

# **AXIS 2024**

**Annual of Xavier Institute of Social Service**



**XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI**

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Hon'ble Chief Guest Mr Manish Sharma Chairman Panasonic Life Solutions India and South Asia releasing the AXIS- Annual Brochure at the 62nd convocation of XISS.

# AXIS 2024



Annual of

## **Xavier Institute of Social Service**

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## List of Faculty



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### **Sitting Row: L - R**

Dr Kritiyanand Kumar Bhagat, Dr Viplava Thakur, Dr Anirudh Prasad, Dr Bhabani Prasad Mahapatra (HoP MM), Dr Shyamal Gomes (HoP HRM), Fr Claber Mini S.J. (Finance Officer), Dr Amar E. Tigga (Dean) Dr Joseph Marianus Kujur S.J.(Director), Dr Pradeep Kerketta S.J. (Assistant Director), Dr Bhaskar Bhowani (HoP FM), Dr Anant Kumar (HoP RM), Dr Ramakant Agrawal, Dr Arup Mukherjee, Dr Pinaki Ghose, Dr Kumar Mohit Spring,

From the  
Editorial Board



**T**ransformation in quality of Business Education is on its way in India as reflected in continuous improvement in the world rankings of Indian higher educational institutions. Times Of India, dated 11 April 2024, reports that IIM-Ahmedabad is now among world's top 25 management schools, whereas IIM-Bangalore and IIM-Calcutta are among world's top 50, citing the latest QS World University Rankings by London-based higher education analyst firm Quacquarelli Symonds (QS). Most business schools in India are gradually waking up to a new reality of changing business education landscape and the achievement of higher world rankings reflects a broader trend of positive transformation in Indian business education.

**A Two-Pronged Approach:** This transformation is underway at two levels-'Reaction' and 'Proaction'.

**Reactionary Changes:** Reactionary changes are a response to the evolving needs of the business world. Businesses are increasingly turning digital. They are integrating rapidly evolving technologies like the Artificial Intelligence (AI) and Data Analytics (DA) into their business operations. It is therefore natural for business schools to integrate these into their programme curriculum. Furthermore, business schools are enhancing their industry interface through initiatives such as Industry Sabbaticals, Research Collaborations, Industry Immersion Projects, Mentorship Programs, and Networking Events. These efforts aim to bridge the gap between academia and industry, providing students with real-world experiences and networking opportunities. Additionally, there is a growing emphasis on adopting interdisciplinary approaches and incorporating global business practices into program curricula. By breaking down silos between individual disciplines and fostering a holistic understanding of complex issues, business schools are better equipping students to navigate the interconnected nature of the global economy. Moreover, there is a heightened focus on soft skills development, social responsibility, ethical practices, experiential learning, and internationalisation of programme curricula.

**Transformational Changes:** Transformational Changes in business education are aimed at reimagining the traditional approach to be more holistic and responsive to the evolving needs of the global business landscape. Partly inspired by a 2020 Harvard Business School paper titled "A Bolder Vision for Business Schools" by Peter Tufano, this approach emphasises several key principles. Firstly, there is a focus on Stakeholder Capitalism, which involves preparing business leaders who are attuned to the needs of a broader range of stakeholders, beyond just shareholders. This shift reflects a growing recognition of the importance of corporate social responsibility and sustainable business practices in today's interconnected world. Additionally, business schools are increasingly prioritising the issue of Climate Change, equipping future leaders with the knowledge and skills to address environmental challenges and promote sustainability in business operations. By integrating climate-related topics into the curriculum and promoting research

in this area, business schools are preparing students to navigate the complexities of a changing climate. Furthermore, there is a strong emphasis on Inclusivity, with business schools striving to foster diversity at all levels-student, faculty and curriculum-that reflects the realities of the globalised business world. By embracing inclusivity and promoting a culture of respect and acceptance, business schools are preparing students to thrive in diverse work environments and contribute positively to society. These transformational changes underscore a shift towards a more socially responsible, environmentally conscious, and inclusive approach to business education.

At XISS, we are acutely aware of the evolving needs and challenges facing the business world. We are dedicated to incorporating these essential changes into our business curriculum to ensure that our graduates are not only equipped to succeed in business but also to contribute to a more sustainable and equitable future. Our Vision and Mission statements clearly reflect this commitment. We reaffirm our dedication to pursuing these noble goals and pledge to continue forging new paths and illuminating the lamps of knowledge.



### **Editorial Board**

L to R : Ms Aayurshi Sahay, Dr Ramakant Agrawal, Dr Joseph Marianus Kujur SJ, Dr Pradeep Kerketta SJ, Dr Shyamal Gomes

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Programme of Rural Management, XIIS



## Chief Guest



## Mr Rajeev Dubey

Rajeev Dubey currently serves as the Chairman of Mahindra Insurance Brokers Ltd, Mahindra Steel Service Centre Ltd and Mahindra First Choice Wheels Ltd, and is a Director on the Board of Fifth Gear Ventures Ltd. He is a Member of the Governing Body of the International Labour Organization (ILO), Geneva and serves on the Board of the International Organization of Employers (IOE), Geneva, where he is also the Vice President of the Asia Region. He is a Core Member of the Council of Global Advisors of the Yale School of Management, USA.

He was earlier the Group President (HR & Corporate Services) & CEO (After-Market Sector), Member of the Group Executive Board, Mahindra & Mahindra Ltd when he retired from his executive role in the Mahindra Group on reaching the age of superannuation on 1st April 2020. He was then appointed Principal Advisor to the Group for a year.

He joined Mahindra & Mahindra Ltd. in January 2004 as an Executive Vice President and Member of the Group Management Board, after a career spanning 29 years in the Tata Group, which he joined in 1975 as a member of the TAS, the central managerial cadre of the Tata Group. He spent 21 years with Tata Steel, and the next 7 years as Managing Director and CEO first of Tata Metaliks and then of Rallis India.

In the 17 years that he was associated with the Mahindra Group in an executive capacity, his key focus areas were Human Capital initiatives of the Group, the After-Market businesses whose CEO's reported to him, Group Communications, Government Relations, CSR and Infrastructure. He served on the Boards of several Group companies including Mahindra Retail and Ssangyong Motors Korea. He was Chairman of the Group CSR Council and the Corporate Governance Cell, Member of the Governing Council of the Mahindra Institute of Quality and of the Advisory Board of Bristlecone USA. He was also on the India Advisory Board of Kone Cranes Ltd.

Rajeev has had a distinguished academic background. He was ranked 1st in the country in the science stream of the Indian School Certificate Examination, 1969. He studied Economics at St. Stephens College, Delhi University, where he was ranked first in the University, and at the Delhi School of Economics, where he received a National Scholarship. He went on to do his MBA from the Yale School of Management, USA as a J N Tata scholar, and was selected as a Distinguished Alumnus of the School.

He is a Professional Certified Coach of the International Coaching Federation (ICF), and holds a certificate in "Group Dynamics at the Board Level" from the Tavistock Institute, London.

He was a Member of the National Executive Council of FICCI (Federation of the Indian Chambers of Commerce and Industry), a Member of its Steering Committee and Chairman of its HR Committee. and is a Past President of both the National Human Resource Development Network (NHRDN) and the Employers' Federation of India (EFI). He has served as President of the Mini – Blast Furnace Manufacturers Association of India and as Vice Chairman of the Pesticides Association of India. He was also a Member of several National Committees of Confederation of Indian Industries (CII).

Since 2008, Rajeev was an active board member of Magic Bus India, one of India's largest NGO's which currently works on creating skills, competencies and livelihoods for more than 400,000 under-privileged children across the country. He is also a Director on the board of the Indian Council of Global Relations (ICGR), a not-for-profit Think Tank and serves on the Board of Governors of The Scindia School, Gwalior and the Lal Bahadur Shastri Institute of Management, New Delhi.

On a personal note, Rajeev was intensely involved in theatre, having acted in TV / Radio plays and professional theatre in Delhi and Kolkata. He was Secretary of the Dramatic Society, St. Stephen's College and a founder-member of Theatre Action Group (TAG), one of the erstwhile leading theatre companies in Delhi. Rajeev practices yoga and reiki regularly, and his interests include past-life experiences and fire-walking. He is an avid lover of books & nature, especially the mountains.

### Recipients of Fr Michael Van den Bogert SJ Distinguished Alumni Award

Sl. No.	Name	Year	Programme
1.	Shri Ashok Singh	2014	IT
2.	Late Awanish Kumar Dev (posthumously)	2015	HRM
3.	Shri Amit Burman	2016	RM
4.	Shri M I Jaffrey	2017	MM
5.	Shri Bidyoot Sarkar	2018	FM
6.	Shri Safwan Jamil	2019	IT
7.	Shri Surendra Kumar & Shri Mussarat Hussain	2020	HRM
8.	Shri Amit Banerjee	2021	RM
9.	Shri Shan Prabhakaran	2022	MM
10.	Shri Soumya Mukherjee	2023	FM
11.	Shri Salil Lal	2024	HRM

## Mr Salil Lal

**Executive Officer & CHRO  
Maruti Suzuki India Pvt. Ltd.**



A highly result-oriented HR professional with over 30 years of experience in successfully planning, designing, implementing & managing various strategic HR initiatives. He is a seasoned industry professional with insightful experience in areas of HR, Industrial and Employee Relations, Organizational Design, Change Management, HR Strategy Planning & Implementation and People Development.

Currently, he is the Executive Officer [April 2024 to Present] & Chief Human Resources Officer (CHRO) of Maruti Suzuki India Ltd. (MSIL) the market leader in the automobile manufacturing in India. In his current role he is driving the formulation & implementation of the Annual HR Business Plan, HR Strategy Implementation, Gender Diversity, Inclusion and Capability building for MSIL. Joined MSIL in 2012 just a month before the Maruti Industrial unrest. He has been involved directly and has been accountable for the Plan of stimulating Industrial Relations at Maruti's Manesar Car Plant post 2012. Post that he served as General Manager HR [2012-2022].

Prior to Maruti Suzuki India Ltd., he worked for leading MNC's like Electrolux, Good Year, Ingersoll Rand-India, & CAPARO. His last assignment prior to joining MSIL was Head HR function of the Industrial Technology Business of Ingersoll Rand. He is a postgraduate in Personnel Management, Industrial Relations & Human Resource Management from Xavier Institute of Social Service (1990-1992) Ranchi and started his career as a Management Trainee after being Campus placed at Tinsplate Division of Tata Steel, Jamshedpur in the year 1992. He is a graduate in Political Science from Xavier College, Ranchi.

He is in the HR core committee of the All-India Management Association (AIMA) & Member of Advisory Board – NHRDN Delhi & NCR Chapter. He is also a Governing Board Member of National Instructional and Media Institute (NIMI) under Ministry of Skill Development, Government of India.

He has been recognized as the Financial Express Influencer of the year 2024, SHRM Trailblazer 2023 for his valuable contribution in the field of HR and allied subjects. He also made to the list of "Top 50 HR thought Leaders of 2024" by ETHR World and "Top 20 CHRO's of India 2023" by Startup Lanes. He was also recognized as one of the 20 most impactful HR Leaders at CHRO Vision & Innovation Summit & Awards. Under his leadership MSIL was recognized for Employee Excellence in 2022 Economic Times Awards. Awarded the Best Leader in Industrial Relations in India in the year 2017, 2018 and 2019. He received Best in Advance Employee Engagement at World HRD Congress in 2019 at Kuala Lumpur.

## List of Medals & Other Industrial Scholarships - 2023

### (63rd Annual Convocation of XISS)

Human Resource Management	
Medals	Name of the Student
Gold Medal (XISS)	Ms G S S Anila
Gold Medal NTPC, New Delhi (G)	Ms G S S Anila
Gold Medal NTPC, New Delhi (ST/SC)	Ms Juhi Kumari
Silver Medal (XISS)	Ms Swasti Pathak
Silver Medal (NIPM, Kolkata)	Ms G S S Anila
Silver Medal (Best Social Worker, XISS)	Ms Chanchal Sharma
Bronze Medal (XISS)	Ms Rashmi
Best Communication (10,000/-)	Ms Manisha Priya/Ms. Prerna Jaiswal
Shruti Choudhary Memorial Gold Medal (Female)	Ms G S S Anila
Pramod Kumar IR Excellence (Rs. 100000.00)	Ms G S S Anila
Rural Management	
Gold Medal (XISS)	Mr Mayank Kumar Sagar
Gold Medal NTPC, New Delhi (SC/ST)	Ms Samanta Rani
Silver Medal (XISS)	Mr Priyanshu Roy
Bronze Medal (XISS)	Mr Dhanesh Gope
SODA Silver Medal (Best Social Worker)	Ms Aduiti Shreya
Saibal Baroi Memorial Award (25,000/-)	To be declared
Marketing Management	
Gold Medal (XISS)	Ms Diksha Kumari
Gold Medal (SC/ST Student)	Mr Harsh Prasad
Silver Medal (XISS)	Ms Gurleen Kaur
Kamalratna Gold Medal & Cash 27,000/-)	Ms Diksha Kumari
Bronze Medal (XISS)	Ms Kumari Tulika
Financial Management	
Gold Medal (XISS)	Mr Rishi Garodia
Gold Medal (SC/ST Student)	Ms Dimpal Shalini Dhan
Silver Medal (XISS)	Mr Rohan Pandey
Bronze Medal (XISS).	Mr Harsh Raj Tripathi

### List of Students Receiving the XISS Scholarship (AY 2022-23 – 1<sup>st</sup> Year)

S No	Name of the scholarship	Financial Management	Rural Management	Human Resource Management	Marketing Management	Amount
1	Fr Michael Bogaert SJ Memorial Scholarship	Ms Dimple Shalini Dhan	Ms Anne Neha Lakra	Ms Juhi Kumari	Mr Harsh Prasad	50000
		Mr Anshul Tigga	Ms Samanta Rani & Mr Anmol Sharan Lakra	Ms Rhea Xalxo	Mr Neeraj Jude Ekka	40000
2	Fr Michael Windey SJ Memorial Scholarship	Mr Rohan Pandey	Mr Priyanshu Roy	Ms GSS Anila	Ms Diksha	30000
		Mr Rishi Garodia	Mr Mayank Kumar Sagar	Ms Swasti Pathak	Ms Gurleen Kaur	20000
3	Fr Louis Francken SJ Memorial Scholarship	Mr Rohan Pandey	Mr Dhanesh Gope	Ms Manisha Priya	Mr Utkarsh Suneja	30000
		Ms Anusree Ghosh	Ms Sadiya	Ms Rashmi	Ms Kumari Tulika	20000

### List of Students Receiving the XISS Scholarship (AY 2023-24 – 2<sup>nd</sup> Year)

S No	Name of the scholarship	Financial Management	Rural Management	Human Resource Management	Marketing Management	Amount
1	Fr Michael Bogaert SJ Memorial Scholarship	Ms Dimple Shalini Dhan	Ms Samanta Rani	Ms Juhi Kumari	Mr Harsh Prasad	50000
		Mr Anshul Tigga	Ms Shrishthi Simran Purty	Ms Rhea Xalxo	Ms Alpana Kerketta	40000
2	Fr Michael Windey SJ Memorial Scholarship	Mr Rishi Garodia	Mr Mayank Kumar Sagar	Ms GSS Anila	Ms Diksha	30000
		Mr Rohan Pandey	Mr Priyanshu Roy	Ms Swasti Pathak	Ms Gurleen Kaur	20000
3	Fr Louis Francken SJ Memorial Scholarship	Mr Rishi Garodia	Mr Dhanesh Gope	Ms Manisha Priya	Mr Abhishek Singh Malhotra	30000
		Mr Rohan Pandey	Ms Sadiya	Ms Harsha Priya Paul	Mr Utkarsh Suneja	20000

Director’s Report



Dr Joseph Marianus Kujur SJ

As the Director of this esteemed college, it is with immense pride and joy that I extend my hearty congratulations to each and every one of you on this momentous occasion of your convocation. Today marks the culmination of your academic journey, and as you step forth into the world, equipped with knowledge, skills, and experiences gained over the years, I am confident that you are poised for greatness. In today’s dynamic and rapidly evolving business landscape, the ability to harness the power of data analytics has become indispensable. Data analytics not only provides valuable insights but also empowers decision-making, driving innovation and competitive advantage. As you embark on your professional endeavors, I urge you to embrace the significance of data analytics and leverage its potential to drive impactful change.

Furthermore, success in the corporate world is not solely determined by individual prowess, but also by one’s ability to forge meaningful connections and cultivate strong networks. Networking is not merely a professional skill but a mindset that fosters collaboration, learning, and growth. Cultivating a robust professional network will not only open doors to new opportunities but also enrich your personal and professional lives.

Effective communication lies at the heart of leadership and organizational success. Your ability to articulate ideas, influence others, and foster meaningful relationships will be instrumental in navigating the complexities of the business world. Remember that communication is not just about conveying information but also about building trust, inspiring action, and fostering synergy within teams.

In addition to technical expertise, the cultivation of a high behavioral quotient and intellectual quotient is essential for holistic professional development. Emotional intelligence, resilience, adaptability, and ethical leadership are qualities that will set you apart as exemplary leaders in your respective fields.

As you step into the next chapter of your journey, armed with knowledge, skills, and a spirit of lifelong learning, I encourage you to embrace challenges, seize opportunities, and continue to strive for excellence in all your endeavors. Remember that the path to success is not always linear, but with perseverance, determination, and a commitment to continuous improvement, you will undoubtedly achieve great heights.

Once again, congratulations on this significant achievement. May you go forth and make a positive impact on the world, embodying the values of integrity, innovation, and excellence that define our institution.

**Departures & New Recruits**

Name	Post	With Effect From	Type
Bhubneshwar Swainyan	Project Officer-cum-Research Associate	01 May 2023	New Appointment
Xavier Soreng	Assistant Professor	07 May 2023	Service End
Johnson Abhishek Minj	Assistant Professor	08 July 2023	Resignation
Ashok Laxman Ohol	Assistant Professor	31 July 2023	Superannuation

Name	Post	With Effect From	Type
Pratyush Ranjan	Assistant Professor	01 September 2023	New Appointment
Anmol Roshan Bodra	Associate Professor	09 October 2023	Service End
Sant Kumar Prasad	Associate Professor	31 October 2023	Superannuation
Amosh Soren	Account Clerk	01 December 2023	New Appointment
Bharat Prasad Shrivastava	Registrar	15 January 2024	Resignation
Satya Narayan Singh	Professor	31 March 2024	Superannuation

## A Brief Report of The Programmes, Events & Activities

### Academic Programmes

#### Post Graduate Diploma in Management (PGDM)

**Human Resource Management** - The year 2023 is a historic year for the HRM Programmes of XISS, an important milestone in its journey of development, because we decided to increase its student intake from 75 to 120. On an academic and administrative front, it was very challenging but with the cooperation of one and all we have proven ourselves as truly competent.

Revision of curriculum, co-curricular and extracurricular activities, paper publications by the faculty, participation of students in inter and intra institute activities were the key pursuits of the internal stakeholders of the Institute.

**Rural Management** - The year was filled with various academic activities, conferences, seminars, talks, etc. Student's engagement with urban and rural communities through service-learning projects, internships, and outreach programmes is core that provided an opportunity to students to learn and demonstrate the programme's commitment to making a positive impact on rural development. Partnerships and collaborations are key features for this year where we partnered with various institutions and signed an MoU with UNICEF, Populations Services International (PSI), Indian Association of Women's Studies (IAWS), PCI, and SwitchOn Foundation and other stakeholders that enhanced the programme's effectiveness and relevance. The key academic activities, programmes, and initiatives during the academic year 2023-24

**Marketing Management** - The course curriculum for 2023-25 was finalised after the peer review at programmes level and followed by the approval of the board of studies (BoS). The programmes successfully resumed the tutorial system post pandemic as the programmes is always striving to work as an enabler to the academically weak students. Besides the teaching assignments, our faculty members significantly contributed to research and publication. Even students won different case studies and completion in and outside XISS. It was very heartening to find that students teamed with faculty members to present research papers in the international conference.

**Financial Management** - With a rigorous curriculum, emphasis on practical applications and opportunities for customization in specialisation areas, the programmes is poised to meet the growing demand for skilled finance professionals across the country. The department has been registering over 95% placement consistently for the last 3-4 years and an equally strong demand for admission has been noted for the past few years. Student diversity and quality has improved notably in recent years. The focus this year, has centred on technological upgradations and forging strategic partnerships. Discussions for collaborations with the National Stock Exchange (NSE) for acquiring a simulated trading platform and International Skill Development Corporation (ISDC) for Joint certification courses on financial and business analytics, financial technology (fintech) and for AI & ML applications, etc, are currently underway.

#### Fellow Programme in Management (FPM)

In a pursuit of excellence in research and knowledge creation, the AICTE approved Doctoral Programme was started in the year 2023 with 10 seats. The programme duration is 3-5 years in which the students must go through the course work, research work, paper publications and submission of their thesis for the doctoral degree called Fellow Programme in Management. The course work is also done in online mode for

working students. The admission is based on all India test followed by personal interview. At present, the students are doing doctoral programme in Human Resource Management, Rural Management, Marketing Management and Financial Management. The work experience of the current students ranges from 1 year to 11 years, the average work experience of the students is 5 years 4 months. The programme is also open for working professionals and current students are from the cities like Delhi, Bengaluru, Ranchi.

### **Post Graduate Certificate in Management (PGCM)**

XISS started an AICTE approved 12 months certificate course named Post Graduate Certificate in Management -- geospatial technology applications. Geospatial Technology encompasses multiple disciplines viz. GIS, remote sensing, geodesy, GPS, and cartography. It has tremendous utility and applications in decisions involving locational data, or data with spatial dimensions. It deals with both spatial and non-spatial data. It covers all aspects of spatial and non-spatial data management like acquisition, storage, manipulation, analysis, display and modelling etc. Applications of Geospatial Technology are mainly oriented to real world management problems pertaining to natural as well as man-made environments.

### **Functional Departments**

#### **Library**

The college library offers a comprehensive collection of business-related literature, journals, and digital resources. It serves as a hub for research, study groups, and academic support for students pursuing management education.

The Institute library has a huge collection of printed resources, like Books (39,914), journals (40), Newspapers (13), Magazines(20), Research Reports (150), Project Reports(500), and non-printed resources, like e-journal database EBSCO Business Source Elite (823), EBSCO eBooks Core Collection(10,500), JSTOR Archives Collection (2,890 journals), Pearson e-Library 2.0 (91 eBooks), Sage Business Cases (5,385), Sage Online Journals(19), Labour Law Reporter Online Library covers current and archive information related to judgments, Articles and Acts, Edzter Gold (8000 + E-newspapers, E-magazines, E-journals and premium education-related content), Indiastat (5000 data) etc.

A recent addition to the Fr Michael Albert Widney SJ Memorial Library, the “Dr K S Singh Tribal Resource Centre” (DKSSTRC) houses Dr Kumar Suresh Singh’s donated collection, about 3500 books, over 400 manuscripts, and handwritten and typed notes of Dr K.S. Singh on a variety of subjects, such as Birsa Munda, Tribal Movements, Tribal Society, etc.

#### **Research & Planning**

The institute’s Research & Planning department fosters innovation, conducts cutting-edge research, and offers strategic business solutions, enhancing academic excellence and industry engagement within the institution’s ecosystem.

The department completed three research projects in the financial year 2023-24 and four more projects are under progress. Additionally, two other research project proposals have been submitted to clients, and the department anticipates a positive response regarding their approval.

It has smaller wings like the Development Resource Centre (DRC) and Entrepreneurship Development programmes (EDP) under its umbrella. These smaller wings also undertake projects from various Government/ Non-Government Units as per their capabilities and expertise.

#### **Research & Publication**

The institute’s research and publication department spearheads scholarly endeavours, facilitating, academic publications, and dissemination of knowledge. It cultivates a culture of intellectual inquiry and contributes to the advancement of business education. It is responsible for the publication and dissemination of the Jharkhand Journal of Development and Management Studies, a UGC care listed journal, a property of XISS.

## Key Events & Activities

### Institutional-cum-Faculty Development Programmes (ICFDP) – XIM Bhubaneswar

Xavier Institute of Social Service (XISS) Faculty attended an ICFDP at Xavier Institute of Management (XIMU), Bhubaneswar on 16-20 June 2023.

During the inaugural session, Dr Joseph Marianus Kujur SJ, Director laid out the objectives and expected benefits of the programmes which emphasised on developing a blueprint of implementation of National Education Policy (NEP) 2020 in XISS. He further discussed the institutional and personal growth towards the consolidation and expansion of the Institution. His focus areas during the address were enhancement of knowledge and skills, motivation, analyzing the needs of the Institute at present and in the future and clarity about concise learning objectives and outcomes. The resource persons for the event were Fr Antony Uveri SJ, VC, XUB, Fr Antony Raj SJ, Registrar XUB, Dr Andrew Dutta, Dean & Coordinator IQAC, Dr Bikram Kumar Bahinipati, In-charge, Admissions, and Prof S. P. Pani, Advisor, Government of Odisha.



### Alumni Meets

The alumni across the nation along with the institute organizes chapter-wise alumni meets across Mumbai, Kolkata, Delhi, Bengaluru, and Hyderabad, fostering connections and synergies among graduates. Each event serves as a platform for networking, professional development, and knowledge exchange. Alumni from diverse industries converge to share insights, experiences, and career trajectories, enriching the community with valuable perspectives. These gatherings feature interactive sessions, panel discussions, and guest speakers, offering alumni opportunities to reconnect, mentor current students, and collaborate on projects. Through these regional chapters, the college nurtures a vibrant and supportive alumni network, strengthening its ties with the business community and enhancing the overall student experience.



## Institutional Events

### 1. International Conference on Data Analytics & Management 15-16 March 2024

The conference aimed to provide a platform for industry experts, researchers, practitioners, and students to exchange ideas and insights on innovative data-driven solutions. It commenced with an inaugural message from Dr Joseph Marianus Kujur SJ, Director of XISS, who highlighted the critical significance of Data Analytics in contemporary market landscapes and announced the institute's plans to initiate a course aligned with industry demands in this field. The Conference Chair, Prof Dr Amar Eron Tigga, emphasized the conference's objective to facilitate knowledge exchange and foster innovation in data analytics among students, industry specialists, and academia. Distinguished keynote speakers, including Professor Meike Eilert and industry professionals from KPMG India, provided valuable insights into the role of data analytics in understanding customer behaviour, global market projections, and enhancing organizational productivity.

Over the course of two days, 29 papers were presented across various sessions moderated by eminent

scholars and practitioners. These sessions covered topics ranging from Marketing and Finance Analytics to HR and OB Analytics, Operations and IT Analytics, and Public Data Analytics. Noteworthy presentations included discussions on the influence of emotional intelligence on financial literacy, competitiveness and sustainability of online travel agencies, and the role of data analytics in employee experience.

Furthermore, six papers were honoured with the Best Paper Presentation award across different tracks. These papers addressed significant issues such as waste management through IoT and AI-enabled systems, mediating machine learning techniques in water desalination, and the triadic relationship between fertility, education, and religion among women.

The conference concluded with reflections from Dr Bhaskar Bhowani and Dr Pradeep Kerketta SJ, Assistant Director of XISS, who reiterated the importance of data analytics in enhancing business efficiency and reliability. The event witnessed active participation from industry experts, researchers, faculty, and students, highlighting the growing relevance and significance of data analytics in contemporary management practices.



**2.** National Conference on Local Democratic Governance in India organised by Azim Premji University which was attended by Director, XISS, as a guest and a session moderator. The conference focused to reflect on the 30-year journey of local democracy in India in the forms of Panchayati Raj, also PESA, FRA, and other enabling provisions. It generated dialogue between practitioners, academics, policy thinkers, public representatives, and the media and how they contributed to the journey of local democracy in Jharkhand. Several sessions were planned during the conference where Director, XISS moderated a session on Implementation of the PESA and FRA: Taking stock and going forward. It was a Jharkhand-focused session which showed an overview of the functioning of local democratic institutions in Jharkhand, under 73rd Amendment, PESA and FRA, and emerging efforts in strengthening local democracy in the state.

**3.** XISS and Indian Chamber of Commerce (ICC) organised the 4th ICC Education Conclave on the theme Implementation of NEP2020 in Higher & Technical Education (Challenges and Way Forward). The event was graced by the presence of the esteemed Chief Guest, Hon'ble Governor Shri C.P. Radhakrishnan. Dr Joseph Marianus Kujur SJ, Director, XISS, and other eminent figures, such as Dr Amritanshu Prasad, Chairman, ICC Jharkhand State Council, Dr Ajit Kumar Sinha, Vice Chancellor, Ranchi University, Prof Kshiti Bhushan Das, Vice Chancellor, Central University of Jharkhand were a part of this conclave. This conclave was aimed to chart a course of innovation and excellence, sculpting the contours of tomorrow's educational landscape.

**4.** Maruti Suzuki India Limited XISS Awanish Kumar Dev Memorial Trust organized the "11th Awanish Dev Memorial Lecture" on 21 September 2023 at International Automobile Centre of Excellence (iACE), Gandhinagar, Gujarat. The theme of the lecture was 'Leading the Future: Repositioning Employee Relations.' The Memorial Lecture was jointly hosted by Xavier Institute of Social Service (XISS) and Maruti Suzuki India Limited (MSIL).

**5.** Internal Complaints Committee (ICC) of XISS, Ranchi, organized a one-day Workshop-cum-Training on "Equity, Empowerment, and Education: A Comprehensive Workshop on Gender, Rights, and Prevention of Sexual Harassment for all employees and students of XISS at the Fr Michael Van den Bogaert Auditorium on 13 September 2023. The resource person for the event was Ms Khushboo Kataruka, Advocate at Jharkhand High Court.

