field exposure coordinator has successfully defended his Ph. D. thesis at the University of Viswa Bharati, (A Central University) in October 2020 and was awarded Ph.D. degree. RM Programme extends its hearty congratulation to Dr Verma.
2. **Online Diploma:** Dr. Anant Kumar completed 'Diploma in Community Mental Health for Psychologists' from the National Institute of Mental Health & Neurosciences, Bangalore.
3. **Faculty Development Programme:** During the COVID 19 Lockdown, AICTE initiated various Faculty Development Programmes under the aegis of ATAL FDP. These FDPs were organised by various universities under the guidance of AICTE. Almost all Faculty Members of RM programme have attended these FDPs. These programmes have helped the Faculty Members to upgrade and update themselves.
 - a. Prof. Himadri Sinha participated & completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Leadership & Excellence" from 2020-9-25 to 2020-9-29 organised by Alagappa University.
 - b. Dr. Sant Kumar Prasad participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Leadership & Excellence" from 2020- 11-9 to 2020-11-13 organised by Indian Institute of Plantation Management.
 - c. Dr. Anant Kumar participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Ethics, Moral Values, Behavioral Science & Attitude" from 2020-10-12 to 2020-10-16 organised by College of Engineering Trivandrum.
 - d. Dr. Anant Kumar participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Organizational Behavior" from 2020-11-09 to 2020-11-13 at International Management Institute, Kolkata.
 - e. Dr. Anant Kumar participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Emotional Intelligence" from 2021-01-18 to 2021-01-22 organised by Motilal Nehru Institute of Technology, Allahabad, UP.
 - f. Dr. Anant Kumar participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on "Leadership and Excellence" from 2021-02-01 to 2021-02-05 organised by Jawaharlal Nehru Technological University College of Engineering, Anantapur, AP.
 - g. Dr. Raj Shree Verma has completed ATAL-FDP, on "Capacity Building of Women in Higher Education" from 25 - 29 January 2021 organized by SRM Institute of Science and Technology.
 - h. Dr. Raj Shree Verma has completed ATAL-FDP, on "Training for Social Connectedness and Inspiration" from 1 - 5 February 2021 organized by Ramakrishna Mission Vivekananda Educational and Research Institute Faculty of Disability Management and Special education
4. **Seminar/ Workshop/ Webinar**
 - a. Dr. Raj Shree Verma delivered a lecture at International Women's Day Celebration as a guest speaker at NABARD, Regional Office, Ranchi on 8 March 2021.
 - b. Dr. Raj Shree Verma was one of the Panel speakers on the topic "Educators as a change agent in the scenario of human trafficking amidst pandemic" in a Webinar on "Child Safety Matters Amidst Pandemic (on World Day Against Trafficking in Person-30 July) organized by Save the Children and XISS on 30 July 2020.
 - c. Dr. Anant Kumar delivered a lecture titled, 'Complementing Gender Analysis Methods' in a Refresher Course "Women Studies and Gender Sensitization" (18.9.2020 to 1.10.2020) at UGC-Human Resource Development Centre, Ranchi University, Ranchi on 19 September 2020.

- d. Dr. Anant Kumar participated in IIHMR University's panel discussion on "Scope and Role of NGO's, CSR, Social Entrepreneurs, and Professionals in the Public Health after the coronavirus lockdown" on 29 April 2020.
 - e. Dr. Anant Kumar attended Board of Studies meeting, Narayan Academy of Management Excellence, Faculty of Management Studies, Gopal Narayan Singh University, Jamuhar, Sasaram, Bihar. (15 July 2020).
 - f. Dr. Anant Kumar attended Board of studies meeting, Faculty of Sustainability Studies, MIT-World Peace University, Pune, India. (21 September 2020; 7 January 2021).
 - g. Dr. Anant Kumar delivered a talk, 'Why India needs more MPH graduates' in a Webinar organized by Global Institute of Public Health, Thiruvananthapuram, Kerala on 9 January 2021.
 - h. Dr. Anant Kumar delivered a talk, 'Peace as a Rotary Agenda' in a Rotary Peace Fellowship District Online Seminar organized by Rotary Club of Ranchi on 18 January 2021.
5. **Publications:** Our faculty members have published several books, articles in Journals, Newspapers, and periodicals amidst the global pandemic during 2020-21. The list of these publications is given below:
- A. Books**
 - i. Dr. N. Sahoo has published a book on *Disaster Management and Sustainable Development*. This was printed and published by New Century Publications, New Delhi (ISBN:978-81-7709-477-1)
 - B. Chapters in Book Publications**
 - i. Sahoo, N. & Lohana, S. (2020). Poverty Risk and Socioeconomic Vulnerabilities of Homeless People. In A. K. Mahapatra (Ed.), *Business Management and Social Innovation*. Bloomsbury Prime Publication (ISBN 978-83-89714-90-6): Delhi
 - C. Journals**
 - a. Nayar, K. R., Chowdhury, S. R., Rao, A. P., Kumar, A. & Bhat, L. (2020). The New Body Politics. *Economic and Political Weekly*, 55 (37).
 - b. Kumar, A., and Nayar, K. R. (2020). COVID-19: Stigma, discrimination, and the blame game. *International Journal of Mental Health*. <https://doi.org/10.1080/00207411.2020.1809935>
 - c. Kumar, A. (2020). COVID-19 and Domestic Violence: A Possible Public Health Crisis. *Journal of Health Management*, 22 (2), 192-196. <https://doi.org/10.1177/0972063420932765>
 - d. Kumar, A., Nayar, K. R. (2020). COVID-19 and Mass Fatality Management: A Public Health Challenge. *Disaster Medicine and Public health Preparedness*. <https://doi.org/10.1017/dmp.2020.277>
 - e. Kumar, A., Nayar, K. R., Bhat, L. D. (2020). Debate: COVID-19 and children in India. *Child and Adolescent Mental Health*. <https://doi.org/10.1111/camh.12398>
 - f. Kumar, A., Nayar, K.R. (2020). COVID 19 and its mental health consequences. *Journal of Mental Health*. <https://doi.org/10.1080/09638237.2020.1757052>
 - g. Kumar, A., Nayar, K.R., Koya, S. F. (2020). COVID-19: Challenges and its consequences for rural health care in India. *Public Health in Practice*, 1, 100009. <https://doi.org/10.1016/j.puhip.2020.100009>
 - h. Kumar, A., Verma, R.S. (2020). Sexual Harassment in Academic Institutions and Demand to Regulate Male Sexuality. *Sexuality & Culture*. <https://doi.org/10.1007/s12119-020-09715-7>

D. Periodicals/ Newspaper

- a. Dr. H. Sinha's article on *Gramin kaushal yojna ke samne aayegi chunautiya, aab sarkar banaye ranniti*, was published in *Prabhat Khabar*, Ranchi edition on 8th May 2020.
- b. Dr. Raj Shree Verma's article on *Corono sankat mai mahilao ke liye barih chunauttiya*, was published in *Prabhat Khabar*, Ranchi edition on 7th May 2020.
- c. Dr. Raj Shree Verma's article on Menstrual Hygiene and Covid19, was published in *Pioneer* on 28th May 2020.

E. Job Placement

Rural Management Programme assists the students of rural management to get jobs in different organizations/companies to pursue their carrier. The current final year batch had 72 students. Till 31 March 21, 53% of students were placed and another 17% of students waiting for the final selection letter. Notwithstanding the 2nd surge of COVID, we are hopeful that by convocation all our students will be placed. We are thankful to Dr Amar Tigga, Coordinator, Central Placement Cell and Dr. Sant Kumar Prasad, Placement Coordinator of RM programme, and students' placement representative Ms. Aayushi Singh and Mr. Satyam Ojha for their indomitable spirit and tireless work amidst pandemic challenges and ensuring job placement for this year's graduating students.

F. International Research Collaborations & Student Exchange Programme

1. **Research Collaborations: ESRC Research:** The research project on '*Identification of factors affecting successful outcomes in the DDU-GKY Indian skills programme for unemployed young*', sponsored by ESRC (Economic and Social Research Council) of United Kingdom has formally ended on 31 December 2020. This is a joint research project of Warwick University of UK and Xavier Institute of Social Service (XISS). Due to COVID-19 lockdown both in UK and India, all tasks of the project could not be completed. As per ESRC directive, the grant period could not be extended. However, ESRC has approved one year NO COST Extension to the project to complete all the tasks. Dr. Clare Lyonette of Warwick University and Dr. Himadri Sinha are the joint principal investigators of the project.
2. **Student Exchange: Students Exchange Programme with Belgian University:** Ms. Ankita Choudhury and Mr. Pawan Kumar Bharti of Rural Management Department (Batch 2019-2021) participated in the online summer course 'Europe: Diversity and Migration' (29 June – 10 July 2020) conducted by Stads-campus, University of Antwerp, Belgium. The course focus is on Europe related diversity and migration issues, based on a mixture of theoretical, practical, and empirical insights from an interdisciplinary perspective to provide insights, information, and tools based on empirical case studies and several field visits. The summer course is funded by the USOS scholarship, covering travel, accommodation, and subsistence allowance to attend the course. Ms. Ankita Choudhury was given the award of best students.
3. **PRAKRITI: Student's Club of RM Programme**
Rural Management Programme of XISS has initiated its own students' club named PRAKRITI- The Official Students Club of Rural Management Programme. It was inaugurated on 24 August 2019. Prakriti is the official student club of the Rural Management Programme, which is one of the flagship courses of XISS. This programme has been witnessing a lot of changes and development in rural sector that took place since the establishment of this institution. Thus, Prakriti is an initiative to connect the present generation of students to most experienced alumni base and also link the corporate world to the rural sector in a way that every student and alumni achievements get a wide coverage and the door to the professional opportunities opens for every individual who is/are a part of this sector. Thereby, acting as a LinkedIn for Rural Development sector. Prakriti therefore has four main verticals where the students will work as a team to achieve a common objective.

- a. **Event management-** This vertical is responsible for organizing and handling all the events of Rural Management.
- b. **Stakeholders Connect-** Every Alumni and Corporate connection is addressed through this vertical. This vertical act as a bridge between the internal and external committee.
- c. **Knowledge Management-** This vertical takes up the responsibility of all the documentation and editing.
- d. **Publication-** Every publication and social media platform including Gmail, Fb, and Twitter etc. is handled by the publication team.

Activities

- a. Conducted the centenary summit of Save the Children in association with XISS on 2 September 2019.
- b. Conducted the CSR Conclave: CSR and Small Business Development for Rural Sector on 24 August 2019.
- c. Conducted the National Conference 'Voices of the Unheard: Putting the Last First' in association with Plan India & Save the Children on 8 and 9 November 2019.
- d. Conducted the 'Beat the Plastic Pollution Challenge' in collaboration with Obscura- The media Club of XISS & Creatagic- The creative club of XISS on 2 June 2020.
- e. Conducted the 'Khusiyon ki Jholi- Winter Campaign' in collaboration with Alumni Association of XISS (AAXISS), Central Coalfields Limited (CCL), Women in Public Sector (WIPS) and Mission Blue Foundation on 7 and 8 January 2021.

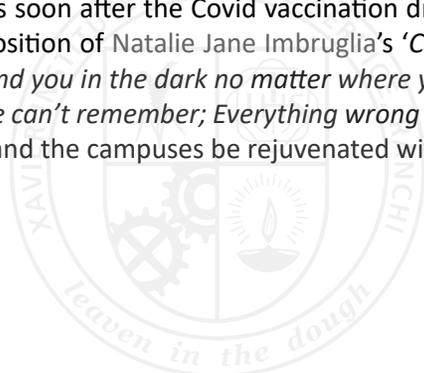
Future Plans

- a. **Nayi Udaan Nai Muskaan (Community library)-** Organize an event with AAXIS or any other organization to collect old books and toys and donate them to the needy children of nearby slums. There will be a separate arrangement for keeping these books there and children will issue these books as per their need.
- b. **Prakriti ki Sanskriti (Tribal and Rural culture)-** Get engaged with tribal and rural community. Bring their culture, celebration, and their way of living to society through the PRAKRITI platform. It will keep our audience attached to the grass root of our indigenous civilization.
- c. **Karo Prarambh-**Organize blood donation camps
- d. **Pashu Mitra-** Feed stray animals
- e. **Swatchata ek dharm-** Initiate drives related to cleanliness.
- f. **Ek Shor Paryavaran ki or -** Promote plantation drives through PRAKRITI platform
- g. **Voice of Revolution (Debate) -** Invite innovative minds from all over the country in a national level debate competition.
- h. **Seminars/Webinars**
- i. **Literatura (New minds for a better tomorrow) –** Invite creative minds to participate in essay competitions.
- j. **Best out of waste contest-** To create a product out of waste. Say broken bottles used as a pen stand or a flowerpot. It will promote a sustainable environment.
- k. **Sarv Unnati (Events for a social cause) -** Organize health fitness day for everyone including faculties and alumni. Like organizing marathon organized for a social cause.

Concluding remarks - Marching Ahead and Looking Beyond

What is the future of RM profession? Covid 19 has caused deep damage to our economy. Our GDP went down to 23% and it is yet to recover from that shock. It was preceded by faulty demonetization decision, hasty implementation of GST and unplanned COVID lockdown. Poverty stricken rural economy, migrant laborers and middle-class people are the worst sufferers of all these incidents and decisions. Unfortunately, the present government is in completely denial mode. India is lagging behind in Human Development Index. In recent HDI report 2019, India ranked 129 which is behind our South Asian neighbors Sri Lanka and Maldives in HDI ranking. India remains the home of 364 million poor people (28 percent), out of a global population of 1.3 billion. While government funding for rural development is shrinking, the challenge of RM profession is increasing till India attains HDI ranking among top 20 in the world. Therefore, scope of RM profession is likely to be widened and demand for RM professionals is likely to be multiplied. On the academic front, we are constantly updating us to keep track with the requirements of accreditation bodies and also with the global developmental trends. We are committed to enhance our competency through international student exchange programme, increased interface with companies and NGOs by way of student placement, faculty consultancies, and customise research programmes. We wish to play more active role in national governance through policy interventions and advocacy. Our faculties are committed to increase their publications in SCOPUS and UGC listed journals, leading newspapers, and other prominent media. We hope that in the next few years RM programme will be ranked first in its category among all Indian B-Schools.

Despite new normal and various adaptive measures, XISS is missing its heartbeat in the absence of students. Students are eager to return to physical classes. We are eagerly looking forward to resumption of normal classes soon after the Covid vaccination drive among the youths. Let us be optimistic recalling the famous music composition of Natalie Jane Imbruglia's 'COME SEPTEMBER' which says, *"The souls that burn will twist and turn, And find you in the dark no matter where you run; she's made her mark but lost her spark, And what she's looking for she can't remember; Everything wrong gonna be alright, Come September!"* Let us hope this pandemic be over soon and the campuses be rejuvenated with voices of our students and their sound of music.



XAVIER INSTITUTE OF SOCIAL SERVICE

Nurturing Professionals, with a Difference



Information Technology

◆ **Dr. Mahua Banerjee**
 Head of Programme

Introduction

The emergence of Corona virus disease has impacted the entire world in all aspects including the education system. This has opened innovative methods of transmission of knowledge to all categories of students. The online teaching and learning were optional prior to the pandemic which became mandatory to all. XISS is not an exception in which all the courses switched from normal classrooms to Google Classrooms. The PGDM – IT programme has taken the leading role in adopting the digital technologies at the first step by having consecutive three Webinars before the commencement of the 4th Trimester of the academic year 2020 – 21. The eminent speakers in the Webinars guided the students and the faculty members about the challenges & opportunities during and post COVID period. The students also completed their Summer Internship remotely which was the only option during the lockdown period. The Information Technology students experienced the learning through digital platforms with several organisations in the Internship Programme with a very positive **Attitude** which enhanced their **Skills & Knowledge**.

Students Activities and Achievements

Curricular Activities

The Summer Internship is an inherent part of the course curriculum. The students are offered with Summer Internships with companies like Biztime IT Solutions Pvt Ltd, Ion Exchange (India) Ltd., Scholars' Den, Concentrix and many more.

Industrial Visit

The Industrial visit is another academic activity for the second-year students. In account of the pandemic, this activity was in a virtual platform from 14 December to 19 December 2020. The details are given here with:

Topic	Speaker Name, Designation and Affiliation
Emerging Technologies in Fintech space	Mr. Shubhrendu Koche, Sr. Advisor Medici (www.gomedici.com) and Business Development, Asia Pacific, Truata
Business Continuity Planning & Risk Management	Mr. Vikas Batheja, VP WNS – BCP and Infrastructure Risk
Start-up Ecosystems and its Challenges.	Mr. Milind Borgikar, Founder TheHouse

Topic	Speaker Name, Designation and Affiliation
Role of Nabard in building the overall agriculture scenario in India and Opportunities in Agriculture in India.	Mr. S K Roy, General Manager, NABARD
Role of a BA and its opportunities	Mr. Akhil Pednekar – Business Analyst, BPC AG
Business ecosystem and the opportunities	Mr. Debarshi Dutta – CEO, BPC Technologies India
Finite and infinite mindset and discovering purpose of life.	Mr. Abhinav Sultania, Head, Techstern Solutions, India
Management perspective on Operations, Sales and Marketing roles in Service Industry	Mr. Sanjay Aikat, India B2B Business Partner at TMSe Marketing Services
HR perspective on Various roles in Manufacturing Industry	Mr. Rajkishore Prasad, Human Resources Leader, Aptiv India
Entrepreneurial perspective on various roles in Start-Ups and new generation companies	Mr. Arijit Dey, Director - HR & Strategy at DYLLIS Business Services Pvt. Ltd.
Entrepreneurship: Challenges & Opportunities in present Scenario	Mr. Safwan Jamil, Founderpreneur at TechTradition
Entrepreneurship: Challenges & Opportunities in present Scenario	Ms. Anindita Jamil, Principal Consultant at PlatLap Solutions
Practical Implication of Knowledge in the field of Management	Mr. Akshat Gupta, Business Manager, iPRIMED Education Solutions Pvt. Ltd.
Key Requirements in Corporate Sector	Mr. Manish Narang, qualified Chartered Accountant, 13+ Years of Strong experience into National and International Financial Management which includes accounting, international financial reporting, business planning & budgeting, regulatory compliance, corporate restructuring, financing and mergers & acquisitions. Currently Heading the India Operations as Financial Controller in American Academy of Professional Coders (AAPC).
Business strategy and comparison before COVID-19 and after COVID-19 of Luminous Power Technologies	Mr. Naveen Saxena, Head International Business Luminous Power Technologies Pvt Ltd
Information Technology for Rural Development	Mr. Debashis Mahapatra, Head OLM, Mr. V.R. Rajesh, CROPIN, Ms. Ronali Pradhan, State Head JLM
Upcoming Trends and its Relevance to Enterprises	Dr. Devasena Ravisankar, Global Head Innovation Ecosystem, Cognitive Business Operations, Tata Consultancy Services

The second-year students were actively involved in co-ordinating the different sessions and other related activities. The students submitted individual reports which were evaluated by the faculty members.