6. XISS Ranchi, organised the First Dr Kumar Suresh Singh Memorial lecture on 16 November, at the Fr Michael Van den Bogaert SJ Memorial Auditorium. The theme of the memorial lecture was “Tribal Situation THEN (2013) and NOW (2023).” Prof. Xaxa, Professor Emeritus, presented the tribal situation in India, referencing key issues outlined in the 2014 report by the Xaxa Committee. In 2013, Prime Minister, Dr Manmohan Singh constituted a High-Level Committee, under the chairmanship of Prof. Virginus Xaxa, mandating it to examine the socio-economic, educational and health status of tribal communities in India and recommend appropriate interventional measures to improve the same.

7. XISS Ranchi and Dream a Dream, a Bangalore based organisation collaboratively organized a one of its kind Interactive Book Reading and Panel Discussion with Dr Connie K Chung, Author of ‘When We Thrive, Our World Thrives’. The book, co-authored with Vishal Talreja, Co-founder of Dream a Dream, delved into the inspiring stories of 20 programmes alumni of Dream A Dream and their journey from adversity to thriving.

8. XISS Ranchi and SwitchON Foundation in a collaborative effort jointly organised, “Move for Earth Symposium 2024” to address pressing environmental challenges and inspire collective action towards sustainability in the XISS Campus. Recognizing the urgent need for action in both rural and urban areas, stakeholders from across the state of Jharkhand convened at the symposium which aimed at fostering collective efforts for positive change. The event saw active participation from multiple sectors including Government, Industries, NGOs, Academia, and others.



## Students’ Corner

### Induction 2023

XISS, Ranchi, inaugurated the new academic session of batch 2023-25 in the Fr Michael Van den Bogaert Auditorium in its campus on 20-27 July 2023. The chief guest for the event, Mr Vinay Ranjan, Director - Personnel & IR, CIL, Kolkata, addressed the audience and said, “If you walk on the path of learned people, you’ll get wisdom.” He also shared insights of wisdom where he urged the students to embrace perseverance, work hard with an objective, never be desperate and have a mentor to earn success.

Mr Salil Lal, Executive Officer & Head Human Resource, Maruti Suzuki and an esteemed alumnus of XISS announced the Maruti Suzuki XISS Awanish Kumar Dev Memorial Scholarship winners of batch 2022-24.

### Freshers’ 2023

XISS Ranchi, organized Freshers’ Day for the new batch of 2023-25 for its programmes of Rural Management, Financial Management, Marketing Management, and Human Resource Management on 23-26 August 2023. The Freshers’ Day was a celebration to welcome the students who have started their academic journey in the Institute.

- |                                      |   |
|--------------------------------------|---|
| Financial Management Programmes      | – Atishay Tripathi and Navya Singh      |
| Marketing Management Programmes      | – Apurba Chatterjee and Chulbul         |
| Rural Management Programmes          | – Ujjawal Deogharia and Suman R Kachhap |
| Human Resource Management Programmes | – Austin and Namrata                    |



## Farewell 2024

XISS, Ranchi, hosted “Adios ‘24”, farewell ceremony of the graduating batch of 2022-2024 in the campus on 16 April 2024. The event began with lighting the lamp by dignitaries’ present seeking the blessings of the Almighty on everyone present. Director, Dr Joseph Marianus Kujur SJ in his welcome speech, reflected on the incredible journey of the graduating students and emphasised the importance of “staying true to yourself, stay curious, and stay focused.” He urged the students to uphold the lessons and values they have learnt and praised them for their unwavering passion, perseverance, and tenacity. In his closing remarks, he encouraged them and to become the changemakers of the society. He also gave them 10 tips to have a winner’s edge and be successful in life. Student representatives from Second Year Programmes of Marketing Management, Human Resource Management, Rural Management, and Financial Management shared experiences regarding their journey in the institute. Students reminisced their days in the campus and shared lighter moments which entertained the crowd. The students of first year of all programmes presented cultural events and made the farewell memorable for their seniors. The day continued with students from all programmes enjoying the day and strengthening the camaraderie amidst the songs played. The programme ended with a sumptuous dinner for arranged everyone in presence and was attended by Director, Assistant Director, Dean Academics, Finance Officer, Head of Programmes, Faculty, Staff, and Students.

## Sports 2024

Xavier Institute of Social Service (XISS), Ranchi, organised its ‘Games and Sports Week’ from 1-3 February 2024 in the campus. Several sporting events were organised for students, faculty, and staff to showcase their athletic prowess.

## Panache 2024

XISS successfully organized its annual fest, ‘Panache 2024,’ on the theme ‘52 Deck of Cards,’ held from 9-10 February 2024. The event featured a diverse array of activities and competitions engaging participants from

Sports event Name	Winner	Second Position
BASKETBALL	Winner (HRM) – W Winner (MM) - M	Runner Up (FM) - W Runner Up (HRM) - M
FUTSAL	Winners (RM) - M	Runner Up (HRM) - M
CRICKET	Winner (MM) - M	Runner Up (HRM) - M
TUG OF WAR	Winner (HRM) - W Winner (MM) - M	Runner Up (RM) - W Runner Up (HRM) - M
CHESS	Winner (HRM)	Runner Up (MM)
CARROM	SINGLES Winner (HRM) - M DOUBLES Winner (MM) – W Winner (HRM) - M	Runner Up (FM) - M Runner Up (RM) - W Runner Up (FM) - M
TABLE TENNIS	SINGLES Winner (HRM) – W Winner (HRM) – M DOUBLES Winner (HRM) – W Winner (HRM) - M	Runner Up (FM) - W Runner Up (MM) - M Runner Up (FM) – W Runner Up (FM) - M
BADMINTON	SINGLES Winner (MM) – W Winner (MM) – M DOUBLES Winner (HRM) – W Winner (MM) - M MIX DOUBLES Winner (MM)	Runner Up (FM) - W Runner Up (FM) - M Runner Up (FM) – W (RM) - M Runner Up Winner (RM)

various colleges. RJ Rashi adeptly hosted the Battle of Bands, enthralling the audience with her skilful presentation. Walk the Ramp contest was judged by esteemed guest Femina Miss India Jharkhand 2022, Ms Riya Tirkey along with other dignitaries. Furthermore, the audiences witnessed a captivating performance by Indian Idol Fame, Shagun Pathak.

Event Name	Winner
Runathon – a marathon competition	
a. Boys’ category	Nehal Gari (Sarala Birla University)
b. Girls’ category	Aisha Marcy Kisku (XISS)
Scavenger Hunt	Team Unitum (XISS) – Rishi Garodia, Vishal Prasad, Milan Sai, Harsh Raj Tripathi, and Saurabh Saraf
Face Painting	Alpana Kerketta and Vandana Rani Indwar (XISS)
Fireless Feast (Cooking without Fire)	Taste Titans (St. Xavier’s College) – Ashresha Burman and Lipika Ghosal
Open Mic	Bipolow Kumar (XISS)



2023. This parliamentary debate was an intellectually stimulating and culturally enriching experience for the students. In the parliamentary debating skills, it gave an opportunity for participants to engage in robust discussions on a wide range of topics. Ms Aduiti Shreya won the Runner Up Adjudicator position in the competition.

### **3. Student participation in Rann-X-Bhoomi -- XIMU's Annual Sports Competition**

Eight students from XISS, Ranchi competed in Rann-X-Bhoomi, XIM University's Annual Sports Competition from 1-3 February 2024 where athletes from different colleges participated and celebrated their love for sports. Students namely, Abhishek Singh Malhotra, Kushagra Singh, Piyush Kumar, and Rachel Maria Toppo from the Marketing Management Programmes along with Utkalika Sundi, Aisha Marcy Kisku, and Vishal Prasad from Financial Management Programmes and Muskan Sharma and D S S Teja from the Human Resource Management Programmes attended the sports competition.

### **International Connect**

#### **Conference of Jesuit Business Schools held in Spain attended by Director XISS**

Director, XISS, Ranchi attended the International Conference of the Jesuit Business Schools from 9 to 12 July 2023 at Universidad Loyola Andalucía Campus Sevilla in Spain. The theme of the conference was, "Educating for Global Citizenship." The conference addressed concerns such as, "How can Jesuit Business Schools better prepare our students to lead in the creation of a more sustainable, inclusive, just and reconciled world?"

Imperative issues in the global education and industry sector affecting the Jesuit Business Schools were also be discussed during the conference. As Artificial Intelligence, outsourcing, automation, and multinational/global companies are developing, the conference discussed the strategies to be undertaken by Jesuit B-Schools in preparing students for the new work paradigm. The effect of Global Citizen for Universities and Business Schools was also discussed during the conference.



#### **Dr Rajshree Verma's visit to the USA**

Dr Raj Shree Verma, Assistant Professor, Rural Management Programmes of XISS, Ranchi, attended the Study of the U.S. Institute (SUSI) Exchange programmes on 'U.S. Economics and Sustainable Development' organised by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA). Administered by the University of Montana (UM), the Institute for Training and Development (ITD), in conjunction with Suffolk University, hosted the Institute in Amherst and Boston, Massachusetts, from July 1 to August 9, 2023.

#### **Dr Niranjan Sahoo's visit to Indonesia.**

National Productivity Council (NPC) of Ministry of Industry & Commerce, Govt of India nominated Dr Niranjan Sahoo, Associate Professor, Rural Management Programmes of XISS, Ranchi, for a Multi-Country Observational Study on Rural Development which took place in Indonesia. This observational study was funded by Asian Productivity Organization, Tokyo, Japan and was arranged by the Republic of Indonesia from 11-13 July 2023 where around 30 delegations including Govt. officials and Corporate Managers from all Asian Nations took part.

### **Industry Connect**

#### **MoU signed between XISS and Population Services International**

XISS, Ranchi, has entered in a Memorandum of Understanding (MoU) with Population Services International (PSI), India for the next three years. Both the organizations under this MoU will focus on areas of Rural Development, Health, Women Empowerment and Gender Studies, Education, and Research.

#### **MoU signed between XISS and SwitchON Foundation**

XISS, Ranchi, entered in a Memorandum of Understanding (MoU) with SwitchON Foundation, India for the next three years. Both the organizations under this MoU will focus on areas of Rural Development, Management, Health, Education, Women Empowerment and Gender, Environment, Climate Change and Research.

## The Future Roadmap of XISS

How do I want to see the future of XISS ten years down the line? I along with the stakeholders of XISS, have dreams, hopes and aspirations for its future. Instead of waiting for ten long years, we would like the realization of those dreams in the shortest time possible. However, the parameters of the continuous improvement of XISS, in my vision, need to be achieved as short-term, medium-term and long-term goals, within the stipulated time. Hence, my vision for the future of XISS could be articulated as follows:

- 1. Academic Rigour :** There is no shortcut to success. XISS needs to be academically more rigorous and robust. While Course Outcome (CO) and Programme Outcome (PO) need to be in sync with the institute's mission-vision and core values, they are also required to be concretized and be continuously monitored, assessed, revised, revisited, and reinvented. Faculty and staff need to continuously work on making the curricula relevant and pedagogy effective. Teaching-learning will be evaluated periodically so that the academic rigour is sustained all through. There will be no compromise on the merit nor will there be any tolerance to mediocrity.
- 2. Research, Innovation and Extension:** Research is the backbone of any credible academic institution. Hence, thematic areas of research and innovative engagement will be encouraged, facilitating knowledge partnership with many academic and corporate organizations.
- 3. Upgradation and Updating of Infrastructure and Learning Resources:** I visualize modern state-of-the-art infrastructure and up-to-date learning resources for XISS in the near future. It will enhance the overall learning experience for students and faculty alike.
- 4. Student Support and Progression:** Support to the XISS students throughout their two-year journey will include academic and emotional counselling, mental health services, opportunities for skill development, and accompaniment, primarily of the needy students.
- 5. Governance, Leadership and Management:** In view of the institution's growth, efforts will be made for effective governance, strong leadership, and efficient management. This calls for regular reviews, strategic planning, and transparent decision-making processes. Leadership development among faculty and staff will be further enhanced.
- 6. Digitalization of Tribal Resource Centre:** Digitalizing the Dr Kumar Suresh Singh Tribal Resource Centre will improve access to information and services on tribal culture, identity, development, and tribal heroes, for academia, corporates, policy makers, bureaucrats, activists and students. There will be an attempt to create an online platform for the said purpose.
- 7. Alumni Engagement:** Engaging alumni will foster a sense of community and strengthen institutional bonds. More and more alumni events will be organised to create networking opportunities, involving them in mentoring our students. The Alumni will continue providing valuable insights, support, and contribute to the institution's growth.
- 8. Extension of XISS in the New Campus:** Expansion of XISS to a new campus will be a dream come true. It will require proper planning, infrastructure development, and seamless transition. The new campus will have to align with the institution's mission-vision and core values. The graduating students after receiving the diploma today will become the alumni of XISS. My appeal to them will be to become the registered members of alumni and help their alma mater financially in extension to the new campus in Bargawan.
- 9. University Status of XISS with the Nomenclature 'Xavier University Ranchi':** We have been dreaming about the upgradation of XISS to a university in the past 10 years or so. Fr Chairman-cum-Provincial is trying to take this dream forward in coordination with the higher authorities. We hope and pray that this dream will be a reality at the earliest.
- 10. Internationalization of XISS:** XISS is envisaged to collaborate with foreign institutions, student exchange programs, and global exposure. XISS will explore partnerships, joint research projects, and cross-cultural experiences. Efforts will be made to encourage faculty and students to participate in international conferences and workshops.

## Ranking Details



## XISS Ranking

**Dr Mrityunjoy Roy**  
 Ranking Coordinator

XISS has actively participated in different B-Schools Survey such as **NIRF Ranking 2024** by the MHRD, Government of India and **Chronicle All India B-School Survey 2024** to name a few.

### Best B-School 2023 – OPEN MEDIA

- ◆ Rank 4 in East Zone
- ◆ Rank 2 in Jharkhand

### THE WEEK

THE WEEK-HANSA RESEARCH SURVEY 2023

All India B-Schools 2023

- ◆ Rank 57 in All India B-Schools
- ◆ Rank 43 in All India B-Schools Private Category
- ◆ Rank 5 in All India B-Schools in Private Category- East Zone

### FORTUNE INDIA

India's Best B-Schools 2023

- ◆ Rank 64 in All India B-Schools in Overall Ranking

- ◆ Rank 12 in All India B-Schools in East Zone
- ◆ Rank 32 in All India B-Schools in Private Schools

### COMPETITION SUCCESS REVIEW

CSR-GHRDC RANKINGS

India's Best B-Schools 2023

- ◆ Rank 9 in All India Top Private B-Schools of Super Excellence
- ◆ Rank 1 in Jharkhand in All India Top B-Schools (Government and Private) by State

### OUTLOOK

OUTLOOK-ICARE RANKINGS

India's Best B-Schools 2024

- ◆ Rank 35 in Top Private B-Schools
- ◆ Rank 6 in Top Private B-Schools – East Zone
- ◆ Rank 16 in Private Standalone Institutions



# CPC



## Central Placement Cell (CPC)

**Prof (Dr) Amar E. Tigga**

Dean-Academics & Chief Placement Coordinator

### Brief Overview of the Placements 2023-24

The placement process of PGDM programmes of XISS for the Batch 2022-24 was conducted in two phases: Phase I (27 Oct to 15 Dec 2023) and Phase II (16 Jan to 30 April 2024). This placement season, 2023-24, came with unprecedented challenges as the economy was not very supportive in terms of job requirements due to global recession, industries going for automation and adoption of Artificial Intelligence (AI), and increased uncertainty due to changing global dynamics. Many of the regular recruiters have either



frozen their hiring or reduced the required numbers as well as salary package due to restructuring of their organizations. Many organizations have also increased their eligibility criteria even for lower CTCs due to lesser requirements. This overall situation has a significant impact on the placements of the various B-schools and other professional institutes.

In this situation also, the placement cell of XISS is happy to declare that the placement season 2023-24 has been good despite the impact of automation, global economic volatility, and its uncertainty. A total of 128 companies participated in the placement process, out of which 44 were new recruiters. A total of 193 offers were made with a highest CTC of Rs 21.00 lacs per annum and the overall average CTC was Rs. 9.36 lacs per annum. The final placement figures this year have reached 80.42%. The process for a few companies is still due and it is expected to reach 85%.

As a testimony of competence and tenacity of our students exhibited during their internship period, we received 28 PPOs with an average CTC of Rs. 15.39 LPA. The number of students achieving the highest CTC has increased. Seven students from PGDM-HRM were offered PPO with the highest CTC of Rs 21.00 lacs/annum. Four students of Marketing Management have received the highest CTC of Rs. 11.70 lacs/annum. Three students of Financial Management have received the highest CTC of Rs. 11.70 lacs/annum. One student of Rural Management has received the highest CTC of Rs. 18.50 lacs/annum.

The stipend offered to summer interns was equally encouraging with the highest stipend of Rs 1.00 lakh/month.

The achievement we have reached wouldn't have been possible without the steadfast trust our corporate partners have placed in the caliber and competitiveness of our students. As the needs of businesses evolve, they seek fresh talents capable of propelling growth amidst new challenges. XISS Ranchi is dedicated to furnishing such talents, individuals, who not only drive organizational progress but also prioritize people and the environment. This acknowledgment is both gratifying and humbling, fueling our commitment to serving diverse organizations with capable, dynamic, and skilled managers.

Credit for this success must be shared with our regular recruiters, whose unwavering confidence in our ability to nurture a talented pool is invaluable. Additionally, the involvement of new recruiters excites us, signaling opportunities to collaborate with emerging corporations shaping the future of employment. We extend sincere gratitude to both our regular and new recruiters for believing in our institute and our students. We eagerly anticipate their continued support as we strive to exceed their expectations.

### **Approach Adopted by Central Placement Cell:**

We have adopted a structured approach towards functioning of our placement cell wherein the Central Placement Cell (CPC) works in close coordination with programs through Program Placement Coordinators and Summer Placement Coordinators to guide all students through the journey of becoming a desirable talent. Mentoring by faculty members & alumni, feedback from placed students, mock interviews, and GDs, etc., are conducted across programs 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 a dynamic tinge to the entire placement effort. This year too, almost 44% of recruitment process was conducted online and our students have also adapted to the changing interface with great enthusiasm and commitment to perform well.

We also provide “**Dream Job Policy**” that was introduced from last year by the Central Placement Cell for providing another opportunity to the placed students who wish to opt for their Dream Job. This policy opens after fulfilling certain criteria as set in the policy rule. We would like to state that the policy has brought a significant increase in the highest and average CTC packages. This has helped the students to reach their maximum possible potential.

### **Participation of different Sectors and Job Offers Made:**

This year also recruiters participated from a well-diversified sectors such as Consultancy, Ecommerce, Asset Management, Dairy, Banking, FMCG, Insurance, Manufacturing, Petroleum, Pharmaceutical, Steel, Edu-Tech, IT, Retail, Financial Services, Hotel and Social/Non-profit organizations.

**The highest number of jobs offers came from the Manufacturing Sector 25.41%, Development Sector 18.78%, Financial Services 14.92%, Insurance Sector 12.15%, Banking Sector 7.73%, and Consulting 6.63%.**

Tata AIG GIC Ltd offered the highest number of jobs at 13, followed by ICICI Bank Ltd., which offered 09, Banas Dairy Ltd and BFIL, Shyam Metalics & Energy Ltd. and Vedanta Ltd which offered 07, BAIF and Capital Trust offered 06, AXION CSIPL, Bandhan Bank Ltd., Centum Learning, and ICICI Prudential Life Insurance Ltd offered 05.

### **Prominent Recruiters from Various Sectors:**

**Asset Management Sector:** ICICI Prudential AMC. **Banking Sector:** Bandhan Bank Ltd, ICICI Bank Ltd. **Consultancy Sector:** AXION CSIPL, Deloitte India, EY, Vox Populi. **Dairy Sector:** Banas Dairy.

**Development Sector:** BAIF, Centum Learning Ltd., Dharma Life, Drishtee Foundation, FES, HCL Foundation, Piramal Realty, Pragati FinServe, PSI India, Reliance Foundation, Swades Foundation, Rajasthan Grameen Aajeevika Vikas Parishad (RGAVP).

**Ecommerce Sector:** Elasticrun, Swiggy. **EduTech** – Jaro Education, Midha Education Pvt Ltd.

**Financial Services Sector:** Bharat Financial Inclusion Limited (100% subsidiary of IndusInd Bank Ltd.), Capital Trust Ltd., Chaitanya India Fin Credit Pvt Ltd., Invesco Ltd., L&T Financial Services Ltd., Mahindra Finance, Spandana Sphoorty Financial Ltd., Vedant Asset Ltd., Narnolia Financial Services Ltd., Vedika Credit Capital Ltd., Wheel Bros Co.

**FMCG Sector:** Berger Paints India Ltd., ITC, MTR Foods Pvt Ltd. **Hotel Sector** - The Indian Hotel Company Ltd (IHCL).

**Insurance Sector:** HDFC Life, ICICI Prudential Life Insurance Ltd., SBI Life Insurance Ltd., Tata AIG GIC Ltd. **IT Sector:** Tata AutoComp Systems Ltd., TCS.

**Manufacturing Sector:** AB Chemical (Grasim), Aarti Industries Ltd., AB Hindalco, Jindal Power Ltd., J K Paper, Maruti Suzuki India Ltd., PGP Glass Pvt Ltd., Shyam Metalics & Energy Ltd., Spark Minda, Tata BlueScope Steel Pvt Ltd., Tata Metaliks Ltd., Tata Motors Ltd., Tata Steel Downstream Products Ltd., Tata Steel Long Products Ltd., Tata Steel Ltd., United Breweries Ltd., Vedanta Ltd., Whirlpool India Ltd.

**Petroleum Sector:** BPCL.

**Pharmaceutical Sector:** Cadila Pharmaceuticals Ltd. **Retail Sector:** Reliance Retail Ltd.

#### The Key Highlights and Placement Statistics of Placements 2022-24:

- ◆ Highest Package this year is Rs. 21.00 lacs per annum.
- ◆ 28 PPOs were received out of which 27 were accepted by the students.
- ◆ 56.48% students were placed in 1<sup>st</sup> Phase (27 Oct - 15 December 2023).
- ◆ 43.52% students were placed in 2<sup>nd</sup> Phase (16 January - 30 April 2024).
- ◆ Most of the Summer Internships for Batch 2022-24 are with stipend & PPO facility (Highest Stipend is Rs. 1,00,000.00 per month)

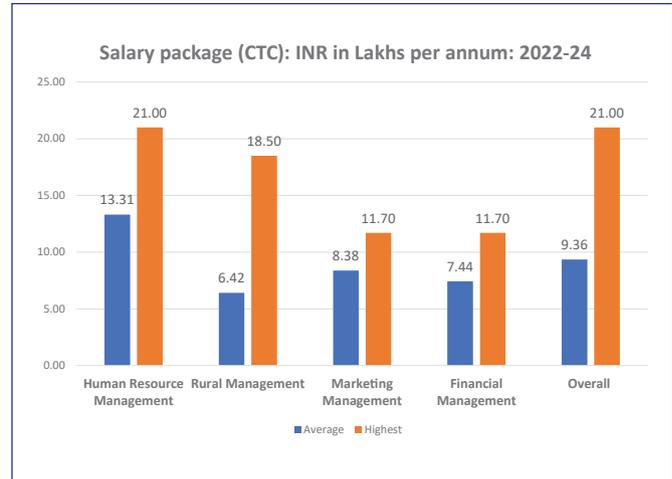
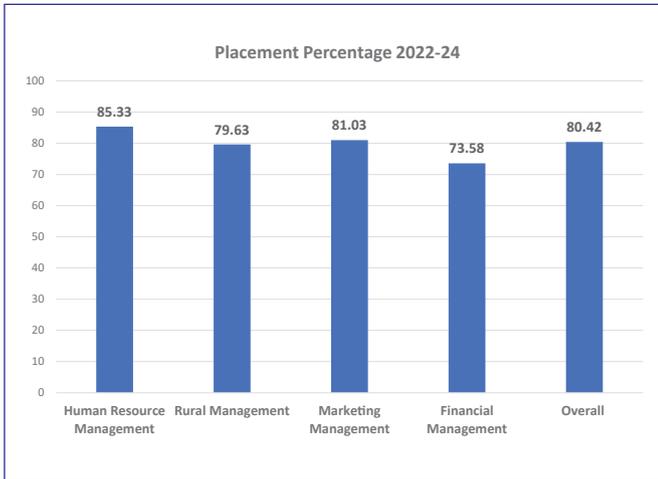
Overall Placements  
80.42%

71+ Students with more  
than 10 Lacs CTC

#### Placement Statistics for Class of 2023-24

Number of Companies / Organizations participated in the Campus Recruitment process	128
Companies / Organizations that participated for the First Time for Final Placements	44
Number of students joining their family business / Higher Studies / Opted Out of Placements	07

PGDM Programmes	Batch Size for Placement	Placed	%age placed
Class of HRM	75	64	85.33%
Class of Rural Management	54	43	79.63%
Class of Marketing	58	47	81.03%
Class of Finance	53	39	73.58%
Total	240	193	80.42%



**Team Contribution and Gratitude:**

The placement team consists of the Management, Programme Placement Coordinators: Dr Ratnesh Chaturvedi, Dr Kumar Mohit spring, Dr Pooja and Dr Pawas suren, the placement office: Ms Aditi Mehrotra and Ms Koyel Mukherjee and the Student Placement Representatives: Human Resource Management: Mr. Sridhar S Iyer and Mr. Biplow Kumar; Rural Management: Mr. Mayank Kumar Sagar and Mr. Abhishek Kumar Chauhan; Marketing Management: Ms. Hritika Singh and Mr. Ankit Kumar; Financial Management: Mr. Vishal Prasad and Mr. Milan Sai

We wish to extend the credit for these placements to each one of them. The students themselves deserve special commendation for upholding the reputation of our institution.

Furthermore, we extend our thanks to all officers and staff at XISS who, directly or indirectly, contributed to the success of this placement season through various arrangements, transportation, and support throughout the process.

**Concluding Remarks and Future Plan:**

Despite the challenges faced this year, students at XISS have come across numerous opportunities, motivating the placement cell to set even higher goals for the future. The job market remains dynamic and constantly evolving, demanding that we seize every opportunity presented by changing industry needs and adequately prepare our students. It is essential for students to align their goals with the evolving market requirements and invest in enhancing their digital skills, fundamental knowledge, and receive proper mentoring and motivation. These aspects will serve as crucial factors in the success of future placement processes.

The Central Placement Team is committed to strategically implementing new action plans to ensure quality placements for all deserving students in the upcoming placement seasons.





# HRM

Employ

## Human Resource Management (HRM) Programme

**Dr Shyamal Gomes**

Head of Programme

The year 2023 is a historic year for XISS, an important milestone in its journey of development, because we decided to increase the student intake from 75 to 120 in the HRM Programme. On an academic and administrative front, it was very challenging but with the cooperation of one and all we have proven ourselves as truly competent. A number of academic and co-curricular activities were interspersed throughout the academic session, thus enhancing the overall growth of the students and promoting a high level of integrated approach so that they become “Professional with a difference” in a true sense.

### **Revision on Outcome based Curriculum & BoS Meeting:**

The second meeting of the newly constituted Board of Studies (BOS) for HRM was duly called at 11.00 AM on 15 September 2023, on a hybrid mode to get external member’s opinion on the restructured Course of Study (outcome-based Curriculum). The main purpose of this meeting was to make the course curriculum more effective keeping in view the challenge of increased intake from 75 to 120 students in HRM and make timely changes as necessary through feedback from the students (2022-24) and Board members for 56<sup>th</sup> Edition of Batch 2024-26. The notable external members of BoS of the programme, like Prof P.K.Padhi (XLRI), Prof Ramesh Sharan (Retd. VC-VBU,Hazaribagh), Mr Awdesh Krishna (Managing Partner, BDI, Consultant, Singapore), Mr Rajorshi Ganguly (President & Global HR Head, Alkem Laboratories) Mr Sanjay Bose (executive vice president & Head HR, ITC Hotels), and Ms. Puja Marwah (CEO, CRY) appreciated about the curriculum and added some important chapters in the courses, like Labour Laws, HR Analytics, AI & Machine Learning, etc.

### **Student-led Activities and Achievements**

**Student Industry Interface (Industrial Tour, 2022-24):** A comprehensive Industrial tour was organized for the class of 2022-24 during September 7-15, 2023. Four groups of students visited a number of Industrial Houses in NCR Delhi, Mumbai, Bangalore and Kolkata to have a first-hand exposure to the HR-IR Functioning of the corporate offices and to approach companies for Campus Recruitment Programme. The primary objective of the tour was to visit manufacturing plants, interact with the hardcore HR-IR practitioners and understand the current business scenario and its operations.

1. **Bangalore Industrial Tour:** A group of 19 students were at Bangalore under the supervision and guidance of Fr. Claber Minj SJ. This group visited various organizations like SAP Labs. Lam Research,

Raymonds, Enable India, Mylan, VM Ware, Flipkart, Hexaware, Big Basket and Air Bus. The Industrial Tour to Bangalore was actually a transformative journey that significantly enriched our students on comprehension of Human Resource (HR) management and its multifaceted applications across diverse industries. The key takeaways from this educational experience encompassed the following profound insights: Aligning HR Strategies with Organizational Objectives; In-Depth Knowledge of Labor Laws; Understanding HR Challenges Across Industries; Central Role in Employee Well-Being, Adaptability in HR Policies. It taught us how HR is not confined to a single set of principles but is a dynamic and adaptable field that must evolve with the organization it serves. The lessons learned have practical applications that will undoubtedly shape our future roles as HR professionals. Nearly 34 alumni were present in this meet and interact with the current batch.