Co-curricular activities

The students are not only provided the classroom teaching but also supplemented by various activities like participation in different clubs, live projects, webinars, guest lectures etc.

Live Projects

Twelve students of first year have worked in Live Projects in Companies like Kissanpro Agro Technology Pvt. Ltd., Scholar's Den and Niche Search Services.

Webinars

The following Webinars were organised by the IT Programme:

Webinar Title	Date	Organizer	Speakers
International Webinar on Transforming Education Through Global Collaboration: The Roadmap	15 to 16 July 2020	XISS, Sinhgad Institute of Management, Pune, Savitribai Phule Pune University, BPB Publications.	Dr. Fr. Marianus Kujur, Prof. Rik Das & many other eminent Speakers (National & International)
Embracing Job Opportunities in Industry 4.0	18 July 2020	Programme of IT, XISS	Mr. Debtanu Paul, Global Head, Talent Development (Technology), TCS and Mr. Abhishek Raychaudhury, Senior Consultant, Luxoft
Python Programming Essentials and Unexplored Opportunities in Artificial Intelligence and Machine Learning	26 July 2020	Programme of IT, XISS	Mr. Ambarish Ganguly, NASA Citizen Scientist ETRM and Data and Analytics Practice Lead, TCS Prosenjit Banerjee, Director - Enterprise Architecture (FS GBU - Banking), Oracle Mr. Hemant Sharma, Director, VNurt Technology, Bangalore Mr. Indrajit Kar, Vertical Manager & Principal Solutions Architect, Accenture

Apart from the Webinars a Virtual Guest Lecture was held on 9 January 2021 in the topic "What is expected from professionals in New Normal" by Mr. Alok John Tigga, Delivery Manager (Location Delivery Head and Pan India Campus Head), at Robert Bosch, Bengaluru.

Extra-Curricular Activities

Students' Publication

Anjali, K., Surin, P. & Das, R. (2020). Strategic Agility and Resilience: Key to Business Sustainability in Post COVID-19 Era. *Globsyn Management Journal*, XIV (1 & 2), 17 – 26.

Social Work

Kumar Akshay (President) and Anamika Ghosh (Secretary), of Rotaract club of Social Revolution_XISS along with the students of XISS have set a benchmark by working continuously with Ranchi administration team during the lockdown by distributing food, grocery, and medicine to senior citizens and needy.

The students in collaboration with Ranchi Administration Team, DKMS BMST (We delete Blood cancer), Team AAXISS, Rotaract Club of St. Xavier's College, Ranchi, Rotaract Club of United Ranchi, The Team Green, Fallen

Leaves, Team Hope, Mukti Mission, Sadar Blood Bank, Team Roots, JCI, Esthetic India, Central Coal Limited (CCL) performed many activities like:

- Ekatrit (Food & Ration Distribution Drive During pandemic) from 10-04-2020 till the period of full lockdown.
- Talk out your fear, stress, and anxiety – 18-04-2020
- Beat plastic pollution challenge (Collaborated with Prakriti) – 04-06-2020
- Blood donation (Collaborated with AAXISS) – 14-06-2020.
- Blood donation camp for thalassemic children of Jharkhand on the 09-09-2020; other blood donation camps on 04-10-2020 and MAHADAN 6.0 on 14-03-21.
- Awareness programme for encouraging people to donate blood on 2nd October 2020
- Vastrado(cloth distribution drive) ,Mask distribution and Sweets and candles distribution - 08-11-2020
- Diwali Celebration at old age home and celebration of Children’s Day in Anchal Shishu Ashram - 14-11-2020 (distributed sweets, chocolates, and gifts to the children who were on street)

The above all drives during the winter were done under the guidance of the Deputy Collector Mr. Sanjay Kumar (Nodal Officer of the Project Mission 1 Million Smiles) and Mr. Atul Gera.

Faculty activities and achievements

Paper Publications

1. Osta G, Banerjee M., published a paper "Influence of demographical experiences in importance of Technological and Managerial factors on Productivity enhancement of Dewatering Plants" in Journal of Huazhong University of Science and Technology, Volume 50 Issue – 3, 2021.
2. Syed Jaffar Abbas, Dr. Neha Keshri and Dr. S.N Singh “RECOGNITION THROUGH IRIS” International Journal of advance and innovative research ISSN-2394-7780(SJIF Impact Factor:7.36) Vol-7; issue 3(1) July-September. Date:14th June 2020
3. Md Irfan Alam, Dr.Satya Narayan Singh “Design and Implementing Cloud Security using Multi-Layer DNA Cryptography in Python; International Conference on Emerging Trends in wireless communication and information security ,October 2020 organised by Amity University Jharkhand,Ranchi.
4. Thepade, S. D., Abin, D., Das, R., & Sarode, T. (2020). Human face gender identification using Thepade’s sorted N-ary block truncation coding and machine learning classifiers. International Journal of Intelligent Engineering Informatics, 8(2), 77-94.
5. Thepade, S., Ketan, J., Sange, S. & Das, R (2020) Covid19 Identification from Chest X-RAY using Local Binary Patterns and Multilayer Perceptrons. Journal of Critical Reviews, 7 (19), 4277-4285.doi:10.31838/jcr.07.19.502
6. Ganguly, A., Das, R., & Setua, S. K. (2020, July). Histopathological Image and Lymphoma Image Classification using customized Deep Learning models and different optimization algorithms. In 2020 11th International Conference on Computing, Communication and Networking Technologies (ICCCNT) (pp. 1-7). IEEE. (Scopus Indexed)
7. Das, R., Arshad, M., Manjhi, P. K., & Thepade, S. D. (2020, July). Improved Feature Generalization in Smaller Datasets with Early Feature Fusion of Handcrafted and Automated Features for Content Based Image Classification. In 2020 11th International Conference on Computing, Communication and Networking Technologies (ICCCNT) (pp. 1-5). IEEE. (Scopus Indexed)

Book/ Book Chapter Publication

1. Das, R., Anurag, A., Jha, G.K. & Banerjee M (2021). Feature Dimension Reduction for Efficient Classification of Dermoscopic Images with Feature Fusion. Trends In Wireless Communication And Information Security, Lect. Notes Electrical Eng., Vol. 740, 978-981-33-6392-2, 496542_1_En (14), Springer (Scopus Indexed).
2. Kumari K, Das R, Manjhi P K, Singh S. N. Chapter5: A Critical Review of Machine Learning Techniques for Diagnosing the Corona virus Disease (Covid-19) entitled “Disruptive Trends in Computer Aided Diagnosis”, ISBN 9780367493370.
3. Das, R. (2020). Content-Based Image Classification: Efficient Machine Learning Using Robust Feature Extraction Techniques. CRC Press. (Authored Book)
4. Das, R., Bhattacharyya, S., & Nandy, S. (Eds.). (2020). Machine Learning Applications: Emerging Trends (Vol. 5). Walter de Gruyter GmbH & Co KG. (Edited Volume)

FDP/ Online Courses Participation

1. Mahua Banerjee participated and completed successfully AICTE Training and Learning (ATAL) Academy online FDP on “Block chain” from 23-11-2020 to 27-11-2020 at Bangalore Institute of Technology.
2. Prof. Sarbjeet Prasad participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on “**Data Sciences**” from 2020-11-2 to 2020-11-6 at Institute of Road and Transport Technology.
3. Prof. Sarbjeet Prasad participated and completed successfully AICTE Training And Learning (ATAL) Academy Online FDP on “**Leadership & Excellence**” from 2020-11-9 to 2020-11-13 at Indian Institute Of Plantation Management.
4. Dr. Rik Das participated and completed successfully AICTE Training and Learning (ATAL) Academy Online FDP on “**Quantum Computing**” from 2021-2-22 to 2021-2-26 at Thadomal Shahani Engineering College.
5. Prof. Sarbjeet Prasad participated and completed successfully Online course in “**Social Psychology**” from Wesleyan University on **Coursera**, September 2020.
6. Prof. Sarbjeet Prasad participated and successfully completed The Open University, Online course in “**Digital forensics**”, March 2021.
7. Prof. Sarbjeet Prasad participated in the CDAC online sessions **Cyber Crimes against Children and Women**, on 20 May 2020 and **Disruptive Technologies**, on 21 May 2020.
8. Dr. Mahua Banerjee successfully completed the 12 weeks course of NPTEL Online Certification on **Business Analytics for Management Decision**.

Awards and Recognitions

Dr. Rik Das :

1. Conferred with “Best Innovation Award” in Computer Science Category at 2nd. UIIA Award organized at Shaheed Sukhdev College of Business Studies, New Delhi, India
2. Conferred with “Best Researcher Award” at International Scientist Awards on Engineering, Science and Medicine for the year 2021 organized at Hyderabad, India
3. Conferred with “InSc Research Excellence Award” for the year 2020 organized by Institute of Scholars at Bengaluru, India
4. Featured in uLektz Wall of Fame on May 2020 as one of the “Top 50 Tech Savvy Academicians in Higher Education across India” for the year 2019.

5. Declared as ACM Distinguished Speaker by Association for Computing Machinery, New York, USA on June, 2020 for a tenure of three years
6. Invited to Talk on the Topic "Machine Learning for non-Coders: Your turn to become an ML Expert" at "International Conference of AI/ML in Management Practices and Business Operations: A Future Perspective" organized by Rukmini Devi Institute of Advanced Studies (RDIAS), Delhi, India in April 2021
7. Invited to Talk on the Topic "Ethical Practices in Research Writing: The Traits of an Honest Innovator" organized by ACM Chennai, IEEE Computer Society and Computer Society of India (CSI) in March 2021
8. Invited as session chair at 3rd. International Symposium on Signal and Image Processing 2020, held at Christ University, Bengaluru in October 2020.
9. Invited as Panel Judge at Gradskey Conference on Data Science held at Bengaluru in October'2020
10. Invited to Talk as ACM Distinguished Speaker on the Topic "Machine Learning Engineer to Machine Learning Scientist: A journey with Image Processing" organized by Yagoda Satsang Mahavidyalaya, Ranchi in September 2020
11. Invited to Talk as ACM Distinguished Speaker on the Topic "Machine Learning for non-Coders: Your turn to become a ML Expert" organized by ACM Chennai, IEEE Computer Society and Computer Society of India (CSI) in September 2020
12. Invited as Distinguished Technical Speaker for addressing Ph.D scholars on the topic 'A Systematic Approach towards Quality Research' at Dayanand Sagar University, Bengaluru on August, 2020
13. Invited as Speaker on the topic "Unlearning to Self-Learning: Acclimatizing Education 4.0" and and Guest of Honor at International Webinar organized at Sinhgad Institute of Management in Association with Savitribhai Phule Pune University, XISS, Corporate Gurukul, Singapore, Happy Marketer, Singapore, BPB Publications on July 2020
14. Invited as speaker on the topic "Has Deep Learning Approaches made Image Processing Irrelevant" at online Webinar Series arranged by IEEE student chapter, PCCOE, Pune and Dept. of Information Technology, Pimpri Chinchwad College of Engineering, Pune, India on 1 June 2020.
15. Invited as speaker on the topic "The New Normal: Exploring Innovation and Upskilling with e-Learning" at Faculty Development Programme on E-Learning and Recent Trends in Electrical Engineering organized by Dept. of Electrical and Electronics Engineering, Amity University, Uttar Pradesh, India on 21st. May 2020.
16. Invited as speaker on the topic "Adopting Innovative Techniques for Imparting Education through e-Learning" at Confederation of Indian Industry (CII) Webinar series on Role of Higher Education in Nation Building in the Time of COVID-19, 6th. May 2020.

Invited Positions in International Conferences (2020-21)

Dr. Rik Das has been invited for the following:

17. Technical Programme Committee member at 5th International Conference on Research in Computational Intelligence and Communication Networks (ICRCICN 2020), Nov 2020
18. Technical Programme Committee member at 3rd. International Symposium of Signal and Image Processing (ISSIP 2020), Oct 2020

Members in Different Forums

19. Prof. (Dr.) S. N. Singh is a member of Syllabus Committee of St. Xavier's College, Ranchi, Shyama Prasad Mukherjee University, Ranchi, Ranchi Women's College, Ranchi University M.Sc Maths and M.C.A., BIT Mesra, Lalpur Campus, Vinoba Bhave University, Hazaribag (M.Sc & M.C.A. Maths).
20. Prof. (Dr) S N Singh is a member of Doctoral committee at BIT Mesra Lalpur Campus Ranchi.

Placements

The placement of the batch is 21% till April 2021. The different companies in which they are recruited are ICICI Lombard, ICICI Prudential, LifeBoat, Pinclick Properites, Puresh Daily and Stack My Biz.

Collaborations and Connections (2020-21)

The following collaborations and connections were made by Dr. Rik Das

Collaborations

- Collaborated with Shekhar Khandelwal, IBM India Software Labs, Bengaluru as co-author for the research paper titled "Phishing Detection using Computer Vision" which is accepted and presented in 4th. International conference on Computer Networks and Inventive Communication Technologies (ICCNCT 2021)
- Collaborated with Rukmangadha P.V., Senior Manager, Amadeus I.T. Group, Bengaluru as co-author for the research paper titled "Representation Learning-based Fusion Model for Scene Classification using Convolutional Neural Network (CNN) and Pre-trained CNNs as feature extractors" which is accepted and presented at 3rd. International Conference on Computational Intelligence in Pattern Recognition (CIPR 2021)
- Collaborated with Dr. Sudarshan Nandy, Assistant Professor, Amity University, Kolkata as co-editor of edited volume titled "Disruptive Trends in Computer Aided Diagnosis" published by CRC Press in 2021.
- Collaborated with Dr. Siddhartha Bhattacharyya, Professor, Christ University, Bengaluru as co-editor of edited volume titled "Disruptive Trends in Computer Aided Diagnosis" published by CRC Press in 2021.

Connections

- Got Connected as Professional Member to Association for Computing Machinery (ACM), New York, USA
- Got connected as Advisory Board Member to AI Forum, U.K. during May 2020
- Got connected as Advisor to GradsKey (StartUp on Skill Networking), India

Miscellaneous

The PGDM – IT (2019 – 21) students have successfully completed their **NPTEL Online Certification** in various subjects like Soft Skills Development, Supply Chain Analytics, Business Analytics and Data Mining Modeling using R, Business Analytics for Management Decision, Design Thinking - A Primer, Leadership, Retail Management, Marketing Research and Analysis, Customer Relationship and Management and Soft Skills for Business Negotiations and Marketing Strategies.

Conclusion & Future Road Map

PGDM in Information Technology have a unique competitive advantage as it incorporates the analytical and managerial skills with knowledge of the latest technology. It's a combination of two very dynamic aspects of any business: management expertise and IT. The convergence of the 12 disruptive technologies is creating new ecosystems in Industry 4.0. The PGDM – IT programme will be also catering to this digital transformation by

enhancing the knowledge of the students in these data driven models. The future road map is the continuous up gradation of the students in the latest technologies and business models to make them ready in this competitive landscape. The programme fosters latest trends in its domain and strives to adopt and practice the same in its pedagogy.

The Faculty of Information Technology places on record its deep sense of gratitude to all internal and external faculty members as well as support staff who left no stone unturned in delivering their best. I, put on record my sincere gratitude and appreciation for the unflinching support of Dr. Fr. Joseph Marianus Kujur, S.J., Director, XISS. I also express my gratitude to Dr. Fr. Pradeep Kerketta S.J., Asst. Director, XISS, for his support in all academic and non-academic matters.

It's my privilege to extend my sincere thanks to all the faculty members and guest faculty members for rendering their valuable services which enabled the smooth functioning of all academic and non-academic functions in virtual mode.

Last but not the least I like to congratulate all the graduating students for being so hardworking and receptive. On behalf of all members of the institute and the juniors I wish them success in all their future endeavours.





Marketing Management

◆ **Dr. Pinaki Ghosh**
Head of Programme

Overview Of the Programme

The Programme of Marketing completed another eventful year 2020-21. As everyone is aware COVID 19 brought uncertainty and challenges. Even as a business school programme, series of challenges were witnessed which we overcame. During these hard times, challenges were faced at various levels, right from course completion of both the batches, learning and adapting to technologies for teaching and learning, summer placements, industry absorption of the already recruited students, admission of new students to the batch of 2020-2022, course up-gradation, Industry academia linkages, up-gradation of the course curriculum through the Board of Studies and many more.

Unlike in previous years, because of COVID and government guidelines, the second year came back from their summer placements and joined the second year on 7 July 2020 but began their classes in the online mode. All the faculty of the programme had to learn the techniques of using different digital platforms for taking online classes. This was done through the digital committee of the institute which took pains to train the faculty on this new skill of taking online classes.

It was an uphill task of starting the 4th Trimester online classes with 8 electives of 3 credits each and 2 core courses of 3 credits. Online classes went up till late evenings and also on Saturdays and Sundays. The highlight of this trimester was the engagement of Industry practitioners and experts from different B-schools of repute and corporates as course faculty. The students after some adjustment in the initial days were able to adjust to this demanding trimester.

Another programme highlight in this tough time was that on 1 August 2020, the 2nd meeting of the current Board of Studies was conducted where several subjects were fine-tuned based on the BOS expert suggestions. This meeting was held in a hybrid model with institute faculty joined physically and the external board members constituting academia, Industry, and alumni from XIMB, BIT, SAP, India Today, and Reliance Nippon joined virtually.

On 17 August 2021 the first-year students were inducted online through an official programme in which the Fr. (Dr.) Joseph Marianus Kujur S.J., Director, XISS formally invited the students to the Institute to begin their online classes. Henceforth the classes of the first-year students of the Programme of Marketing began through the online mode using Google classroom and Google meet platforms.

However, before the launch of programme, the institute had organized a bridge course for students who wished to attend and build up their skills for the management programme. The programme was offered in the areas of Economics, Statistics, IT, and Accounts.

Student Activities and Achievements

During the extended period of lockdown due to COVID, the students of Marketing 2nd year utilized their time in undertaking various courses from different platforms for their value addition. This was over and above the prescribed NPTEL -SWAYAM platforms. Some of the courses which were hugely popular among students were Design thinking, Data Analysis and Visualization using Python, Digital Marketing and Marketing communication as well as Google Analytics Certification.

The students of Marketing 2nd Year also undertook some live projects with companies to build their skills and practical orientation. The projects undertaken were from Tata Motors, Amul, and Colgate Palmolive.

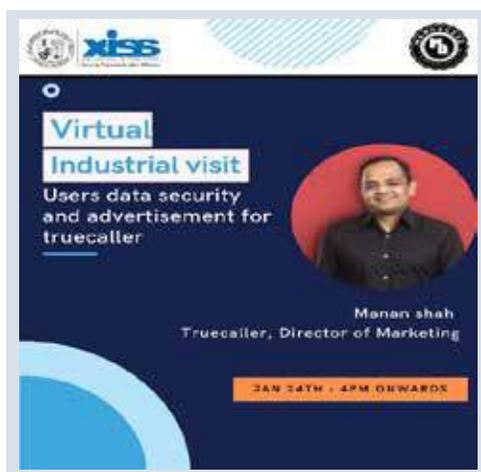
Following the footsteps of the seniors, the juniors also devoted their available time to engage in various live projects of corporates and start-ups. Some of these startups were of the department's alumni who after working in companies have gone on to set up their startups. This type of engagement enables the students in improving their industry readiness. The following is the status of live projects taken by 1st Year students until now.

S. No.	Company Name	No. of Students	Duration	Status
1	KRG Consultants	8	2 months	Completed
2	BLUE TREE AROMA	4	45 Days	Completed
3	Tenhard India Pvt Ltd.	9	1 Month	Completed
4	Insharp (Bfactory)	2	2 Months	Completed
5	Traffic Factor Pvt. Ltd.	10	1 month	Completed
6	Tripcanvas	19	1 Month	Ongoing
7	KissanPro	5	2 Months	Ongoing

Students under the banner of Mark Buzz -the official marketing club of XISS organized an Online Business Quiz which was an interdepartmental event. Ms. Prachi from second year was the winner of the competition.

Apart from this, the students under the banner of MarkBuzz also contributed to the departmental events of 2 Webinars, Alumni talk shows, and Virtual Industrial Visits.

The programme organized an online e-freshers event titled – “Face of Marketing-2020” involving the juniors of batch 2020-2021, where month-long online-based events in the evening were organized and prizes of Mr. Newbie Marketing. and Ms. Newbie Marketing was announced.



Mr. Animesh Sarkar won the title of Mr. Newbie Marketing and Ms. Riya Kumari won the Ms. Newbie Marketing Title.

Summer Placement - Batch 2020-22

The marketing programme assisted the students of marketing to get Summer Internship opportunities in diversified Organizations/companies. All the students were placed for their summer internship.

Dr. Tina Murarka has been given the responsibility to look after the summer internship from April 2021 onwards. Earlier this was looked after by the Head of Programme of Marketing. Two Summer Internship Representatives' viz. Mr. Harshit Vijayvergia and Ms. Akanksha Bagga are assisting the process.

SUMMER PLACEMENT 2020-22-SNAPSHOT

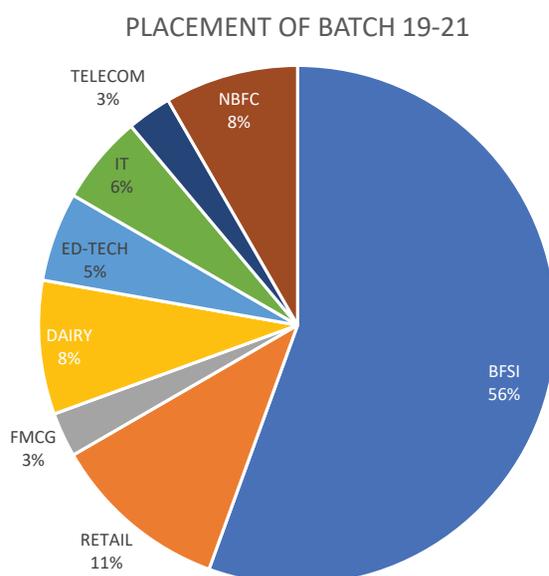
Sector	Company	Number of Students
Manufacturing	M/S Sharda Industry	1
	Tata Steel	2
BFSI	Tata AIG	1
	Reliance Nippon	4
Ed-tech	Eupheus Learning	1
FMCG	Dabur	2
IT & Services	Edupto	1
Market Research	Vox populi	1
Pharmaceuticals	Medanta	1
FinTech	The WiseMoney	2
Grand Total		16

Placement - Batch 2019-21

Until now the students of the Programme of Marketing have been able to secure their jobs in diversified Organizations/companies. The current final year batch had 60 students. 48 students of 2019-21 batch were placed in 22 organizations. The placement statistics stands at 88.89%. The department level coordination is being done from the HOP's office and is assisted by two student placement representatives' viz. Mr. Shudhansu Gautam and Ms. Vaishnavi Srivastava.

Sector wise analysis shows that 56% students are placed in BFSI sector followed by Retail (11%), NBFC (8%), Dairy (8%), IT (6%), Ed-tech (5%), Telecom (3%), and FMCG (3%).

Mr. Rajat Vimal was offered the PPO in the Adani Wilmar where he had completed his SIP.



Department Activities

Webinar Organized

IEA- XISS collaborative webinar

In collaboration with Indian Economic Association (IEA), the Programme of Marketing Management organized a national webinar “The New Normal and its Impact on Indian Economy” on 7 August 2020. Eminent academicians and industry professionals addressed in the webinar. While Fr. (Dr.) Joseph Marianus Kujur, S.J. Director of XISS gave a welcome speech, Professor S.Mahendra Dev, the VC of IGDIR, Mumbai, and President of IEA inaugurated the national webinar. As a guest speaker, Professor Praveen Kumar Jha from JNU shared his thoughts on “Context and Prospects of the World of Work in Contemporary India”. Mr. Anand Sagar, Programme Director & Head, Ericsson spoke about the immense opportunity for digitization in the new normal. While Dr. Pinaki Ghosh, HOP, and Dr. Pooja were the moderators of the webinar, Dr. Tina Murarka gave the vote of thanks. The webinar was very well coordinated by Dr. Bhabani Prasad Mahapatra. With the support of Mark BUZZ- the marketing club of XISS, this national webinar saw more than 350 participants across the country. Certificates were given to all the participants of the webinar.

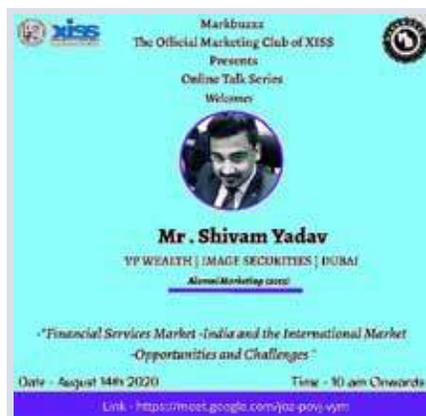


On 13 August 2020, another webinar was organized by the HOP’s office titled “Leveraging Digital Channels to Optimize sales and marketing efforts” delivered by Mr. Abhijit B, Head of Business D2C Reckitt Benckizer India. This webinar was organized to touch upon the emerging field of direct-to-consumer channels (D2C) in the field of marketing and sales. The speaker was able to vividly bring to light this new upcoming area and its scope for a marketing professional in the near future.



Alumni Talk Series

The Programme of Marketing utilized the online mode well by engaging with their Alumni placed at various respectable positions across the globe. Some of the notable names who engaged with the students to give them valuable inputs were Mr. Shivam Yadav, Vice President -Wealth, Image Securities, Dubai, Mr. Sean Stanislaw, Commercial Analyst, Toyota Finance Australia, Mr. Shan Prabhakaran, Senior Manager, Mahindra & Mahindra, Mumbai, Mr. Bhaskar Dibya, Assistant Research Manager, Shuttll.



Virtual Industrial Visit-2021 (VIV)

As part of the curriculum, every year students visit different industries located in metro cities of India to learn from the interactions with practicing managers. But this year due to covid-19, a virtual industrial visit (VIV) was organized by the Programme of Marketing from 9 January - 14 February 2021. All the faculty contributed to make it a grand success. The virtual interaction was conducted by using the google meet platform. In this, corporate representatives not less than Directors, Vice Presidents, and other top officials of companies from sectors like Banking, Retail, Edu tech, Automobiles, IT, FinTech interacted with the students. The interaction majorly emphasized the response of the industries to the challenges thrown by Covid-19. The interaction also highlighted the expectations of the industries from the budding marketing managers and coping management skills with corporate culture. Each interaction was conducted with the expert guidance of the faculty members. Students actively participated in each interaction through the question-answer session. A broad outline of the VIV has been given below.

Date	Company	Sector	Speaker	Topic
9 Jan	State Bank of Mauritius	Banking	Ms.Santoshi Singh (Vice President)	Retail Banking and Impact of AI on BFSIs
15 Jan	Max Fashion	Retail	Mr.Sandeep Narain (Business Head, Southeast Asia.)	Advancement and Challenges in Retail Operations
18 Jan	Whitehat Jr.	Edu Tech	Mr. Rajib Kumar Saha (Director, Sales)	Modern Era Sales and Advancement in Strategies
23 Jan	Maruti Suzuki	Automobile	Mr.Abhay Navjeet Singh Narula (Regional Institutional Sales Manager)	Institutional Sales and Marketing
24 Jan	Truecaller	IT	Mr. Manan Singh (Director of Marketing)	Users Data Security and Advertisement for Truecaller
8 Feb	Ericsson	Financial Technology	Mr. Anand Sagar (Programme Director - Head of Deployment)	Opportunities and Expectation of Working in the Fintech Industry
9 Feb	Yes Bank	Banking	Mr. Abhishek Verma (Regional Business Leader)	Key Consumer Insights of Eastern Indians Towards Banking Products and Its Impact on Sales.
10 Feb	Policy Bazaar	Fintech	Mr. Samir Sethi (Head, Brand Marketing)	Role of Strategic Brand Management in Achieving Competitive Edge for Policy Bazaar.

To measure the outcome of the VIV programme an evaluation was done of the students based on Viva Voce and Written reports as VIV is a part of the 2-credit course comprising 100 marks.

Faculty Activities and achievements

The faculty of the Programme of Marketing with a combined experience of 60 years in XISS has not only taken major teaching loads but also contributed in all fronts of academic, administrative, training parameters. Some of the notable contributions are mentioned below-

Programme level administrative role

The faculty of the department were involved in various administrative duties

Dr. Bhabani Prasad Mahapatra was assigned the following administrative role from the HOP Office in this academic year

- Programme level representative of the Digital Committee of the Institute
- Programme level representative of ERP implementation committee of XISS, Ranchi
- NBA planning and execution member of the programme.
- Coordinator of Virtual Industrial Drive of 2019-21 batch students of Marketing during January-Feb,2021.

Dr. Pooja was assigned the following administrative role from the programme level in this academic year

- Programme level representative of SWAYAM-NPTEL courses implementation
- Programme level representative of NBA implementation

Dr. Tina Murarka was assigned the role of SIP coordinator for the programme w.e.f March 2021. Also, she has been given the role of working on some key criteria of the NBA documentation.

Dr. Amar continues to play an important role as the CPC as well as a member of different Institute level committees. He is also a member of the Board of Governors of XISS.

MDP Organized

During this period individual faculty achievements were also recorded, Dr. Pinaki Ghosh successfully designed, organized, and conducted a 15- hour online MDP on “**Marketing Communication and Branding Fundamentals**” for Brand and Marketing Executives of the **Godrej Agrovet and Godrej “Jersey” Brand** through Non-Linear Insights – Ex IIM-C Professor and Ex-Director IMT Ghaziabad consultancy initiative. Most of the trainees were alumni of IIM-A, IRMA, IIM -Bodhgaya, and other top B schools.

Also, Dr. Amar Tigga successfully co-organized a 4 -day MDP on “**Effective Sales and Marketing Management**” along with the MSME Development Institute, Ranchi, National SC-ST Hub Office Ranchi, and XISS Ranchi. All the department faculty were the resource persons in this MDP

FDP Attended

Dr. Bhabani Prasad Mahapatra attended an online FDP on **Advanced Research Methodology using R** from 1.6.2020-5.06.2020. This FDP was organized by the Department of Management, Shri Ramdeo Baba College of Engineering and Management, Nagpur.

Dr. Pooja completed Atal FDP on “**Innovation Management**” organized by NIT Agartala from 18 January 2021 to 22 January 2021.

Dr. Tina Murarka completed the AICTE Training and Learning (ATAL) Academy Online FDP on “**Training for Social Connectedness & Inspiration**” from 2021-2-1 to 2021-2-5 at Ramakrishna Mission Vivekananda Educational & Research Institute Faculty of Disability Management and Special Education.

Dr. Tina Murarka completed the AICTE Training and Learning (ATAL) Academy Online FDP on “**Capacity Building**” from 2021-2-15 to 2021-2-19 at Rajiv Gandhi Government Polytechnic.

Dr. Tina Murarka completed the AICTE Training and Learning (ATAL) Academy Online FDP on “**Innovation Management**” from 2021-2-22 to 2021-2-26 at Dr B R Ambedkar National Institute of Technology.

Paper Publication

Dr. Bhabani Prasad Mahapatra published a paper titled **“Assessment of Food Intake and Its Determinants from a Household Survey from Rural India”** in November-December, 2020 issue of Kala Sarovar, A UGC Care Group-1 Journal, Vol-23 No.01. ISSN: 0975-4520.

Prof. Pooja along and Prof. P. Kumar published a paper titled **“A Comparative study of the leadership skills of the Millennial male and Millennial female managerial leaders in the Indian Service Sector”** in International Journal of Services, Economics, and Management, Inder Science Publishers, Vol. 12, No. 1, pp- 41-59 (SCOPUS and UGC CARE indexed Journal).

Article Published (in Newspaper)

Dr. Bhabani Prasad Mahapatra published an article on “Prolonged lockdown will lead to hunger for the vulnerable section” in Hindi was published in Prabhat Khabar, Ranchi, May 5, 2020.

Dr. Bhabani Prasad Mahapatra published an article on “To stimulate Economy, India needs a demand-driven stimulus package” in the Pioneer, Ranchi, May 26, 2020.

Dr. Bhabani Prasad Mahapatra published an article on “Covid-19 all set to aggravate hunger across the world” was published in BIZODISHA on May 28, 2020.

Dr. Pinaki Ghosh published an article on “Corona Kal Mein Shiksha kee Chunauiyan Badhi” in the Hindi Daily Newspaper Prabhat Khabar, pp-1 on May 14th, 2020,

Dr. Pinaki Ghosh published an article on “Education through digital means is this the “New Normal” or “Extended Abnormal” during and after Covid 19” in the Pioneer, Ranchi, pp -2 on May 11, 2020.

Courses Completed

Prof. Bhabani Prasad Mahapatra attended a summer school on Development Economics organised by IGC Patna from 9th -14th August 2020(Online). IIM, Shillong and CDS, Thiruvananthapuram were the co-organizers of this summer school.

Prof. Amar completed the AICTE NITTT Orientation Training Programme for Mentors aimed at mentoring young faculty members having less than 5 years of experience

Conference Paper Presentation

Prof. Pooja Presented a paper titled *“Data Journalism and its impact on society on issues related to health”* at the 12th International e conference on “Digitalization as vehicle for innovation, growth, and effectiveness” Organized by Prestige Institute of Management, Gwalior, M.P and Association of International Business and Professional Management, Indonesia (December 19- 20, 2020)

Prof. Bhabani Prasad Mahapatra presented a paper on “Assessment of Food Intake and Its Determinants from a Household Survey from Rural India” at an international conference organised by St. Martin’s Engineering College, Secunderabad on 13 - 14 August 2020.

Other Faculty achievements

Dr. Bhabani Prasad Mahapatra contributed as the coordinator of the departmental national webinar on *“The New Normal & its Impact on Indian Economy”* organised by XISS with the support of *Indian Economic Association (IEA)* on 7 August 2020.

Dr. Bhabani Prasad Mahapatra delivered a lecture on “Research Aptitude and Quantitative Skill for Business” as a resource person invited by *Indian Institute of Production Management (IIPM), Kansbahal* on 16 January 2021.

Dr. Bhabani Prasad Mahapatra delivered a session of two hours on *Quantitative skills for Monitoring Sales and Marketing using Excel* in the Programme of Marketing initiated MDP on Effective Sales and Marketing Management (26.02.2021-2.03.2021) organised by MSME-Development Institute, Ranchi in association with XISS.

Prof. Tina Murarka participated in the 4th Social Entrepreneurship Conclave by XLRI Jamshedpur on the topic Rural Sustainability for a Cohesive World on 13 March 2021.

Dr. Pooja conducted a session on “Effective entrepreneurial skills” for a Programme of Marketing level MDP on “Effective sales and Marketing Management” for participants from MSME-DI, Ranchi in association with National SC-ST Hub and XISS (26 February 2021) and also delivered a session on “Managing Sales and Marketing Team” for the same MDP on 27 February 2021.

Prof. Pinaki Ghosh delivered the opening training session on “Advertising and Promotion” for the Programme of Marketing level MDP on “Effective sales and Marketing Management” for participants from MSME-DI, Ranchi in association with National SC-ST Hub and XISS on 26 February 2021.