- 2. Kolkata-Haldia-Kharagpur Industrial Tour:** A group of 19 HRM-II students, under the guidance of Dr Shyamal Gomes, went to Kolkata, Haldia and Kharagpur for Industrial Tour during 7-15 September 2024. Groups of 4 students made pre-placement presentations in 16 companies including Reliance Retail, Voltas, Jio, L&T Minerals, Castrol, Star Cement, Air India, Bandhan Bank, HDFC Bank, Axis Bank, Coal India Ltd., Samsung, Gain well, Pepsi Co, ITC, EXIDE Industry. With whole group, the students also visited 5 Plants in the prestigious organizations, like Tata Metaliks and Tata Hitachi (Kharagpur), Adani Wilmar and Hindustan Unilever (Haldia), and West Bengal State Electricity Transmission Company Limited (Kasba Transmission Station).



On 13 September 2023 the Alumni Meet was organized by (Kolkata chapter) of Alumni Association at Flowtel and around 12 alumni were present along with 55 students (HR, RM and MM) and Professors. Mr Nadeem, Mr Shiladitya, Mr Aamil, Mr Rudra Ghosh and Ms Sanchari played the leading role and organized everything. The programme was inaugurated with lighting the lamp. The young talented managers (XIIS Alumni) were the panelists for two round discussion on current scenario of HRM and Artificial Intelligence.

- 3. Mumbai Industrial Tour:** A group of 19 HRM-II students, under the guidance of Dr Binit Lakra went to Mumbai for Industrial Tour during 7-15 September 2023. They visited various business organizations where they interacted with their HR and IR domain experts and gained substantial valuable input in addition to their theoretical knowledge. The lists of the industries visited by this group are *Ziqitza Healthcare Limited, UPL Limited, Aditya Birla Capital, National Stock Exchange, Yes Bank, Tata Sons, HDFC Bank, Emcure Pharmaceuticals, Alkem Laboratories Limited, Larsen & Toubro Construction, DCB Bank, Ultratech Cement, Mahindra & Mahindra Ltd., Siemens Limited, Godrej and Reserve Bank of India Museum*. The AAXISS (Mumbai Chapter) meet was held on October 13 2023 at MELUHA THE FERN, Powai Mumbai.
- 4. Delhi Industrial Visit:** A group of 18 HRM-II students, under the guidance of Dr Kumar Mohit Spring went to Delhi for Industrial Tour during 7-13 September 2023. The group visited a total of 14 companies, inclusive of 5 plants and 1 knowledge excellence center. It provided an opportunity to the students to interact with some of XIIS esteemed alumni who are heading the HR function in various organizations as CHROs, VP-HR and Directors, like Mr Arjun Singh, CHRO Dixon Technologies; Mr Natwar Kadel (non-alumni) Head -- Centre of Expertise, HR, People Strategy, Hyundai; , Sushmita Bajpai ,Talent Acquisition, Employee Engagement, Rewards & Recognition -- Lead, India, Aramex; Ms. Lipika Verma, Vice President - Rewards & Performance Innovation & Thought Leadership, Schneider Electric; Mr Sanjay Bose, Executive VP & Head HR- ITC Hotels Group; Salil Lal CHRO, Maruti

Suzuki India Limited; Mr V K Singh, Director HR, Power Grid; Mr Dharam Rakshit, HR Head Hero Moto Corps; Ms. Shubha Nivedita, Chief People Officer, Matrix Clothing. Overall learning from the industrial tour was comprehensive and multifaceted. The students were invited to participate in a Panel Discussion on '**Professional Skills for Industry 5.0**', organized by the AAXISS Delhi NCR chapter on the 13 October 2024, at Vishwa Yuvak Kendra. It was moderated by Mr Rajneesh Singh and had panel speakers consisting of Mr Mussarat Hussain – Head, HR, Suzuki R & D India Pvt Ltd. Mr Ratan Agarwal -- Head, HR R & D, Hero MotoCorp Ltd.; Mr Sushant Verma – Asia Regional Director, Trickle Up Inc; Ms Nilanjana Das Founder Director, Action Center for Transformation; Mr Prashant Deo Singh – Vive President HR, MOVIN Express; and Ms Payal Gupta – senior communications specialist, External Communications and PR, Honeywell India.



### Industrial Visit/Camp (2023-25)

A Comprehensive Industrial camp was organized for the class of 2023-25 from 21 to 29 Feb 2024 in Patna Bihar, Ranch-Bokaro-Jamshedpur region, Jamshedpur and Odisha Region. Four groups of 30 students from each of the current HRM batch of 2023-25 went to those areas under the guidance and leadership of Dr Binit lakra, Dr K M Spring, Prof Shyamal Gomes and Dr Indrani Ghatak, for their Industrial Camp. They visited various organizations where they interacted with the HR-IR domain specific experts and gained invaluable inputs in addition to their theoretical knowledge. The organizations they have visited are:

Group – A : Patna Bihar Region: Hindustan Uravak and Rossayan (HURL), NTPC, Indian Oil Corporation Limited (IOCL) – Barauni Terminal, Britannia Industries Limited and Sudha Diary.

Group – B : Ranchi Bokaro-Jamshedpur Region: CCL Piparwar, Tata Motors, Tata Steel Russi Modi Centre for Excellence, Tata Steel Cal Mines, West Bokaro.

Group – C : Tata Tinsplate, Tata Steel Gahmaria, Ram Krishna Forging Limited, Tata Cummins and Tata Steel Russimodi Centre for Excellence, Jamshedpur;

Group – D : Tata Steel Kalinga Nagar, Tta Steel Meeramandali, Jindal Steel and Power Limited (JSPL) GMR Kamlanagar and Jindal Steel Limited (Orissa). Their visit consisted of plant visits, along with corporate interactions. Group C students also got an opportunity to interact with Tata Workers Union – Jamshedpur.



### Annual Rural Retreat (2023-25):

Annual Rural Retreat (ARR) is an integral part of the HRM Programme. The ARR is mainly designed for HR Professionals who can actively participate and evolve in socio-cultural ethos in Rural Environment. The whole programme is divided into two: a) Retreat and rehearse, and b) Exposure and social learning. Under Retreat and Rehearse the main activities are Meditation and all faith prayers, mental well-being, physical trainings, team building exercises, and leadership games whereas in exposure & social learning the main activities are village visits, development of resource map through participatory interaction with women SHGs Forest protection committee, School committee, PRI members like Block Promukh / Sarpanj or Mukhia, Shramdan in the community with youth, Nukkad Natakand felicitating the villager

elders. However, during the course of the RR, students get an opportunity to learn crucial management skills like leadership, teamwork, need identification and time management.

This year the Annual Rural Retreat was organized at Jan Vikas Kendra and Sitagarah in Hazaribagh District from 21 to 24 February 2024 for Group A & D under the Supervision and guidance of Dr Mrityunjoy Roy and Fr Claber Minj, SJ and from 26 to 29 of February for Group B and C under the supervision and guidance of Prof Shyamal Gomes and Dr Mrityunjoy Roy. A comprehensive four days camp for each group (30 students together) provided an unforgettable experience, offering hands-on lessons in Human Resource Management (HRM) through a variety of activities and interactions. From participating in Shramdaan at the village center to engaging in managerial exercises, sports, and meditation sessions, they gained practical insights into HRM in a real-world context.

Individual group visits different villages delved even deeper into rural life, exposing them to the resilience and collaborative spirit that defines rural communities. Through interactions with villagers and W-SHG, they learned about the importance of unity, kinship bonds, and sustainable resource management practices. Agriculture emerged as a crucial lifeline for the village, showcasing the resourcefulness of rural communities in leveraging natural resources for sustenance. The students also witnessed the challenges faced by the village, including unemployment and youth migration, highlighting the need for community-driven initiatives to address socio-economic issues. Their interactions with Self-Help Groups, especially those led by women, demonstrated the power of grassroots empowerment and communal support in fostering self-sufficiency and socio-economic development.

Group	Village visited	Under the Panchayat	Block	District
A	Jori	Jori	Potka	Chatra
B	Dumar	Dumar	Churchu	Hazaribagh
C	Danto Khurd	Danto Khurd	Katkansandi	Hazaribagh
D	Jandiha	Jandiha	Churchu	Hazaribagh

The retreat culminated in a Nukkad Natak focusing on education, igniting a collective desire within the village to prioritize educational growth. Moreover, felicitating the village elders exemplified the honour and respect to those who contributed for positive change through awareness and community involvement, emphasizing that real change starts at the grassroots level. Overall, the Rural Retreat was a transformative journey that deepened their understanding of community resilience, collaboration, and the role of grassroots initiatives in driving a meaningful change. It reinforced the importance of empathy, cultural understanding, and proactive engagement in addressing socio-economic challenges, shaping us into more empathetic and socially responsible future HR professionals.



**Village Resource Map Review at DantoKhurd (Hazaribagh) Interact with Panchayat Pradhan at Danto Khurd**



**Addressing Fr. Anil Aind SJ & Fr. Claber Minj SJ the student about Village (Jandiha) and it's People**



**Village survey at Jori Village**

**Social Service Field Work (SSFW): HRM-1 Students (Academic Session: 2023-25)**

The SSFW is the central mechanism for transmitting theoretical knowledge in to the practical level of work. First year students of HRM program 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. In the current Academic Session 2023-25, c So, students were equally divided 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, Bariatu. Each section visited their respective centres twice a week.

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. 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. As an important component of SSFW, the students started INTER CENTRE VISITS. To understand the values of leadership, team work and interpersonal communication the students of one centre are going to another centres to observe their mode of functioning and acquiring new insights. Some of the other activities are as follows:

- ◆ Building awareness about different social concerns such as dowry, gender discrimination, female infanticide etc.
- ◆ Games like Pictionary for enhancing memory power and drawing skill.
- ◆ Celebration of different occasions like Independence Day, Republic Day, Hindi Diwas, Annual Sports Day, Centre Establishment Day etc.
- ◆ NIMBLE MOVES – Foundational learning to visually impaired girls.
- ◆ Categorized engaging activities for Responsive and Non-Responsive Clients.
- ◆ Reunion and Clay Art. Diya and Lamp Making workshops and Joyful Learning.
- ◆ Health Awareness Camp, Cultural Extravaganza, Nurturing Women well-being.
- ◆ Study along with lights, camera and action.
- ◆ Developed tailored teaching techniques, utilizing tactile materials and audio resources to enhance the learning experience for class 8 clients.
- ◆ Designed a specialized curriculum to address the diverse needs of clients, fostering inclusivity and accommodating diversified students.
- ◆ Conducted practical workshops focusing on essential life skills such as orientation, mobility, personal hygiene, and daily living skills to prepare Clients for independent living.
- ◆ Established a mentorship program to provide emotional support, creating a supportive community for underprivileged children in different centres.

The main objective of SSFW is to enhance emotional well-being, build self-confidence, and motivation among individuals, fostering a supportive environment for personal growth and resilience. Through interactive discussions and sharing sessions, HRM students of XISS provided a space for different underprivileged children to express their emotions and connect with others facing similar challenges. Practical exercises, such as team-building activities and skill development workshops, contributed to boosting their self-assurance that makes them "Professional with a difference".

### Students' Achievements (2023-25)

Name	Name of the Activity	Name of the Organization	Position
Sudeshna	COUNTRYFIED	ElasticRun	First Cash Prize- Rs. 5000
Meha Verma	Shab-e-ghalib (poetry contest)	Rush'24, IIM Ranchi	First
Sakshi Singh	Stratethon- The Strategy Case Competition	Indian Institute of Foreign Trade- IIFT, New Delhi.	Third at National Level Cash Prize- Rs.7500 (Group)
Anirban Nandi	ACTapult Case Study Competition	ACT Fibernet	Runners-up
Parth Kumar	Confluence 3.0	MTR foods and Eastern Condiments	Third Position

### Student Achievements (2022-24)

Name	Achievement
Shreya Samui	<ul style="list-style-type: none"> <li>XLRI Valhalla IR Case Study National Winner – 5 November 2023</li> <li>Fore Tathagat XV Think Tank National Runner Up – 3 February 2024</li> <li>Karyaneeti Marketing Inter College Case Competition Winner – 5 February 2024</li> <li>Union Budget Panel Discussion XISS Winner – 5 February 2024</li> </ul>
Manisha Priya	<ul style="list-style-type: none"> <li>Received the ACTIVE LISTENER BADGE on 7 CUPS for completing the requirements of Active Listening Level 4, on 7 February 2024</li> </ul>
Simran Chhabra	<ul style="list-style-type: none"> <li>XLRI Valhalla IR Case Study National Winner – 5 November 2023</li> <li>Fore Tathagat XV Think Tank National Runner Up – 3 February 2024</li> <li>Union Budget Panel Discussion XISS Winner – 5 February 2024</li> <li>Qualified the first round in RUSH, the annual fest of IIM Ranchi - 2 February 2024 Photography competition.w</li> <li>Co Author along with Dr Mrityunjoy Roy – Paper Applications and Challenges of Generative AI in Human Resource Management- 9<sup>th</sup> November 2023 (Publishing Stage)</li> <li>Student Panel Discussion Speaker at Awanish Dev Memorial Trust event at Ahmedabad- 21<sup>st</sup> September 2023</li> </ul>
Harsh Kongari	<ul style="list-style-type: none"> <li>Secured 3rd position in Finquest (finfest 2023)- 19th December 2023</li> </ul>
G S S Anila	<ul style="list-style-type: none"> <li>Research article published in JJDMS Article title, ChatGPT: Shaping Trends in the Human Resource Arena, has been published in the Jharkhand Journal of Development and Management Studies (JJDMS). It appeared in its Vol. 21, No. 4, October-December 2023 issue. - 11 January, 2024.</li> </ul>
Sakshi Singh	<ul style="list-style-type: none"> <li>Coca Cola Live Project. We had to do marketing and survey of the shopkeepers and make them aware of the new coca cola bottles.</li> </ul>

### Faculty Activities and Achievements

#### Prof Dr Shyamal Gomes

##### Management Development Programme (MDP)

Chief Coordinator and resource person for IOCL 3 days Madhyama -1 (Virtual MDP) from 5 to 7 July 2023 and Madhyama-2 (Virtual) from 7 to 9 September 2023. He took sessions on Customer Delight – the ultimate goal and Leadership Communication Strategies and Art of Quality, Delegation and Mentoring respectively.

##### Corporate Engagement:

Resource person for “**Say no to Corruption, Commit to the Nation**” during the vigilance week at PoweGrid.

Speakers on “**HR Innovations: Decoding the Future**” for a two day workshop organized by NIPM Asansol Chapter in association with Eastern Coal Field at Dooars, West Bengal.

#### Prof Dr Ramakant Agrawal

**Media Recognition:** Interviewed by DD Jharkhand on a live telecast discussing “Expanding Size of the Indian Economy.” Additionally, participated in three separate live panel discussions on DD Jharkhand regarding “Viksit Bharat: A New Paradigm.” This showcases our expertise and ability to communicate complex economic ideas to a wider audience.

**Industry Engagement:** Resource person on “Behavioural Aspects of Management” to officers of Indian Oil as part of their Management Development Programme.

#### Dr Kumar Mohit Spring

- Resource person for IOCL 3 days Madhyama-1 (Virtual MDP) from 5-7 July 2023 and Madhyama-2 from 7-9 September 2023 . He took sessions on Negotiation skills and the role of self in organizational success and Decision-making and Empowerment respectively.
- Keynote speaker at a two-day seminar on the 8-9 of December 2023, on the theme ‘Integrating IT

Security in Business Operations’, organized by Dr Ambedkar Memorial Institute of IT & Management Science- Rourkela.

- Attended the 13th National HR Conference at XLRI – Jamshedpur, on the 28th of January 2024. On the theme, “Navigating Tomorrow: HR’s Blueprint for Talent Innovation”. The team comprised 20 students from HRM batch 2023-25.
- Took a virtual session on the topic - “Artificial Intelligence in Human Resources Management: Challenges for a Better Future” for the management of NOMURA on the 16 Feb 2024.
- External expert panel member for the final PhD viva for candidates of Usha Martin University, on the invitation of Dr Mohammad Amir Khusru Akhtar - Dean Research, In-charge IQAC - Usha Martin University.
- Judge at the Aurora Cultural Festival in BIT Mesra, on March 14, 2024.

#### **Mrs M.S.Bodra**

- Participated as resource person for the Madhyama program of Indian Oil.
- Resource person for the GURU DAKSHTA 16th Faculty Induction Programme organized by the Office of the Director UGC Human Resource Development Centre, Ranchi University.
- Board member for World Vision as one of the HR expert.

#### **Dr Mrityunjoy Roy**

##### **Expert Talk Session (Delivered or Organized)**

Conducted one session on ‘Industry 4.0 and its disruptive technology’ in the IOCL – Madhyama-II A Mid-Career programme for Officers (EDP) organized by Gujrat Refinery, IOCL on 9th September, 2023.

#### **Dr Indrani Ghatak**

##### **Research & Publications/Paper Presentation:**

- Ghatak, I. (2023). Perceptual Clarity of School Teachers of Ranchi, Jharkhand about NEP, 2020 – An exploratory study (Chapter in Edited Book with ISBN Number - Accepted under Review process)
- **Expert Talk Session(Delivered or Organized):**  
 Attended a workshop on MSME for the capacity building of bankers on **21 July 2023** as **Resource Person** organized by Reserve Bank of India, Ranchi.  
 Attended a workshop on MSME for the capacity building of bankers on **2 November 2023** as **Resource Person** organized by Reserve Bank of India, Ranchi.
- **Seminar/Webinar/Conference Participation:**  
 Presented a paper in National Conference on Development with Dignity on **29 - 30 of November, 2023** organised by Department of Sociology, University of Burdwan in association with Indian Council of Social Science Research, New Delhi.
- **MDP Achievements/Contributions/Collaborations**  
 Completed one 12 week (FDP) course from NPTEL SWAYAM platform on ‘**Organizational Behaviour**’ and achieved **ELITE SILVER MEDAL**.

#### **Dr Sharda Singh**

##### **Paper Publication**

- David, R., Singh, S., Mikkilineni, S., Ribeiro, N. (2024). A positive psychological approach for improving the well-being and performance of employees. International Journal of Productivity and Performance Management. (ABDC, category B)
- Singh, S., Subramani, A. K., David, R., & Jan, N. A. (2024). Workplace ostracism influencing turnover intentions: Moderating roles of perceptions of organizational virtuousness and authentic leadership. Acta Psychologica, 243, 104136. (ABDC, category A)
- Ribeiro, N., Gomes, D., Gomes, G. P., Ullah, A., Dias Semedo, A. S., & Singh, S. (2024). Workplace bullying, burnout and turnover intentions among Portuguese employees. International Journal of Organizational Analysis. (ABDC, category B)
- Hassan, S. S., Kaur, N., George, A. J., Singh, S., & David, R. (2024). Role of Ethical Leadership in

Corporate Governance: A Systematic Review. *IUP Journal of Corporate Governance*, 23(1)

- Sharma, A., Pandey, S., Singh, S., Ghatak, I. (2024) Gamification in learning and development: A qualitative inquiry of the Indian mining sector. *The IUP journal of organizational behavior*. (Forthcoming)
- G. S. S Anila, Rashmi, Sharda Singh, Neha Kaur (2023). ChatGPT: Shaping Trends in the Human Resource Arena. *Jharkhand Journal of Development and Management Studies*, 12(4), 10059-10071.

#### **Best paper award**

- ChatGPT: The Trend Changer in the Field of HR. International Conclave on Digital HR for Capability Building in Metals & Mining industry, April 12-13, 2023;
- Employee Gamification. 5th Conference of Human Resource Management, Organized by IBS Hyderabad, Aug 28-29, 2020; Does Student Leadership Effect Academic Performance and Perceived Employability? An Empirical Study.
- National Conference on 'Management in 21st Century: A Paradigm Shift', IBS Kolkata, January 19-20, 2018; Moderating and mediating effects of psychological hardiness and perceived social support on the relationship between goal orientation and coping mechanism. 4th International Conference on Human Resource management, ICFAI Business School, Hyderabad, November 10-11, 2017.

#### **Conference Papers, Presentations and Proceedings :**

- Nandi, A., Singh, S., Aayurshi (2024). Mining Exit Interviews of Millennials to develop Retention model: Through Artificial Neural Network, ICDAM, organized by XISS Ranchi on 15-16 March 2024.
- Singh, S and David, R (2024). Enhancing Stress Measurement for Military Contexts: A Scale Customized for Indian Army Officers. International Conference on Happiness: Science and Practice organized by IIM Ranchi. Jan 5-6, 2024.
- Hassan et al., (2023). Role of Ethical Leadership in Corporate Governance: A Systematic Review. 16<sup>th</sup> ISDSI Conference organized by IIM Ranchi. December 26-29, 2023.

#### **Management development Program:**

- Resource Person for Madhyama Programs of IOCL, in July and September 2023.

#### **Supervisory Role:**

Co-Guide of a Full Time Research Scholar, Mamta Kumari (Ph.D./MB/10001/23) BIT, Mesra, Ranchi.

#### **Dr Binit Lakra**

- Paper titled, '*Optimizing Workplace Harmony: An In-depth Analysis of Grievance Handling Mechanisms*' was presented at the International Conference on Data Analytics and Management Conference (ICDAM 2024), XISS Ranchi conducted from 15-16<sup>th</sup> March, 2024. (Authors: Satyam Kumar and Dr Binit Lakra) (Accepted and to be published 2024).
- Paper titled, '*The Human Element in the Age of Digital HR: Question of Balance and Suggested Best Practices*,' is submitted to *Jharkhand Journal of Development and Management Studies (JJDMMS)* for publication. (Authors: Juhi Kumari and Dr Binit Lakra) (Accepted and to be published 2024).

#### **Additional Initiatives from HRM Programme on Co-curricular (April 2023-March 2024)**

- Dr Binit Lakra Completed the Project along with the XISS team and presented in the month of July 2023 on "A study of structural barriers on rural youth: Exploring livelihoods and aspirations" by TRIF Ramgarh.
- Dr Binit Lakra presented the research paper jointly with Satyam Kumar titled, 'Optimizing Workplace Harmony: An In-depth Analysis of Grievance Handling Mechanisms' was at the International Conference on Data Analytics and Management Conference (ICDAM 2024), XISS Ranchi conducted from 15-16<sup>th</sup> March, 2024.

#### **Final Placement:**

Human Resource Management Programme (HRM) enjoyed good placement this year too. Out of 75, 61 students of the class of 2022-24 got placed in 25 companies (as on 03/04/2024). Some are under process and a few more companies are still to visit the Campus. The salary package ranged from a high of Rs. 20.5 lakhs p.a to a low of Rs. 8.0 lakhs p.a; with an average offer of Rs. 6.0 lakh p.a. There were 18 Pre Placement Offers (PPO) from Tata Steel Ltd, Elastic Run, MTR Foods Pvt. Ltd., ITC Ltd., Vedanta Ltd. Tata

Steel Long Products Ltd. Tata AIG GIC Ltd. Other than these students were placed in Mahindra Finance, Tata Motors, ICICI Bank, Tata Metaliks, Maruti Suzuki India Ltd. Hindalco, BPCL, ITC, Tata Steel Long Products, Spandana Spoothy Financial, Cadila Pherma, Tata Bluescope Steel, PGP Glass, India Hotels Company Ltd. Banas Dairy, Shyam Metalics & Energy, JK Paper, AB Group (Chemicals, Fashion yarn, & Insulators), Spark Minda, Aarti Industries, Jindal Power, Tata Steel Downstream Products.

### Summer Placement:

Various companies have offered summer placements to the class of 2023-25. As of 2<sup>nd</sup> April 2024, there are 75 students got placed in 50 prestigious companies with the average stipend from a high of Rs.100000 p.m to a low of Rs.5000 p.m. The major companies are: ACT Fibnet, Tata Steel, TSDPL, Elastic Run, Hindalco, MTR, Tata AIG, ITC Limited, Maruti Suzuki India Limited, Adani Wilmar, Banas Dairy, DXC Technology, Metlife GOSP, ICICI Bank, Vedanta, Tata Motors, Alkem Laboratories, Borosil, Aditya Birla Capital, Den Publication, Kohler, ONGC, and EXIDE Industry.

### Collaboration & Connects:

**Silver Jubilee Alumni Felicitation Cum Reunion Batch 1998:** The meet was held on 2 December 2023 was especially dedicated to batch 1998 on the eve of completion of 25 glorious years of their passing out of XISS. Some of the prestigious alumni of the batch '98; Mr Pankaj Rai, Head HR- Kohler India, Ms. Sweta Singh Rai, VP-HRM Capgemini, Mr Manoj Kant Sahay GM-HR Powergrid, Mr Hemant Jain, GM Operations, FCI, Mr Arghya Sen Head HR, HSBC, Mr Praveen Kumar Srivastava, GM (HR), IOCL, Mr Hirak Bhattacharjee, Head HR ABSLAMC and Head ER – Aditya Birla Capital, Amulya Sah Sr. VP & CHRO, Invest India, Dr Pragyan Pushpanjali, Associate Professor, Jharkhand Central University, Mohd. Baeshir Ahmmad, VP & Co-Founder - HiTech Minerals who graced their Alma mater with their very presence and shared their rich experience and knowledge quotient with the current batch of students.



### Alumni Talk: 2023-24

Name of the Alumni	Batch	Designation	Organization	Topic Discussed
Arundhati Menon	1998-2000	International HR Business Partner	Orange Telecom	Talent Management
Chanel Sneyd	2011-2013	Manager	Searce Inc.	HR Trend
Anannyo Bhattacharjee	2020-2022	Assistant Manager	Maruti Suzuki India Ltd.	HR Trend
Amarjeet Kumar	2020-2022	Plant HR Lead	Cummins India	Six Sigma
Lokesh Jajodia	2020-2022	Deputy Manager	VE Commercial Vehicles Ltd.	Industrial Relations
Kaushik Nag	1986-1988	Sr. Director HR	Inogen USA	HR in Global Perspective
Aditya Sarkar	2015-2017	Sr. Manager - HR	British Academi, New Delhi	HR Trend
David Toppo	1985-1987	DGM	Indian Oil	Role of HR in PSUs
Sumedha Sengupta	2020-2022	Lead - Campus Recruitment	Adani Wilmar	HR-IR Trend
Sidhartha Ghosh	1983-1985	CHRO	Adani wilmar	Talent Acquisition
Tarun Kr. Bhagat & Aman Kumar	2007- 2009	Jt. Director	Wikata	HRM and its Important

Name of the Alumni	Batch	Designation	Organization	Topic Discussed
Ashfi Aadil	2017-2019	Manager	Amazon Development Centre India	Performance Management
Ranjit Singh		DGM	VM Ware	Recent Trend in Industrial Relations
Amitesh Gaurav	2020-2022	Deputy Manager	JSW Energy	Labour Laws
Abhishek Victor	2004- 2006	DGM HR	Medanta Ranchi	HR &IR Trends

### The Road Ahead:

HRM programme is fully aware of the Changing Trends in Higher Education Opportunities & Challenges. Moreover, our dedicated and qualified faculty are aware of the newly introduced 4.0 Industry concept in every part of business. Our outcome based curriculum contained 110 credits and fully integrated with the courses like Diversity in Inclusion, Employee Wellbeing, Positive Psychology, Strategic Performance Management and Artificial intelligence with Machine Learning. So, our primary objective is '*magis*' – more and more or continuously updating ourselves to keep track with the requirements of the modern technologies and changing environment by which we can mentor our students and they can make a balance between AI & HI in future.

### Concluding Remarks:

The current academic year 2023-24 has been a landmark year for the Institute. A number of significant changes have taken place at the institute. To start with, the Institute has taken a decision to increase the student intake in the HRM Programme from 75 to 120 (Session, 2023-25). Secondly, XISS started a Fellowship Programme for the research Scholars in XISS and HRM Programme is expecting a good number of research scholars in the domain of HRM in Future. The Institute shouldered a very big responsibility as a partner for jointly organizing the International Conclave on Digital HR for Capability Building in the Metals and Mining industry being held at MTI-SAIL on September 12-13, 2023. Moreover, the documentation process is being strengthened in the HRM Programme, to comply with requirements of the National Board of Accreditation.

### Hon'ble Members of the Board of Studies (PGDM-HRM) 2023-24



**Dr. Ramesh Sharan**  
Professor (Retd.) Former VC,  
VBU, Hazaribagh, Academician and Hon'ble Member-BOS



**Dr. P.K.Padhi**  
Professor, HRM XLRI  
Academician and Hon'ble Member-BOS



**Mr. Awdesh Krishna**  
Managing Partner, BDI  
Consultant, Singapore  
Industry Expert &  
Hon'ble member-BOS



**Mr. Rajorshi Gangoly**  
President & Global HR  
Head, Alkem Laboratories Ltd  
Industry Expert &  
Hon'ble member-BOS



**Mr. Sanjoy Bose**  
Executive Vice President &  
Head HR, ITC Hotels Group  
Industry Expert &  
Hon'ble member-BOS



**Ms. Puja Marwah**  
CEO, CRY Child Rights  
Expert Social Service &  
Hon'ble member-BOS



**1st Row-** Vandana Rani Indwar, Dipti Gupta, Aliya Irum, Aakansha Gupta, Sakshi Singh, Shreya Samui, Shruti Kumari, Manmeet Kaur Hora, Prerna Jaiswal, Sudeshna Mitra, Juhi Kumari, Akancha Vats, Chanchal Sharma, Swasti Pathak, Rashmi, Ameesha Kaushik, Muskan Sharma, Deepshikha Ojha, Saumya Pandey

**2nd Row -** Anshita Panda, Nikita Kumari Verma, Harsha Priya Paul, Natasha Taboda, Riya Gupta, Angel Prashansha Ekka, Simran Chabbra, Supriya Topno, Srishti Shahdeo, Pallavi Kameshwari Nerella, Shaleen Kispotta, Palak Ojha, Manisha Priya, Anjali, Prakriti Adhya, Shriya Chhibber, Samridhi, Aprajita Sharma, Shristi, G S Anila, D s Teja, Arunima Shagun Gardner, Rhea Xalxo

**3rd Row -** Hrithik Kundu, Animesh Kumar, Abhinav Nayan, Arit Ganguly, Abhijeet Kumar Munda, Simran Mohapatra, Navneet Kullu, Sridhar S Iyer, Biplov Kumar, Alwin Raymond Osta, Shanoj Suraj Ekka, Snehith Shahji, Harsh Kongari

**4th Row -** Yogesh Kumar, Tapobrata Chakraborty, Jayant Panwari, Venkatesh Rajan, Satwik, Mayank Kumar, Aman Sahu, Prakhar Jaiswal, Asjad Ayub, Praful Verma, Manish Kumar, Vishal Kumar Singh, Kunal Kumar Mehra, Subhodiup Chatterjee, Kumar Gaurav, Chandan Kumar Bara, Gaurav Kumar, Apurvjeet Ddungdung, Satyam Kumar

# MM



## Marketing Management

**Dr Bhabani Prasad Mahapatra**

Head of Programme

### Overview of the Programme Activities

The academic session 2023-24 was started with the resumption of the 4th trimester classes and orientation of the new batch 2023-25 and the beginning of the first trimester classes. This year Dr Pratyush Ranjan joined our programme. The course curriculum for 2023-25 was finalised after the peer review at programme level, followed by the approval of the board of studies (BoS). The programme successfully resumed the tutorial system post pandemic as the programme is always striving to work as an enabler to the students, especially those are weak academically. A wonderful team work was showcased by faculty members and students while organising the international conference on Data Analytics and Management in March 15-16, 2024. This was organised in close coordination with program of financial management. This year students of marketing management programme brought glories in annual sports of XISS by winning matches in basketball, cricket, and badminton as well as in other events like chess etc. We successfully experimented the Saturday Activity for the first-year students in which alumni lectures were arranged. We also continued our mock GD and interview for both first year and second year students. Immediately after completing the internship, each student from the second year gave the presentation before all the faculty members of the programme. This was another example of successful team work. As per curriculum of our programme, the second-year students went for industrial visits to Delhi, Kolkata and Bengaluru. The first-year students visited Khunti and Mander as part of their rural camp. Besides the teaching assignments, our faculty members significantly contributed in research and publication. Even students won different case studies and completion in and outside XISS. It was very heartening to find that students teamed with faculty members to present research papers in the international conference. In spite of the tough market situation, more than 77 percent students have got placement till now. We are hopeful that the programme will maintain its record of hundred percent placement before the end of the academic session of 2023-24. Till now, more than 75 percent students from first year have been placed for summer internship and we are equally confident of maintaining the record of 100 percent in summer internship placement. I am grateful to the faculty members including guest faculty, students, staff and highly supportive management for helping the programme to move forward. I appreciate the AXIS representatives for providing data for this report. Different activities and accomplishments undertaken in the programme during 2023-24 are detailed below.

## Student Activities and Achievements

### Independence Day

Xavier Institute of Social Service, Ranchi, celebrated a joyful 77th Independence Day filled with pride and patriotism! The celebration was organised by the Marketing Management programme. Director Dr Joseph Marianus Kujur S.J hoisted the flag and addressed the gathering with his message. To celebrate the day students from 1st year as well as 2nd year of Marketing Management presented dance, song and skit based on the theme of independence and patriotism. Institutional scholarships were also awarded to the meritorious students from all the four programmes of the institute.



### Panel Discussion on Union Budget (Interim) 2024-25

Markbuzz, the Marketing Management Club of XISS, organised a panel discussion on the Union Budget for the financial year 2024-25 on February 5, 2024. Dr Joseph Marianus Kujur SJ, Director, XISS in his welcome address shared his happiness and pride on organizing Union Budget Discussion at XISS, which is now an annual feature of the Institute. The discussion started with students panel discussion followed by faculty panel discussion. Abhinav Vijay and Anubhav Yash from Financial Management presented the budget insight on infrastructure.

Shreya Samui and Simran Chhabra of HRM presented insights on Social Welfare. Satyam Kumar and Anjali Gupta of Marketing Management discussed on infrastructure and investment and Sadiya and Dhanesh Gope of Rural Management discussed on Education and Health Care.



In the faculty panel discussion, Prof Amar E Tigga, Prof Ramakant Aggarwal, Prof Arup Mukherjee and Prof Niranjan Sahoo spoke on various aspects of the budget. The session concluded with an open house quiz. Dr Pradeep Kerketta SJ, Assistant director concluded with his valuable observation on the budget. Shreya Samui and Simran Chhabra of HRM won the students panel discussion. They were awarded with certificate and cash prize. Faculty and students from all programmes were present during the panel discussion.

### Industrial Visit

Industrial Visit was conducted for the second-year students of Marketing Management from 09 to 14th October 2023. The destinations visited by students this year were Bengaluru, Delhi and Kolkata. Dr Fedric Kujur, Dr Pratyush Ranjan and Dr Madhumita Singha were the Faculty In charge for Bengaluru, Delhi and Kolkata respectively. The prominent organizations visited by the Programme of Marketing Management

across these three destinations were Feedback Advisory, Dell, GAIL, Flipkart, Shoppers Stop, MAF Clothing, Aditya Birla Fashion Retail Ltd. (ABFRL), SAIL, CCL, Indian Oil Lube Plant, BSE, SEBI, CDSL, NTPC, Layam Group, boAt, Anand Rathi, American Express, The Bristol Hotel, Cultural Comics, DHL, Vox Populi, Groz Tools, Maruti Suzuki, Hero MotoCorp, etc. On the last day of the Industrial Visit, Alumni Meet was organized at Delhi, Bangalore and Kolkata Chapters which was attended by the students. The Alumni Meet helped the students to connect with the XISS alumni and learn from their experiences and Insights. Overall, the industrial visit was a transformative experience for the students that seamlessly blended academia with industry exposure.



### Rural Camp 2024 (Batch 2023-25)

A three-day Rural Camp to Khunti and Mandar from February 22-24, 2024 was conducted for the first-year students of Marketing Management Programme. The objectives of the camp were to understand the rural economy, study rural businesses, and sensitize students to the challenges and opportunities in rural areas. In Khunti, students engaged in hands-on learning at Kisan Pathshala, interacted with Pradan NGO for community empowerment, learned about governmental efforts from JLSPLS, and explored Rural Haat for entrepreneurial insights. The faculty incharge for the Khunti group was Dr Tina Murarka.

Similarly, in Mandar, students had immersive experiences in Poongi Village and Rural Haat, interacted with JSLPS Self-Help Groups, engaged with farmers in Hatma Village, and had discussions with administrative figures like BDO of Mandar Block and MLA, Ms Shilpa Neha Tirkey. The faculty incharge for Mandar group was Dr Pooja. Overall, the Rural Visit provided students with a deeper understanding of the rural economy, its challenges and opportunities.



### Participation of Students

- Anupam Upadhyay (2nd year) participated in Monoact, Poetry and Storytelling at Spring Fest by Indian Institute of Technology, Kharagpur on 26th to 28th January, 2024.
- Diksha Kumari, Tulika Singh, Aradhna, and Ayush Agarwal (2nd year) were selected as tutors in IT Skills for Managers, Foundation of Business Analytics, Marketing Management and Accounts for 1<sup>st</sup> year students.
- Abhishek Singh Malhotra completed Investment Banking Job Stimulation from JP Morgan in December 2023.



- Rachel, Piyush Kumar, Kushagra Singh and Abhishek Singh Malhotra from 2nd year represented XISS in Badminton in Rann X Bhoomi Event by Xavier Institute of Management, Bhubaneswar on 1-3 March, 2024.
- Gurleen Kaur, Faizan Alam, Vartika Banerjee, Shreya Gupta, Alpna, Harsh Prasad, Amrit Chandan, Harsh Kumar, Ankit Kumar, Hritika Singh and Shweta Singh (2nd year) participated in Live Project organized by Coca Cola Company in March, 2024.
- Gurleen Kaur and Vartika Banerjee from 2nd year presented a research paper on ‘Open Casting for Love: A study on how Gen Z is redefining compatibility and partner selection’ in International Conference on Data Analytics and Management held on 15-16 March at XISS, Ranchi.
- Gurleen Kaur from 2nd year presented a research paper on ‘Assessment of social media presence and its strategy to achieve business goals in Non-Banking Financial Companies’ in International Conference on Data Analytics and Management held on 15-16th March at XISS, Ranchi.
- Rishi Kumar Verma, Meet Gupta, Akash Kumar, and Shubham Raj of first year won the 1<sup>st</sup> prize in Quiz Competition organized by The Election Commission of India (Jharkhand Office) in association with A&M Communication.
- Akash Kumar also won 3<sup>rd</sup> prize in extempore competition organized by the Election Commission of India.
- Rishi Kumar Verma, Raj Nandini, Yashaswee Sriharsh, Raj Priya, Chulbul Kumari, and Simran Gupta from First year Marketing Management won 3<sup>rd</sup> prize in ICC Challenge - Navigating workplace respect.
- Rishi Kumar Verma won 1<sup>st</sup> prize and Priyanshu Mishra won 2<sup>nd</sup> prize in Finquest - Financial Quiz.

### Summer Placement 2023-25

Dr Tina Murarka, the SIP Program Coordinator, in collaboration with the Central Placement Cell (CPC) of XISS had facilitated summer placements for students across a range of companies. Mr Gaurav Sahu and Ms. Anjali Gupta, student representatives, provided valuable support in this endeavour. As on 8 April 2024, out of 60 total students, 51 students secured internships. commencing on 8 April 2024, with the highest stipend being Rs. 40,000 per month for the Batch. These internships span prestigious companies, such as TSDPL, Vox Populi, Tata AIG, Reliance Retail, ICICI Prudential AMC, among others. The internship process is ongoing for remaining students. These students will join the companies for their summer internship after the 3<sup>rd</sup> trimester examination.

### Faculty Activities and Achievements

#### Dr Fedric Kujur

- Fedric Kujur, Anirban Mandal & Sriparna Guha (June 2023). “Use of YouTube as Social Networking Sites by Organizations – Is the Engagement Emotional or Rational?” Jharkhand Journal of Development and Management Studies (JJDMS), Volume 21, Issue 2.
- Guha, S., Mandal, A., Kujur, F., and Poddar, S., (2024). “Artisan Entrepreneurship through Social Media Campaigns: A Review.” *International Journal of Entrepreneurship and Small Business*. Vol. 51, No. 4, 2024. DOI: 10.1504/IJESB.2024.136949. Scopus indexed.
- Guha, S., Mandal, A., Kujur, F., Chakrabarti, S., & Chattaraj, D. (2024). Entrepreneurial Ability of Rural Women Artisans: A Case of Birbhum District of West Bengal. In *Perspectives in Human Resources* (pp. 155-162). Routledge India. eBook ISBN: 9781032668925
- Guha, S., Mandal, A., Kujur, F., & Poddar, S. (2023). Creating Employment and Sustainable Livelihood Through Entrepreneurship: A Study of Artisans. In *Multidisciplinary Approaches to Sustainable Human Development* (pp. 26-50). IGI Global. DOI: 10.4018/978-1-6684-8223-0.ch002.
- Presented a paper in the International Conference of Marketing (ICM 2023) on Consumer Experience in Digital Era, held at IIM Bodh Gaya, from April 14-15, 2023 titled “Use of YouTube as Social Networking Sites by Organizations – Is the Engagement Emotional or Rational?”

- Presented a paper in the 14th Annual International Research Conference, SIMSARC-23, held at Symbiosis Institute of Management Studies (SIMS) Pune, from 13 – 15 December 2023 titled “Does Brand Love Increase Consumer Engagement and Brand Equity in Social Media Platforms? A Structural equations approach”.
- Resource Person: Digital Marketing: Website Design and Social Media Marketing, EDP department of XISS organized the 2-week EDP for professionals.
- Member of organising Committee for the International Conference on Data Analytics and Management (ICDAM), 2024 organised by XISS, Ranchi

### **Dr Pooja**

- P. Pooja (2023) online education during covid 19 induced lockdown: issues and challenges, INTED2023 Proceedings, pp. 260-265. ISBN: 978-84-09-49026-4 ISSN: 2340-10. DOI: 10.21125/inted.2023
- Appointed as an Editorial Review Board Member for the International Journal of Human Capital and Information Technology Professionals (IJHCITP), IGI Global (SCOPUS Indexed) (December 2023 - till date)
- Completed a 12 weeks AICTE – FDP on “Training for Trainers” through SWAYAM NPTEL in October 2023
- Presented a paper titled “Impact of Inclusive Leadership on Emotional Exhaustion of The Faculty Members: A Systematic Literature Review” at 16th Annual International Conference of Education, Research and Innovation, Seville (Spain) from 13th -15th November 2023
- Presented a paper titled “Exploring the Influence of Emotional Intelligence on Financial Literacy amongst Gen Z “at International Conference on Data Analytics and Management organized by XISS, Ranchi (15-16 March 2024)
- Empanelled as an expert for Curriculum design for the diploma program offered by Indian Society for Training and Development (ISTD) (November 2023 – Till Date)
- Resource Person for “Refresher course in Research Methodology and Statistical Analyses” organized by UGC HRDC Morabadi Campus, Ranchi University on the topic “Sampling and Sampling techniques” on 19th August 2023
- Member of organising Committee for the International Conference on Data Analytics and Management (ICDAM),2024 organised by XISS, Ranchi

### **Dr Tina Murarka**

- Presented a paper titled “Quality of Care (QOC) Landscape of India for Maternal New-born Health (MNH) Care Delivery” in the 9th IIM World Management Conference – 2023 held at IIM Sambalpur (Jan 22-24, 2024)
- Presented a paper titled “Role of CSR in Sustainable Development: A Study on Indian CSR Companies and its implication on SDGs in Jharkhand” in the International Conference on Management Research (ICMR 2024) held on 22-23 February 2024 on the theme “Future of Management – Embracing Sustainability, Diversity and Inclusivity”
- Presented a paper titled “Bridging Educational Gaps through 21st-Century Entrepreneurship Skills Integration in School Curriculum”, in the International conference organized by MES Gareware College of Commerce, Pune held on 15-16th February 2024
- Resource person for FDP course in “Entrepreneurship” sponsored by Department of Science & Technology, Govt. of India, organized by the Department of EDP, XISS, Ranchi on the topic ‘Project Evaluation tools for evaluating Business Proposals and Entrepreneurial Finance’ from 21st August to 2nd September 2023
- Completed 8-week AICTE – FDP on “Financial Accounting” through SWAYAM NPTEL in September 2023

### Prof Amar E Tigga

- Sustainable Marketing through Managing Packaging Waste Materials in India. Jharkhand Journal of Development and Management Studies, 21(2), 9751-9760, June 2023.
- Presented a paper titled “Assessment of the Social Media Presence and its Effectiveness as a Strategy to Achieve Business Goals in Non-Banking Financial Companies (NBFCs)” at International Conference on Data Analytics and Management organized by XISS, Ranchi (15-16 March 2024).
- “Trends in Global Marketing” - Speaker for a Technical Session in International Conference on “Recent Development in Commerce, Business Management, Technology and Social Innovation” at Sarala Birla University Ranchi, 4-5 Jan 2024, organised by Faculty of Commerce & Business Management of SBU, Ranchi.
- Organised a students’ interaction with KPMG Group team members of Jharkhand & Bihar at XISS Ranchi for sharing insights on Government Projects Consultancy and organised sports for team work on 5 November 2023.
- Panel member for Recruitment of Placement Officer for Dr Shyama Prasad Mukherjee University, Ranchi, on 1 August 2023.
- Speaker - Valedictory Speech on “Implementation of NEP2020 in Higher and Technical Education” in the 4<sup>th</sup> ICC Education Conclave organised by Indian Chambers of Commerce, Ranchi on 02 August 2023.
- Panel Speaker on “Tribal Economy and Sustainable Development” at Dr Shyama Prasad Mukherjee University, Ranchi, organised by All India Radio, Ranchi under G20 Celebration on 25 August 2023.
- Speaker at a Symposium on Startup Ecosystem in India: Opportunities and Challenges” organised by St. Xavier’s College, Simdega, on 18 May 2023.
- Chair-cum-Speaker for the technical session on Digital Culture for Lean and Agile Organisation in the International Conclave on Digital HR for Capability Building in Metals & Mining Industry on 12 & 13 April 2023.
- Conference Chair for the International Conference on Data Analytics and Management(ICDAM),2024 organised by XISS, Ranchi

### Dr Pinaki Ghosh

- Published a paper titled “Examining the Corporate Governance Strategies of Indian Family-Run Companies: Insights from Selected Enterprises”. DOI: <https://doi.org/10.55908/sdgs.v11i12.1713>
- Published a paper titled “An Initial Study on the State of Digital Transformation of the HRM Function in India” indexed in UGC Care listed Jharkhand Journal of Development and Management studies in Volume 22 Issue No 1 -January-March 2024
- Conducted a workshop on Youth Employability and Entrepreneurship on Market feasibility assessment/ Market survey and Business Planning, Entrepreneur need assessment, Market oriented skills such as branding, packaging, sales, pricing, promotions, etc. organized by Transforming Rural India Foundation Ranchi, Jharkhand – TRIF on 17th and 18th January 2024.
- Invited as Guest Speaker in Aur Bhi Hai Raahein-Marketing Management mein Career kee Sambavnae, Doordarshan Jharkhand on 12th April 2023.
- Guest Panellist at Jharkhand Adivasi Mahostav 2023 on “Marketing of Tribal Cuisines”, TRI Ranchi on 10th August 2023.
- Conducted IQAC organized FDP on “Technological Pedagogical Content Knowledge”, Fatma Teachers Training College, Ranchi on 4th November 2023.
- Resource person for a training session on Marketing Techniques for Agricultural Products to Agri-entrepreneurs in Ranchi on 15th March 2023. This training was organised by Transforming Rural India Foundation, India.

### **Dr B P Mahapatra**

- Presented a paper titled “Open Casting for Love: A Study on How Gen Z is Redefining Compatibility and Partner Selection” at International Conference on Data Analytics and Management organized by XISS, Ranchi (15-16 March 2024)
- Resource Person in a Training programme on Distribution of Revenues among Union, States and Local Bodies to the mid-career officers of CAG, India on 3 November 2023.
- Resource person in a Training programme on Fiscal Policy and Stabilisation, Regional capacity Building & Knowledge Institute, Ranchi Centre (India Audit and Accounts Department) on 8 November 2023
- Resource person on Tools and Techniques for Market Research organised by EDP cell, XISS on 28 August 2023
- Delivered a talk in a workshop on Public Data Analytics at XISS, organised with the support of CBGA Delhi, on 18 September 2023
- Conference Co-chair for the International Conference on Data Analytics and Management (ICDAM),2024 organised by XISS, Ranchi

### **Dr Madhumita Singha**

- Completed a four-week AICTE FDP on “Design Thinking - A Primer” with Elite Silver certification from Swayam-NPTEL in October 2023.
- Presented a paper titled “Impact of Software Development Design on Coding” at International Conference on Data Analytics and Management organised by XISS, Ranchi, 15-16 March 2024.
- Resource person in a Multidisciplinary refresher course in Information Technology, organised by the University Grants Commission (UGC). The topic was on “Data Analysis using EXCEL”
- Comm CAD E-Workshop on Data Analysis with R Programming
- Single Point of Contact (SPOC) Swayam-NPTEL Local Chapter, received an appreciation cum Active local chapter certificate.

### **Dr Pratyush Ranjan**

- Presented a paper titled “A Review of Connected Cars: Emergence of New Business Opportunities and Thrust to Electric Vehicles” at International Conference on Data Analytics and Management organized by XISS, Ranchi (15-16 March 2024)
- Member of organising Committee for the International Conference on Data Analytics and Management(ICDAM),2024 organised by XISS, Ranchi

### **MDP/Consultancy/Research Project**

- Prof Amar E Tigga has been actively involved with a collaborative project of XISS & UNICEF, SAMPARK III: Strengthening Social and Behavioural Change Communication to address Child Marriage and Violence against Children in Jharkhand
- Dr Bhabani Prasad Mahapatra has been involved in a project “Performance Evaluation of TSP in Jharkhand: Challenges and Opportunities” sponsored by Dr Ramdayal Munda Tribal Research Institute, Ranchi, Government of Jharkhand.

### **New Appointment**

Dr Pratyush Ranjan joined the Marketing Management Programme at XISS as an Assistant Professor on 1 September 2023. Dr Pratyush is a Fellow in Management from XLRI, Jamshedpur. He is an engineering graduate from Cochin University of Science and Technology and an MBA from IBS, Mumbai. He has had a corporate stint at GfK, where he worked in the area of consumer research. He has also worked with non-governmental organizations and coordinated social work in Bihar and Jharkhand.

## Placements Batch 2022-24

The central Placement cell (CPC) of XISS led by Prof Amar E Tigga has been taking care of the placement of the students of marketing management programme with the support of student representatives Hritika Singh (Placement representative, PR) and Ankit Kumar (Assistant Placement representative, APR). Dr Pooja as the programme placement coordinator provides the guidance to these placement representatives. As of 31 March 2024, out of 59 students, 46 students have been placed with the **highest cost to the company (CTC) of Rs. 11.70 lakh per annum**, average CTC of Rs. 8.38 lakh per annum. This year 6 students received pre-placement offers (PPOs). The major companies recruited students from marketing management programme are:

HDFC Life, ICICI Bank Ltd., CICI Prudential AMC Ltd, ICICI Prudential Life Insurance Ltd Jaro Education, L&T Financial Services Ltd, Reliance Retail Ltd, Saint Gobain SBI Life Insurance Co Ltd, Spandana Sphoorty Financial Ltd, Swiggy, Tata AIG GIC Ltd, Tata BlueScope Steel Pvt Ltd, Vox Populi, Whirlpool India Ltd. In spite of the tough market situation, the placement has been satisfactorily. We shall surely reach the 100 percent placement mark before the end of the academic session.

## Collaboration and Connections

### Board of Studies Meeting

The Programme of Marketing Management organised its Board of Studies (BoS) Meeting on 30 September 2023, in the presence of the programme and external members. The BoS meeting was chaired by Dr Joseph Marianus Kujur SJ. The purpose of the BoS has been to strengthen the overall quality of the academic curriculum and learn the best practices in academia. The agenda of the meeting was to brief the BoS members about the suggested changes to the course curriculum for the academic session 2023-25 as per the latest trends and requirements of the industry. Credit rationalisation based the feedback of NBA auditors was also discussed. Leveraging of the SWAYAM NPTEL platform was also discussed. Some notable external members of the Board of Studies of the Programme are Mr Mridumesh Kumar Rai from NEXT MENA, Alshaya Group, Kuwait, Dr Sandip Anand from Allahabad University, Dr Saurav Snehrat from XLRI Jamshedpur, Mr Subhas Kumar from Axis Bank and Mr Shan Parbhakaran from Ziptrip. Dr Bhabani Prasad Mahapatra, HoP, coordinated the meeting.

### International Conference on Data Analytics and Management (ICDAM) 2024

The Programme of Marketing Management along with the Programme of Financial Management organized a two-day International Conference on Data Analytics and Management (ICDAM) from March 15 - March 16, 2024. The conference aimed to serve as a platform for industry experts, researchers, practitioners, and students to exchange ideas and insights on innovative data-driven solutions, thereby contributing to the advancement and sustainability of data analytics and management practices. The inaugural message was delivered by Director, XISS & Conference Patron Dr Joseph Marianus Kujur SJ where he highlighted the significance of Data Analytics within the contemporary business landscape.

Dr Amar E Tigga, Conference Chair, provided an overview of the two-day international conference. The Conference Co-Chair, Dr B P Mahapatra, Head of Programme, Marketing Management, emphasized on the integration of data analytics across various management domains.

The vote of thanks was proposed by Dr Pinaki Ghosh, Associate Professor, programme of marketing management XISS. Selected papers meeting the quality requirements shall also be published as book chapters in edited books of reputed publishers namely Wiley Scrivener, IGI Global and Springer. The event was attended by industry experts, researchers, paper presenters, faculty of XISS along with students of the Marketing Management and Financial Management Programmes.

### Workshop on Public Data Analytics & its Relevance to Public Policy

Programme of Marketing Management in collaboration with CBGA (Centre for Budget and Governance Accountability), New Delhi organised a seminar on “Public Data Analytics & its Relevance to Public Policy” at XISS on 18 September 2023.

The resource person for the seminar was Dr Nilachal Acharya and Mr Asadullah from CBGA, who spoke at length on the importance of addressing real-world situations and challenges through data analysis. They also talked about the Open Budgets India (OBI) Portal developed by CBGA. The coordinator of the seminar, Dr Bhabani Prasad Mahapatra, HoP Marketing Management, addressed the gathering and emphasised the multifaceted role of data in governance and policy-making.

Dr Amar E Tigga, the Dean of Academics, in his address said Data-driven decision-making is essential for formulating policies that can foster economic growth, improve living conditions, and create jobs. And reliable data can provide the foundation for informed policy choices.



To conclude the seminar, Dr Joseph Marianus Kujur SJ, Director XISS, emphasized the significance of data analytics in public policy, the importance of objectivity and accountability, and the value of social intervention and research. Faculty members, students and research staff of various programmes were present.

### **Guest Lectures Organised**

Resource Person	Designation	Topic
Pranoy Dutta	Creative Director at Interactive Avenues	Interaction
Ashutosh Srivastav	Sales Funnel at BMW	Interaction
Sriram B Iyer	Former Head, Learning and Development, Reliance Market	Retail Operations
Sudhansu Gautam	Aditya Birla Fashion & Retail Ltd. Area-in-charge	communication and interpersonal skills
Rakesh Kumar	Huawei, Enterprise Sales–Government	Digital Marketing
Atindra Mukherjee	MetaApply Regional Sales Director	building relationships, communication, and understanding the customer base in the sales industry
Rajat Vimal	Bajaj Finserv Unit Manager	networking
Bhaskar Dibya	Air India Data Scientist	data analysis, communication
Japneet Singh	Team Computers Account Manager	current trends.
Himanshu Shankar	Groz Tools, Assistant Manager	navigating internships
Anubhuti Sinha	PubHub Digital Operations Manager	communication skills, and personal development
Anurag Deepankar	Battery Smart, Assistant General Manager	brand management and communication
Arindam Bose	Salesforce Marketing Cloud Consultant	using digital marketing techniques

## Miscellaneous

### Tutorials

The Marketing Management Programme has initiated tutorial sessions to help students enhance their understanding of core subjects. Senior students have been selected to mentor junior peers in their respective subjects after undergoing a rigorous eligibility assessment process. Through these sessions, participants undergo a structured learning process aimed at reinforcing fundamental concepts and skills. These tutorials have proven to be highly informative and enriching, providing students with valuable insights and knowledge. Students of Second Year from Batch 2022-24 namely Mr. Ayush Agarwal, Ms. Tulika Singh, Ms. Aradhana, Ms. Diksha have been appointed as tutor for the Junior Students from the Batch of 2023-25.

### SWAYAM Courses completed by Students.

Student's Name	Certificate	Course
Faizan Alam	silver and elite certificate	B2B Marketing
Harsh Prasad	silver certificate	B2B Marketing
Abhishek Singh Malhotra	silver certificate	Equity Stock Management
	completed	Brand Management
Piyush Kumar	completed	Brand Management
Arpit Anand Dubey	completed	Design Thinking
Raghav Tantia	silver and elite certificate	Retail Marketing Strategy
Shubham Raj	completed	Marketing Research and Analysis
Chulbul Kumari	completed	Product and Brand Management
Somya Raj	completed	Product and Brand Management

### Concluding Remarks and the Road Ahead

The experimentation started last year in the programme will continue for the improvement of the quality of the programme in the coming year. The programme will look forward to strengthening the areas of industry relevant curriculum, industry connect, more academic rigour, alumni connect, and explore the opportunities in the area of international connect.

In the curriculum, focus will be given on use of Artificial Intelligence (AI) on sales and marketing, enriching the content and application of data science in the domain. Besides, the programme will continue to fine tune the course meeting the expectations of the different stakeholders. In the area of



industry connect, the programme aims to consolidate its association further with the existing organisations and pitch for newer linkages through live projects, summer internship, placement opportunities, sponsored research as well as consultancy. In the area of international connect, the programme aims at exploring the avenues of collaboration in research and consultancy. Considering the importance of alumni connect in the institution building, the programme looks for enhancing and enriching the alumni engagement in the programme through alumni lecture, mentoring and research projects. Next year, the programme has a plan to organise workshop/FDP. The student led activities will be galvanised in next academic year.



**1st Row (Standing Left To Right)** - Vartika Banerjee, Sweta Ranjan, Alpna Kerketta, Anjali Kumari, Sakchi Suman, Shreya Gupta, Payal Munjal, Myra Lovlina Tirkey, Richa Poddar, Anusha Kumari, Diksha Kumari, Aastha Priya, Aradhna, Kumari Shreya, Ayushi Agarwal, Rachel Maria Toppo, Shweta Mrityunjay Singh, Sonal Suman, Surabhi

**2nd Row (Standing Left To Right)** - Ashwinee Kumar, Kushagra Singh, Abhishek Singh Malhotra, Piyush Kumar, Neeraj Jude Ekka, Anupam Upadhyay, Harsh Prasad, Ashish Kedia, Kanishk Sahadeo, Harsh Gupta, Manwendra Singh.