Prof. Tina Murarka completed UGC- sponsored Refresher Course of 15 days (from 16 - 29 September 2020) in Commerce and Management organized by UGC- HRDC, RU, Ranchi and obtained GRADE-A.

Prof. Tina Murarka completed another UGC- sponsored Refresher Course (Multidisciplinary) on “Research Methodology: Research Ethics, Methods, Skills, Writing and Communication” held from 19 August - 1 September 2020 and obtained GRADE – A organized by UGC – HRDC, Delhi University in collaboration with Mizoram University.

Prof. Tina Murarka Participated and received a certificate in two days Online Faculty Development Programme on “NAAC – NBA Accreditation Process” organized by the Dept. of Business Administration and Association with IQAC, Rajapalayam Rajus College on 13 June 2020 and 14 June 2020.

Miscellaneous

The Programme of Marketing offers various courses through SWAYAM platform keeping in mind the current industry requirements. The courses are offered to both Ist as well as IInd year students of the Programme. All the faculty members of the Programme also enroll themselves as mentors in various courses to guide the students towards successful completion of the courses opted by them.

At the institute level, it was decided that for the Ist year students belonging to the Batch 2020-22, the courses shall be offered from January 2021 session. The I year students have been offered around 19 courses in the January – April 2021 session. For the second-year students the courses were offered in July 2020 session as well as January 2021-April 2021 session. 17 courses were offered in the July 2020 session and 18 courses were offered in the January –April 2021 session.

The courses which have been offered to the students have been selected keeping in mind the latest industry requirements. The names of some of the courses which were identified and offered to the students of the Programme (Both I and II year) are Design thinking, Business Analytics for Management Decision, Data Analysis and Decision Making , Financial Statement Analysis and Reporting, Financial Institutions and Markets, Services Marketing: A Practical Approach , Sales and Distribution Management Leadership for India Inc: Practical concepts, Managerial Skills for Interpersonal Dynamics, Management of field sales, Global Marketing Management, Management of Commercial Banking, Artificial Intelligence, Foundation course in managerial economics, Talent acquisition and Management , Marketing Analytics, Total Quality Management , Consumer Behaviour, Entrepreneurship ,Managing change in the organizations, Decision Making under uncertainty, Innovation and Start up Policy etc.

The student response with regard to the take up of the course has been huge and all the students from both First as well as Second year have enrolled themselves in at least one course offered by SWAYAM. Many students have enrolled themselves in more than one course too.

The following table shows course wise take up by the First-year students during January –April 2021 session

Table: SWAYAM Courses and the number of students enrolled from First year (Batch 2020-22)

Name of the SWAYAM course	Number of students enrolled
Design Thinking - A Primer	24
Sales and Distribution Management	10
Business Analytics for Management Decision	12
Global Marketing Management	10
Data Analysis and Decision Making - I	08
Financial Statement Analysis and Reporting	06
Services Marketing: A Practical Approach	06
Management of Field Sales	06
Business analytics and data mining Modeling using R	05
Management of Commercial Banking	04
Managerial Skills for Interpersonal Dynamics	03
Financial Institutions and Markets	02
Leadership for India Inc	02

The following table show the various courses offered to the second-year students and the uptake by them during July –December 2020 session

Table: SWAYAM courses and number of students enrolled from Second Year (2019-21)

Name of the SWAYAM course	Number of students enrolled
Marketing Research and Analysis	22
Design Thinking - A Primer	21
Innovation, Business Models and Entrepreneurship	15
Decision Making under uncertainty	12
Leadership	08
Introduction to R software	07
Predictive Analytics	05
Fundamentals of Artificial Intelligence	04
Consumer Buying Behaviour	05
International Business	03
Decision Support System for Managers	01
Innovation and Start Up Policy	01

Many of the students have also registered for the proctored examination which is required for the award of the certificate of successful completion of the course.

The Programme of Marketing offers best wishes to the students in their endeavors of learning and up skilling.

Collaborations and Connections

Prof. Pinaki Ghosh has got into an association with Non-Linear Insights on 13 June 2020 for a period of two years. Non-Linear Insights is a corporate training and consultancy firm founded by Ex-Director IMT Ghaziabad and Ex Professor IIM-Kolkata for the purpose of organizing MDPs and corporate executive training.

The recently concluded MDP programme on Effective marketing and Sales Management with the MSME and XISS has paved new opportunities in the field of training and consultancy. Also, the department had initial talks with Tribal Chamber of Commerce and Industries representative to collaborate and work together.

Concluding Remarks and the Road Ahead

The pandemic period has taught us several things as a business school. Some of the learnings were put to practice during this period. Being flexible, adapting to new circumstances, and quickly learning the highly relevant things are the key. The programme of marketing also discovered newer areas of exploration in the field of marketing and sales. Especially how to handle crisis and emerge successful, what issues are relevant during different times and how to quickly change "gears" to address the uncertainty, how sectors of business required a different approach to counter the situation. The focus on going digital for the function came out more strongly than ever before. The rate of adoption of the "digital" ways of marketing and sales saw unprecedented growth than it would have during normal times.

As a programme, every faculty member upgraded themselves with relevant skills and trained themselves in their domain areas. They eventually owned the art of online teaching, learning, and evaluation. Students of the programme also adjusted themselves to this new setting of putting more hours in purposeful screen time.

We have learnt that a paradigm shift is required in the conventional marketing thought and practices to a more VUCA enabled tech-driven approach which has come out more strongly than before. This is an opportunity we see as a programme to adopt the new frontiers of MARTECH-Technology Led Marketing. This year as a programme we plan to identify and introduce some of such relevant areas in our curriculum as core papers and electives. NPTEL/SWAYAM platforms will be used extensively and the policy of credit transfer for such courses will be incorporated as a programme. We continue to march forward to align ourselves to the best practices in the field of marketing and sales today and also think towards creating benchmarks to position ourselves better.



Financial Management

◆ **Dr. Arup Mukherjee**

Head of Programme

Overview

P GDM Finance Programme was carved out of erstwhile Programme of Marketing and Finance in the year 2007. Prof. Dr. Ratnesh Chaturvedi, who was made head of the programme, steered the journey of the programme from nascent stage to a fully evolved and one of the most sought-after courses in XISS. Currently under the leadership of Dr. Arup Mukherjee, the department boasts of very qualified and accomplished faculty members including Dr. Ratnesh Chaturvedi, Dr. Bhaskar Bhowani, Dr. Arana Kausar, Dr. Amit Kumar, Dr. Rishi Dwivedi and Prof. Prashant Kumar Jha. The faculty members have many publications in internationally reputed journals and several books published among them. The department has consistently focused on imparting of upgraded and industry relevant courses which has enabled students to become popular among the recruiters. As a result of this, the department has achieved close to 100% placements since the beginning of journey. Year 2020-21 being a blip on the spotless record in terms of placement of the department and yet we are aiming at 75% placement this year. The programme has set up a very dynamic Board of Studies with participation from several industry leaders who frequently give their inputs to update and improve the course content of the programme.

The faculty members of the programme have not only worked together to make the programme flourish, but they have also been enrolled for various administrative roles by the institution in the admissions, placement, ERP, Digital committee, and NBA accreditation task force.

2020-21 was a year full of challenges which required lots of adjustments. There was no scope for business-as-usual approach to be effective or productive. Programme of Finance worked very hard to ringfence the regular activities under academic, Industrial visits, placements- Final and summer, etc. from the curse of pandemic that was upon us. The faculty members consolidated their efforts as a team to alleviate the transition pangs emanating from migration of all departmental activities into online mode. From learning to cope with the new normal itself to keep the motivation level of students, who were naturally anxious at such crucial juncture of their career, high to onboarding the new batch of 2020-22 virtually, the year gone by has been a test of our collective will as a department and as an institution as well. Students have also pitched in with their innovative approach towards keeping the regular activities going albeit in virtual. Faculty of the programme have taken this opportunity during work from home period to enhance their skills and writing papers which got published in reputed journals.

Academics

During the last year it was very tough to manage academics due to Covid -19. The most difficult part was switchover to virtual mode from offline mode. Each and every faculty of the department has taken classes online during the last year. It took time to get acquainted with the virtual system but now everybody is competent enough to take classes online. Preparatory classes for the batch of 2020-22, was also conducted online, for papers like Accounting and Statistics to groom students for the final classroom input. Online induction of students for the batch of 2020-22, was conducted during the period 10 - 12 August 2020.

Activities & Achievements of faculties

- Dr. Arup Mukherjee, was appointed as an external expert by Jharkhand Rai University, for conducting viva for Ph.D., aspirants.
- Dr. Ratnesh Chaturvedi was appointed as expert for Ph.D., final Viva-voce for the two candidates by Usha Martin University, Ranchi
- Dr. Ratnesh Chaturvedi participated as a panel member in the discussion on Budget 2021 held on 8 Feb. 2021 at XISS, Ranchi.
- Dr. Ratnesh Chaturvedi took two sessions on Breakeven Point & Working Capital Management in the Faculty Development Programmes on Entrepreneurship organised by XISS in association with the Department of Science & Technology, Government of India.
- Dr. Bhaskar Bhowani, published a paper titled “An integrated SWARA-WSM model for analyzing performance of Indian banks” in the journal AIP Conference proceedings, published by America Institute of Physics, Nov’2020.
- Dr. Arana Kausar presented a paper titled “Management Education: A paradigm shift in the post covid era” at the 3rd ICDE and 14th ISDSI Annual Conference, organized by Centre for Digital Economy, IIM Raipur, during 27-29 December 2020.
- Dr. Arana Kausar Participated in One week FDP on “Hands On Psychometric Behavioral Testing And Training” from 25 - 31 January 2021 organized by Silicon City College of Management and Commerce.
- Dr. Arana Kausar Participated in a 10-Days FDP on “Hands On Writing And Publishing Research Paper For Reputed Journals” between 20 - 29 December 2020 organized by Silicon City College of Management and Commerce affiliated to Bangalore University.
- Dr. Arana Kausar’s Paper, “A Study on Financial Literacy Creating Sustainable Startups in The Indian Context” was listed in SSRNs top ten download list for MRN International Business & Management Networks.
- Dr. Amit Kr. Giri has written three articles in the month of April and May 2021 in the newspapers: viz. i) The great lockdown and India’s labour force, May 9, 2020, The Pioneer. ii) Covid-19 and the economy of India, April 27, 2020, The Pioneer iii) Covid-19 mein ‘Bharat ki Arthabyawastha’, Khabar Mantra, April 24, 2020
- Dr. Amit Kr. Giri Completed a course on Financial Management for Managers from IIT Roorkee on SWAYAM Platform.
- Dr. Amit Kr. Giri took two sessions on ‘quantitative tools and techniques for market research’ on 9 February 2021 and 27 February 2021 respectively in the Faculty Development Programmes on Entrepreneurship organised by XISS in association with the Department of Science & Technology, Government of India.
- Dr. Amit Kr. Giri is currently working on a paper, “The Conditions of Interstate Migrant Workers native to Jharkhand”.

Dr. Rishi Dwivedi, published the following papers:

- An Integrated CRITIC-MARCOS Technique for Analysing the Performance of Steel Industry. In Data-Driven Optimization of Manufacturing Processes (pp. 115-127). IGI Global.
- Performance evaluation of an insurance company using an integrated Balanced Scorecard (BSC) and Best-Worst Method (BWM). Decision Making: Applications in Management and Engineering, 4(1), 33-50. (Indexed in Scopus)
- Application of MOORA method to analyze the factors affecting success of social programmes. In AIP Conference Proceedings (Vol. 2273, No. 1, p. 050058). AIP Publishing LLC. (Indexed in Scopus)
 - Prof. Prashant Kr. Jha along with Dr Rishi Dwivedi published a book chapter titled “ An integrated Marcos-CRITIC method for Analysing the performance of Steel Industry”. The book was published by IGI Global.
 - Prof. Prashant Kr. Jha finished his coursework of Ph.D. at Ranchi University.

Administrative Activities

- Dr. Arup Mukherjee & Dr. Ratnesh Chaturvedi are continuously monitoring the NBA requirements and arrangements.
- Dr. Bhaskar Bhowani has also contributed significantly to the admission process undergoing for batch 2021-23 and for Summer Internship for the batch 2019-21.
- Prof. Prashant Kr. Jha has also contributed significantly to the placement process undergoing for batches 2019 - 21 and SIP for 2018 - 20.
- Department owes to Dr. Bhaskar Bhowani for his continuous service as Summer Placement Coordinator and as Department Placement Coordinator for the past many years. Now Department has given this responsibility to Dr. Arana Kausar (Summer Placement Coordinator) and Prof. Prashant Kumar Jha (Department Placement Coordinator).
- Dr. Rishi Dwivedi is in the core ERP team and helping the faculty members in the effective implementation of the ERP.

Student Activities

Virtual Industrial Visit 2020

Industrial Visits are an integral part of the course curriculum. It enables the students to observe and learn the essence of business operations from the industry leaders at the industry/company campus. However, due to the pandemic situation prevailing in the elapsed year, the traditional mode of industrial visit was out of question. PGDM FIN programme rolled out a coordinated effort to migrate the industrial visit to online mode. The visit was largely successful due to enthusiastic participation from our mentors in the industry, not to mention the tenacious effort made by the students in this demanding situation.

The online sessions were conducted through Google Meet and experts from different fields of Finance from various reputed organizations were invited to provide exposure about the practical aspects of the organizational functioning.

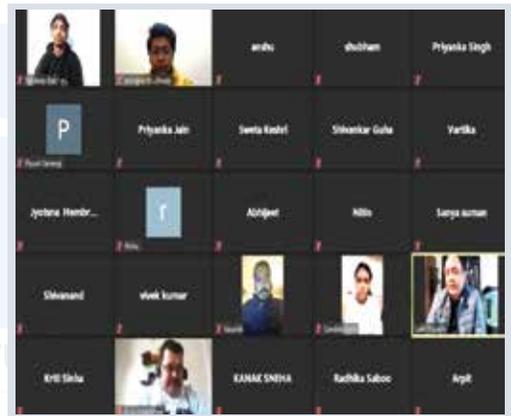
Summer Internship Programme

Process for summer internship programme had a delayed start due to the ongoing restriction on various activities. Till date over 40% of students from 2020-22 batch have secured internship in various reputed organizations. Since the preference among the students is for online mode, the adjustment for corporates in this situation has been a challenge. However, at this rate we are hopeful of placing all students. Also, many students have decided to use their own network to secure internship which we endorse. We would like to thank Central Placement Cell (CPC) for overall guidance and tremendous effort they have put in for the summer internship programme. Some of the recruiters under SIP programme are listed below: -

- Eupheus Learning
- Reserve Bank of India
- SBI Mutual Fund
- HEM securities
- Vedant Assets Pvt Ltd
- The Wise money
- Growth Arrow
- ICICI Pru AMC
- Canara Bank
- CCL
- Geldwicks
- Vedant Assets
- Tata Steel Prasikshan
- NABARD
- PWC
- JMT Auto Ltd.

Webinars

Webinars were conducted by the department and FINAXISS (The Finance club of XISS), on topics like “Career prospects in the Mutual Fund Industry and the unexplored territories in India”, “What corporates expect from MBA students”, “Marketing and jobs post COVID-19” etc.



Quiz

On 12 December 2020, “Fin-Genius”- a quiz competition for finance programme students, was organized by FINAXISS, the Finance club of XISS. Total 23 participants from junior (2020-22) and senior (2019-21) batches tried their luck in the event.



Priti Chawla, PGDM-Finance (2019-2021), was declared winner whereas Shalini Tiwari and Kritika Ranjan (both from 2020-22) came 2nd and 3rd respectively.

The Finance club has plans to conduct more such events in the future under FINAXIS banner.

Republic Day Celebration

Xavier Institute of Social Service (XISS), Ranchi, celebrated the 72nd Republic Day of India on 26th January 2021 at the XISS campus. The celebration was graced with the presence of the Director Fr. Dr. Marianus Kujur, S.J., Assistant Director, Fr. Dr. Pradeep Kerketta S.J., faculty and staff members of the institute. The event started with flag hoisting by the Director which was followed by his very inspiring speech. Students from PGDM Finance regaled the audience with a number of music and dance performances which added to the excitement and fervor of republic day celebrations.

Balloons were release into the sky by the Director Fr. Dr. Marianus Kujur, S.J., the Assistant Director, Fr. Dr. Pradeep Kerketta S.J., and the Head of the Programme, Dr. Arup Mukherjee, to signify the soaring aspirations of a young country.



Placements

Final Placement

The year 2020-21 was a very tough year for the industry and overall business environment turned bleak due to strict lockdown imposed for better part of the year. Placement was always going to be a big challenge as it is totally dependent upon industry and business performance. However, the department took the situation as a challenge and emphasized on training and mentoring the students to rise to the occasion and make every single opportunity count. As on date 39 out of 53 students have been placed with various organizations. 06 students have also opted out from the placement process. Hence, the placement percentage currently stands at 73.58%, not so much as we would have hoped but excellent if viewed from the context of ongoing challenges facing the economy. Below is the list of companies who have hired from PGDM FIN 2019-21: -

- ICICI Lombard
- ICICI Prudential Life Insurance
- IDFC First Bank
- Tech Mahindra
- Tata AIG
- Collabera & Cognixia
- Lifeboat Risk Management Services
- 6Wresearch
- ICICI Securities

- NISG
- Shree Ram General Insurance Co. Ltd.
- Mirae Assete Investment Managers (I) Pvt. Ltd.
- Prism Jhonsson
- Byjus
- Narnolia Financial Advisers Ltd.
- Xiaomi India

There are few more companies lined up for placements and we are certain that we can achieve 75%. We will be happy with this number for this year, but our objective is to reclaim the approx. 99% placement record of prior years.

Conclusion and Road Ahead

We could never have anticipated the event that turned our lives upside down and the intensity of it which unfolded in the last one year. As a management school our response to this unexpected event describes how good we are at managing. Looking back, we can be proud of the way entire team of programme of finance came together and took the multiple tasks of delivery of academic duty, onboarding of new batches, conducting classes online, keeping the morale of students high by continuously mentoring them, broadening their personal academic horizon etc., with sense of responsibility and came out trumps. The Challenge is still there and while acknowledging this fact, we are planning to consolidate on the new skills acquired in the previous years and push the envelope towards achievement of mission and vision of XISS.