**3rd Row (Standing Left To Right)** - Rohit Patodiya, Mayank Kumar, Amrit Chandan, Md. Nazam, Raghieb Ehsan, Anoy Roy, Ramesh Kumar Vishwakarma, Onyx Stephen Demta, Md. Faizan Alam, Yash Raj, Manish Kumar Gautam, Ayush Agrawal, Shagun Chhaparia, Piyush Agarwal, Saksham Raj, Paritosh Kumar, Kumar Nikhil Anand, Shubroto Kumar Dash, Shubham Kumar.

**4th Row (Standing Left To Right)** - Harsh Kumar, Osama Hussain, Abhinav Christopher Bilung, Shreya, Swetank Bhushan, Kumari Tulika, Utkarsh Suneja, Gurleen Kaur, Hritika Singh, Ankit Kumar.

# FM



## Financial Management

**Dr Bhaskar Bhowani**

Head of Programme

### Program Overview:

The two-year PGDM (Financial Management) course has been designed to equip students with practical knowledge and a deep understanding of the ever-evolving world of Finance. With a focus on real-world problem-solving, the curriculum prepares students for diverse roles in finance, promising exceptional career prospects.

The overarching goal of the Program is to cultivate a cadre of professionals proficient in the area of financial management, coupled with strong analytical and problem-solving skills rooted in ethical principles.

With a rigorous curriculum, emphasis on practical applications, and opportunities for customization in specialisation areas, the program of Financial Management emerges as a flagship offering from XISS and is poised to meet the growing demand for skilled finance professionals across the country.

The department has been registering over 95% placement consistently for the last 3-4 years and an equally strong demand for admission has been noted for the past few years. Student diversity and quality has improved notably in recent years.

Since the accreditation of the program by the National Board of Accreditations (NBA) in 2022, our commitment to continuous improvement has been unwavering. We have, ever since, been striving towards upgrading and aligning our curriculum as per NBA and industry requirements. Our focus this year, has therefore, centred on technological upgradations and forging strategic partnerships. Discussions for collaborations with the National Stock Exchange (NSE) for acquiring a simulated trading platform and International Skill Development Corporation (ISDC) for Joint certification courses on financial and business analytics, financial technology (fintech) and for AI & ML applications etc are currently underway. The key academic activities, programmes, and initiatives during the academic year 2023-24 are given below.

### Student activities and achievements:

#### Curricular Activities:

- ♦ **Summer Internships:** The 8-week Industrial Internship is an integral part of the program and the batch of 2022-24 completed the assignment successfully during the period (5 May-5 July 2023). This being an assisted program, the central placement cell and the summer placement coordinator, Dr Arana Kausar, aided by student coordinators, Mr Vishal Raj and Ms. Anshita Chowdhary, played pivotal

roles in facilitating internship opportunities in companies from sectors ranging from Manufacturing to BFSI and to the retail business and FMCG sector. Some of the prominent companies which provided internship opportunities were: SBI Mutual Fund, DSP Asset Managers Pvt. Ltd., UTI AMC, ICICI Home Finance, L&T Finance, NNM Securities, Tata AIG, M&M Finance, Tata Motors Ltd, Panasonic Life Solutions, The Indian Steel and Wire Products Ltd, Dunzo Digital, Reliance Retail, etc. The highest stipend offered to the student from the programme was ₹40,000/- p.m. by Raymond Ltd.

- ♦ **Rural Camp:** As a part of the curriculum, all first-year students are required to undertake a rural immersion program to develop a better insight into the challenges and opportunities in the rural economy, more specifically the rural market.

This year the Rural camp was organized for 4 days from 22 to 25 February 2024. Students were divided into two groups of 30 members each. One of the groups visited Gumla (under the leadership of Dr Arana Kausar) and the other went to Simdega (under the guidance of Prof Amit Kumar Giri). The activity required the students to visit villages located in the remote, isolated, and underserved areas of Jharkhand and stay there for an experiential learning.

The students of the Gumla group explored various aspects of rural life during their visits. Their first visit to Gumla Grameen Poultry Swavalambi Sahkari Samiti in Silam Village gave them an understanding about the operations of cooperative societies and their role in empowerment. They witnessed the positive impacts of irrigation and community engagement in Bhandariya village. Their visit to the Millet Processing Unit in Khada Stadium Premises provided practical insights into the operations of the Ragi mission under the India Millet Initiative.

Interacting with villagers in Harina Chapar and Rerwa villages, they learned about drip cultivation and its effectiveness in arid regions. Additionally, students were able to gain insights on the rich cultural heritage and diverse traditions of the tribal communities in the



Students of Financial Management with the members of Gramin Sewa Kendra Lachragah in Simdega District



Students of Financial Management with the employees of the Millet processing unit in Karroundi Gumla District

Chotanagpur region by visiting the Tribal Museum housed at AROUSE, St. Ignatius High School, Gumla. Similarly, the Simdega Group, guided by Dr Amit Kumar Giri, witnessed tangible progress in various villages in different blocks through interventions by organizations like JSLPS and TRIF. They learned about the empowerment of women through Self-help Groups at Lachragarh Village in (Kolebira block) and explored diverse livelihood options especially in remotely placed villages like Dhodijor and Pahratoli under (Kersai block) and Machhkata village in (Bolba block). Visits to other far flung and distant villages like Barkibiura village in (Kurdeg block) provided insights into challenges faced by rural communities, such as accessing education and sustainable livelihoods. Concluding their visit, the student group at Simdega visited local agricultural markets and learned about marketing strategies employed by Farmers Producer Organisations (FPOs).

Overall, the immersion experience sensitized students to the complexities of rural life, providing valuable insights into village livelihoods, economic conditions, and community dynamics. Through these hands-on experiences, students gained a deeper understanding of the challenges and opportunities present in rural economies, aligning with the program's aim of nurturing both practical skills and comprehensive perspectives within education.

- ♦ **Industrial Visit:** As an integral part of the curriculum, Industry interactions are a crucial component of learning. It not only strengthens relationships between students, alumni and industry professionals, by giving motivated students an opportunity to explore the horizons of career opportunities but also helps in bridging the gap between classroom teaching and real-life business.

Industrial Visits, for the students of FM (Batch of 2022-24), were arranged this year from 08 to 15 October 2023. The students were segmented into 3 groups and sent to 3 major cities, New Delhi, Mumbai, and Bangalore. Leading the Mumbai group was Mr Prashanth Kumar Jha, while Dr Amit Giri supervised the Bangalore group, and Dr Arana Kausar oversaw the Delhi group. Students got an opportunity to visit a wide variety of companies in all the three destinations from sectors like Health care and Pharmaceuticals, E-commerce and Retail, Manufacturing, Consulting, Hospitality and Hotels, Automotives and Technology, Banking and Financial Services, Regulators and Government Agencies.

Some of the prominent companies/organisations visited featured the Reserve Bank of India (RBI) & Securities and Exchange Board of India (SEBI) headquarters in Mumbai, The NSE, BSE and the CDSL offices in Mumbai, The American Express Bank, Mirae Assets, Nippon Mutual Fund, L&T Securities, Accenture, Panasonic, DHL, Flipkart, Maruti Suzuki India Ltd, Hero Motor Corp, Bristol and Royal Orchid Hotels, Aditya Birla Fashion, Asahi Glass besides the ones named above many more Banks, AMCs and NBFCs formed a part of the companies visited.

To sum up, the visit was fruitful both in terms of establishing industry connections and from the point of view of learning.



Mirae Assets during IV to Mumbai



Sansera Engineering during IV to Bangalore



IQVIA during IV to Delhi

### Final Placements:

The Department last year registered a 98.33% placement (for the batch of 2021-23) and achieved a highest annual CTC of Rs. 17.50 lakhs/annum offered to two students by Aditya Birla Capital. The average CTC for the batch of 21-23 was Rs. 8.54 L/a. The Placement for the current outgoing batch (2022-24) is in progress. So far about 65% of the students have been placed. Highest CTC till this point is Rs. 11.70 L/a offered by Tata AIG and higher CTC is expected in the outcomes which are yet to be announced. The average CTC so far is around Rs. 7.58 L/a.

### Co-curricular Activities

The students of the Financial Management Programme demonstrated exceptional talent and skill by organizing and participating in various co-curricular and extracurricular activities during the academic year and earned numerous accolades.

### Organizing Talks and Workshops:

- **Workshop on Business Analytics:** On July 31, 2023, FINAXIS, the student club of the program, hosted a session titled “Managing Business with Analytics,” led by Mr Kajal Ghose, former Chief General Manager of SBI and currently a board member of Utkarsh Small Finance Bank.
- **Workshop on “Semiconductor Nexus - Analysing the Value Chain and Navigating Opportunities”:** Conducted under the Programme of Financial Management on September 11, 2023 led by Mr Kumar Priyadarshi, Founder of Techo Vedas

- Workshop on Campus to Corporate:** On March 18, 2024, Programme of Financial Management of Xavier Institute of Social Service, Ranchi, had the honour of welcoming Mr Rajesh Derhagawen, Chief Human Resources Officer (CHRO) of Nippon India, for a series of sessions titled “Campus to Corporate.” These sessions served as a guide for students transitioning from academic life to the professional world, particularly within the realm of management. In the first session, “Land Your Dream Job,” Mr Derhagawen engaged the audience in an interactive discussion on securing one’s dream job. He stressed the significance of setting clear career goals, acquiring relevant skills, and effective networking to enhance job prospects.



The subsequent session, “Backpack to Briefcase,” centered on the transition from a student mindset to a professional one. Mr Derhagawen emphasized the importance of adaptability, professionalism, and a proactive attitude when entering the corporate world.



In the final session, “Unleashing Your Potential,” Mr Derhagawen delved into the concept of realizing one’s full potential in a career. He highlighted the significance of continuous learning, self-awareness, and seizing growth opportunities. Key takeaways from the sessions included the importance of understanding corporate culture, exploring career opportunities in management, cultivating attributes, such as adaptability and resilience, and navigating workplace challenges proactively. Mr Derhagawen’s sessions provided students with invaluable insights and practical guidance, inspiring confidence as they embark on their professional journeys in management.

**Extra-curricular Activities:**

**Organising and hosting Inter College Fests and Events:**

- FINFEST 2023:** FinFest-2023, hosted by FINAXISS - The Financial Management Club of XISS on December 19, 2023, drew a record-breaking crowd and showcased collaboration among participants from over ten Management Institutes and colleges. The event pulsated with excitement, featuring captivating competitions, challenges, and dynamic performances that underscored the passion and teamwork among students. The program earnestly acknowledges the valuable contributions of Faculty coordinator Mr Prashant Jha and both the Presidents of FINAXIS: Ms. Misha Gera, and Mr Harshit Dev who’s relentless efforts and dedication were instrumental for the success of the event.



Winners from the Program in the event:

- BidWars Mock IPL Auction (1st Prize): Mr Mohit (FM1), Mr Atishay Tripathi (FM1), Mr Gudakesh Gunjan (FM1)
- TradeTrek (1st Prize): Mr Rohit (FM2), Mr Kumar Sourav (FM2), Mr Ashutosh Sahay (FM2)
- Money Heist (2nd Prize): Mr Hritik Sagar (FM1), Mr Akash Sagar (FM1), Mr Rishabh Agarwal (FM1) & Ms. Richa Kumari (FM1)

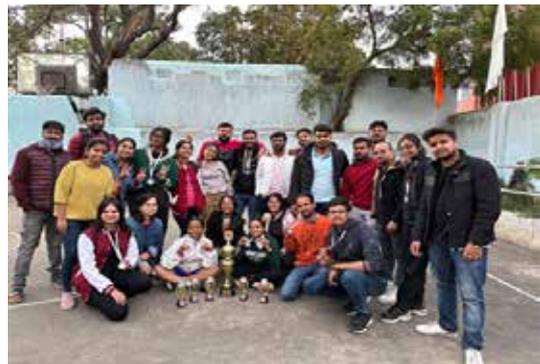
- **Republic Day Celebration:** The first-year students of The Financial Management Programme presented a remarkable celebration in honour of the 75th Republic Day of the country. The event, a tribute to the nation's rich heritage, featured patriotic songs, dances, thought-provoking skits, and inspiring poems that captivated the audience.

The performances resonated with the audience, evoking a deep sense of patriotism and unity. Through each act, the essence of our Republic was beautifully portrayed, igniting a sense of responsibility and love for our nation. The celebration was not just a spectacle; it was a deeply emotional experience that touched the soul of everyone present. It reminded us of the sacrifices made by our freedom fighters and the nation's core values of unity, diversity, and inclusivity.



### Participation in Sports, Games, and other events (Internal and external)

- **Sport Week at XISS, Ranchi:** The annual Games and Sports Week, hosted by Xavier Institute of Social Service (XISS) from 1<sup>st</sup> to 3<sup>rd</sup> February 2024, saw a spirited turnout from students across various programs, notably the Programme of Financial Management. Participants from this program showcased their athletic abilities and sportsmanship, significantly contributing to the event's success. Notable achievements were made by participants from the department in sports such as Basketball, Table Tennis, Badminton, and Carrom, where they secured several awards, including Runner Up positions.
- **Panache 2024:** The Institute hosted its annual fest, 'Panache 2024,' themed '52 Deck of Cards,' from February 9-10, 2024, attracting participants from various colleges. The event boasted a diverse array of activities and competitions, with students from the Programme of Financial Management showcasing their talents and achieving commendable success securing top positions in 'Kala Kriti' and 'Treasure Hunt.'



### Departmental activities (Academic):

#### International Conference:

The Institute organised two-day International Conference on Data Analytics and Management (ICDAM) hosted jointly by the Programme of Financial Management and the Programme of Marketing Management on March 15-16, 2024. The conference aimed to provide a platform for industry experts, researchers, practitioners, and students to exchange ideas and insights on innovative data-driven solutions. It commenced with an inaugural message from Dr Joseph Marianus Kujur SJ, Director of XISS, who highlighted the critical significance of Data Analytics in contemporary market landscapes and announced the institute's plans to initiate a course aligned with industry demands in this field. The Conference Chair, Prof Dr Amar Eron Tigga, emphasized the conference's objective to facilitate knowledge exchange and foster innovation in data analytics among students, industry specialists, and academia. Distinguished keynote speakers, including Professor Meike Eilert and industry professionals from KPMG India, provided valuable insights into the role of data analytics in understanding customer behaviour, global market projections, and enhancing organizational productivity.

It is worth noting that professors and students from the Programme of Financial Management actively participated in the conference, presenting five papers. Notably, Mr Milan Sai, a final year student of the

programme, was awarded the Best Paper Award for his research on Waste management through IoT. The program puts on record the immense contribution made by the core committee especially by Dr Rishi Dwivedi for designing, organising and liaising with indexed journals for garnering acceptance for publications.

The conference concluded with reflections from Dr Bhaskar Bhowani and Dr Pradeep Kerketta SJ, Assistant Director of XISS, who reiterated the importance of data analytics in enhancing business efficiency and reliability. The event witnessed active participation from industry experts, researchers, faculty, and students, highlighting the growing relevance and significance of data analytics in contemporary management practices.

In conclusion, the International Conference on Data Analytics and Management at XISS, jointly hosted by the Programme of Financial Management and the Programme of Marketing Management, provided a comprehensive platform for fostering collaboration, exchanging knowledge, and advancing innovative solutions in the field of data analytics.

### **Industry academia collaboration:**

The Financial Management program has signed a Memorandum of Understanding (MoU) with Vedant Asset Ltd Ranchi, a leading Financial Advisor Firm and Mutual Fund Distributor, with the aim of enhancing students' skills and knowledge to prepare them for the industry. To achieve this goal, Vedant Asset will facilitate various initiatives including industrial training, internship opportunities, skill development programs focusing on emerging technologies, and guest lectures. Additionally, they will provide assistance in securing final placements for students. On an institutional level, Vedant Asset has committed to partnering with XISS (Financial Management program) to conduct collaborative research in the financial services field. Furthermore, they will organize Faculty Development Programs to acquaint faculty members with emerging technologies within the industry.'

### **Mentorship Program:**

The department has in place a robust mentorship program led by core faculty members to offer multifaceted support to students across various aspects of their academic journey and personal development. This initiative encompasses academic assistance, professional guidance, emotional support, and general mentorship to ensure students thrive both inside and outside the classroom.

Students are assigned to a core faculty member each academic year, providing them with the opportunity to receive personalized guidance from at least two faculty members throughout their tenure. Students are assigned to a core faculty member each academic year, providing them with the opportunity to receive personalized guidance from at least two faculty members throughout their tenure.

### **Remedial Classes by Senior Students:**

The Program of Financial Management has taken an initiative to help weak students in their academic pursuit. Keeping the overarching support of the faculty intact, the program has introduced a system of offering remedial classes led by senior students. This system offers a valuable opportunity for slow learners to receive personalized academic support and guidance. These sessions are designed to address individual learning needs, providing tailored assistance in areas where students may be struggling. By leveraging the expertise and experience of senior students, these remedial classes create a supportive learning environment where weaker students feel comfortable asking questions and seeking clarifications.

### **Faculty Activity and Achievements (Individual):**

A detailed description of the individual faculty activity and achievements during the academic year have been outlined hereunder in Alphabetical order of names:

#### **Dr Amit Kumar Giri:**

- Delivered a lecture and Taught 'Statistical Sampling' to the officers of the Indian Audit and Accounts Department headed by the Comptroller & Auditor General of India at Regional Capacity Building and

Knowledge Institute, Ranchi on December 23, 2023

- Took a session on Monetary Policy and has delivered a lecture on ‘Revenue Mobilization and Allocation: Become aware about monetary policy of RBI’ to the officers of the Indian Audit and Accounts Department headed by the Comptroller & Auditor General of India at Regional Capacity Building and Knowledge Institute, Ranchi on November 7, 2023
- Successfully concluded a Research Project (Assessment of Structural Barriers to the Aspirations and Capabilities of Youths of Ramgarh, Jharkhand) along with Dr (Fr.) Pradeep Kerketta, S.J., and Dr Binit Lakra. The comprehensive report was officially submitted to The Transforming Rural India Foundation (TRIF) on August 25, 2023.

#### **Dr Arana Kausar**

- Kausar, A. (2023). A study on investments in MSME sector leading to sustainable growth in the region of Jharkhand. *International Journal for Multidisciplinary Research*, 5(3). doi:10.36948/ijfMr2023.v05i03.3346
- Kausar, A., & Ahmad, M. A. (2023). Artificial Intelligence - Applications across Industries (Healthcare, Pharma, Education). In *Era of Artificial Intelligence* (pp. 15-31). Chapman and Hall/CRC.
- Dr Kausar was a part of the organising team for the International Conference on Data Analytics and Management held at Xavier Institute of Social Service, Ranchi on 15 and 16 March, 2023. She also presented a paper in the conference entitled “Exploring the influence of Emotional Intelligence on Financial Literacy amongst Gen Z”. The Paper was selected for the best paper award in Track 1 of the Conference.
- Imparted Trainings at the Jharkhand Vidhan Sabha on 14-03-2024 on Work Motivation for Library Staff members and Assistant grade employees; at the Regional Capacity Building & Knowledge Institute, Ranchi on 16-09-2023 and 04-10-2023 under the banner “Training for the Trainers”.

#### **Dr Arup Mukherjee:**

- Mukherjee, A., Chaturvedi, R., & Dwivedi, R. (2023). McCluskieganj In the Spatial Turn: Rethinking Anglo-Indian Diaspora and Spatial Marginalization. *European Economic Letters (EEL)*, 13(5), 1840-1850.
- Mukherjee, A. (2023). Saranda Forest Range: A Fragile Ecosystem at the Crossroads of Development and Conservation. *Journal of Emerging Technologies and Innovative Research| JETIR*, 10(11).
- Part of the organising team of the International Conference on Data Analytics and Management held at Xavier Institute of Social Service, Ranchi on 15th and 16th March, 2023 and presented a paper entitled “An Integrative Framework for Evaluating Financial Sustainability in Post-Merger Consolidation: A CRITIC-RAWEC Analysis of Public Sector Banks in India”.
- Attended a one-week Online FDP on Introduction to Machine learning & Deep learning organized by NITTR Kolkata from 27 to 31 March'23.
- Was invited as a resource person for conducting an online training on "Financial Inclusion" for senior employees of "Save the Children" Bal Raksha Bharat on 7-8 August 2023.

#### **Prof Dr Bhaskar Bhowani:**

- Smita, Dwivedi, R., & Bhowani, B. (2023). The thermo-viscous model for Rayleigh waves in a thermo-orthotropic micropolar structure. *Proceedings of the Indian National Science Academy*, 89(4), 941-949. (Indexed in Scopus and Web of Science (IF-0.9))
- Dr Bhowani presented three papers in the International Conference on Data Analytics and Management at XISS, Ranchi which was held on 15-16 March 2024:
- Bhaskar, B. (2024, March 15-16). Waste Management Through IoT and AI-Enabled Smart Dustbin Systems and was given the best paper award in the track.

- Bhaskar, B. (2024, March 15-16). Evaluation of Factors Affecting E-Rickshaw Micro Financing through SWARA Method
- Bhaskar, B. (2024, March 15-16). Unleashing the Potential: Prioritizing Factors Affecting Equity Mutual Fund Sales in Jharkhand through SWARA Analysis
- Supervised a doctoral research conducted by Ms. Monica Bhatia from Jharkhand Rai University and the scholar was awarded Ph.D. after final defence presentation on 22 March 2024. The topic of the thesis was “Consumer buying behaviour for baby care products across income groups in Ranchi.”
- Nominated as a board member and interview panellist of the Jharkhand State Forest Development Corporation (JSFDC) Ltd. for appointment of Finance Officers, Technical Officers & HR Managers on 24-08-2023 and again on 03-01-2024.

### **Prof. Satya Narayan Singh**

- Successfully guided one Ph.D scholar. Ms. Mamta Arya of Jharkhand Rai University marking his fourth Ph.D. guidance.
- Evaluated two thesis of Vinova Bhave University Hazaribagh and one from Sai Nath University.
- Invited as a subject expert for recruiting Senior Information Technology Officer in Jharkhand Academic Council on 09/03/2024.
- Chairperson on the topic of “Circulant graphs, statant graphs and small worlds” in 8th online International conference on Ancient Mathematics and Science for Computing (AMSCO2K23) on December 2023.
- Appointed as a referee for the article titled On Goethals and Seidel Array in the Indian Journal of Science and Technology in February 2024.
- Invited as a member of syllabus committee in P.G Mathematics at Vinova Bhave University on 23/08/2023.

### **Mr Prashant Kumar Jha:**

- Smita, Dwivedi, R., & Jha, P. K. (2023). A study on the reflection of quasi Rayleigh waves in a magneto self-reinforced thermoelastic medium with fractional order derivative. GEM-International Journal on Geomathematics, 14(1), 22. (Indexed in Scopus and Web of Science (IF-1.8))
- Completed one Faculty Development Program (FDP) on Commodity Derivative and Risk Management” as part of the NPTEL Swayam Course on the same topic in October, 2023.
- Part of the organising team of the International Conference on Data Analytics and Management held at Xavier Institute of Social Service, Ranchi on 15th and 16th March, 2023 and presented three papers:
- Jha, P.K. (2024, March 15-16). An Integrative Framework for Evaluating Financial Sustainability in Post-Merger Consolidation: A CRITIC-RAWEC Analysis of Public Sector Banks in India
- Jha, P.K. (2024, March 15-16). Development of an Integrated CIMAS-RAWEC Method for Material Selection
- Jha, P.K (2024, March 15-16). Evaluation of Factors Affecting E-Rickshaw Micro Financing through SWARA Method
- Topped the certification exam of NPTEL Swayam Course on Commodity Derivative and Risk Management.

### **Prof Ratnesh Chaturvedi:**

- Published a research paper on Diaspora studies in an ABDC indexed journal: Mukherjee, A., Chaturvedi, R., & Dwivedi, R. (2023). McCluskieganj In the Spatial Turn: Rethinking Anglo-Indian Diaspora and Spatial Marginalization. European Economic Letters (EEL), 13(5), 1840-1850
- Part of the organising team of the International Conference on Data Analytics and Management held at Xavier Institute of Social Service, Ranchi on 15th and 16th March, 2023 and served as an advisory

committee member.

- Served as an External Examiner/ External Expert for the evaluation of the Thesis entitled “Impact of Interest Rate Volatility on Stock Market Development: Evidence from India” submitted by the research scholar Ms. Richa Sinha for the award of Ph.D. Degree in Doctor of Philosophy (Commerce) of Amity University Uttar Pradesh during March,2024.
- Invited as external expert in the enhancement seminar of Ms. P. Kritee Rao (Research Scholar-2021RSHS004) at the Dept. of Humanities, Social Science and Management, NIT, Jamshedpur on 19th Sep. 2023.
- Enrolled as an external expert for Ph.D. Viva at Usha Martin University, Ranchi and has been part of pre submission & post submission viva for Ph.D. of various candidates 2023-24
- Invited to attend a Programme of Doordarshan “Aur bhi Hai Rahen” as an expert on Carrier Counselling for MBA in Financial Management in the Month of Jan’24.
- Invited as a Resource Person in FDP conducted by Dept. of Entrepreneurship Development, XISS, Ranchi: Topic: “Financial Aspects of SSI Units: Project Cost, Cost of Production, BEP, Working Capital Assessment & Profitability.” Batch-1- Dated. 19/7/23 & Batch-2 - Dated. 25/8/23

#### **Dr Rishi Dwivedi:**

- Senapati, S., Prasad, K., Dwivedi, R., Jha, A. K., & Jangre, J. (2023). Application of Machine Learning Algorithms for Cataract Prediction. In Computational Intelligence for Engineering and Management Applications: Select Proceedings of CIEMA 2022 (pp. 131-141). Singapore: Springer Nature Singapore. (Indexed in Scopus)
- Smita, Dwivedi, R., & Bhowani, B. (2023). The thermo-viscous model for Rayleigh waves in a thermo-orthotropic micropolar structure. Proceedings of the Indian National Science Academy, 89(4), 941-949. (Indexed in Scopus and Web of Science (IF-0.9))
- Smita, Dwivedi, R., & Jha, P. K. (2023). A study on the reflection of quasi-Rayleigh waves in a magneto self-reinforced thermoelastic medium with fractional order derivative. GEM-International Journal on Geomathematics, 14(1), 22. (Indexed in Scopus and Web of Science (IF-1.8))
- Sinha, A. K., Dwivedi, R., Ghatak, I., Smita, S., & Prasad, K. (2023, June). Evaluation of factors for domestic violence of working women in India through MOORA approach. In AIP Conference Proceedings (Vol. 2786, No. 1). AIP Publishing. (Indexed in Scopus and Web of Science)
- Mukherjee, A., Chaturvedi, R., & Dwivedi, R. (2023). McCluskieganj In the Spatial Turn: Rethinking Anglo-Indian Diaspora and Spatial Marginalization. European Economic Letters (EEL), 13(5), 1840-1850. (Indexed in ABDC)

#### **Completed two FDPs during the academic year:**

- A Two-Week Faculty Development Programme on “Advanced Pedagogy” organized by National Institute of Technical Teachers’ Training and Research (NITTR) Kolkata from January 15, 2024, to January 26, 2024.
- A One-week Faculty Development Programme on “Industrial Instrumentation” organized by National Institute of Technical Teachers’ Training and Research (NITTR) Kolkata from February 19, 2024, to February 23, 2024.
- Organized and co-facilitated an International Conference on Data Analytics and Management at Xavier Institute of Social Service, Ranchi, on 15th and 16th March, 2023 and served as an Organizing Secretary.
- Presented a total of six papers in the International Conference on Data Analytics and Management at XISS, Ranchi which was held on 15th & 16th March 2024:
- Dwivedi, R. (2024, March 15-16). An Integrative Framework for Evaluating Financial Sustainability in Post-Merger Consolidation: A CRITIC-RAWEC Analysis of Public Sector Banks in India.

- Dwivedi, R. (2024, March 15-16). Development of an Integrated CIMAS-RAWEC Method for Material Selection.
- Dwivedi, R. (2024, March 15-16). Waste Management Through IoT and AI-Enabled Smart Dustbin Systems. The paper was selected for the “Best Paper Award” in the Track.
- Dwivedi, R. (2024, March 15-16). Evaluation of Factors Affecting E-Rickshaw Micro Financing through SWARA Method.
- Dwivedi, R. (2024, March 15-16). Unleashing the Potential: Prioritizing Factors Affecting Equity Mutual Fund Sales in Jharkhand through SWARA Analysis.
- Served as an external expert and was nominated as a member on the Board of Studies (BOS) within the Department of Mechanical Engineering of Sikkim Manipal Institute of Engineering, Gangtok.

**Concluding Remarks and The Road Ahead:**

As we bring yet another academic year to a close, we reflect on the transformative journey that has shaped aspiring professionals into skilled practitioners ready to take on the complexities of the financial world. We believe that with our team’s dedicated efforts we have been able to equip our students with the requisite knowledge and competencies to thrive in their professional careers and have empowered them to emerge as visionary leaders of the future.

Looking forward, we remain committed to excellence and continuous improvement. In the upcoming session we envisage integrating cutting-edge technological enhancements into our experiential learning initiatives and forging strategic alliances to ensure our curriculum remains relevant and industry aligned.