Previous year we welcomed our new Director, Fr. Dr. Joseph Marianus Kujur in the institute. We are truly inspired by the amazing leadership he brings to the table. Under his dynamic leadership, we will be focusing on expanding the collective academic acumen of our department at the same time mentoring students towards achieving their personal goals in the coming year.

We would like to thank the Director, Fr. Dr. Joseph Marianus Kujur for motivating us with his profound leadership. We thank the central placement cell for their commendable effort to facilitate placements. We are grateful to the management, staff members and all stakeholders for being part of the journey towards realization of mission and vision of XISS.



Central Placement Cell (CPC)

◆ **Dr. Amar Eron Tigga**
Chief Placement Coordinator

The placements of 2021 are adversely affected by the unprecedented situation created due to the global pandemic, COVID-19. Most of our regular employers have a tough time due to the global poor economic situation and uncertain prospect. The students, placed in the previous year i.e., 2020, were also faced with problems in joining the organizations. Some joined quite late, and few were not given the final joining due to the organizations' poor financial health and low business volume.

The first phase of Placements 2021 was started from 28th October 2020, through online mode and continued till mid-December 2020. The 2nd phase started from 5th January 2021 and continued till July 2021.

In the first phase of placement, only 14.13% of students got placed and in the second phase, to date, 69.20% of placement has been achieved. Few organizations are still doing their process. Overall, 83.33% of Placement has been achieved as of now. This year, the number of placements per organization has decreased due to fewer openings. But the students from HRM have outperformed in number of placements compare to previous years,

The institute has a structured approach towards the functioning of placement cell wherein the Central Placement Cell (CPC) works in close coordination with departments through Department Placement Coordinators and Summer Placement Coordinators to guide all students through the journey of becoming a desirable talent. Mentoring, feedback from previous years' placed students, mock interviews, and GDs etc are conducted across departments to prepare students for the upcoming placement season. Timely preparation of placement brochures, identifying the fast-evolving requirement of corporate and designing suitable training modules, enabling student placement representatives to connect and attract recruiters gives a self-sustaining and dynamic tinge to the entire placement effort. But this year, the processes were badly affected by the pandemic and do not able to conduct these measures effectively on online mode.

We started the placement season on a very cautious note at a time when job losses and slowdown in the economy were the buzzwords. In this context getting the opportunity to host **108 companies** to participate in the process, was a huge relief. Out of 108, 56 **were new recruiters**. A total of **230 offers** were made, as of now, with the highest CTC of **Rs 15.00 lakhs per annum** and the average CTC was **Rs. 5.77 lakhs per annum**. The average salary for the HR department touched at **Rs 7.48 lakhs per annum**. The programme of Human Resource Management, Programme of Rural Management, programme of Marketing management, programme of Finance management and the programme of Information Technology have achieved placement of **89.86%, 90.00%, 88.89%, 73.58%** and **60.00%** respectively.

The recruiters represented well-diversified sectors such as Consultancy, Automobile, Power, Steel, Edu-tech, BFSI, IT, Retail, Telecom, Pharma and Social/Non-profit organizations. The highest number of job offers came from the **Development Sector** 28.90%, followed by **BFSI Sector** 25.69% and **Manufacturing sector** 13.76%. This year Banking and Financial sector have not given good placement numbers.

Jharkhand State Livelihood Promotion Society offered the highest numbers of jobs at **14** followed by **ICICI Prudential Life Insurance Co. Ltd** offered **13**, **Tata AIG GIC Pvt Ltd** offered **10**, **Bihar Rural Livelihoods Promotion Society** with **11** offers.

Key Highlights – Placements 2021

- The highest Package this year is Rs. 15.00 Lakhs per annum
- 05 PPOs from three programmes (Human Resource Management, Information Technology and Marketing).
- Overall, 83.33% of students placed.
- The percentage of students placed in 1st Phase is 14.13%
- The percentage of students placed in 2nd Phase is 69.20% (in the process)
- Most of the Summer Internships for Batch 2019-21 is with stipend & PPO facility (Highest Stipend is Rs. 1 Lakhs per month)

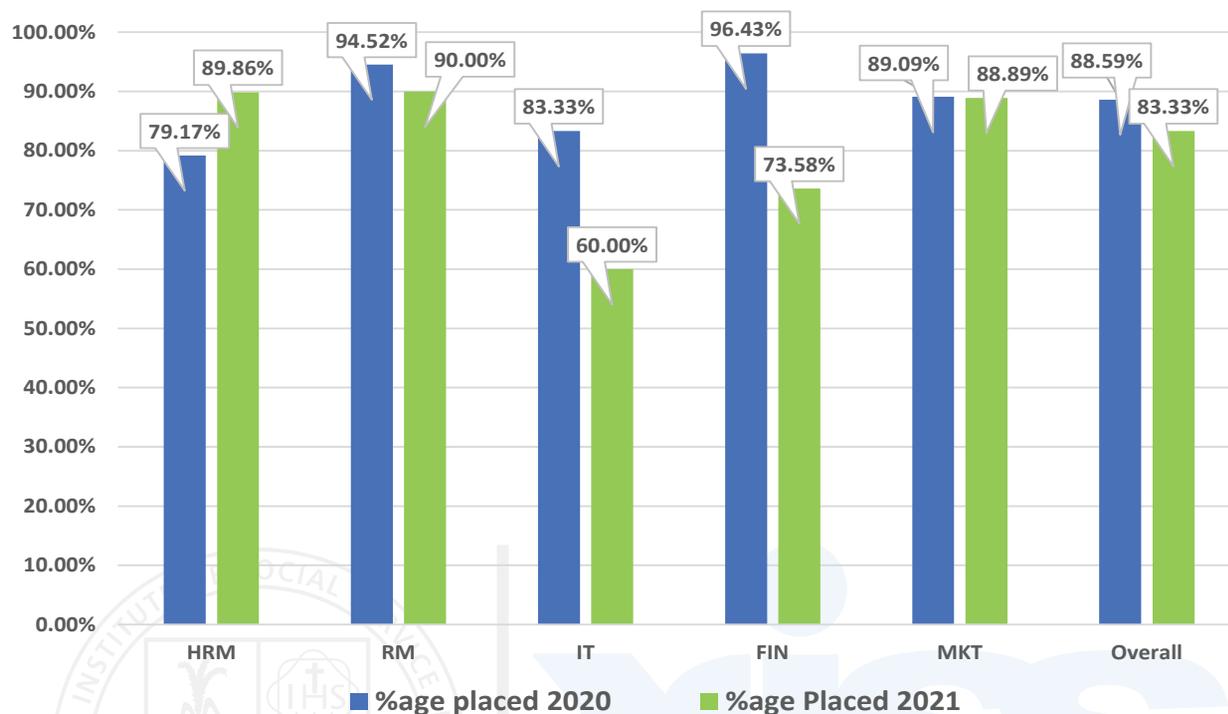
Placement Statistics for Class of 2019-21

Number of Companies / Organizations participated in the Campus Recruitment process	108
Companies / Organizations that participated for the First Time for Final Placements	56
Number of students joining their family business / Higher Studies / Opted Out of Placements	22

Different Programme offering PGDM.	Batch Size for Placement	Placed	%Age placed
Class of HRM	69	62	89.86%
Class of Rural Management	70	63	90.00%
Class of Information Technology	30	18	60.00%
Class of Finance	53	39	73.58%
Class of Marketing	54	48	88.89%
Total	276	230	83.33%

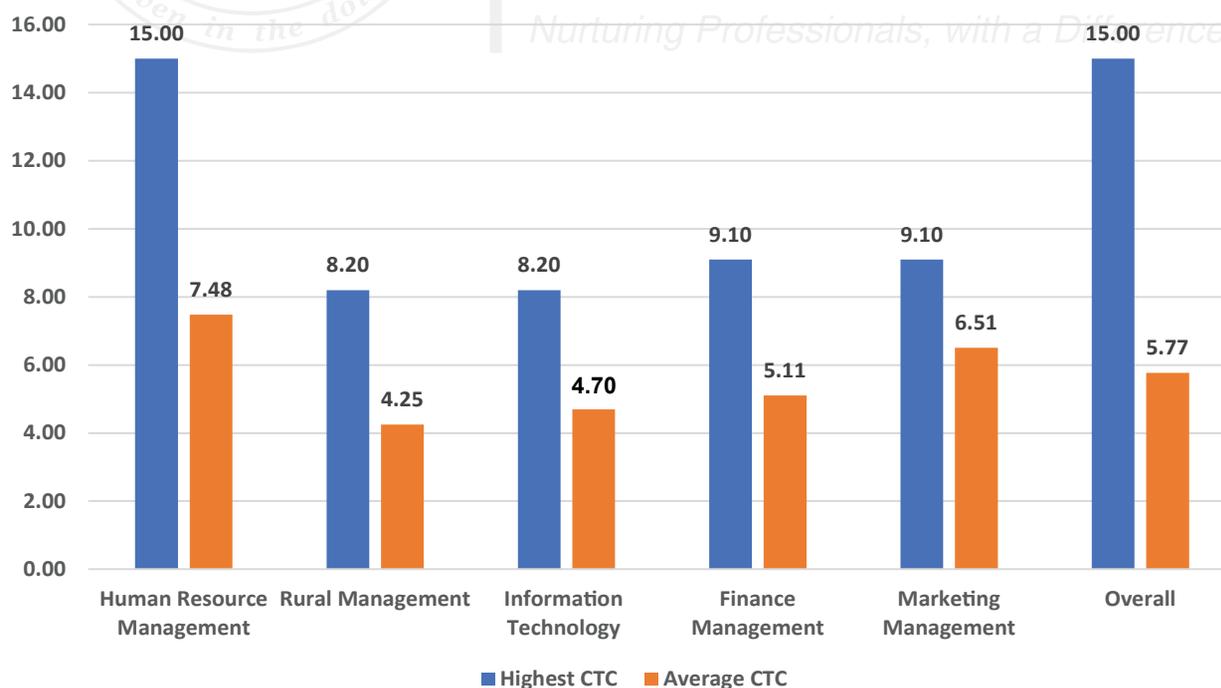
Placement Percentage 2020 and 2021

Placement Percentage 2020 and 2021



Highest and Average CTC - Placement 2021

Placements 2021 - CTC (Rs. in Lakhs per annum)



We would like to share the credit of yet another year of placement season in this difficult time, with respected faculty members who groomed students and instilled a sense of purpose among them. The students also deserve special words of praise for keeping the flag of the institution flying high.

The central placement cell is very grateful for the overall monitoring, guidance and support extended by Fr. (Dr.) Joseph Marianus Kujur, SJ, Director XISS. The placement team also extends its heartfelt thanks to Fr. (Dr.) Pradeep Kerketta, SJ, Assistant Director, XISS Ranchi and Fr. Francis David Kullu, SJ, Finance Officer, XISS Ranchi for his continuous support and guidance.

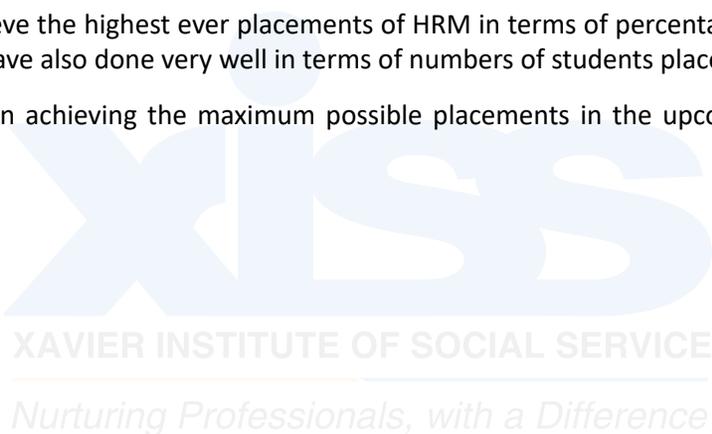
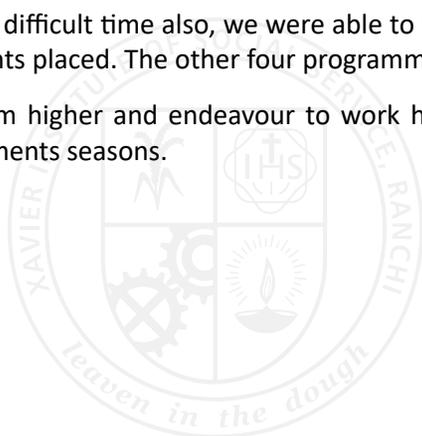
A special thanks to the head of all PGDM programmes and my core team of placement cell Prof. Prashant Kr. Jha and Prof Sajeet Lakra (APCs), all DPCs Dr Sant Kumar Prasad, Dr Kumar Mohit Spring, Dr Pinaki Ghosh and Dr Rik Das.

Ms. Aditi Mehrotra has shown unwavering commitment as a placement officer and deserves our sincere appreciation. She worked even from hospital, having Covid-19 for some time. The internship process ran smoothly, and students received multiple offers amidst all the challenges. It could happen largely because Ms. Koyel Mukherjee dedicated her effort to ensure it does as a committed placement officer. We thank both for their effort.

We appreciate and thank student placement representatives and all the members of their team for their tireless effort and hope it inspires their successors to fit in the big shoes.

In this difficult time also, we were able to achieve the highest ever placements of HRM in terms of percentage of students placed. The other four programmes have also done very well in terms of numbers of students placed.

We aim higher and endeavour to work hard in achieving the maximum possible placements in the upcoming placements seasons.





Department of Research & Planning

◆ **Dr. Pramil K. Panda**
Head of the Department

Prologue

After its establishment in the year 1978, the Department of Research and Planning has created a distinct space for itself within and outside the institute through continuous engagement in different academic activities and carrying out several consultancy researches. The year 2020-21 has been very tumultuous for the department due to the Covid-19 pandemic as the members could not perform their duties in the usual manner. Since the nature of the work in the department always requires continuous travel and fieldwork, it could not be performed due to the imposition of lockdown initially and the rising cases of Covid-19 off late. Our regular clients could not offer us any consultancy project and as a result the department's regular assignment suffered a lot because working in virtual mode did not suit our work profile.

However, members of the department utilized this time very productively in order to enhance their capacity by participating in various online training programmes related to the areas in which we offer our consultancy services. Meanwhile, we prepared a client-friendly brochure of the department containing all the important information related to the department including its brief history and the type of services we offer. The web page of the department was also prepared in an informative and user-friendly manner that replaced the earlier one which had become obsolete. The most important achievement of course was the award of Ph.D. degree to one of our faculty members Mr. Prakash C. Dash by Jawaharlal Nehru University, New Delhi.

Academic Pursuits and Achievements in the Department

As resource persons, the faculty and staff members of the department have made substantial academic contributions within and outside the institute as follows:

Supervision of Ph.D. Scholars

Dr. Pramil K. Panda as an empaneled external Ph.D. Thesis Supervisor has been supervising a Ph.D. scholar Ms. Deepika Anshu Bara in the Department of Humanities and Social Sciences at the Indian Institute of Technology (Indian School of Mines), Dhanbad.

Late Dr. Amardip Singh was an empaneled Ph.D. Thesis Supervisor has been supervising a Ph.D. scholar Ms. Srijani Bhattacharya at Jharkhand Rai University, Ranchi.

Organization of Webinars and Online Workshops

Dr. Pramil K. Panda organized a webinar on the topic: Impact of Covid-19 Crisis on Employment and Livelihood on 08-10-2020 as a part of the webinar series jointly organized by the Rural Management Programme and PRAKRITI, the students' club of XISS.

Fr. (Dr.) Ashok Ohol organized a webinar series on the topic: Being an Entrepreneur after the Covid-19 Pandemic under which five sessions were organized, with each session comprising two presentations in the first four and the fifth one comprising only one presentation as per the followings:

- Session-I (28-08-2020)
 - Presentation-I: Mindset and Skills Required to Become an Entrepreneur Post Covid-19
 - Presentation-II: Business Model Canvas for Start-Ups and HR Challenges Faced by Them
- Session-II (04-09-2020)
 - Presentation-I: Financial Challenges of Entrepreneurs Post Covid-19
 - Presentation-II: Marketing for Entrepreneurs during Post Covid-19
- Session-III (11-09-2020)
 - Presentation-I: Environmental legislation, EIA, and Entrepreneur
 - Presentation-II: Entrepreneurship and Tribal Communities
- Session-IV (18-09-2020)
 - Presentation-I: Rural Women Entrepreneurs
 - Presentation-II: Sustaining Through Troubles and Adversities
- Session-V (06-10-2020)
 - Presentation-I: Entrepreneurship for Nation Building

Fr. (Dr.) Ashok Ohol organized two online workshops on the following themes:

1. 'Post Lockdown Strategic Plan: Special Focus on the Migrant Laborer's on 30th May 2020.
2. 'Clarifying Objectives and Team Building' on 27th September 2020.

Invited as Resource Persons in Online Programmes

Dr. Pramil K. Panda as a resource person delivered two lectures in the Faculty Induction Programme Organized by Human Resource Development Centre, Ranchi University under 'Guru Dakshta' Programme of UGC on the following topics:

1. 'Quantitative, Qualitative and Mixed Methods Research: An Introduction' on 27th December 2020.
2. Combating Plagiarism through the Use of Citations and References for Preparation of Research Manuscript on 28th December 2020.

Fr. (Dr.) Ashok Ohol as a resource person delivered two lectures on the following topics:

1. 'NGO Consultation on Entrepreneurship Development' organized by the Entrepreneurship Development Programme of XISS on 9th September 2020.
2. 'Mahua Processing' organized by Bishop Vincent Baruwa, Simdega on 30th December 2020.

Late Dr. Amardip Singh as a resource person delivered two lectures on the following topics:

1. 'Environmental Legislation, EIA and Entrepreneur' in the Webinar Series *Being an Entrepreneur After The Covid-19 Pandemic* organised at XISS on 11th September, 2020.
2. 'Water Conservation: Relevance and Strategies' in the National Webinar on *Advances in Environmental and Agricultural Biotechnology* organised by R. S. More College, Dhanbad on 18th September 2020.

Dr. Prakash C. Dash as a resource person delivered a lecture on the topic: Addressing Environmental Pollution: An Environmental Economics Perspective in the Faculty Development Programme *Initiatives for Teaching Learning Excellence in Environmental Studies* organized jointly by Commissionerate of College Education, Government of Rajasthan, Jaipur and Department of Geography, Government Arts College, Sikar under 'Gyan Ganga' Programme during 1st to 6th March 2021

Participation in Online Programmes

The faculty and staff members of the department have attended and successfully completed the following online programmes.

ATAL Online Faculty Development Programmes

Dr. Pramila K. Panda attended and successfully completed two ATAL Online Faculty Development Programmes on the following topics:

1. 'Personal and Professional Excellence' organized by IPS Academy Institute of Engineering and Science, Indore, Madhya Pradesh during 7th to 11th December 2020.
2. 'Student Centered Teaching Learning Methods and Strategies in Higher Education' organized by Chhatrapati Shahu Institute of Business Education and Research, Kolhapur, Maharashtra during 5th to 9th January 2021.

Dr. Amardip Singh attended and successfully completed four ATAL Online Faculty Development Programmes on the following topics:

1. 'Climate Sciences' organised by Cochin University of Science and Technology, Cochin, Kerala during 9th to 13th November 2020.
2. 'Social Enterprise Management' organised by Banaras Hindu University, Varanasi, Uttar Pradesh during 23rd to 27th November 2020.
3. 'Waste Technology' organised by National Institute of Technology, Durgapur, West Bengal during 18th to 22nd January 2021.
4. 'Leadership and Excellence' organised by Jawaharlal Nehru Technological University, Anantapur, Andhra Pradesh during 1st to 5th February 2021.

Dr. Prakash C. Dash attended and successfully completed two ATAL Online Faculty Development Programmes on the following topics:

1. 'GIS and Remote sensing' organised by University College of Engineering Jawaharlal Nehru Technological University, Kakinada, Andhra Pradesh during 4th to 8th January 2021.
2. 'Smart Cities' organised by National Institute of Technology, Silchar, Assam during 11th to 15th January 2021.

Online Certificate Courses

Mr. Aditya Raj attended and successfully completed two Online Certificate Courses on the following topics:

1. 'Public Procurement' provided by the World Bank through Massive Open Online Course (MOOC) in May 2020.
2. 'Development Research Methods' provided by Indian Institute of Technology Guwahati, Assam through SWAYAM National Programme on Technology Enhance Learning (NPTEL) during August to October 2020.

Mr. Akash Bhuinya attended and successfully completed two Online Certificate Courses on the following topics:

1. 'Business Statistics' provided by Indian Institute of Technology Roorkee, Uttarakhand through SWAYAM National Programme on Technology Enhance Learning (NPTEL) during January to April 2020.
2. 'Practical Machine Learning with Tensorflow' provided by Indian Institute of Technology Bombay, Maharashtra through SWAYAM National Programme on Technology Enhance Learning (NPTEL) during September to November 2020.

Webinars

Dr. Pramila K. Panda participated in two Webinars on the following topics:

1. 'Opportunity and Challenges of Self-Reliant M. P.' organized by Shree Neelkantheshwar Government P. G. College, Khandwa, Madhya Pradesh on 11th February 2021.
2. 'Research Ethics in Social Sciences' organized by Government Degree College, Siddipet, Telangana on 31st March 2021.

Late Dr. Amardip Singh participated in two Webinars on the following topics:

1. 'Geogenic Contamination of Ground Water, Challenges and Future Solutions' organized by Dr. Shayama Prasad Mukherjee University, Ranchi, Jharkhand on 9th September 2020.
2. 'Sustainability Education (ISCE II Webinar)' organized by the Mobius Foundation, UNESCO, Earth Day Network, Climate Reality Project, and the Centre for Environment Education during 9th to 10th September 2020.

Mr. Arvind Dey participated in the Webinar on 'Family Planning and Its Socio-Demographic Determinants: Analysis of National Family Health Survey-5 Data' organized by Population Foundation of India, New Delhi on 17 December 2020.

Mr. Aditya Raj participated in two Webinars on the following topics:

1. 'CSR: A Quality Approach to Post Emergency Development' jointly organized by IQACs of Sri Guru Nanak Dev Khalsa College, New Delhi, Bhopal School of Social Sciences, Bhopal and Anand Institute of Social Work, Anand on 12th May 2020.
2. 'Innovative Research for Community Empowerment' organized by Centre for Management Studies, Northeastern Regional Institute of Science and Technology, Nirjuli, Arunachal Pradesh on 9 March 2021.

Mr. Akash Bhuinya participated in the Webinar on 'International Day of the World's Indigenous Peoples, 2020' organized by Indian Social Institute, New Delhi in collaboration with All Adivasis Delhi-NCR and India Indigenous Peoples during 1 to 9 August 2020.

Mr. Harsh Vardhan participated in three Webinars on the following topics:

1. 'Women and Lockdown 2020' organized by Bhatrihari Times and Nobles P. G. College, Alwar, Rajasthan on 21st May 2020.
2. 'International Day of the World's Indigenous People 2020' organized by Indian Social Institute, New Delhi in collaboration with All Adivasis Delhi-NCR and India Indigenous Peoples during 1st to 9th August 2020.
3. 'Family Planning and Its Socio-Demographic Determinants: Analysis of National Family Health Survey-5 Data' organized by Population Foundation of India, New Delhi on 17th December 2020.

Online Workshops and Training Programmes

Late Dr. Amardip Singh participated and successfully completed the TEQIP-III sponsored Online Workshop on 'Importance of Environmental Engineering and Climate Change' organized by the Department of Civil Engineering, National Institute of Technology, Meghalaya during 12 to 16 March 2021.

Mr. Aditya Raj participated and successfully completed six Online Training Programmes on the following topics:

1. 'Financial Inclusion: Evolution and Contemporary Challenges' organized by Asian Development Bank Institute, Tokyo, Japan on 13th April 2020.
2. 'Introduction to Sustainable Development in Asia and the Pacific' organized by Oxford Poverty and Human Development Initiative, University of Oxford 13th April 2020.
3. 'Designing a Multidimensional Poverty Index' organized by United Nation Development Programme (UNDP) and Oxford Poverty and Human Development Initiative, University of Oxford on 2nd June 2020.
4. 'Conducting Community Based Participatory Research in Rural and Tribal Areas' organized by National Institute of Rural Development and Panchayati Raj, Hyderabad, Telangana during 19th to 21st October 2020.
5. 'Strategies for Development of Particularly Vulnerable Tribal Groups in Scheduled Areas' organized by National Institute of Rural Development and Panchayati Raj, Hyderabad, Telangana during 9th to 13th November 2020.
6. 'Corporate Social Responsibility: A Catalyst for Rural Development' organized by National Institute of Rural Development and Panchayati Raj, Hyderabad, Telangana during 23rd to 25th November 2020.

Mr. Akash Bhuiya participated and successfully completed an Online Training programme on 'Overview of Geoprocessing using Python' organized by Indian Institute of Remote Sensing, Dehradun during 18th to 29th January 2021.

Mr. Harsh Vardhan and Mr. Akash Bhuiya rapporteured in the workshop on 'Clarifying Objectives and Team Building' organized at XISS on 27th September 2020.

Publications

Ahmad, F., Malik, M. S., Perween, S., Akhtar, N., Talukdar, N. R., Dash, P. C., Kumar, S.P., Goparaju, L., Ahmad, F., & Qadir, A. (2020). Land potentiality investigation for agroforestry purpose using remote sensing and GIS. *International Journal of Current Microbiology and Applied Sciences*, 9(11), 1683-1691.

Singh, A., & Sinha, H. (2020). Impact of dug wells in rain-fed Jharkhand: A case study of Palamu region. *Journal of Social Work & Social Development*, 11(1), 118-137.

Singh, A., & Khan, A. (2020). Assessment of socio-economic and health impact of ground water arsenic. *Kala Sarovar*, 23(1), 207-216.

Academic Assistance to Other Departments

Dr. Pramila K. Panda taught three papers titled 'Theories of Development', 'Social Research Methodology & PRA' and 'Rurban Management' to the students of PGDM-RM, the paper titled 'Qualitative Research Methods' to the students of PGDM-HRM and the paper titled 'Research Methodology' to the students of PGDM-IT. He also supervised 6 students of PGDM-RM in term paper and dissertation writing.

Dr. (Fr.) Ashok L. Ohol taught the paper titled 'Organizational Behaviour' to the students of PGDM-RM.

Late Dr. Amardip Singh taught the paper titled 'Climate Change and Sustainable Development' to the students of PGDM-RM and the paper titled 'Environmental Management' to the students of PGDM-IT. He supervised 5 students of PGDM-RM in term paper and dissertation writing and also co-supervised the virtual study tour of 24 students of PGDM-RM.

- Dr. Prakash C. Dash taught the paper titled 'GIS and Remote Sensing' to the students of PGDM-RM and the paper titled 'GIS and Remote Sensing' to the students of PGDM-IT. He supervised 6 students of PGDM-RM in term paper and dissertation writing and mentored 7 students of PGDM-IT registered in the SWAYAM course.
- Mr. Arvind Dey taught the paper titled 'Agribusiness Management' to the students of PGDM-RM.

- Dr. Pramil K. Panda, Dr. Amardip Singh, Mr. Arvind Dey, Mr. Aditya Raj and Mr. Harsh Vardhan co-supervised the rural camps of PGDM-RM students twice in the year through online mode.
- Mr. Aditya Raj facilitated the organizational training of 41 students of PGDM-RM at a local NGO in Ranchi as a part of their summer internship programme.

Other Academic, Administrative and Social Contributions

Dr. Pramil K. Panda is a member of the editorial board of Jharkhand Journal of Development and Management Studies. He reviewed one research article as a peer reviewer.



Mr. Harsh Vardhan Participating in the Relief Activities Organized by the Alumni Association of XISS (AAXISS)

Mr. Akash Bhuiya has taken the responsibility of assistant system administrator for the implementation of ERP system.

Mr. Harsh Vardhan coordinated and managed various relief activities conducted by the Ranchi District Administration in collaboration with XISS during the Covid-19 crisis such as preparation, packaging and distribution of dry ration and cooked foods to people during lockdown under Chief Minister's Kitchen Programme, Hunger Helpline, Gaon Na Aja Corona Programme etc.

Mr. Harsh Vardhan and Mr. Aditya Raj actively participated in various relief activities organized by the Alumni Association of XISS (AAXISS) for the needy people during the Covid-19 crisis such as distribution of masks, face

shields and sanitizer to corona warriors, providing relief materials to various shelter homes etc.

Mr. Aditya Raj (Coordinator), Mr. Harsh Vardhan (Assistant Coordinator), Mr. Nirmal K. Mishra, Mr. Manoj K. Singh, Mr. Shree Ram Mishra, and Mr. Ashok R. Baitha contributed in the Surskshit Dada Dadi Nana Nani Abhiyaan, a campaign of the Ranchi district administration in association with XISS and Piramal Foundation on voluntarily providing help and assistance to the senior citizens through toll free helpline number during Covid-19 pandemic.

Research Projects Carried Out in the Department

The department has completed quite a few research projects in the financial year 2019-2020, one is under progress and a few more are expected to come. The details are given below:

Completed Projects

The Covid-19 pandemic made a severe impact in getting consultancy projects in the financial year 2020-2021. Since we conduct field-based studies and it was not possible for conducting fieldwork due to the lockdown and several protection measures imposed by the government, many of the clients did not award us any project. However, the following projects have been conducted during this time amid a lot of difficulties:



Photo-2: Inauguration of Surskshit Dada Dadi Nana Nani Abhiyaan Coordinated by Mr. Aditya Raj

1. Need Assessment Survey on Providing Potable Drinking Water to Healthcare Workers sponsored by Don Bosco Network, South Asia. The project was coordinated by Mr. Harsh Vardhan, Mr. Aditya Raj and Mr. Manoj K. Singh. Technical support was provided by Mr. Nirmal K. Mishra and Mr. Shree Ram Mishra in terms of data cleaning, tabulation, and statistical analysis. (Social Project)
2. Scanning, Georeferencing, Digitization of 14 Nos. plan including printing of Narayani Expansion OC, Ambara Sub Area, Kanhan Area sponsored by Western Coalfields Limited, Chindwara, Madhya Pradesh. The project was led by Mr. Prakash C. Dash with technical support from Mr. Sunil P. Kumar. (GIS Project)

Besides completing the above projects, the department has also been able to recover some of the pending dues from a few old projects by continuously following up with the clients through letters, e-mails, phone calls and visiting their offices.

Projects Applied

The department has a project liaison cell that facilitates liaising with the clients, preparation of project proposals and expedition of recovery of pending dues from the clients. In the financial year 2020-2021, the cell has applied 17 projects, out of which there are two projects related to social impact evaluation of activities done under corporate social responsibility, nine projects related to monitoring and evaluation of programmes, two projects related to base line study, one project related to social impact assessment and preparation of rehabilitation and resettlement plan and three academic projects. Besides, there is also one GIS project applied in the financial year 2020-2021.

Geoinformatics Research Centre

The department established a Geoinformatics Research Centre (GRC) with a Geographic Information System (GIS) and Remote Sensing (RS) Laboratory in 2015. GRC conducts a six-month training programme on Geoinformatics, apart from undertaking GIS based projects. One of the faculty members of the department Mr. Prakash C. Dash acts as the coordinator of GRC assisted by Mr. Sunil P. Kumar, Research Assistant, GRC. In the year 2020-2021, training has been provided to the trainees in 1 batch (admission took place for March 2020 to September 2020 but carry forwarded due to lockdown) from September 2020 to March 2021 (8th batch). There were 37 applications received out of which 17 took admission and 9 completed successfully. The placement process is going on.

Epilogue

Although the department has created a distinct space for itself among its clientele as a leading agency of carrying out consultancy assignments all over India, now it's time for us to diversify our activities. The Covid-19 pandemic has taught us a great lesson that in the neo-normal situation many activities need to be conducted only through digital platform and we have to adapt to the circumstances. The department at present is making its action plan for future course of action in the coming days and hopefully we will now concentrate on training and implementation activities too alongside our consultancy assignments. The Geoinformatics Research Centre is trying to explore the possibility of starting a diploma course on Geoinformatics as a lot of requests have been coming from the trainees for the same. If the technical requirements are met and the management provides a formal go ahead, then a final call in this regard will be taken. The department also has a long pending ambitious plan to set up NABL (National Accreditation Board for Testing and Calibration Laboratories) accredited Environmental Laboratory for air, water, and soil quality assessment (Environmental Monitoring) and further seek accreditation from NABET (National Accreditation Board for Education and Training) for conducting Environmental Consultancy Services (Environmental Impact Assessment / Environmental Management Plan) in future.

Finally, I take this opportunity to extend my sincere gratitude to the Director and the Assistant Director for extending their constant support and sustained guidance. I also express my heartfelt thanks to all my departmental colleagues who worked tirelessly and always stood by me for the whole year in running the department during the topsy-turvy conditions.



Department of Research & Publication

◆ **Dr. Shyamal Gomes**
Head of the Department

Xavier Institute of Social Service (XISS) Ranchi believes that research in higher education generally supports and enhances instruction, faculty performance and the community extension services thus, it aims to: expand the search for new knowledge and disseminate information across programmes in the Institute; encourage faculty members to seek research projects from government, non-government, or international institutions in need of research or policy studies; create and improve learning methodologies and provide an opportunity to the young and energetic research minds for contributing and publishing their recent works in JJDMS. The Department of Research and Publication of XISS was established in June 2002. The overall objective of this department is threefold: (i) to conduct research studies independently, (ii) to select quality research articles and publish those in academic journal JJDMS, and (iii) teaching, organizing seminars, talk and workshops. Since its establishment, the department is continuously striving to move ahead in terms of its research growth and publications. During the academic year 2020-21, various activities are undertaken and achievements that have been made by the department are described below:

Nurturing Professionals, with a Difference

Indexing of JJDMS in Indian Citation Index (ICI) Database

JJDMS got indexed in the ICI database. On 1 May 2019, Indian Citation Index released the approved list of the new journals and JJDMS successfully included them in their new list.