## Hon’ble Members of the Board of Studies PGDM-FM 2023-24



**Prof (Dr) S.B.Say**  
Former Head & Dean  
& Retd Professor  
Department of  
Commerce & Business  
Management, Ranchi  
Member – BOS



**Mr Lallit Tripathi**  
Director, Vedant Assets  
Member – BOS



**Mr Sanjay Kumar Singh**  
Chief Manager  
(Finance), CCL  
Member – BOS



**Mr Gaurav Singh**  
Regional Audit  
Manager & AGM  
Cholamandalam  
Investment and  
Finance Co. Ltd.  
Member – BOS



**Mr Siddhartha Solanki**  
Manager (Market  
Risk Reference Data)  
Bank of America  
(Gurugram Haryana)  
Member – BOS





# CLASS OF FINANCIAL MANAGEMENT BATCH *2022-24*



**Teachers (Left to Right) :** Mr. Happy Indwar, Dr Ratnesh Chaturvedi (Professor), Dr. Arana Kausar (Assistant Professor), Fr Claber Minj S.J. (Finance Officer & Assistant Professor), Dr Joseph Marianus Kujur S.J (Director), Dr Bhaskar Bhowani (Professor & HoP), Dr Amar Eron Tigga (Prof. and Dean Academics), Dr Rishi Dwivedi (Assistant Professor), Dr Amit K. Giri (Assistant Professor), Prof. Prashant Kumar Jha (Assistant Professor)

**First Row (Left to Right) :** Aisha Marcy Kisku, Rebecca Purty, Jully Ekka, Kritika Komal, Shruti Kumari, Ashna Kullu, Anshita Choudhary, Nancy Agarwal, Vishakha, Bharti, Shruti Harnathka, Chandni Sharma, Utkalika Sundi, Juveria Jamil, Amisha Choudhary, Surabhi Goyal, Nidhi Kumari, Kajal Munduiya, Riya Rai, Misha Gera, Anusree Ghosh, Romi Kumari, Rashi Verma, Dulari Priya Hansda, Prachi Maloo, Parul, Abhipsa Ghosh, Arya Vaishnavi, Dimple Shalini Dhan

**Second Row (Left to Right) :** Aayush Ronald Kujur, Jitendar Dutta, Sourabh Saraf, Alok Kujur, Shourya Pratap Singh Deo, Jishan Ali, Anmol Kumar, Rohan Pandey, Harshit Dev, Albert Dungdung, Abhishek Khumar, Md. Arib Ahmad, Pranit Anand Jha, Anant Raj, Rishi Garodia, Ayush Kumar Upadhyay, Shadab Alam, Bipul Kumar, Vishal Prasad, Milan Sai, Kumar Saurav, Md Shams Sohail, Ashutosh Sahay, Rohit Kumar, Harsh Raj Tripathi, Zeeshan Haider, Jay Ujjwal, Anshul Tigga, Naven Kumar



# RM

## Rural Management

**Prof Anant Kumar**

Head of Programme

The field of rural management is diverse and multi-dimensional, encompassing various aspects of development. It is growing day by day and requires more rural development professionals for the development of the economy and to achieve social development goals. We at XISS believe in service to others, especially the poor and socially marginalized. We endeavour 'putting the last first', with a mission to create leaders with conscience, compassion, competence, and commitment for sustainable development and empowerment of the marginalized. Thus, it has always been a challenge to balance between our core values and the external market and stakeholders' demands. We have restructured and revised the programme curriculum as per market demand, needs, and NBA and other stakeholders' requirements and suggestions without compromising our core values of Jesuit education to develop students intellectually, morally, and spiritually.

It is a pleasure to present before you the annual report of the Rural Management programme. The year was filled with various academic activities, conferences, seminars, talks, etc. Student's engagement with urban and rural communities through service-learning projects, internships, and outreach programs is core that provided an opportunity to students to learn and demonstrate the program's commitment to making a positive impact on rural development. Partnerships and collaborations are key features for this year where we partnered with various institutions and signed an MoU with UNICEF, Populations Services International (PSI), Indian Association of Women's Studies (IAWS), PCI, and SwitchOn Foundation and other stakeholders that enhanced the program's effectiveness and relevance. The key academic activities, programmes, and initiatives during the academic year 2023-24 are given below.

### **Training of Trainers on Child Protection Case Management**

4-Days Training of Trainers on Child Protection Case Management has been conducted from 15<sup>th</sup> -18<sup>th</sup> May 2023 which has been organized by JSCPS, DWCD&SS, Government of Jharkhand in collaboration with UNICEF, and XISS and NUSRL as Technical Partners. 35 participants from 23 districts from CCI, DCPU, CWC, Childline, and CSO have participated. Dr Raj Shree Verma has been the master trainer representing XISS.



### Interational Collaborations

#### **Dr Raj Shree Verma was nominated and selected to attend a study of the U.S. Economics and Sustainable Development Exchange Programme**

Dr Raj Shree Verma has been nominated and selected to participate in a Study of the U.S. Institute (SUSI) Exchange program on 'U.S. Economics and Sustainable Development' organized by the U.S. Department of State's Bureau of Educational and Cultural Affairs (ECA). The University of Montana (UM) will administer this program and the Institute for Training and Development (ITD), in conjunction with Suffolk University, will host the Institute in Amherst and Boston, Massachusetts, from July 1 to August 9, 2023. This will be a short-term study on a U.S. campus where a multinational group of eighteen experienced foreign university faculty, researchers, practitioners, and policymakers from across the world will come together to learn about and experience U.S. culture and society.

#### Induction-cum-Orientation Programme for Newly Enrolled Rural Management Students

Nine-day long Induction-cum-Orientation Programme was organized for newly enrolled rural management students of Batch 2023-35 from 20 to 28 July 2023. The purpose of the student Induction programme was to orient students about XISS's values, vision, and mission to inculcate in them the ethos and culture of XISS. The sessions also oriented students about the rural management programme and its importance and relevance, course structure, curriculum, pedagogy, disciplines, rules, regulations, evaluation systems, etc



#### **Dr Niranjana Sahoo was nominated by the National Productivity Council (NPC) of the Ministry of Industry & Commerce, Govt of India for a Multi-Country Observational Study on Rural Development.**

This study was funded by the Asian Productivity Organization, Tokyo, Japan, and arranged by the Republic of Indonesia from 11-13 July 2023 where around thirty delegations including govt officials and corporate managers from around 20 Asian nations took part. Visits to various rural development model fields and rural enterprises located in various parts of Indonesia like Java, Sumatra, Bali, etc. were arranged to acquire a wider knowledge and data on rural community development techniques and strategies.

## International Student Exchange Programme

XISS, Ranchi has a collaborative student exchange programme with the University of Antwerp, Belgium supported by USOS. This year 8 students and two supervisors from the University of Antwerp participated in the exchange programme and visited XISS Ranchi from 29 July to 18 August 2023. The internship is part of the USOS-funded partnership between the University of Antwerp and XISS, Ranchi. These students visited XISS, Ranchi under the (USOS) India Exposure - Internship Mobility Programme. They worked on their respective research topic under the supervision of XISS faculty and other agencies facilitated by XISS, Ranchi. The students interns and supervisors were also exposed to rural India and ventured out to the villages visiting the local NGOs, learning more about their lives, and understanding the tribal hinterland. The students also participated in various programmes organized by XISS and other institutions such as Independence Day, and International Day for Indigenous people. Ms Devanshi Saxena is the coordinator of the team while Dr Anant Kumar, Head of Rural Management Programme and Associate Professor at XISS is the coordinator of the team in Jharkhand, India.

### Student Activities

A one-day Institutional visit was organized for the first year, Batch 2023-25 at Tata Motors Ltd & Tata Steel Foundation (both in Jamshedpur) on 25 Aug 2023. The objectives of the institutional visit were to acquaint the students with development interventions and to make them understand



the challenges faced in the planning, implementation, monitoring, and evaluation of the developmental projects. Students were taken to visit the disabilities center, tribal cultural center of Tata Steel Foundation, and health center, watershed areas of Tata Motors. It was a great learning experience for the students. The first-year Rural Management students were divided into two groups i.e., Group A (all odd Roll numbers of the class) and Group B (all even Roll numbers of the class) for the IV purpose. Dr Niranjana Sahoo & Dr Pawas Suren led the team to Tata Foundation while Dr Sant Kumar Prasad & Dr Sourya Das led the group to Tata Motors Ltd. IV was coordinated by Dr Niranjana Sahoo, Associate Professor of XISS. A glimpse of the photos is given below.

### Independence Day Celebration in Urban Slums of Ranchi

On the 15th of August 2023, first-year students of the Rural Management Programme celebrated the 77th Independence Day Celebration enthusiastically in all eight slum areas namely, Dibdih, Madhukam, Mahua Toli, Hatma I, Hatma II, Lowadih, Samlong, and Mahadev Toli of Ranchi town. The celebration started with the flag hoisting followed by the national anthem and cultural events, the surroundings filled with joy and pride as chants of “Bharat Mata Ki Jay” echoed. It was an exhilarating experience for all of us. The presence of our Fr. Joseph Marianus Kujur, S.J. Director, XISS, Dr Anant Kumar, HOP, RM, Prof. K. K. Bhagat, Dr Sant Kumar Prasad, Dr Niranjana Sahoo, Dr Raj Shree Verma, Dr Pramil Panda, Dr Pawas Suren, Dr Sourya, and Dr Sanjay K. Verma motivated and encouraged our students. This auspicious celebration was organized under the supervision of Dr Pawas Suren and Dr Sanjay K. Verma. Community members, Community-



Based Organisations (CBOs), and Children's groups extended their support to our students in organizing and mobilizing the local community.

### 2nd Institutional Visit

A one-day Institutional visit was organized for the first year, Batch 2023-25 at Jharkhand State Livelihood Promotion Society (JSLPS) at their three major working areas which include Angra, Khunti, and Bero block on 29 September 2023. The objectives of the institutional visit were to acquaint the students with development interventions and to make them understand the challenges faced in planning, implementing, monitoring, and evaluating the developmental projects. The main objective of this Institutional Visit was to get to know the livelihood promotions done by JSLPS in their respective Blocks. The visit was organized under the coordination of Prof. K.K. Bhagat, Prof. Niranjana Sahoo, and Dr Raj Shree Verma.

The students learned about grafting cultivation, varieties of animal husbandry practices, lift irrigation using solar panels, visits to the nursery, use of poly houses to cultivate vegetables, and drip irrigation. All these facilities have together improved agricultural productivity and have improved the lives of people, especially women. Every group also witnessed the CLF (Cluster Level Forum) Members meeting, which has given them insight into the value of SHG in women empowerment. In wholesome, the visit was a great success in terms of learning and exposure.



**Khunti Group**



**Bero Group**



**Angara Group**

### Urban Field Exposure

Students completed the first trimester of Urban Field Exposure (UFE). The students were divided into eight groups namely Pragati, Vikas, Asha, Samvedna, Jyoti, Karuna, Prayatna, and Pravah, and were assigned eight slum areas in Ranchi town. The objectives of this exposure were to acquaint the students with real-life slum situations, to understand the urban slums-people, their lifestyle, their socio-economic conditions and culture and value system, etc. by using skills of observation, interaction, and situational analysis and it helps in bringing about an attitudinal and behavioural change in them.

The students were introduced to slums, and they built a good rapport with the community that would be their base for carrying out plans and activities. It helped them to learn that sympathy can be easily felt at once vulnerable, but empathy can only be developed by living with the people or in similar situations to devise a remedy. Teaching the children was a wonderful experience that helped them to develop a better relationship with the community as children made their reach to the community easy and helped them spread their messages around the community. Students developed the community profile with specific details, conducted a socio-economic survey through the KOBOToolbox, and identified the community issues and the resources available in the community to devise methods to solve the problems. It also helped them to learn professional approaches and skills in community problem-solving.

During second trimester students put their efforts towards a professional approach and skills in community-based interventions. The students participated in various activities in their respective slums to bring a positive and sustainable change in community behaviour and practices regarding sanitation, education, current social and issues related to the empowerment of women and children under the supervision of

Prof. Pawas Suren and Dr Sanjay Kumar Verma. This will help the students to become better professionals and excel in their future endeavours.

**Community-Based Interventions**

1. Created a habit of consuming safe drinking water among households.
2. Water, Sanitation & Health (WASH) interventions.
3. Promoted hand washing and hygiene practices in the community.
4. Promotion of solid and liquid waste management.
5. Developed child protection mechanisms in the community.

**Rural Field Exposure**

Three rural camps were organised for first-year students from 2-11 November 2023. The venue of campsites were, Tengariya village in Dighiya Panchayat of Bero Block in Ranchi District; Silagain village in Silagain Panchayat of Chanho Block of Ranchi District; and Lakeya village under Lakeya panchayat in Sisai Block of Gumla district.



**Silagain village in Silagain Panchayat of Chanho Block of Ranchi District**



**Tengariya village in Dighiya Panchayat of Bero Block of Ranchi District**

The camps were organised under the supervision of Dr Raj Shree Verma, Dr Pawas Suren and Dr Sourya Das. The objectives of the rural camps were to build rapport with villagers, and understand village society, culture, livelihoods, agriculture, etc., through household surveys. Students also volunteered to teach schoolchildren about sanitation, the importance of education, addiction, and the right age for marriage with a philosophy of being sincere and responsible citizens.

Five Rural Camps were organized from 20 February to 29 February 2024 in five different villages of Ranchi and Gumla Districts.

First-year students of Rural Management practiced Participatory Rural Appraisal (PRA) tools in Silagain village of Chanho Block under the supervision of Dr Pawas Suren and Dr Sanjay K. Verma and other two villages were Tengaria and Lakiya of Bero Block under Ranchi District and Sisai Block of Gumla District respectively under the supervision of Dr Raj Shree Verma, Dr Pramil K. Panda and Dr Sourya Das.



**Piprabanda village, Ormanjhi, Ranchi**



**Tengariya village, Bero, Ranchi**

Second-year students of Rural Management developed a Micro Plan for Pipra Banda and Negra Bera villages of Ormanjhi and Angara Block respectively of Ranchi District under the supervision of Prof. Anant



**Nagrabera village, Angara, Ranchi**



**Silagain village, Chanho, Ranch**

Kumar and Prof. Niranjana Sahoo.

### Study Tour

The study tour for the second-year students, Batch 2022-24 was organised in two groups. One group visited Assam and West Bengal under the supervision of Dr Shourya Das. They have visited organisations like EY Foundation, Trickle Up, SwitchOn Foundation, The Energy and Resource Institute, School of Agro and Rural Technology at IIT Guwahati, Centre for Microfinance and Livelihood (CML) Associate organization of Tata Trust, Aaryanyak, Little Big Help India Trust, Grameen Sahara, Seven Sister's Development Assistance (SeSTA) and Shamayita Math.

Another group visited Delhi, Amritsar, and Chandigarh under the supervision of Dr Pawas Suren. They visited Pingalwala Charitable Society Act, NABARD Amritsar Cluster Level, NABARD Punjab & Haryana regional Office, Centum Foundation, IWWAGE, National Foundation for India, IPCA Recycling Unit (SBI Card foundation), Spark Minda Foundation, and Centre for Microfinance & Livelihood (CML) by Tata Trust. He along with students participated in the Alumni Meet organized by the Delhi chapter.

### Children's Day Celebration in Urban Slums

On 14 November 2023, Children's Day was celebrated in all eight slum areas during Urban Field Exposure by the first-year students of the Rural Management Programme under the supervision of Dr Sanjay K. Verma. Cultural programs and fun-filled games were organised for the children. The day was used to raise awareness about child welfare issues and advocate for the betterment of children's lives.

### Block Placements

Block-level Placement is an integral part of the Rural Management programme course curriculum. The objective of block placement is to provide an opportunity to the students to observe and learn the practical aspects of different government programmes and schemes for sustainable community development at the Block level. The Block placements for first-year students of batch 2023-25 were held from **22 to 29 January 2024**. students were divided into seven groups and placed in different blocks of Ranchi district under respective Block Development Officers (BDOs). The blocks were Kanke, Ratu, Ormanjhi, Nagri, Itki, Angara, and Namkum. Students observed, learnt, and understood the aims and objectives of different programmes and schemes like **MGNREGA, PMAY, SRLM, DDU-GKY, NSAP**, etc., for poverty alleviation, livelihood and employment generation, and providing social security for the rural people and other interventions to uplift the economic condition of people living in rural areas of the Ranchi district of the Jharkhand State. Students submitted a report based on their observations and learning to the Block Development Officer after the completion of their study. Block Placement students were done under the supervision of Prof. Pawas Suren and Dr Sanjay K. Verma.



**Students along with BDO, Nagri in her Chamber**



**MGNREGA Park, an initiative of the State Govt.**

### Panache 2024

Panache, the Annual fest of XISS held on 9-10 February 2024, was a resounding success, filled with a plethora of activities designed to cater to a wide range of talents and interests among the participants and attendees. The events included Treasure Hunt, Jam Street, Face Painting, Cooking without Fire, Open

Mic, Business Quiz, Dance, Fashion Show, Battle of Bands, Rangoli, Nukkad Natak, Pitch a Product, and Walk the Ramp. A notable highlight of the event was the “Walk the Ramp” competition, where Miss Suman R Kachhap was Miss Panache from Rural Management-I and Mr. Amol Sharon Lakra from Rural Management-II won the third prize in the photography and reel competition.

### Sports

The annual sports meet of XISS was held from 31<sup>st</sup> Jan – 3<sup>rd</sup> Feb, which has Basketball, Futsal, Badminton, Tug of War, Table Tennis, Carrom, and Chess, every moment was a testament to the dedication and talent of the participants.

### Board of Studies Meeting

The Board of Studies (BoS) meeting of the Rural Management Programme was organized on 28th October 2023. The agenda of the meeting was to update about the programme activities to BoS members, updates on the New Academic session 2023-25, an overview of the Rural Management Programme Course Structure, innovation in Pedagogy, Fellow Programme in Management in Rural Management, and the future plans and initiatives and seek BoS guidance and suggestions.



### Education USA Programme

XISS, Ranchi in collaboration with USIEF and Education USA organised a session on “Studying Master’s/PhD in the United States” on 5th October 2023 at 11:30 AM in Fr. Michael Van den Bogaert Auditorium, XISS. As part of our outreach activities, USIEF reaches out to higher education institutions across the east and northeast regions to help students with free advising sessions. The resource person for the session was Ms. Megha Roy Chatterjee, Education USA, Coordinator, USIEF Kolkata. The presentation was followed by a question-and-answer session.



### Farewell of Fr. Ashok Laxman Ohol, SJ and Dr Sant Kumar Prasad

Rural Management Programme faculty, PO, and staff members organized a farewell function in honour to thank Fr. Ashok Laxman Ohol SJ and Dr Sant Kumar Prasad on 20<sup>th</sup> May 2023 and 31st October 2023 at XISS and expressed their gratitude to them for their good work, leadership, and guidance.

### XISS-IAWS Two-Day Workshop on Research Paper Writing for Doctoral Scholars

The Rural Management Programme of Xavier Institute of Social Service (XISS) in collaboration with the Indian Association for Women’s Studies (IAWS) organized a Two-Day Workshop on Research Paper Writing for doctoral scholars and faculty members of various colleges across Jharkhand. Dr Pramil K. Panda from XISS and Dr Mamta Kumari from IAWS jointly coordinated this workshop on behalf of both organizations. A total of twenty-five participants joined the workshop and benefited from it. The resource persons for this workshop were Dr Pramil K. Panda from XISS, Dr Ranjana Srivastava from Ranchi University, Dr Ekata Bakshi and Ms Nirali Bakhla from Policy and Development Advisory Group, Ranchi. The workshop was inaugurated by the director of XISS Fr. (Dr) Joseph Marianus Kujur in the presence of the dean of academics Prof. Amar E. Tigga. In the valedictory session, all the participants were distributed with certificates from Dr Amar E. Tigga and Dr Ranjana Srivastava.

### Silver Jubilee Reunion PGDM-Rural Development batch 1996-98 in XISS

The Xavier Institute of Social Service (XISS), Ranchi commemorated the silver Jubilee reunion of its PGDM-Rural Development, class of 1996-1998 to enjoy campus life and revive their beautiful memories on Friday. A total of twenty-two alumni attended the event at their alma mater to network themselves and

reconnect with each other, especially with the graduates and to encourage mutual support and interaction between the institution and its graduates.

Head of Rural Management Programme, Prof. Dr Anant Kumar welcomed the alumni and thanked them for their everlasting support and for helping the department with placement and other related supports.” He also read out the message of the Fr. Director Joseph Marianus Kujur SJ, where he conveyed and expressed a heartfelt welcome and gratitude towards the alumnus for displaying loyalty towards the alma mater. He informed about the future plans of XISS which encloses the new campus at Ranchi -Tata highway in thirty-five acres of land, construction of a boys’ hostel and the formation of Xavier’s university. Fr. Dr Pradeep Kerketta SJ, Assistant Director, said and appreciated for taking the banner of XISS high by displaying the learnings which are love, service, and equality in the organization they are working with. Dr Amar E. Tigga, Dean of Academics, XISS, in his address, welcomed the alumni and stated,

“he believed that these 25 years have brought a positive change in the vision and goal, and we want constant support of our alumni for making our organization stand out loud as where our alumni stand, XISS stand in the market”. The highlight of the event was the “Sharing of the life experiences of the alumni,” which was followed by the felicitation of the silver jubilee batch. A series of cultural events including a tribal dance on the theme ‘Feel of Jharkhand’ along with a skit ‘Life at XISS,’ a group dance on ‘Feel the beats of the 1990s’ and a group song ‘Flow with the music of the 90s’ was performed by the current students.

### **Workshop on Health System Strengthening and Community Mobilization**

The Rural Management Programme of Xavier Institute of Social Service (XISS), Ranchi in collaboration with Karra Society for Rural Action (KSRA), organized a workshop on ‘System Strengthening and Community Mobilization for Enhancing Routine Immunization and Promoting Health, Nutrition, and Sanitation Behaviours in Selected Urban Slums of Ranchi’ on 14<sup>th</sup> December 2023. This initiative, supported by UNICEF Ranchi, emphasized the significance of routine immunization, Mother and Children Care, Community Mobilization, Water, Sanitation, and Hygiene (WASH) behaviour, and health system strengthening. The program was inaugurated by Dr Joseph Marianus Kujur SJ, Director, XISS, who highlighted the vital nature of the topic for human development, citing India’s position at 126<sup>th</sup> place in the Global Health Index and emphasizing the need for immunization. He also talked about the vaccine hesitation among the community. Prof. Anant Kumar, Head of the Rural Management Programme, introduced the guests and briefed about the session objectives of the workshop. Mr Sadique Khan, Project Head, KSRA, discussed the initiative of KSRA to propagate the significance of WASH and Sanitation behaviours in society. Dr Shubhangi Pandagare, representing UNICEF, stressed the importance of OPV and IPV for maternal and child health, highlighting India’s ongoing challenge in achieving 100% immunization coverage, with Jharkhand currently standing at 90% coverage. She also stated that UNICEF is actively involved in twenty-four districts of Jharkhand to bolster routine immunization efforts, aiming to reduce the Infant Mortality Rate (IMR) and Maternal Mortality Rate (MMR) in India. The workshop concluded with a vote of thanks by Dr Sanjay Kumar Verma, delivering closing remarks, emphasizing the key learnings and the critical role of health and sanitation



behaviours in the urban slums of Ranchi. The workshop was attended by students of rural management, batch 2023-25.

### **XISS & SwitchON Foundation - “Move for Earth Symposium 2024”**

Xavier Institute of Social Service (XISS), Ranchi, and SwitchON Foundation jointly organized the “Move for Earth Symposium 2024” to address pressing environmental challenges to inspire collective action towards sustainability in the XISS Campus on 16<sup>th</sup> February 2024. The event saw active participation from multiple sectors including Government, Industries, NGOs, Academia, Students, Agriculturist, and others. Around three hundred participants and twenty speakers joined the event to discuss and deliberate on pressing environmental issues and sustainable themes.

The symposium commenced with an inaugural session in which Dr Mahua Maji, MP, Rajya Sabha was the Chief Guest. She also inaugurated an exhibition cum sale that was also organized where farmer producer groups, NGOs, and students displayed clean energy, healthy living, and healthy food habits through their display. More than twenty stalls were

there witnessed by participants. Many eatables, and household products were sold that support green environments like bamboo pickles, Ragi namkeen mixture and sweets, eco-friendly wooden products like combs, toothbrushes, recycled diary, bamboo products, locally made LED streetlights, millet-based snacks, forest honey, packed tamarind, pitha, rice and millet chapatti and many more. The symposium also organized four workshops on topics such as: Enhancing Entrepreneurship Opportunities through Millet-Based Value-Added Products; Waste Management and Behavioural Change; Managing Water and Climate Risk with Renewable Energy; and Waste Management- Composting of organic/ wet waste. The symposium also featured a Green Pitchathon, where innovative ideas promoting Green Technologies were presented by students of many colleges across Ranchi to a distinguished jury panel. The Valedictory Session highlighted key insights from the symposium and acknowledged outstanding contributions with awards and recognitions. This also encompassed Models presentation to save the environment in which students of multiple colleges participated and were judged by eminent judges. The Move for Earth Symposium 2024 concluded with a resounding call to action, in its Valedictory Session, urging individuals and organizations to actively participate in efforts to mitigate climate change and safeguard the environment for future generations.

### **Final Placement**

The Post Graduate Diploma in Rural Management for the Bach 2022-24 has fifty-five students who will be graduating by mid-May 2024. Moving toward the end of the final placement season, more than 65% of the students have been placed and many more are likely to be placed soon. The highest CTC of 18.5 LPA has been offered by Vedanta Ltd., while the average remains at 6.6 LPA. So far, thirty-six companies have come for the final placement of which twenty-three completed the placement process, four opted out and nine are processing. The highest numbers of students, five each, were placed in the BAIF and the Centum Learning. The Programme is confident of getting more than 85% of the students placed by the end of the session.



## Summer Internship Programme

Fifty students from the batch 2022-24 participated in the two-month Summer Internship Programme (SIP) from 10 May 2023 to 10 July 2023 and completed it successfully. As many as 62% of them received stipends from their respective organizations where the highest stipend was INR 40000/- per month.

Summer internship placement for students of batch 2023-25 is scheduled from 22 April 2023 to 22 June 2023. As many as forty-four students out of a total of seventy-seven are already placed in different organizations and the remaining are expected to be placed soon. The highest stipend offered so far is INR 30000/- per month. This year 2 students are selected for international SIP by the University of Antwerp who will be going to Belgium to do their internship there.

## Faculty Achievement

### Journal

**Dr Pawas Suren** 'Enigma of Forest Rights in India' January 2024 in the South Asian Journal of Management Research, Volume 13, No. 1.

### Book Chapter

**Verma, R., & Verma R. S.** (2024). Sustainable Livelihood and Nutrition Security for Tribal Farmers: Case Study of Wadi Projects in Dungarpur. In H. Sinha, & G. Sadhu (Eds.), *Unheard Stories: Cases of Inclusive Development from India* (pp 114-129). Noble Science Press. <https://doi.org/10.52458/9788196919535.nsp2024.eb.ch-10>

**Verma, R.S., & Verma, R.** (2024). Bringing Smile on the Blue Faces: A Case of Witchcraft Survivors from Jharkhand. In H. Sinha, & G. Sadhu (Eds.), *Unheard Stories: Cases of Inclusive Development from India* (pp 153-163). Noble Science Press. DOI: <https://doi.org/10.52458/9788196919535.nsp2024.eb.ch-14>

### Talks/workshops/conferences

#### Dr Anant Kumar

- Participated as a Resource Person in a Regional Workshop for the Integration of Communication for Social and Behaviour Change (CSBC) modules into the curriculum of universities of Madhya Pradesh of India, organised by UNICEF in collaboration with the School of Social Sciences, DAVV, Takshashila Parisar, Khandwa Road, Indore., 20-22 November 2023.
- Completed a continuing education programme on 'Suicide Safer Care', 'Dialectical Behaviour Therapy: Application of Strategies to Clinical Practice', 'Telehealth Interventions for Children and Teens with Trauma', 'Solution-Focused Brief Therapy: Theory and Application in the EAP Setting', 'Promoting Cognitive Change in CBT for Mood & Anxiety Disorders', 'Building Connections: Making a Case for Cultural Competence'. These programmes are reviewed and approved by the American Psychological Association.
- Panellist in a workshop organized by Trickle up in collaboration with JSLPS to share his views on "Way Forward to Empower PVTGs and Ultra-Poor Escape Extreme Poverty" on 21 July 2023 at Hotel Capitol, Ranchi.
- Speaker in the 2nd Food System Dialogue for UN Food Systems Stock-taking Moment 2023 on 18 July 2023 at BNR Chanakya Ranchi.
- Resource Person in a Regional Workshop for the Integration of Communication for Social and Behaviour Change (CSBC) modules into the curriculum of universities of 08 North-eastern states of India, Siloam, Baraparni, Meghalaya, 1-3 June.
- Participated in the third advisory group meeting of the multilateral network of USOS on 6 June 2023.
- Attended the Grant Open House organized by US Consulate, Kolkata on 16 May 2023.
- Panellist in a one-day round table for the Multi Actor Collaborative Forum (MACP) under Project SWABHIMAN "Alliance for Dignity, Employment and Pride for Migrants in Jharkhand" on 5 August 2023 at Ranchi under the project of European Union, organized by NEEDS, Ranchi.

- Panellist: Jharkhand: Land, Labour, and Violence in Intersection with Gender in the XVII National Conference of the Indian Association of Women Studies (IAWS) held at the Government College for Women, Thiruvananthapuram from 7 to 10 September 2023.
- Conducted a session on mental health and wellbeing for Truck drivers organised by the Indian Oil Corporation Limited, Khunti, Jharkhand on 14 September 2023.
- Participated in the Breakthrough's methodology workshop to Understanding Empowerment of Adolescent Girls through Introduction of Gender Equity Curriculum in Government Schools on 27 September 2023 at Hazaribagh.
- Conducted a session on 'Time management, Working in a team, conflict resolution and effective communication' for the Child Welfare Committee members and Chairpersons on 10th October 2023 at the State Institute of Rural Development, Ranchi, organised by the Department of Women, Child Development & Social Security, Government of Jharkhand.
- Panelist on 'Developed India' by Doordarshan Ranchi on 3 & 21 December.

#### **Dr K. K. Bhagat**

- Delivered a Keynote address for a half-day workshop on Governance, Leadership and Management at Jharkhand State Open University, Ranchi on 28 July 2023.
- Spoke online for UGC Human Resource Development Centre, Ranchi on Methods of Social Sciences on 22 August 2023.
- Attended a meeting held for 'Jharkhand Unorganized Workers Social Security', at Joint Labour Commissioner Office, Doranda, Ranchi held on 8 Sept 2023.
- Chaired an online session on 20<sup>th</sup> December 2023 on 'Understanding Hegemonic and Indigenous Institutions,' for Young Scholars conducted by the Women's Studies Centre, Ranchi University.
- Delivered a talk on "Hospitality vs Service: Why both are important in the Hospitality Industry." on 11 October 2023 at BIT Mesra Ranchi for the Dept of Hotel Management and Catering Technology.

#### **Dr Niranjana Sahoo**

- Reviewed three research papers for the Sixth Session of World Congress on Disaster Management (WCDM) 2023 held on 28 November-3 December 2023 in Dehradun.
- Conducted an online training session on Livelihood Assessments for Save the Children, Gurgaon on 4 Aug 2023. The training was attended by around two hundred Officials of Save The Children's all-state offices from across the country.
- Member of the Interview Board for the Department of Economics and Development Studies on 27 Oct 2023.
- Chaired a session on the Climate Action Workshop on 16 February which was jointly organized by SwitchOn Foundation and XISS.
- Member of the selection committee (MBA Admission) by Dr Shyama Prasad Mukherjee University, Ranchi.
- Panelist for a session on Interim Budget 2024 organized by the Marketing Management Programme of XISS on 6 Feb 2024.
- External Examiner at Dr Shyama Prasad Mukherjee University, Ranchi for the BBA viva voce examination on 12 Feb 2024.

**Dr Ashok Ohol S.J.** peer-reviewed the article titled: "Factors of occupational burnout and its influence on efficiency of labour relations" for Sage Journal of 'Management and Labour studies' Manuscript ID: MLS-2023-0018.

#### **Dr Pramila K. Panda**

- Attended 4 online training programmes on ATLAS.ti such as Conduct Thematic Analysis with Atlas.

ti on 13 June 2023, Mastering Grounded Theory Methodology with Atlas.ti on 12 January 2024, Overview of Atlas.ti Windows on 30 January 2024, and Conducting Deductive Analysis: Building and Testing Theoretical Frameworks with Atlas.ti on 9 February 2024.

- Participated in the Corporate Social Responsibility Conference organized by Central Coalfields Limited at Darbhanga House, Ranchi on 25-26 April 2023.
- Panelist on 'Strengthening Land Title Security in Urban Areas' in the Workshop on Navigating Housing and Land Rights Challenges in Rapid Urban Growth organized by Mahila Housing Trust at BNR Chanakya Hotel, Ranchi on 15 February 2024.
- Coordinated the Workshop on Research Methodology organized by Xavier Institute of Social Service (XISS) on behalf of the Jesuit Higher Education Association South Asia (JHEASA).

### **Dr Raj Shree Verma**

- Participated in the "National Roundtable on Community-Led Child Protection Rethinking How Community and Panchayat Can Support Children's Protection and Well-Being," on 22 March 2024 organized by CLCP Consortium, comprised of Plan India, Praxis-Institute for Participatory Practices, Child in Need Institute (CINI), Chetna Vikas, and Child Resilience Alliance (CRA)
- Completed her Master of Arts (Rural Development) from IGNOU, in December 2023. Presented a paper on "Silver line in the dark sky of child trafficking: interventions with challenges and opportunities in India" at St Xavier University, Kolkata in the 2<sup>nd</sup> Annual Economics Conference on "Contemporary Issues in Economic Theory and Policy" held on 29 February - 01 March 2024.
- Panellist in the Multi-Stakeholder Meet on Clean Air and Sustainable City at Jamshedpur organized by Switch on Foundation on January 04, 2024
- Participated in State level Youth Conclave on Climate & SRHR to celebrate CINI's 50 anniversary on January 10, 2024, at Ranchi.
- Presented a paper on 'Technology, Innovation and Agriculture - A Case of Jharkhand' in the 2nd National Conference on Appropriate Technologies for Rural India (NCAT 2023) organized by Chandragupt Institute of Management Patna, held on December 06, 2023.
- Panellist on "Impact of climate change on sexual and reproductive health among young people" by CINI on 17 October 2023.
- Panellist on "Sustainable Business, Innovations and Women" at Shri Vaishnav School of Management of Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore on September 22-23, 2023.
- Member of the selection board of the Jharkhand Education Project Council for the recruitment of consultants with UNICEF on 21st August 2023.
- Master Trainer in the 4-Days Training of Trainers on Child Protection Case Management organized by JSCPS, DWCD&SS, GoJ in collaboration with UNICEF and with XISS and NUSRL as Technical Partners from 15-18 May 2023.
- Panellist on the Women's Commission and its contribution to women's development at Doordarshan Ranchi on 3 May 2023.
- Panellist on "Role of primary stakeholders in enhancing Quality Training and apprenticeship promotion, mobility, making skilling aspirational" at Conclave on Apprenticeship by the Regional Directorate of Skill Development and Entrepreneurship, Jharkhand & Indian Institute of Management, Ranchi on 3 May 2023

**Dr Pawas Suren** participated in the 9th CSR Impact Award 2023 organized by CSR Box on the 11-12 October 2023 in Hotel Pullman, New Delhi.

**Dr Sourya Das** participated in the workshop named "Framework for valuation of ecosystem services for policymakers" at the Tata Institute for Genetics and Society (TIGS) in Bengaluru, India.

## Way Forward

In the coming year, the program focus will be more on academic output, research, consultancy, and projects by faculty members and industry-academia partnerships. Next year, the NBA accreditation is due. We will work together to improve ranking and branding to create a distinct impact of the programme at local, regional, and national levels.

## Board of Studies



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**ROW 1 L to R**

- Anne, Shristy, Ritika, Shruti, Nidhi, Sadiya, Shristi, Shweta, Suman, Purvi, Sonal, Samantha, Shital, Tahseen, Muskan, Anjali, Surabhi, Muskan

**ROW 2 L to R**

- Harsh, Abhinav, Saurabh, Aditya, Akash, Priyanshu, Sonit, Amol, Aditya, Swapnil, Gaurav, Kushagra, Dhanesh

**ROW 3 L to R**

- Raunak, Swati, Rachna, Mayank, Sahil, Suresh, Punit, Archit, Rajib, Mayank, Saurabh, Prakhar, Nicholsan, Somit, Smita, Malvika, Nilay

**AR**

## Alumni Relations

**Dr Sharda Singh & Aayurshi Sahay**

Coordinator & Asst. Coordinator

XISS Alumni Relations Office is responsible for maintaining and managing relationships with the alums. The central role of the Alumni office is to foster a sense of community and support the institution's goals and initiatives through Alumni engagement, communication, fundraising, and other activities. The office organized a series of activities during AY 2023-24. Here is a brief of some significant activities.

An Alumni reunion of the Rural Development batch 1982-84 was recently organized on March 9, 2024. All the thirty alumni were honored for their contributions and achievements in their respective fields. General discussions and sharing of experiences took center stage as alumni reflected on their time at XISS and discussed the way forward.

Another heartwarming Alumni Reunion of the Personnel Management batch of 1982-84 was organized on December 28, 2023. Fourteen esteemed alumni graced the occasion, contributing to an informal gathering filled with shared memories and reflections. A significant moment occurred as the Alumni collectively expressed their commitment to supporting XISS's future endeavors with financial aid.

The Alumni office was pivotal in organizing the silver jubilee celebration for the 1996-98 Rural Development and Personnel Management batch. These gatherings marked a significant milestone for the Alumni and served as a platform for reconnecting, reminiscing, and rekindling old friendships.

As part of the PGDM curricula, all four programs must go for a week of industrial visits. Four groups of students from four programs visit four major cities in India, namely Delhi, Kolkata, Mumbai, and Bangalore. The Alumni Associations of these chapters guide and assist present students by organizing industrial visits and events and celebrating the Alumni meet at the end of the program. The Alumni office representatives attended all the Alumni meetings at the four chapters.

The office takes proactive steps to engage Alumni in meaningful academic contributions, leveraging their expertise and experiences to enrich the educational experience of current students. Through various initiatives such as guest lectures, live projects, and other academic activities, Alumni are invited and facilitated to share their knowledge, insights, and practical wisdom with the XISS community.

The office maintains and manages the Alumni database, ensuring robust connectivity and engagement. The office fosters a strong sense of community, facilitates knowledge exchange, and promotes collaboration among Alumni by leveraging internal systems and third-party Alumni network platforms. By partnering with reputable platforms tailored for Alumni engagement, the office ensures that its graduates have access to a broader network of peers, mentors, and potential collaborators.

The office goes the extra mile to celebrate and showcase its Alumni's achievements, accomplishments, and major life events across various social media platforms. The office strives to keep the XISS community informed, inspired, and connected through regular updates and engaging content.



## Students' Club



## Students' Club

**Ms Aayurshi Sahay & Ms Shruti Sahay**  
 Students' Club Coordinators

XISS offers its students the opportunity to get a taste of life beyond the classroom. With a variety of academic activities, tests, and social gatherings to participate in, the student club culture here helps them get ready for life beyond school and helps them develop into better professionals.

### Cultural and Sports Committee (CASC)

Panache - The Annual Fest of XISS was a two-day cultural extravaganza organised on 9 & 10 February 2024 was planned, carried out, and enjoyed by students from various clubs under the able guidance of CASC. It was an event conceptualised by the CASC and provided a platform to all the students to participate, compete, and inspired them to give it their all. The students' skills in management, social interaction, culture, and the arts were on display throughout this festival. The ideas created by the CASC members was masterfully executed by the volunteer clubs, through social media, cultural, management, decoration, dance, theatre, and musical band. Games and Sports Week (1-3 February 2024) - The CASC skilfully coordinated a week full of matches. CASC was also responsible for organising freshers, farewell, etc, as students' events.



### Obscura -The Media Club of XISS

The club has covered all the main events of the Institute including the beginning of the new academic session along with corporate collaborations for knowledge sharing as done with the Indian Chamber of Commerce. It has covered the Leadership Talks, Alumni Meet Celebrations, Academic Events, Celebrations at XISS, Student led initiatives to name a few. Obscura, with seamless coordination, spearheaded the execution of Samvad 4.0 -- a vibrant gathering where all institutional clubs on campus, brought together a dynamic synergy to the collaborative event that showcased the talents and initiatives of clubs on 20 December 2024.



### Embark -- The Management Club of XISS

In collaboration with Jesuit Higher Education Association South Asia (JHEASA), hosted an exciting online quiz competition on August 26, 2023, which was aimed at providing an enriching experience to students from JHEASA Central Colleges. Another event organised by the Embark Club on 25 November 2023, CV Masterpiece which saw the rise of true champions in the art of crafting impactful CVs. Mr Yuvraj Goyal (Assistant



Manager, Ultratech Cement) and Mr Aman Sagar (Senior Consultant, Total Reward Consulting, Mercer) were the judges of the competition.

**Aawaz -- The Dramatics Society of XISS**

Organised an offline music event held in the college premises soon after the Induction Ceremony as an introduction for the new students. The club’s 4th Anniversary was celebrated with joy in the campus. The club performed a skit and a foot tapping musical performance in the Christmas celebrations. They also performed a Nukkad Natak titled “Daldal-e-digital” highlighting the ill effects on an individual due to overindulgence in the swamp of digital media during the Panache 2024.



**Rotaract Club of Social Revolution (RCSR)**

The club organised variety of events including Animal Feeding Week (21-28 May, 2023), Refreshment Kit Distribution Drive (28 May, 2023), Birds Feeding Week (18- 24 July, 2023), Plantation Drive (31 July, 2023), Raincoat Distribution Drive (13 August, 2023), Independence Day Celebration (15 August, 2023), Blood Bank felicitation (17 October, 2023), Feed the Voiceless Campaign (19 October, 2023), Food Donation Drive (22 October, 2023), Volunteering at CCL during the Anti-Corruption Week (1 – 3 November, 2023), Blanket Distribution Drive (6 November, 2023), Diwali Kit Distribution (9 November, 2023), Health Checkup Camp (26 November, 2023), Samvaad 4.0 (20 December, 2023), and still counting.



**Creategic**

The club decked the Dr Kumar Suresh Singh Tribal Resource Centre for its First Memorial Lecture gracefully. Members of the club actively participated in the Vigilance Awareness Week organised by CCL. Creategic Playdate - Fun with Balloons was held during the SAMVAD 4.0. The club played an integral part in decorating the campus for the Christmas Celebrations. Panache 2024, the annual fest campus decoration on the theme, 52 Decks of Cards was also beautifully executed by the team.



**Pulse -- Dance Club of XISS**

During the past year, the club has participated in events namely, International Conclave -- Digital HR for capability building in Metals and Minings Industry organised by SAIL, CCL, MOIL, XISS and NHRDN- Ranchi chapter at MTI SAIL. During the Panache 2024, the club participated in the Dance Competition, On Your Toes. While, for the promotion of Panache, the club performed a Flashmob at the Mall of Ranchi. Other Flashmobs



were organised during the Welcome of New Batch, Finfest 2023, and during the Christmas Gala. The club gave a performance during the Conerence on International empowerment of Women of East India and the Role of Women’s Collectiveness.

**MAXISS**

The Music Association of XISS (MAXISS) Club, also known as the College Band, performed during the Institute’s Annual Fest Panache 2024 as their performance was thoroughly enjoyed by the audience. The club also gave a Christmas Greeting performance during the Samvad 4.0.



# CBCS



## Centre of Behavioural and Cognitive Sciences

**Prof Anant Kumar**

Head, CBCS

The Center of Behavioural and Cognitive Sciences (CBCS), an interdisciplinary Centre at XISS, is being developed slowly and steadily over a period. The Centre intends to promote new ideas, thoughts, and programmes. The purpose is to create a space for academicians, researchers, and students to think, develop and come up with innovative ideas. The Centre promotes and facilitates interactions among scholars, practitioners, and others. It believes in breaking the boundaries of knowledge hierarchy, dominant thoughts, and methodological debates of science; and promotes critical thinking and research central to the human quest for knowledge and common good.

XISS has signed an MoU with the Central Institute of Psychiatry (CIP), Ranchi for knowledge partnership. Both institutions are working together to develop programmes and projects. Besides, CIP faculty are engaged in various training programmes as resource persons. The Centre has also collaborated with UNICEF to establish a Behavioural Insight Unit within the Centre to do behavioural science research and technical support to the State.

### Projects and Research

The Centre plays an important role in the implementation of Project 'Sampark' funded by UNICEF and provides technical support for Social and Behavioural Change Communication (SBCC) activation at the district level. The Centre is working on a project titled, "Exploring the Complementary Feeding Practices from child-nutrition Context among the Tribals of West Singhbhum: Drawing Insights and Proposing Solutions". The project is supported by UNICEF, Jharkhand and Final Mile, an



organization that will provide technical support and help in establishing the Behavioural Insight Unit within the Centre of Cognitive and Behavioural Sciences at XISS. The Centre is also planning to recruit people to support its research initiatives through UNICEF support.

## Counselling Centre

The Centre has also established an on-campus counselling facility for students, faculty, and staff. The Counselling Centre has its webpage ([xiss.ac.in/counseling](http://xiss.ac.in/counseling)) where mental health related information and resources are shared. Students can make an online appointment. The Centre organized Suicide Prevention Gatekeeper Training for students to equip them with skills to be first responders for someone in emotional distress and potentially suicidal. The training was conducted by Tele-Manas, a mental health organization affiliated with CIP in Ranchi. The training focused on equipping students with the skills to identify and respond to someone who is at risk of suicide. Participants learned about the warning signs of suicide, how to have a supportive conversation with someone who is struggling, and how to connect them with resources for help. A total of 18 students from all programmes, including first and second years, participated in the training. They found the training to be informative and helpful.

**xiss** Counselling Centre[HOME](#) [ABOUT US](#) [AREA OF HELP](#) [TEAM](#) [RESOURCES](#) [INSTA-LINKS](#)

Besides, the Centre has developed videos and posters to reach out to students to educate them on mental health and wellbeing issues. The Centre provides its services through a team of professional counsellors and faculty advisors. The Centre provides space for self-realization, self-exploration, and to address psychological concerns leading to personal, social, and professional growth. The Centre intends to create space for sharing, learning, living together, growing, and promoting happiness, wellbeing, and diversity.

The Centre is also looking forward to developing collaborative academic and research partnerships between the Centre of Behavioural and Cognitive Sciences and other like-minded institutions to promote new ideas and research of mutual interest.



# LIBRARY



## Department of Library and Documentation

**Shamida Lakra**

Assistant Librarian

The infrastructure of Fr. Michael Albert Windey SJ Memorial Library consists of various components designed to facilitate access to information, resources, and services for users. The following are the key components of the library infrastructure --

**Physical Facilities:** This includes the buildings or spaces where the library is housed. The Institute library has sufficient reading rooms, study spaces, a research area, a shelving area, a digital library area, and other tangible areas to promote study and research.

**Shelving and Furniture:** The subscribed resources like books, periodicals, and other materials are arranged systematically to access the resources quickly. Furniture like tables, chairs, desks, and seating areas are provided for patrons to study, read, and use library resources comfortably.

**Technology and Equipment:** The library uses a variety of technologies and devices to manage collections, provide access to digital resources, and facilitate library operations. This includes computers, printers, scanners, Photocopiers, etc.

**Library Collections:** The collection development of the library which acquires, catalogs, organizes, and maintains library collections. A sufficient budget is allocated for the collection development.

The Institute library has a huge collection of printed resources like Books (39,914), journals (40), Newspapers (13), Magazines(20), Research Reports (150), Project Reports(500), and non-printed resources like e-journal database EBSCO Business Source Elite (823), EBSCO eBooks Core Collection(10,500), JSTOR Archives Collection (2,890 journals), Pearson e-Library 2.0 (91 eBooks), Sage Business Cases (5,385), Sage Online Journals(19), Labour Law Reporter Online Library covers current and archive information related to judgments, Articles and Acts, Edzter Gold (8000 + E-newspapers, E-magazines, E-journals and premium education-related content), Indiastat (5000 data) etc. A recent addition to the Fr. Michael Albert Windey SJ Memorial Library, the “Dr. K S Singh Tribal Resource Centre” (DKSSTRC) houses Dr. Kumar Suresh Singh’s donated collection, about 3500 books, over 400 manuscripts, and handwritten and typed notes of Dr. K.S. Singh on a variety of subjects, such as Birsa Munda, Tribal Movements, Tribal Society, etc.

**Cataloging and Classification Systems:** The Library is fully automated with an Integrated Library System (ILS) “KOHA” which enables cataloging in MARC 21, borrowing, and returning of resources, and OPAC (Online Public

Access Catalogue), etc., by using OPAC module, students and teachers can search their required information remotely. All books are classified through the 23rd, edition of the Dewey Decimal Classification system.

**Staff and Expertise:** The Library has trained library professionals and support staff, which are essential for the effective functioning of libraries. They give reference services to patrons and assist users in finding their information, as well as make them aware of the latest tools and techniques for digital resource searching.

**Library Management System (LMS):** The library is fully automated with the Library Management System “KOHA” which offers numerous benefits, including improved efficiency, enhanced access to resources, streamlined services, data-driven decision-making, cost savings, and a better overall experience for patrons.

### Top of Form

**Network Infrastructure:** Internet connectivity, local area network (LAN), Wi-Fi, servers, and related infrastructure that enables access to online resources, catalog systems, and library management systems.

**Security Systems:** Surveillance cameras and access control systems safeguard both physical and digital assets from theft, vandalism, and unauthorized access.

**Digital Resources and Databases:** Subscription-based or open-access electronic resources including e-books, e-journals, e-business Cases, databases, online magazines, online newspapers, etc., that patrons can access remotely or within the library.

**Environmental Control Systems:** Adequate lighting solutions and air conditioning systems maintain a comfortable and conducive environment for patrons and protect library materials from damage due to environmental factors such as temperature fluctuations and humidity levels.

**Program Development:** From time to time the library organizes events to promote library services and resources. –

- Library induction program for all new students (Batch 2023-25), was held on 22.7.2023 at Fr Michael Van den Bogaert, SJ Memorial Auditorium.
- Departmental Library orientation program (hands-on session) was organized for 1 and 2-year students in the months of August-September 2023.
- The first Dr. Kumar Suresh Singh Memorial Lecture on the theme: “Tribal Situation Then (2013) and Now (2023)”, was organized by Dr. Kumar Suresh Singh Tribal Resources Centre & Department of Research and Planning under the aegis of Xavier Institute of Social Service (XISS), Ranchi on 16 November 2023. The guests included the speaker of this memorial lecture Prof Virginius Xaxa along with Dhruv Singh, son of Dr Singh and his family, and several guests including friends and colleagues of Dr. Singh.
- XISS NDLI CLUB members participated in annual sports events like Badminton, Basketball, Carom, Chess, Futsal, Table Tennis, Tug of War, etc. held from 1 - 3 February 2024 under the banner of the NDLI CLUB. All the participants got an online event participation certificate from the Ministry of Education, Govt. of India.
- XISS NDLI CLUB members participated in PANACHE events like Zigysa, Betch Sako to Becho, Rang Manch, Fireless Feast Winners, Battle of Bands Winners, Sur Sangram, Open Mic, Scavenger Hunt, Face Painting, Runathon. On your Toe, Kala Kriti, etc. held from 9 to 10, February 2024 under the banner of NDLI CLUB. All the participants got an online event participation certificate from the Ministry of Education, Govt. of India.
- XISS NDLI CLUB members participated in the event “Panel Discussion on Union Budget” organized by the Marketing Management students club “MARKBUZZ” under the banner of NDLI CLUB held on 5 February 2024.
- XISS NDLI CLUB members participated in the event “Move for Earth Symposium: Coming Together to Inspire Climate Action” organized by the Rural Management students club “PRAKRITI” under the banner of NDLI CLUB, held on 16 February 2024.
- Since 2022 total of 39 BLIS (Bachelor of Library and Information Science) and MLIS (Master of Library and Information Science) students of IGNOU (Indira Gandhi National Open University), have completed their one-month internship program under the supervision of the Assistant Librarian. During the internship program interns acquire professional skills in library management functions and services.



# R&P



## Department of Research and Planning

**Dr Sant Kumar Prasad**

Coordinator

The fiscal year 2023-24 marked a significant period of change within the Department of Research and Planning, particularly in terms of its leadership. Dr Joseph Marianus Kujur SJ, the Director of XISS, took the additional role of Head of the Department of Research & Planning. Dr Pramil Kr. Panda, the former Head of the Department, was transferred to the Rural Management Program. Furthermore, Dr Sant Kumar Prasad, Associate Professor in the Rural Management Program, after his superannuation, was appointed as the Coordinator of the Department of Research & Planning.

### Research Projects:

The department completed three research projects in the financial year 2023-24 and four more projects are under progress. Additionally, two other research project proposals have been submitted to clients, and the department anticipates a positive response regarding their approval.

The details are given below:

### Projects Completed.

- A project on **“Feasibility Study in the Selected Slums of Khunti District in Jharkhand”** sponsored by Gujarat Mahila Housing Trust, Ahmedabad has been completed. The study was aimed to assess slum conditions, socio-economic and infrastructural factors, and identify potential development opportunities in ten identified slums in Khunti focusing on six key areas: Social housing projects for the urban poor, existing community-based organizations(CBOs), women-led actions addressing climate change issues, authorized electricity connections for slum dwellers, demonstration of solar energy and other renewable sources in public places, and prioritization and implementation of government schemes in urban Khunti. The project was led by Mr Harsh Vardhan and assisted by Mr Ashok Ram Baitha. Mr Shree Ram Mishra was involved in the data cleaning, tabulation, and statistical analysis of the field findings.



**Conducting Feasibility Study in the Slums of Khunti Town**

- A project on **“Impact Assessment of Major Flagship CSR Projects of JPL, Tamnar”** sponsored by Jindal Power Limited, Raigarh, Chhattisgarh has been completed. This study delved into 13 project activities carried out by JPL Tamnar as part of its CSR initiatives. The primary objective of this research was to evaluate the outcomes and impact generated among the stakeholders encompassed within the project’s scope. The project was led by Mr Manoj Kumar Singh with assistance from Mr Pratul Chandra. Mr Aditya Raj provided technical support in terms of report writing and Mr Shree Ram Mishra was involved in the data cleaning, tabulation, and statistical analysis of the field findings.
- The Research and Planning Department at XISS has been assigned the responsibility of undertaking a project titled **“Evaluation Study on the Implementation of the Graduation Approach by JSLPS in Three Districts of Jharkhand.”** This project is sponsored by the Nudge Life Skills Foundation, based in Bengaluru. The objective of this study is to evaluate the implementation process of the graduation approach whereby selected ultra-poor households will be provided with several hand holdings to graduate themselves from ultra-poverty to poverty with the help of community-based organizations. The study spans three years and is structured into distinct phases.



**Conducting Impact Assessment Study for JPL Tamnar**



**Conducting field study to evaluate the process of distributing consumption support grants to ultra-poor households.**

**Phase II** of the project, which entailed **‘Evaluating the Process of Distributing Consumption Support Grants to Ultra-poor Households’** has been completed by XISS.

The project was led by Dr Pramil K Panda, with support from Mr Arvind Dey. The study was conducted by Mr Harsh Vardhan, Mr Nirmal K Mishra, Mr Manoj Kumar Singh, and Mr Ashok Ram Baitha, with technical assistance from Mr Shree Ram Mishra for tasks such as data cleaning, tabulation, and graphical representation.

### **Ongoing projects**

- **Phase III** of the continuing project titled **“Evaluation Study on the Implementation of the Graduation Approach by JSLPS in Three Districts of Jharkhand”** is in progress. This phase entails **‘Evaluating the Process of Distributing Asset Transfer to Ultra-poor Households’** facilitated by JSLPS. The project entails engaging with a range of stakeholders involved in this process and conducting a comprehensive evaluation of its procedures and outcomes.
- XISS has been awarded a research project titled **“Performance Evaluation of TSP in Jharkhand: Challenges and Opportunities”** in the financial year 2022-23. The study is being supported by Dr Ramdayal Munda Tribal Welfare Research Institute, Ranchi, (Department of ST, SC, Minority and OBC Welfare, Government of Jharkhand. The study seeks to explore, analyze, and evaluate the administrative mechanism envisaged for the Tribal Sub Plan and highlight the challenges in its implementation as well as opportunities to address them in the context of Jharkhand. The study is being conducted by Dr Sant Kumar Prasad, Dr Bhabani Prasad Mahapatra, Dr Prakash Das, Dr Bhubneshwar Sawaiyan, Mr Manoj Kumar, Mr Harsh Vardhan and Mr Ashok Ram Baitha. Mr Shree Ram Mishra assists in providing technical support in terms of data cleaning, tabulation, and graphical representation. The research study is being led by Dr Marianus Kujur, Director, XISS.

- A project entitled “**Impact Assessment of CSR Projects of Coal India Limited**” sponsored by Coal India Limited is in progress. The project involves the evaluation of six different activities conducted by CIL as part of its CSR initiatives in four different states of India i.e. West Bengal, Karnataka, Uttarakhand, and Maharashtra. Dr Sant Kumar Prasad is the Principal Investigator and Mr Harsh Vardhan is the Project Coordinator. The study is being conducted by Mr Arvind Dey, Mr Nirmal Mishra, and Mr Manoj Kumar. Shree Ram Mishra assists in providing technical support in terms of data cleaning, tabulation, and graphical representation.



**Conducting Field study Need Assessment Survey**

- Usha Martin Limited has entrusted XISS Ranchi to conduct a **Need Assessment Survey and Prepare of Perspective plan**. The study covers 18 neighboring villages of the plant covering Angara, Kanke, and Namkom blocks of Ranchi. The objective is to identify the short, medium and long term needs of the community and prepare a perspective plan for five years.

### **Seminars, Conferences and Workshops**

- The Department of Research and Planning was actively involved in organizing the “First Dr Kumar Suresh Memorial Lecture” on 16th November 2023 on the mark of the 90<sup>th</sup> birth anniversary of Dr K S Singh, IAS. The theme of the memorial talk was “Tribal Situation THEN (2013) and NOW (2023)”. The occasion was graced by the presence of esteemed Chief Guest Prof Virginius Xaxa. In 2013, the then Prime Minister of India Dr Manmohan Singh constituted the Xaxa Committee, a High-Level Committee (HCL) in recognition of the continuing disparities and challenges faced by the tribal populations. Prof Virginius Xaxa was appointed as chairperson of that committee. In his lecture he highlighted the contemporary tribal situation in India, focusing on key issues outlined in the 2014 report by the Xaxa Committee. Mr Arvind Dey and Mr Harsh Vardhan were the rapporteurs of the memorial talk.
- A Consultative Workshop on ‘**Performance Evaluation of Tribal Sub-Plan: Jharkhand: Challenges and Opportunities**’ was organized on 30th January 2024 at XISS, Ranchi. This workshop was organized to bring together senior bureaucrats, academicians, and experts on the matter, to share their knowledge, experience, expertise, and insights on developing a robust and effective framework for TSP impact assessment. The workshop focused on the key areas of current practices and challenges in TSP strategy in Jharkhand, developing a comprehensive framework for evaluating TSP outcomes, identifying relevant indicators and data sources for impact assessment, community participation and ownership in the entire project cycle and sharing best practices and case studies from other regions/states on tribal development.