Publication of XISS Journal

In the year 2020, so far, the following thematic/non-thematic issues have been published:

- (i) General Issue (January-June 2020)
- (ii) General Issue (July-December 2020)

On account of prolonging lockdown period from March to June as well as July to December, the Management decided to publish two thematic issues in this year 2020. As a research contribution towards global pandemic 'COVID 19' the management also focused the first issue on Global Pandemic, Social Exclusion and Resilience during January – March 2021. The other forthcoming themes of the journal for the year 2021 are as follows:

- i) Global Pandemic, Social Exclusion & Resilience (January-March 2021)
- ii) Psychosocial Interventions Linked with Development (April-June 2021)
- iii) Unitary Social Science : Methods, Issues and Trends (July-September 2021)

- iv) Economic in Equities in India & Development
 (October-December 2021)

Brief Information about the articles published in 2020

Issue	Theme	Research Topic/Article	Author/s
1st	General, Vol. 18, No. 1&2	Diversification of Agriculture and Growth Performance of Major Crops in India.	Prakash Chandra Deogharia, University Head, Department of Economics. Vinoba Bhave University, Hazaribag, Jharkhand.
		Regional Concentration of Un-organized Manufacturing Sector in India: A Spatial Analysis.	Ankur Yadav & Hema Prakash Ph.D Scholars, Central University Gujarat.
		Socio-Economic Status of the Affected Tribal Families of Tata Steel Kalinga Nagar Project and their Rehabilitation and Resettlement Preferences.	Ashwini Kumar Patra - Assistant Professor, RIMS, Rourkela, Odisha.
		Transition to Clean Cooking Energy in a Tribal Community of Eastern India: Success or Failure?	Soumit Saha, Pradeep Chaudhry & Sandip Chowdhury - Research Scholars IIFM, Bhopal India and OXFAM India, Raipur.
		Economic Analysis of Code on Labor Wages 2019.	Shweta Mohan - Assistant Professor, National University of Study and Research in Law, Ranchi, Jharkhand.
2nd	General, Vol. 18, No. 3&4	Agricultural Growth and Financial Inclusion: Exploring the Empirical Linkage for India.	Sai Jyoti Parida & Kalpana Sahoo M. Phil Research Scholar and Assistant Professor – Rama Devi Women's University, Bhubaneswar, Odisha.
		Social Media and Public Health: Benefits and Challenges with Special Reference to Covid-19.	Sai Ankit Parashar, Ashwani Kumar & Rojaline - Research Scholar TISS, Mumbai; Ranchi Programme officer IHD; Former research assistant, Bhubneshwar, Utkal University, Odisha.
		State Variations in Female Labour Participation in India: A Study of 68th NSS and First Periodic Labour Force Survey.	Hema Prakash & Ankur Yadav – Ph.D Research Scholars, Central University, Gujarat
		Quest for Education among SC Girls: Issues and Constraints.	Virendra B. Shahare – Associate Professor, Jamia Millia Islamia University, New Delhi.
		Gendered Visual Arts in New Religious Movements: Case of the Brahma Kumaris.	Kshipra Sharma – faculty, Indrarastha College in Women, University of Delhi.
		Role of Protected Areas in Developing Local Economy: A Case Involving Kanha Tiger Reserve, India.	Shamli Sood, Shweta Sharma & Pradeep Chaudhry – Research Scholars IIFM, Bhopal

Special Tribute

This issue of the journal includes a tribute as well as a book review. The first one is contributed by H.K. Singh who presents a comprehensive note and review of the lifelong contribution of Dr. Kumar Suresh Singh (1935-2006) to the academic world. According to the author, Dr. Kumar Suresh Singh was selected as an Indian Administrative Officer (IAS) in 1958 and opted for Bihar State Cadre. He was also a versatile scholar and an ardent practitioner of historical ethnography. K.S Singh published many research articles in national and international journals, authored many books and also edited many researched related projects in India. K. S. Singh's book on 'Birsa Munda and his

Movement' has six editions. The book is translated into various languages and inspired various forms of creative adaptation in contemporary folk and regional literature, including Mahasweta Devi's major novel 'Aranyer Andolan'

Book Review

Anirudh Prasad presents the book review of the Dalit's Social Capital and perception in Rural Governance: a study of Bihar, authored by Poras, M. and published by Xavier Institute of Social Research, Patna. According to the reviewer, the book has three broad ingredients: Social Capital formation and its use as ways and means for the Dalit communities; Influence of social capital on Dalit's participation in governance, and the state of Bihar as the universe of this pioneering works.



Honorable Chief Minister of Jharkhand releasing the AXIS and 17th Combined Volume of Jharkhand Journal of Development and Management Studies.

Another book "Labouring Women: Issues and Challenges in Contemporary India" edited by Praveen Jha, Avinash Kumar and Yamini Mishra, published by Orient Blackswan Private Limited Publications, New Delhi. The book is the outcomes of 12 papers presented by various academicians and development professionals during the international conference organised by the Center for Informal Sector and Labour Studies (CISLS) in the School of Social Sciences, Jawaharlal Nehru University (JNU), in association with the United Nations (UN).

Publication of Books/Volumes

Kujur, J. M., & Gomes, S. (2020). Combined Volume of "Jharkhand Journal of Development and Management Studies" Vol. 18. Ranchi: Xavier Institute of Social Service, Ranchi. It is the reprint edition of the back issues of our In-house research Journal covering specific themes published during January – December 2020.

Concluding Remarks

The department has the plan to keep a more professional relationship with the standard journals like Journal of Economic & Social Development (Published by Institute for Social Development, Ranchi) and Jamshedpur Research Review – International Research Journal (Published by Gyanjoti Educational and Research Foundation, Jamshedpur and so on. The department has the plan to organize an Editorial Board Meeting (JJDMS Review Meeting) in July-August 2021 to include more research and consultancy activities in this current year. During the eighteen years of its journey, we have been following a rigorous editorial process including double-blind peer review process. Moreover, the Department of Research and Publication has created an ethical policy that after finalization of articles it has been uploaded online on the JJDMS website. The journal (JJDMS) has open access on the XISS web page since January 2016. The readers are encouraged to contribute their quality research continuously support for its greater heights.

We take this special privilege to extend our gratitude to Dr. (Fr.) Joseph Marianus Kujur, S.J., Director, XISS, Dr. (Fr.) Pradeep Kerketta, S.J., Assistant Director, XISS, and Fr. Xavier Soreng, S.J., Superior & Secretary of XISS for their continuous guidance, immense support, and constant motivation towards the growth of JJDMS and entire efforts of management studies and social research. Finally, we are also taking the privilege to welcome our emeritus Professor Dr. Anirudh Prasad as the Editor of *Jharkhand Journal of Development and Management Studies* who joined XISS on 1 March 2021.





Department of Library and Documentation

◆ **Mrs. Shamida Lakra**
Library Assistant

Introduction

Information and communication technology (ICT) as aggregate of computers, telecommunication gadgets, multi-dimensional resources and other related technologies are applied and utilized in the total process of information management and dissemination. The easy reach of ICT and availability of e-contents 24x7, have changed the libraries, in providing virtual reference Services quickly in new and improved manner and evolved as a continuous learning factory.

Library has a wide range of educational materials in a print and nonprint form with a variety of formats includes books, e-books, periodicals like magazines, e-magazines, Journals, e-journals, newspapers, e-newspapers, CD -DVD, Business Case Studies, Labor Law Reporter e-library etc. All the resources that enrich and support the curriculum and meet the needs of the students and faculty.

Aims and Objectives of Library

- To enhance and strengthen the teaching, learning and research process.
- To organize and maintain all print and non-print resources systematically so that users can access information of their required subject area in a very less time.
- To develop leadership in the use of ICT and instructions for both students and staff in how to use them constructively, ethically, and safely.
- To keep users up to date with current literature.
- To develop a culture of reading and learning habits in the library as well as beyond the library wall by giving facilities of remote access.
- To conduct activities and webinars regularly to increase the usability of its facilities and service.
- To select, evaluate and acquire library materials in varied formats to meet the academic needs and research work.
- Assistance in selecting, locating, and using resources in an open and caring environment.
- To conduct different learning-oriented events to facilitate learning among students and help their career progression.

NDLI (National Digital Library of India) and NDLI CLUB (Project under, Ministry of Human Resource Development, The Govt. of India): After registration with a valid user id and password, user can access numerous digital

repositories like articles, audio lectures, eBooks, Question papers of various competitive exams, dissertation, case study, newspaper articles, Law Judgements and much more.

Our institution has set up “XISS NDLI CLUB” in NDLI Portal for conducting learning-oriented activities. By using institutional passkey users can be enrolled and take part in events and get certificates for their career progression through NDLI.

Resources/E-Resources

Books: Our Library has a collection of 38,011 books in the area of Business Management, Rural management and Information management covering a wide variety of subjects like economics, marketing, leadership, finance and business planning, social sciences and humanities etc.

eBooks: Around 25,000 eBooks are available from “ProQuest’s Business eBooks” unlimited users can access eBooks concurrently. It also covers a wide subject’s area with inter-related topics in applied sense.

Business Cases: Around 3000 subscribed **Business Cases** are available online through SAGE.

Periodicals (Online/Print): Our institute has subscribed a total of 4782 peer reviewed online journals from different platforms like “**ABI GLOBAL Management Collection**” from ProQuest, there are around 4,749 online peer reviewed journals available from India and abroad. Total 29 national and international journals from Sage, subscribed **EPW (Economic and political weekly)** journal, are available in print form as well as online. Some IT Journals are subscribed from Publishing India Group. A Subscribed Labour Law Reporter e-library is also available.

Besides, our library also subscribes to 23 magazines and 13 newspapers.

Our Institute’s library has **3275 back volumes** of bound journals.

Resource Management

The resources are classified by Dewey decimal classification scheme 23rd edition and catalogued to Anglo American Cataloguing Rules. All the collections are kept and arranged based on class number on open shelves for direct access to the users.

Services and Facilities

- Circulation Services: Online check in and check out, fine collection, emails alert, book reservation etc.
- Web OPAC: Users can remotely search their literature through web OPAC as well as can drop requests to reserve any document and pay their fine.
- Internet Services: Accessibility of e-resources within campus as well as out campus through internet services.
- Current Awareness Service (CAS): CAS through indexing and new arrival list.
- Catalogue Cards: Through catalogue cards you can search literature manually.
- Other services are: Reprographic Services, Reference Services, Textbook Services, Periodicals Services, News clipping etc. Online/offline learning activity, Book Exhibition

Events Organised by Library Patrons

One day online orientation programme on subscribed product **ProQuest “ABI GLOBAL Management Collection”** covers online journals and E-books, have been conducted successfully on 30th January 2021. Maximum Students and staff attended this programme. Resource person Mr. Sanjay Rajan was the host in this webinar.



Development Resource Centre (DRC)

◆ **Dr. Sant Kr. Prasad**

Assistant Coordinator

Since its inception the Development Resource Centre (DRC), has supported and encouraged the efforts of small organizations working at grass root level through capacity building processes while creating a pool of likeminded organizations and community-based institutions to understand the present needs of the society and act accordingly.

During this entire period, partner organizations promoted activities of livelihood project and have focused on establishing better linkages of SHGs with Jharkhand State Livelihood Promotion Society, facilitation of SHGs to formulate micro-credit plan and monitoring the growth and development of different IGAs which were started by SHGs.

Though, we are well aligned with our target groups and community at large but now are facing problems with arrangement of funds for our projects mainly with the introduction of New FCRA Rules. The new rules in place have created a void in the development activities as funding now has become a big challenge. The sustainability of our partner organizations also has become very difficult and the quest of working on ground-level with the community-based organizations is a mammoth task now. The pandemic has adversely COVID 19 has also affected the functioning of DRC.

However, despite facing challenges, during the period, project proposals have been formulated and submitted or in the process of submission by DRC are as follows:

S. N	Project	Agencies where proposal submitted/ in the process of submission	About the Proposed Project & its Components/Objectives
1	Proposal on leadership development for the enhancement of livelihood opportunities in 8 selected blocks of 4 district	Italian Bishop	Component <ul style="list-style-type: none"> - Development of youth leader and community - Income generating activities - Convergence with PRI, Blocks & Govt. agencies

S. N	Project	Agencies where proposal submitted/ in the process of submission	About the Proposed Project & its Components/Objectives
2	SFURTI project	GoI (Ministry of Micro, Small & Medium enterprises) (KVIC as a nodal agency)	Scheme of Fund for Regeneration of Traditional Industries. NGO/PIA must have its own land in the project area and organizations must contribute 10% to create infrastructure for project.
3	Watershed Project for the Sarvada zone (Murhu, Khunti)	NABARD	<ul style="list-style-type: none"> - Land Water Management activities supported by a civil engineer - Agriculture Activities supported by Agronomist - Income Generating Activities (employment creation for landless)
4	WADI Project	NABARD	Based on Orchard supported by following components <ul style="list-style-type: none"> - Land conservation - Irrigation Facility - Farming activity - Employment generation for landless - Capacity building programme
5	Livelihood and Enterprise Development Programme (LEDP)	NABARD	<ul style="list-style-type: none"> - Capacity building of SHG members and the enhancement of income levels of members by livelihood activities with the credits of bank through SHG.
6.	Orientation -cum Refresher Course for the Office Bearers of the Family Counselling Centres, Jharkhand	Jharkhand State Social Welfare Board (JSSWB)	<ul style="list-style-type: none"> - To create an understanding of the social problems and atrocities against women domestic violence, social abuse, drug addiction, trafficking). - To create awareness about the legal Acts like domestic violence Acts, family court etc. - Sensitizing the importance of pre-marital counselling - To sensitize the organisers about the Family Counselling Centre Scheme and basic requirements for providing the services, importance of counselling in redressal of family problems. - To clarify role of voluntary sector in providing the Family Counselling Centre Scheme. - Importance and need of case reports, resource directory, accounts and other records to be maintained by the Family Counselling Centres
7.	Orientation -cum Refresher Course for the Counsellors of the Family Counselling Centres, Jharkhand	Jharkhand State Social Welfare Board (JSSWB)	<ul style="list-style-type: none"> - To create an understanding of the social problems and atrocities against women (Domestic violence, social abuse, drug addiction, trafficking).

S. N	Project	Agencies where proposal submitted/ in the process of submission	About the Proposed Project & its Components/Objectives
			<ul style="list-style-type: none"> - To create awareness about the legal Acts like domestic violence Acts, family court etc. - Sensitizing the importance of pre-marital counselling - To sensitize the organisers about the Family Counselling Centre Scheme and basic requirements for providing the services, importance of counselling in redressal of family problems. - To clarify role of voluntary sector in providing the Family Counselling Centre Scheme. - Importance and need of case reports, resource directory, accounts and other records to be maintained by the Family Counselling Centres





Entrepreneurship Development Programme

◆ Mr. Harpreet Singh Ahluwalia

EDP In-Charge

EDP department of XISS, Ranchi is conducting various Entrepreneurship development programs and skill development programs of National level since 1974. The prime focus of the department is to provide Entrepreneurship education, skill training and micro-finance development with activities like, organizing different categories of Entrepreneurship Development Programs, providing Skill training in different trades, organize Awareness Camps on Entrepreneurship, conduct Faculty Development programs on Entrepreneurship, Trainers Training programs on Entrepreneurship, short term Management Development programs and other related programs. The results we have achieved is very encouraging and our training has yield significant success. Our training helped the participants to improve their self-esteem, confidence, social status, and economic empowerment.

Faculty Development Programme on Entrepreneurship

Due to COVID 19 pandemic, many non profits had to suspend their on-ground programs temporarily and pivot to relief work, due to funding setback, short-term suspension of programs also faced an impact, but this year again the department has successfully completed two “Faculty Development Programs (FDPs) on Entrepreneurship”. Faculty Development Programme on Entrepreneurship is designed to train and develop professionals in entrepreneurship development so that they can act as resource persons in guiding and motivating young Science and Technical persons to take up entrepreneurship as a career. Each FDP was of two weeks duration. The programme was sponsored by, National Science and Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India. This time we conducted the programs on Virtual/online mode. The participants were Principal, Faculty, Teachers and Entrepreneurship Development Cell Coordinators from Universities, Engineering Colleges and Polytechnics involved or likely to be involved in Placement/Vocational education related activities, Research Organizations etc. 43 participants successfully participated in the programme. The participants were from Jharkhand, Delhi, Andhra Pradesh, West Bengal, Utter Pradesh, and Bihar. The participants may float related courses, training programs and workshops in their respective institutions. The objective of the programme aimed to equipping the participants with knowledge and skills that were essential for inculcating entrepreneurial values in students and guiding and motivating their progress towards entrepreneurial career. The FDPs on entrepreneurship mainly provide inputs on process and practice of entrepreneurship development.

The success, of course, could be possible only with help, active participation, and tremendous encouragement we gained from all our well-wishers. We give our sincere thanks to all those who helped us and contributed to our departmental activities so that everything went favorably well for the department.

From the very beginning, department was not merely confined to organize Entrepreneurship, Development Programs, on the contrary, stress has always been given to all-round development of entrepreneurship, such as, organizing Entrepreneurship Awareness Camps, different types of EDPs, Faculty Development Programs on Entrepreneurship, Management Development Programs, Capacity building of SHG members & their associates, Micro Enterprise Development, Research and Development, Publication, organizing Trainer's Training Programs, consultancy services, organizing seminars, workshops, trainer's meet, etc. Working as resource unit for other EDP related Institutions, skill development training programs for groups.

Consequently, emphasis on some of the activities has been given by us are as follows:

- To organize all types of Entrepreneurship Development Programs (EDPs).
- Organizing Faculty Development Programs (FDPs) and Trainer's Training Programs (TTPs).
- Conduct Skill Development Training programs for groups.
- Conduct training programs on "Business Growth for Existing Entrepreneurs".
- Capacity building for SHG members.
- Small Industries Management Programme (SIMAP) and & short-term Management Development Programs (MDPs) for different target groups.
- Research and Publication in the field of Entrepreneurship.
- Provide consultancy services to existing entrepreneurs for their further development, expansion.
- Organize Awareness Camps, Seminars, Workshops, Trainer's meet, etc.
- Working as resource unit for other EDP related Institutions.
- Assist Small & Medium Enterprises (SMEs) by organizing customized training programs for their Human Resource Development, or by providing specific consultancy.

Other Activities

10th September 2020: Harpreet Singh Ahluwalia participated in the Teacher's Conference on "Empowering Educators". The programme was conducted by The Institute of Company Secretaries of India, Ranchi Chapter.

6th October 2020: Harpreet Singh Ahluwalia participated in a Webinar on Entrepreneurship, organized by XISS Ranchi, in collaboration with Ateneo University, Philippines. Prof Carlo Sagun, Prof Luisitro Montalbo, Prof Hockson and Prof Eduardo Morato put their thoughts on Entrepreneurship.

31st October 2020: Institution Innovation Council, Jharkhand Rai University, Ranchi in association with Tribal Welfare and Entrepreneurship Council, Women's Indian Chamber of Commerce, and Industry (WICCI) organized the finale of "Idea Pitching Contest" on 31st October 2020. 15 selected participants presented their big ideas in front of esteemed jury members. Harpreet Singh Ahluwalia was one of the jury members.

9th January 2021: Harpreet Singh Ahluwalia attended a workshop by "Adivasi Bahu-Uddeshiya Society Ltd (ABUSL) on Start up for Tribal unemployed youths of Jharkhand. About 22 participants attended the workshop.

Apart from EDP department responsibilities, Harpreet Singh Ahluwalia was also involved in taking classes on Entrepreneurship Development, in Rural Management Course (5th Trimester) and Information Technology Course (4th Trimester). Harpreet Singh Ahluwalia was Guide for Term paper and Dissertation Guide of six students of Rural Management Course (session 2019-21).

Looking forward to the financial year 2021-22

We are proposing "Faculty Development Programs (FDPs) on Entrepreneurship" in three batches in sponsorship with National Science and Technology Entrepreneurship Development Board, Department of Science and Technology, Government of India.

Our talk is in process with, All India Institute of Local Self Government (AIILSG), Jharkhand, for series of training on Entrepreneurial inputs. It will be Trainers Training Programme and the participants will be the functionaries of AIILSG's partner NGOs of different districts of Jharkhand.