Valued and very useful inputs during the workshop were received from Mr Ajay Nath Jha, IAS, Tribal Welfare Commissioner, Jharkhand, Mr Johnson Topno Director Programs PHIA Foundation, Ms. Neha Prasad, Research officer, TRI, Ranchi, Dr Jawed Alam Khan Senior Economist, CBGA, New Delhi, etc. Dr Bhabani Prasad Mahapatra, HOP Marketing Programme, XISS, facilitated the entire sessions of the workshop.

### **Academic Pursuits and Achievements**

#### **Mr Aditya Raj**

- Completed a short course on “Key Essentials: The Sustainable Development Goals and the Law” by the University of Cambridge in March 2024.
- Completed the “Applying Human-Centered Design to Improve Nutrition Programming” course by USAID and Breakthrough Actions on 19 March 2024

## Department of Entrepreneurship Development Programs (EDP)

**Harpreet Singh Ahluwalia**

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### **Faculty Development Program (FDP) on Entrepreneurship:**

Ministry of Science and Technology Government of India, sanctioned a Faculty Development Programs on Entrepreneurship. The department successfully conducted two “Faculty Development Programs (FDPs) on Entrepreneurship”. The FDP on Entrepreneurship is designed to train and develop faculties of Technical Institutions, University Professors, and professionals engaged with entrepreneurship development, so that they act as resource persons in guiding and motivating young Science & Technical person and other educated youth to take up entrepreneurship as a career.

The participants were 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. Sixty-four participants successfully participated in the program. Apart from Jharkhand, the participants were from Delhi, Noida, Utter Pradesh, Haryana, Tamilnadu, West Bengal, Utter Pradesh and Bihar. Each FDP was of two weeks duration. Batch - I from 17 to 29 July 2023 and Batch - II from 21 August to 2 September 2023.

State level consultation workshop on Youth Employability and Entrepreneurship: A state level consultation workshop on Youth Employability and Entrepreneurship (Catalyzing economic opportunities for rural youth at scale) was organized and conducted by Transforming Rural India Foundation (TRIF), Jharkhand, supported by Global Development Incubator, Global Opportunity Youth Network and Accenture. The objective of the workshop was to bring together multi-sectoral perspectives and development potential pathways for youth engagement via meaningful collaborations. Also sharing district analysis report done by Accenture, possible pathways for young people for livelihood and contribution expected from multi stakeholders. Way forward had been defined to have regular state level convening with inviting more stakeholders in future. It took place in Ranchi on November 2, 2023. Harpreet Singh Ahluwalia from EDP, XISS, put his efforts to gather valuable inputs and feedback to prioritize a few promising pathways and outlined the action roadmap for implementation.

### **Mr Harpreet Singh:**

Attended Advisory Committee (RAC) Meeting at office of Regional Directorate, M/o Labour & Employment, Dhurwa, Ranchi, on 20 December 2023, as Hon’ble Representative of Universities / Institutes of repute.

Invited for Counseling, motivation and for some valuable suggestions by TRIF during 8-10 Jan 2024 in a workshop with Block Staff of Transforming Rural India Foundation (TRIF), on Community engagement and Entrepreneurship

The EDP department and Transform Rural India Foundation (TRIF), Ranchi, Jharkhand, collaborated to conduct residential Entrepreneurship Development Programs on Agri-Business aimed at nurturing potential Agri-Entrepreneurs (AE). The training program will cover topics, such as Business Exploration, business development marketing strategies, business initiation, risk assessment, communication skills, business planning, and success agreement. The participants will be progressive farmers. The first batch of 25 participants is scheduled in the month of April 2024.



## Geographic Information System (GIS)

**Dr Prakash Chandra Dash**

Name of Project	Name of Client	Status
Digitalization and Preparation of Geo-Referencing map of all acquired land located in different areas/Units of CCL in Piparwar, North Karanpura and Giridih.	Central Coalfields Limited, Ranchi	Ongoing
Capturing and submission of Geo-tagged photographs and reports on CCL funded toilets Constructed/Renovated in Odisha, Jharkhand, Chhattisgarh, and Uttar Pradesh under Swachh Vidyalaya Abhiyan	Central Coalfields Limited, Ranchi.	Ongoing
Identification of pattern of change in Elephant corridors in Jharkhand.	TRI, Ranchi	Ongoing
Caring for Nature: A sociological Study of Tribal Wisdom, Environmental Ethics and Resource Management for Sustainable Livelihood	TRI, Ranchi	Ongoing

### Management Development Programs

Management Development program on GIS for Land Resource Management-I & II.

Participants: Managers from TATA STEEL LIMITED. 29 Jan - 2 Feb & 12-16 Feb, 2024

### Outreach Activities

Dr Prakash C Dash took a special session on “Applications of GIS and Remote Sensing in Water Supply Schemes” in the Induction Training of the newly Appointed Assistant Engineers of DWSD of Jharkhand State at Vishweswraya Sanitation and Water Academy (VISWA) Ranchi,

### Skill Enhancement Activities

Dr Prakash C Dash successfully completed a short course on Key Essentials: The Sustainable Development Goals and the Law short course, offered by Bennet Institute for Public Policy and Cambridge Centre for Environment, Energy and Natural Resource Governance (CEENRG), University of Cambridge in March 2024.

### Instrument Training Completion (2-5 Jan and 25-29 Feb, 2024)

Dr Prakash C Dash successfully completed the DGCA approved Remote Pilot Instructor course conducted by IGRUA-Drone Destination at Gurugram base.

Mr Sunil Pratap Kumar successfully completed the DGCA approved Remote Pilot Instructor course conducted by IGRUA-Drone Destination at Gurugram base.

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## Department of Research & Publications

**Dr Anirudh Prasad**

Head of the Department

This report provides details of the research and publications in JJDMS of XISS from January to December 2023. During the year, JJDMS has published 29 research papers, including book review, commentary, and perspective. The XISS Faculty members and Doctoral students, researchers of different institutions gained national and international recognition for their outstanding works by winning the followers / readers through Research Gate during this period. We look forward to continuing the momentum towards increased research output, both in terms of quality and quantity, in the future.

### **Themes in the XISS Journal (January to December 2023)**

In the year 2023, so far the following thematic issues have been published:

- (i) Impact of Nanotechnological Change in Agriculture and Industry on Growth and Equity (January-March 2023)
- (ii) Challenges and Opportunities in Practicing Sustainable Marketing (April-June 2023)
- (iii) Development Perspectives in 2030: A Look at India's Social Structure (July-September 2023)
- (iv) Digital Transformation and Human Resource Management – Part-I (October-December 2023)

**Articles published in 2023**

Issue	Theme	Research Topic/Article	Author/s
1 <sup>st</sup>	Impact of Nanotechnological Change in Agriculture and Industry on Growth and Equity, Vol. 21, No.1	Science, Nanotechnology and Humankind	Anirudh Prasad
		Socio-Economic Impact of Nano-Technology	Vasant K. Wagh & Neeraj R. Prasad
		An Empirical Study of Customer Satisfaction towards E-Banking Services in Delhi, India	Sana Parveen, Varah Saghir & Sana Beg
		Nanotechnology in Agriculture: A Conclusive step towards the Sustainable Development	Soumitra Sarkar & Debapriya Banerjee
		Metaverse: The new Universe to Attain Sustainable Development Goals	Shikha Sharma & Rachna Jain
		Drones-The Effective Game Changer for the Frontline Health Workers	Mandira Dey & Abhishek Mishra
		Work from Home- The Transition & Adaptation to a New Work Culture among Indian Employees	Subhadeep Chakraborty & Debyani Roy Bhowmick
2 <sup>nd</sup>	Challenges and Opportunities in Practicing Sustainable Marketing, Vol. 21, No. 2	Sustainability in Marketing: Where are we heading?	Anirudh Prasad
		Towards Sustainable Handloom Business: A Case of Bodh Shawl Weavers'	Shyam L. Kaushal & Dechen Chhomo
		An Econometric Analysis of India's Floriculture Exports	Nagarajan M. & Muthusamy A.
		Sustainable Marketing Through Managing Packaging Waste Materials in India	Amar Eron Tigga
		Women Entrepreneurship: Gender GAP and Constraints	Trishala M. & Roopa J.
		Is Women's Participation in Farmer Producer Organizations Critical to Agriculture Marketing and Households' Nutritional Security: A Review of Literature	Manish Kumar & Aviral Pandey
		A Multivariate Analysis of Academic Competency, Entrepreneurship Skills and Organizational Effectiveness for Sustainable Development of MSMEs in Manipur	Jianguanglung Dangmei & Amarendra Pratap Singh
		Knowledge Management Practices: Its Effectiveness in A Select Manufacturing Company	K. Arockiam & Ramya M.
		Use of Youtube as Social Networking Sites by Organizations: Is the Engagement Emotional or Rational?	Fedric Kujur, Anirban Mandal & Sriparna Guha
3 <sup>rd</sup>	Development Perspectives in 2030: A Look at India's Social Structure, Vol. 21, No. 3	Why is One Earth, One Family for Common Future Indispensable?	Anirudh Prasad
		Sustainable Rural Development Initiatives and Environmental Issues in India: Retrospect and Prospect	Sampat Kale & Nishi Francis
		Why is Social Sustainability in Inclusive Development Indispensable?	Ritesh Kumar

Issue	Theme	Research Topic/Article	Author/s
		Higher Education Systems in India Through the Ages: A Critical Review from the Perspectives of Development in 2030	Santosh Kumar Anand, S. P. Singh & Vivekanand Pandey
		Mapping the South Indian Migrants from the Perspectives of Cultural Dimension: A Case of the Patna Municipal Corporation Area	Anna Emiliya Fernandes & Sister M. Rashmi A.C.
		How Social Cultural and Economic Attributes Influence Labour Force Participation Amongst Females? A Case of the Union Territory of Ladakh	Tsering Yangzom
		Social Stigma and Discrimination Faced by the Third-Gender Community in Bihar	Mukta Mani
		Impact of Jagananna Pension Kanuka Scheme on Particularly Vulnerable Tribal Groups of Visakhapatnam: A Review	Mutluri Abraham
		Historical Trajectory of Indian Social Formation: Contextualising Varna to Jati	B. N. Prasad
4 <sup>th</sup>	Digital Transformation and Human Resource Management PART - I, Vol. 21, No. 4	70 Hours a Week to Nation Building?	Anirudh Prasad
		Human Resource Analytics – An Emerging Field in the Digital Era	Shalabh Sharma
		Prescriptive Analytics Using Hybrid Models: Applications in Steel Rolling	Sushant Rath
		Impact of Managers Coaching Behavior on Team Member Performance: The Mediating Role of Leader Member Exchange	Venkata Subramanian, Dharmesh Gadhavi and Vaidyanathan K N
		Mitigating Occupational Health Hazard: Role of 'Work from Home'	Alok John
		Enhancing Employee Advocacy Through Employee Engagement in IT Firms - Mediating Role of Work-life Balance	S. Shameem and Rency Alex
		Role of Mobile Technology in Shaping Students Learning and Development: A Comparative Analysis from India and Malaysia	Sharon Wilson (Ramendran), Raj Kishore Patra, Alwyn Rodrigues, and Jyoti Ranan Sahoo
		The Trajectory of Performance Appraisal Research in Human Resource Development: A 50-year Bibliometric Analysis	Joshy George and S. Elango
		Role of Mobile Technology in Shaping Students Learning and Development: A Comparative Analysis from India and Malaysia	Sharon Wilson (Ramendran), Raj Kishore Patra, Alwyn Rodrigues, and Jyoti Ranan Sahoo
		The Trajectory of Performance Appraisal Research in Human Resource Development: A 50-year Bibliometric Analysis	Joshy George and S. Elango
		ChatGPT: Shaping Trends in the Human Resource Arena	G. S. S. Anila, Rashmi, Sharda Singh and Neha Kaur



**Honourable Chief Guest, Mr Manish Sharma, Chairman, Panasonic Life Solutions, India & South Asia, releasing 20th Combined Volume of Jharkhand Journal of Development and Management Studies (JJDMS) at the 62nd Annual Convocation of XISS.**

### **Book Reviews**

1. Raktima Mukhopadhyay, Itishree Pattnaik and Kuntala Lahiri-Dutt, *Becoming a farmer Women in rural West Bengal, India* (Hyderabad: Orient Blackswan, 2023), pp. 230. Price INR 925.00 only. The book is reviewed by Savita Anandelwar, Department of English, Central University of Rajasthan.
2. *Women's Labour in Agrarian Bengal, Then and Now*, authored by Deepita Chakravarty and Ishita Chakravarty (Hyderabad: Orient Blackswan, 2023), pp. 262, is reviewed by Savita Anandelwar, English Department, Central University of Rajasthan.

### **Publication of Books/Volumes**

Kujur, J. M., Prasad, A., & Gomes, S. (2023). *Combined Volume of "Jharkhand Journal of Development and Management Studies" Vol. 21*. 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 2023.

### **Concluding Remarks**

During the twenty years of its journey, the Department of Research and Publications has created a niche for itself within and outside the Institute through its involvement in various academic and social research activities including the publication of UGC listed, thematic, quarterly and double-blind peer-reviewed journal-Jharkhand Journal of Development and Management Studies. Moreover, the Department has created an ethical policy that after finalization of articles it shall be uploaded online on the JJDMS website.

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## List of Staff



### Standing Row: L - R

Ms Priti Soreng, Ms Kamla Ekka, Ms Prisca Xaixo, Mr Raj Kishore Bhagat, Mr Pankaj Tirkey, Mr Sunil Pratap Kumar, Mr Himanshu S. Mahanta, Mr Anugrah Ashutosh Kujur, Mr Manoj Kr. Lakra, Mr Amosh Soren, Mr Hitnarayan Jha, Mr Anish Beck, Mr Anup Avinash Ekka, Mr Sheru Bahadur, Md Ashraf, Mr Jaydev Mandál, Mr Shree Ram Mishra, Mr Subal Lakra, Mr Nelson Kerketta, Mr Ashok Ram Baitha, Mr Prakash Narayan Shadeo, Mr Nirmal Kr. Mishra, Mr Arvind Dey, Md. Arif Hussain, Dr Bhubneshwar Sawaiyan, Mr Bimal Sharma, Mr Cyril Tigga, Mr Anmol Tirkey, Mr Arvind Bipin Topno, Md. Sabir, Mr Hitnarayan Shreshtha, Mr Happy J. Indwar, Mr Cristopher Crasto, Ms Pyari Anima Sushma Kandulna, Mr Aditya Raj, Ms Mary Ekka, Mr Akash Bhuinya, Ms Rosa Sewati Ekka, Mr Jahangir Khan, Mr Sunil Tigga.

### Sitting Row: L - R

Ms Monalisa Ddungdung, Ms Kishori Minz, Ms Koyel Mukherjee, Ms Reema Lakra, Ms Shamida Lakra, Ms Mary Margrita Soreng, Fr Claber Minj S.J. (Finance Officer), Dr Amar E. Tigga (Dean), Dr Joseph Marianus Kujur S.J.(Director), Dr Pradeep Kerketta S.J. (Assistant Director), Ms Aditi Mehrotra, Ms Aayurshi Sahay, Ms Shruti Sahay, Ms Sabina Bara, Ms Suradha Kachhap, Ms Alka Kiran Kujur,

# XISS IN NEWS

## CORPORATE SECTOR

The interaction between industry and education is vital in developing management experts. The Institute has made sure that important partnerships are maintained with stakeholders, such as Population Services International and SwitchON Foundation, to mention a few. The Awanish Dev Memorial Lecture is intended for aspiring professionals and is organised by XISS & MSIL. Additionally, an MDP on GIS for Land Resource Management was also held for Tata Steel Managers. Young professionals are greatly impacted by Leadership Talks. XISS understands the significance of the lessons and influence these speeches have on students, and so these are regularly organized. The students received success mantras from several HR specialists over the past year.

**XISS International Complaints Committee hosts workshop on Family, Empowerment and Education for a Safer Workplace**

... (text) ...

**MORNING INDIA**

**एक्सआईएसएस और पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**PUNCH**

**एक्सआईएसएस और पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**PRABHAT KHABAR**

**यौन उत्पीड़न रोकथाम के लिए किया गया जागरूक**

... (text) ...

**HINDUSTAN**

**एक्सआईएसएस ने इस्टरन इम्पैक्ट कौशल विकास कार्यक्रम में सहभागिता, साहजिकता और शिक्षा पर जागरूकता का आयोजन**

... (text) ...

**FREEDOM FIGHTER**

**MoU signed between XISS and Population Services International**

... (text) ...

**MORNING INDIA**

**एक्सआईएसएस और पीएसआई सहित अन्य क्षेत्रों में होगा वेहतर काम**

... (text) ...

**FREEDOM FIGHTER**

**MoU signed between XISS and SwitchON Foundation**

... (text) ...

**MORNING INDIA**

**आज के कानूनों के बारे में सबको जागरूक होने की है जरूरत: डा. प्रदीप केरकेट्टा**

... (text) ...

**DAINIK JAGRAN**

**एक्सआईएसएस और पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**MORNING INDIA**

**यौन उत्पीड़न रोकथाम के लिए किया गया जागरूक**

... (text) ...

**DAINIK JAGRAN**

**छात्रों के कौशल विकास के लिए साथ आए दो संस्थान**

... (text) ...

**HINDUSTAN**

**XISS, SwitchON Foundation ink MoU**

... (text) ...

**PIONEER**

**एक्सआईएसएस व स्विचऑन फाउंडेशन के बीच समझौता**

... (text) ...

**SANNIARG**

**एक्सआईएसएस और पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**SOCIAL NEWS SEARCH**

**एक्सआईएसएस और पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**AAJ**

**एक्सआईएसएस व पीएसआई के बीच एमओयू, छात्रों को होगा लाभ**

... (text) ...

**DAINIK BHASKAR**

**एक्सआईएसएस ने विद्यार्थी फाउंडेशन के साथ एमओयू पर हस्ताक्षर किया**

... (text) ...

**AAJ**

# XISS IN NEWS

## SOCIAL SECTOR

Our Institute's basic principles are centred on empathy so we frequently arrange discussions on societal concerns and organise blood donation and health check-up camps. Additionally, several workshops on social themes such as equity, empowerment, and education for a safer workplace, book reading session, workshop on health system strengthening and community mobilisation, and Move for Earth Symposium 2024 were organised to raise public awareness of social issues.

### Case Study Competition organised at XISS



The Institute of Social Studies (XISS) organized a Case Study Competition for students from various colleges. The event was held on the 15th of February 2024. The competition was organized to promote the use of case studies in social sciences and to encourage students to think critically and creatively. The winners of the competition were announced on the 20th of February 2024.

**PIONEER**

### एक्सआईएसएस में 'कल्पनात्मक द्रव्य एखान-आईसीसी वित्त-निर्गमिता' के 'जिस रैन्डम' शिबिर पर केस स्टडी प्रतियोगिता का आयोजन



कल्पनात्मक द्रव्य एखान-आईसीसी वित्त-निर्गमिता के 'जिस रैन्डम' शिबिर पर केस स्टडी प्रतियोगिता का आयोजन किया गया। इस प्रतियोगिता में विद्यार्थियों को अपने शोध कार्य पर आधारित प्रस्तुतियाँ देनी पड़ीं।

**FREEDOM FIGHTER**

### एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित'



एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित' किया गया। इस कार्यक्रम में विद्यार्थियों को पुस्तक के बारे में जानकारी दी गई।

**PUNCH**

### XISS hosts workshop on research paper writing with IAWS



XISS hosts workshop on research paper writing with IAWS. The workshop was organized to help students improve their research paper writing skills.

**PIONEER**

### सही मार्गदर्शन से युवा अपसर्पण कर सकते हैं साकार



सही मार्गदर्शन से युवा अपसर्पण कर सकते हैं साकार। This seminar was organized to help students understand the importance of guidance in their careers.

**DAINIK JAGRAN**

### XISS & SwitchON Foundation organise 'Move for Earth Symposium 2024'



XISS & SwitchON Foundation organise 'Move for Earth Symposium 2024'. The symposium was held to raise awareness about climate change and environmental issues.

**PIONEER**

### XISS hosts interactive Book Reading Session



XISS hosts interactive Book Reading Session. The session was held to promote reading and learning among students.

**PIONEER**

### एक्सआईएसएस में केस स्टडी प्रतियोगिता का आयोजन



एक्सआईएसएस में केस स्टडी प्रतियोगिता का आयोजन किया गया। इस प्रतियोगिता में विद्यार्थियों को अपने शोध कार्य पर आधारित प्रस्तुतियाँ देनी पड़ीं।

**AAJ**

### एक्सआईएसएस में एक रक्षा कार्यक्रम आयोजित



एक्सआईएसएस में एक रक्षा कार्यक्रम आयोजित किया गया। इस कार्यक्रम में विद्यार्थियों को रक्षा के बारे में जानकारी दी गई।

**SANNIARG**

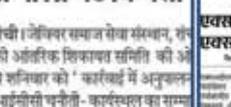
### पर्यावरण संरक्षण का कदम उठाने लगे: महुआ



पर्यावरण संरक्षण का कदम उठाने लगे: महुआ। This program was organized to promote environmental protection and awareness.

**PUNCH**

### केस स्टडी में टीम ब्रेनी ब्रिगेड विजेता



केस स्टडी में टीम ब्रेनी ब्रिगेड विजेता। The team 'Breezy Brigade' won the case study competition.

**THE HINDUSTAN**

### एक्सआईएसएस में मूल्यांकन अर्थ सिम्पोजियम में एक्सपर्ट ने पर्यावरण संरक्षण के तरीके बताए



एक्सआईएसएस में मूल्यांकन अर्थ सिम्पोजियम में एक्सपर्ट ने पर्यावरण संरक्षण के तरीके बताए। The expert discussed various ways to protect the environment.

**DAINIK JAGRAN**

### विद्यार्थियों को मिली शोध पत्र लेखन की जानकारी



विद्यार्थियों को मिली शोध पत्र लेखन की जानकारी। This seminar was organized to help students learn about research paper writing.

**PRABHAT KHABAR**

### कर्मियों की करनी होगी पहचान : डॉ. जोसफ



कर्मियों की करनी होगी पहचान : डॉ. जोसफ। This seminar was organized to discuss the importance of employee identification.

**PRABHAT KHABAR**

### हमारी गलतियों के कारण पर्यावरण को क्षति हो रही : माजी



हमारी गलतियों के कारण पर्यावरण को क्षति हो रही : माजी। This seminar was organized to discuss the impact of human activities on the environment.

**PRABHAT KHABAR**

### Workshop on Health System Strengthening at XISS



Workshop on Health System Strengthening at XISS. The workshop was organized to help students understand the importance of a strong health system.

**PIONEER**

### एक्सआईएसएस में स्वास्थ्य प्रणाली सुदृढीकरण व तानुदायक गतिशीलता पर लगी कार्यशाला



एक्सआईएसएस में स्वास्थ्य प्रणाली सुदृढीकरण व तानुदायक गतिशीलता पर लगी कार्यशाला। This workshop was organized to help students understand the importance of a strong health system.

**FREEDOM FIGHTER**

### एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित'



एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित' किया गया। इस कार्यक्रम में विद्यार्थियों को पुस्तक के बारे में जानकारी दी गई।

**AAJ**

### एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित'



एक्सआईएसएस में पुस्तक 'दैनिक' द्वारा 'वर्ल्ड ट्राइडस का बुक रीडिंग कार्यक्रम आयोजित' किया गया। इस कार्यक्रम में विद्यार्थियों को पुस्तक के बारे में जानकारी दी गई।

**FREEDOM FIGHTER**

### एक्सआईएसएस में स्वास्थ्य प्रणाली सुदृढीकरण व तानुदायक गतिशीलता पर लगी कार्यशाला



एक्सआईएसएस में स्वास्थ्य प्रणाली सुदृढीकरण व तानुदायक गतिशीलता पर लगी कार्यशाला। This workshop was organized to help students understand the importance of a strong health system.

**FREEDOM FIGHTER**

# XISS IN NEWS

## XISS GROWING AS A B-SCHOOL

XISS is significantly growing as a B-school and all the four programmes are NBA accredited. Thus, there is also rise in the placement scenario of the institute. Recognising the dedication, XISS Director was awarded Outstanding Leadership Award during the Collegedunia Connect 3.0. First Dr Kumar Suresh Memorial Lecture was organised in the newly made Tribal Research Centre in XISS. A Three-day residential workshop on Research Methodology for Jesuit Institutes of Central Zone was also held. The beautification of the campus is also underway.

### XISS organised First Dr Kumar Suresh Singh Memorial lecture



**MORNING INDIA**

### बुनियादी ढांचे व सुविधाओं के मामले में आदिवासियों की स्थिति सुधरी है

**PRABHAT KHABAR**

### 'आदिवासियों की बुनियादी सुविधाओं में हुआ सुधार'

**HINDUSTAN**

### डॉ जोसेफ को उत्कृष्ट नेतृत्व का पुरस्कार

**एक्सआईएसएस**



**HINDUSTAN**

### बुनियादी सुविधाओं के मामले में आदिवासियों की स्थिति सुधरी

**DAINIK JAGRAN**

### एक्सआईएसएस निदेशक डॉ जोसेफ को उत्कृष्ट नेतृत्व पुरस्कार



**DAINIK JAGRAN**

### 'उत्कृष्ट नेतृत्व पुरस्कार' से नवी दिल्ली में सम्मानित हुए एक्सआईएसएस निदेशक



**FREEDOM FIGHTER**

### SOCIAL NEWS SEARCH



**SOCIAL NEWS SEARCH**

### एक्सआईएसएस के निदेशक उत्कृष्ट नेतृत्व पुरस्कार से सम्मानित

**SANJANA**

### First Dr Kumar Suresh Memorial Lecture organised at XISS



**PIONEER**





# XISS IN NEWS

## ACADEMIC SECTOR

Academics are extremely important and have a big impact on how people see society and at XISS, we are committed to make professionals with a difference. We often organise a variety of events, including workshops, guest lectures, panel discussions, inter-college competitions, rural camps, and industrial visits.



### एक्सआईएसएस का 62वां दीक्षांत समारोह 6 को रांची।

जेवियर समाज सेवा संस्थान एक्सआईएसएस रांची, का 62वां दीक्षांत समारोह 6 मई को शाम 4 बजे से कैम्पस में आयोजित किया जा रहा है। इस कार्यक्रम में बैच 2021-2023 के 253 स्नातक छात्र दीक्षांत समारोह के दौरान अपने पीजीडीएम प्रमाणपत्र प्राप्त करेंगे। मनीष शर्मा, चैयरमैन, पैनसोनिक लाइफ सॉल्यूशंस इंडिया एंड साउथ एशिया इस अवसर पर मुख्य अतिथि के रूप में शामिल होंगे। वे ह्यूमनरिसोर्स मैनेजमेंट, सरल मैनेजमेंट, फाइनेशियल मैनेजमेंट और मार्केटिंग मैनेजमेंट के स्नातकों को इस कार्यक्रम के दौरान संबोधित करेंगे जो अब देश की PUNCH में अपनी सेवा देने के लिए तैयार हैं।



### एक्सआईएसएस का 62वां दीक्षांत समारोह छह मई को

रांची: जेवियर समाज सेवा संस्थान यानी एक्सआईएसएस रांची का 62वां दीक्षांत समारोह छह मई को शाम चार बजे से कैम्पस में आयोजित किया जाएगा। इस कार्यक्रम में बैच 2021-2023 के 253 स्नातक छात्र, दीक्षांत समारोह के दौरान अपने पीजीडीएम प्रमाणपत्र प्राप्त करेंगे।

### एक्सआईएसएस में दो-दिवसीय अंतर्राष्ट्रीय डेटा एनालिटिक्स और प्रबंधन कांग्रेस का समापन

रांची: एक्सआईएसएस में आयोजित दो-दिवसीय अंतर्राष्ट्रीय डेटा एनालिटिक्स और प्रबंधन कांग्रेस का समापन कार्यक्रम आज रांची में हुआ। इस अवसर पर मुख्य अतिथि के रूप में शामिल हुए थे।

### एक्सआईएसएस में ऑनलाइन डिजिटल पोस्टर प्रतियोगिता का आयोजन

रांची: एक्सआईएसएस में ऑनलाइन डिजिटल पोस्टर प्रतियोगिता का आयोजन किया गया। इस प्रतियोगिता में छात्रों ने डिजिटल पोस्टरों का प्रदर्शन किया।

### दो-दिवसीय एनालिटिक्स व प्रबंधन संगोष्ठी का समापन

रांची: एक्सआईएसएस में आयोजित दो-दिवसीय एनालिटिक्स व प्रबंधन संगोष्ठी का समापन कार्यक्रम आज हुआ।



### Panel Discussion on Union Budget organised at XISS

रांची: एक्सआईएसएस में 'यूनिन बजट पर चर्चा' का कार्यक्रम आयोजित किया गया।

### उद्योग क्षेत्र में डाटा विश्लेषण की है बेहद मांग: डॉ. जोसफ

रांची: प्रमुख संकायदाता जेवियर समाज सेवा संस्थान में दो दिवसीय अंतर्राष्ट्रीय डेटा एनालिटिक्स और प्रबंधन संगोष्ठी का शुभारंभ हुआ।

### 30 पेपर प्रस्तुत हुए, 6 को मिला बेस्ट पेपर अवॉर्ड

रांची: एक्सआईएसएस में आयोजित दो-दिवसीय अंतर्राष्ट्रीय डेटा एनालिटिक्स और प्रबंधन संगोष्ठी का समापन हुआ।





## Vision



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



## Mission

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