We are discussing with different Universities, Engineering Colleges, Polytechnics, and Research Organizations for Entrepreneurship Awareness Camps for their final year students. Vinoba Bhave University, Hazaribagh, Jharkhand has confirmed such programme.

The impact of COVID-19 has unleashed an unprecedented crisis on health, economic, and social sectors that has affected NGOs operations. In March 2020, thousands of nonprofit organizations that engage with low income and vulnerable communities on critical issues like entrepreneurship education, women's empowerment, livelihood creation, had to halt their programs due to the nationwide lockdown.

A post-pandemic survey shows that the micro, small and medium enterprise (MSME sector) expects earnings to fall up to 50 percent this year. These are the largest source of employment outside agriculture. Their inability to bounce back could see India face further economic and also social tensions.

India needs to ramp up with introduce schemes for self-employment, guaranteed urban employment scheme, MNREGA and boost further cash transfers to poor households.

Most nonprofits have pivoted to provide relief work. Seventy-six percent of the nonprofits are actively engaged in ongoing relief work, including last-mile delivery of relief materials such as dry ration and sanitation kits, community awareness, setting up health camps and isolation facilities, rescuing labors, and offering rehabilitation of distressed communities. Moreover, most of the nonprofits engaged in relief work are using their programmatic funding to finance such relief work.

We request our sponsors to Continue support in our regular programs, we also understand that the COVID-19 crisis has demanded an 'all hands-on deck' approach. It is critical to be mindful of the social problems that persist and may worsen during the crisis. During the lockdown, an estimated 14 crore (140 million) people lost their employment. More than 45% of households across the nation have reported an income drop as compared to the previous year. Up to 53% of businesses in the country were projected to be significantly affected. Government should Increase investment in, and attention to, livelihoods creation and re-skilling at the grassroots level. With millions of former migrant laborers back in villages, new livelihood opportunities need to be created and economies of low-income communities rebuilt. We express our concerns that the Government's heightened focus on funding immediate relief work and healthcare interventions may diminish the urgency of addressing the socio-economic crisis which is likely to have long-term social implications. It is imperative for all stakeholders, NGOs, funders and ecosystem stakeholders to start considering the journey to recovery now and building resilience in the long-term.

Entrepreneurship Development wing of XISS became one of the leading institutions in entrepreneurship promotion in India. With the experience, enriched knowledge, and sufficient infrastructure, the EDP department, is keen to accept the challenge of training of unemployed youths for their self-reliance.



CHILDLINE, Ranchi

◆ **Dr. Sanjay Kr. Verma**
Programme Coordinator

(A National, 24 hr. free, emergency phone outreach service for children in need of care and protection) As COVID 19 pandemic continues to expand in India and in the world, only one thing is certain, the current outbreak will have profound impact not only in the health and economic situation, but also on the psychosocial well-being of societies across nations. COVID 19 has forced most of us to be confined inside our homes. Human history will record this period as a time of unparalleled separation and crisis but also of great courage, learning and collaboration. Each one of us is having to review/ rethink the way they function and their way of life itself.

The impacts will be felt differently among different population groups. Among these, one group which will face additional challenges to understand, absorb, and deal with the changes that COVID 19 are bringing to our world is children.

As we have seen across the world in multiple situations of crisis, children being the most vulnerable are often the worst affected. In the current context of lock down and restriction of movements, children have constrained access to socialization, play, and even physical contact, critical for their psychosocial wellbeing and development. School closures are preventing children from access to learning and limiting their interactions with peers. Children may feel confused and at loss with the current situation, leading to frustration and anxiety, which will only increase with the overexposure to mass and social media, especially among adolescents.

The pandemic has hit children in poor families the most. The movement of migrant workers from cities has severely affected the well-being of their children who took difficult road trips to reach their homes. Despite the efforts to ensure that no child is left in difficult circumstances during the pandemic, they travel long distances suffered scarcity of food, water and medical aid, together with increased exposure to corona virus. Many families who reside in rented houses have been thrown out of the houses with their children. Their children are an increased risk of malnutrition, exploitation and abuse at the hands of the traffickers.

Increased poverty and loss of livelihoods will mean reduced capacities of families to care for their children. Steps to prevent separation of children from their families and communities to keep their children safe need to be taken with monitoring mechanisms and social service support system in place.

It is obligatory upon government partners, civil society, development professionals and the public to provide vulnerable children with a platform to express their perspectives and become active partners. It is time to strengthen children's expressions, ideas and skills through deep engagements particularly with most vulnerable children.

Our own unsung Corona Warriors shown us that they can make a difference through the might of their will power. All they need is someone to listen to their voices. They are the most vulnerable section of the society but at the same time, it's a most precious asset of the future. It is high time we give our children the care they deserve and the protection they need.

In the first ten days post lockdown 'CHILDLINE 1098' saw a 37% increase in calls to the helpline compared to the same period last year. The quick public messaging by the CHILDLINE India Foundation (CIF), saying that, 'we are not locked down' was one such initiative that brought early signals of hope for children in the country. Xavier Institute of Social Service (XISS), Ranchi being the Nodal organization of CHILDLINE, Ranchi has been provided guidance and reliable services to children of various communities residing in slums and villages. Our thematic representations of children's issues amid the pandemic are mainly devoted to the portrayal of miseries rather than having a discourse on child rights. While we are responding to the pandemic, it is an act of justice that we pay attention to children's perspectives.

Call statistics of CHILDLINE Ranchi, intervened a total number of 244 cases from April, 2020 till March, 2021.

Categories	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
I. Medical help	02	03	00	01	00	02	00	00	00	00	00	01	09
Shelter	00	02	04	02	06	00	08	02	09	14	03	05	55
Restoration	01	02	01	01	01	03	07	05	03	04	07	02	37
Rescue (PFA)	00	02	03	07	02	02	03	05	00	01	05	02	32
Sponsorship	03	00	00	00	01	00	00	00	01	01	02	01	09
II. Missing children													
Child lost	02	00	01	03	00	01	01	01	02	01	00	02	14
Parents asking help	00	00	00	00	00	01	02	00	00	01	02	03	09
III. Emotional support and Guidance	01	03	00	01	00	00	00	01	01	02	01	00	10
IV. Referred by another CHILDLINE	00	00	00	00	00	02	01	01	01	01	01	01	08
V. Unclassified	00	00	00	00	00	00	00	00	00	00	02	04	06
VI. Other Intervention	02	03	00	00	03	04	01	01	00	03	02	00	19
VII. Did Not Found	00	00	05	00	05	02	06	03	04	08	01	02	36
TOTAL	11	15	14	15	18	17	29	19	21	36	26	23	244

CHILDLINE, Ranchi covers various events and activities across the town and have been able to restore, reunite lost and runaway children with their families. We are constantly learning from each other's diverse experiences. CHILDLINE, Ranchi reaches to the most marginalized children with the objective of providing them rehabilitation and care from unsafe situations. Any child in distress or in crisis is calling to toll-free 1098.

CHILDLINE Ranchi has provided emergency relief and protective equipment not only to families in need but also shelter homes and Child Care Institutions in Ranchi. CHILDLINE is continuously working with the local district administration and other concerned authorities to ensure that people are aware and are adhering to COVID-19

preventive norms. In collaboration with District Child Protection Unit (DCPU), CHIDLINe organized a painting competition at a shelter home. The Information Education and Communication (IEC) materials created by UNICEF were also shared with the children. CHIDLINe conducted a COVID-19 awareness session in various slums areas with boys and girls.

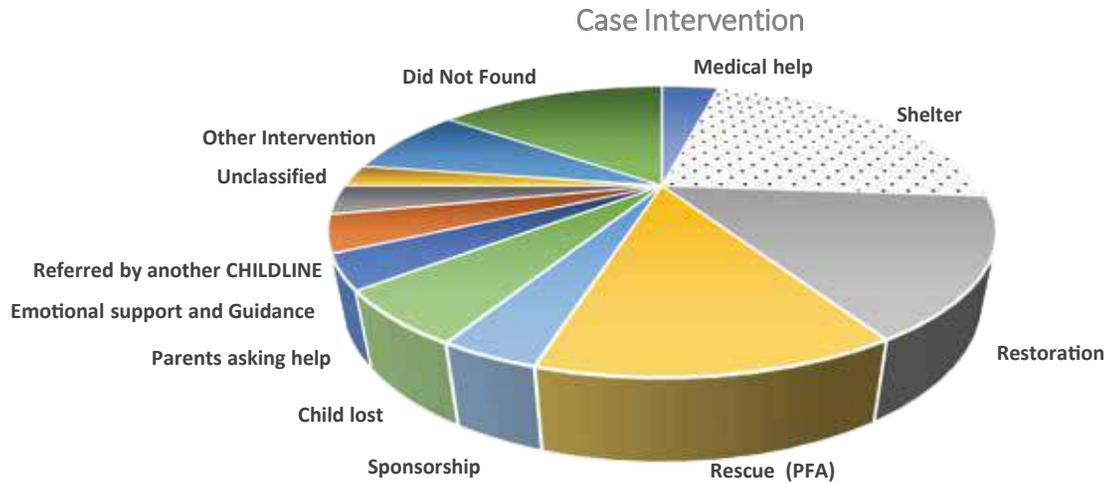


Figure 1: Category-wise case intervention during 2020-21

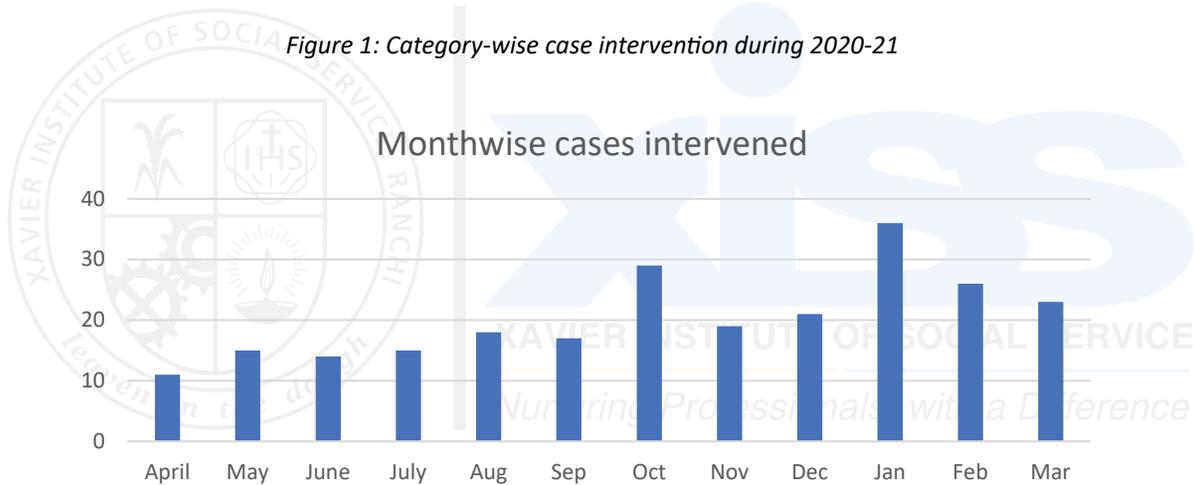


Figure 2: Month-wise case intervention during 2020-21



Ms. Suradha Kachhap and CHIDLINe team with Her Excellency Smt. Draupadi Murmu, Governor of Jharkhand during CHIDLINe Se Dosti week campaign



Ms. Suradha Kachhap and CHIDLINe team with Sri. Anil Palta, IPS - ADG, CID during CHIDLINe Se Dosti week campaign

CHILDLINE Se Dosti is a week-long campaign organized from **14th – 20th November 2020** to make ordinary citizens a stakeholders of CHILDLINE 1098. The primary objective of this campaign is to spread awareness amongst those who remain unaware of the work was done by CHILDLINE and generate CHILDLINE ‘Dosts’ everywhere. Be it an allied system, a student, an auto driver, a rickshaw puller or a housewife, it is our objective to reach out to people from different walks of life to get to know CHILDLINE, begin to care about vulnerable children and initiate action towards change. The ostensible purpose of this campaign is to generate a Million ‘Dosts’ for CHILDLINE and acquaint people with Child Rights and Protection.

Block Level Child Protection Committees (BLPCPC) support Village Level Child Protection Committees (VLCPCs) in planning, budgeting, developing awareness raising activities, formation of VLCPCs, capacity building and other work as per the Integrated Child Protection Scheme (ICPS) guidelines in coordination with District Child Protection Unit (DCPU). A meeting was organized by the BDO, Bero block, CHILDLINE Ranchi and Chotanagpur Sanskritik Sangh on 13th February 2021 for strengthening of BLPCPC.



Block Level Child Protection Committees (BLPCPC) at Bero block

A two-day training programme on Juvenile Justice Act 2015 and Protection of Children from Sexual Offences (POCSO) Act 2012 was organized a training programme with Special Juvenile Police Unit (SJPU) in two batches on 25rd & 26th March 2021 in the conference hall of Xavier Institute of Social Service, Ranchi. Module of training would be on Juvenile Justice Act 2015 and POCSO Act 2012. The training programme was inaugurated by Fr. (Dr.) Joseph Marianus Kujur, S.J., Director, XISS. Rev. Father Marianus talked about the vision and mission of XISS and how institute is committed for sustainable development and empowerment of the marginalized and underprivileged section of the society. Dr. Sanjay K.Verma, Programme Director, CHILDLINE Ranchi, discussed about the objectives and module of the training programme. This two-day training programme was beneficial to the Child Welfare Police Officers (CWPO) and they came to know in detail about various provisions in the Acts towards Child in Need of Care and Protection (CNCP) and Children in Conflict with Law (CCL). Resource persons of this training programme were Ms Bhawna Kumar, Member, Juvenile Justice Board (JJB), Ranchi and Ms. Reshma Singh, Head, Jharkhand Association for Advocacy and Legal Initiatives (AALI).

The CHILDLINE Advisory Board (CAB) meeting of this financial year was organized in the Conference room of Deputy Commissioner, Ranchi on 31st March 2021. Agenda of the meeting were;



Dr. Sanjay K.Verma, Fr. (Dr.) Joseph Marianus Kujur, S.J., Director and Ms. Bhawna Kumar with SJPU during inaugural session of training programme



Child Welfare Police Officers of SJPU

- A circular from SP (Rural) to every thana (Rural) to those children who need care and protection.
- CHILDLINE to attend in crime meeting of CID when it is related with child protection issues.
- District Social Welfare Officer (DSWO) has to convene a quarterly meeting with District Child Protection Unit (DCPU), Child Welfare Committee (CWC), Juvenile Justice Board (JJB), Special Juvenile Police Unit (SJPU), Child Care Institutions (CCI) and CHILDLINE for necessary coordination of child related issues.
- Publicity and awareness CHILDLINE jingles in prominent traffic signals

World Against Child Labour Day

On occasion of WORLD AGAINST CHILD LABOUR DAY, entire CHILDLINE team Ranchi organised awareness drive to celebrate this special day on 12th June 2020. An online drive using social media platform WhatsApp was brought into practice. Alike previous years this time CHILDLINE team surrounded with situation of outbreak off pandemic COVID 19 and situations of lock down. A total of 286 people were thereby covered by this means.

Covid 19 Awareness, Psychological Social Support Assistance- Phase 1

Standing firm to its dedication, determination and responsibility CHILDLINE Ranchi alike other CHILDLINE units Pan India stood open and rendered its services as usual in situation of COVID 19 and during lockdown. Thus, acting as a warrior and a reliable source, it vested its duties to educate masses over social media platforms – WhatsApp about dos and don't associated to COVID 19. A module on Psychosocial safety of children affected by a humanitarian crisis conveyed to us by CIF was circulated to such targeted parents having children in their homes which assisted them to cope up better with their children in this situation and overall have a child friendly environment for a child in their respective homes in situations of lockdown.

World Hand Washing Day

On the occasion of World Hand Washing day on 15th October 2020 an awareness drive to sensitize children towards cleanliness and hygiene was initiated at community level in Tiril Bustee, Kokar Ranchi, about 15-20 children and their parents participated in this programme. At the time of COVID 19 pandemic celebration of this day and its awareness marks more importance than ever before. Children were taught the importance and essence this small hand washing gesture has on our health and body. The programme was adjourned by individual hand washing of all participants towards.

Human Rights Day

On the special occasion of World Human Rights Day on 10th December 2020 a sensitization programme was organised in the intervention unit of CHILDLINE Ranchi for its child group. In this event the history the need and right to fight for our individual right was shared among children.

Psychological Social Support, Makar Sankranti Celebration - Phase 2

In continuation to Psychological Social Support (PSS) phase 1 held on 18th of December and on the occasion of Makar Sankranti on 14th January 2021 it was taken as an opportunity to indulge with the children and assist them to move out of COVID -19 psychological background and to do so kite making classes were commenced where children from our respective child group actively participated in kite making and thereby also flying of their respective kites. Overall, as per the aspects of PSS manual the drive was successful as the children went away with a new skill and experience.

Republic Day Celebration 2021

On the event of Republic Day, CHILDLINE Ranchi team celebrated this day with the local people of Chunna Bhatta, Kokar slum. In this programme, a small interaction session was organized with the people present there after

flag hosting which was done by local ward parshad. In that session first of all wishes and meaning of the day were shared with them and in continuation with that this event was used as a platform to create awareness of CHILDLINE its meaning, usage, importance and how to use with the localities of this area. After this a small interaction session an activity session was also kept for kids and their available there. Lastly candy distribution was done for all the participants. Over all it turned out to be a great event where we not only united for our nation's important day with the people of community but also for a vision for our nation it terms of anti-exploitation child rights and complete safe guard of them.

Way forward...

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

A team of CHILDLINE, Ranchi is always grateful to Fr. (Dr.) Joseph Marianus Kujur S.J. Director, XISS, Fr. (Dr.) Pradeep Kerketta S.J. Asst. Director, XISS, Fr. Francis D. Kullu S.J., Fr. Xavier Soreng S.J. Superior, XISS, and Fr. (Dr.) Ashok Ohol S.J. for their valuable guidance and support in all the affairs of this programme.



