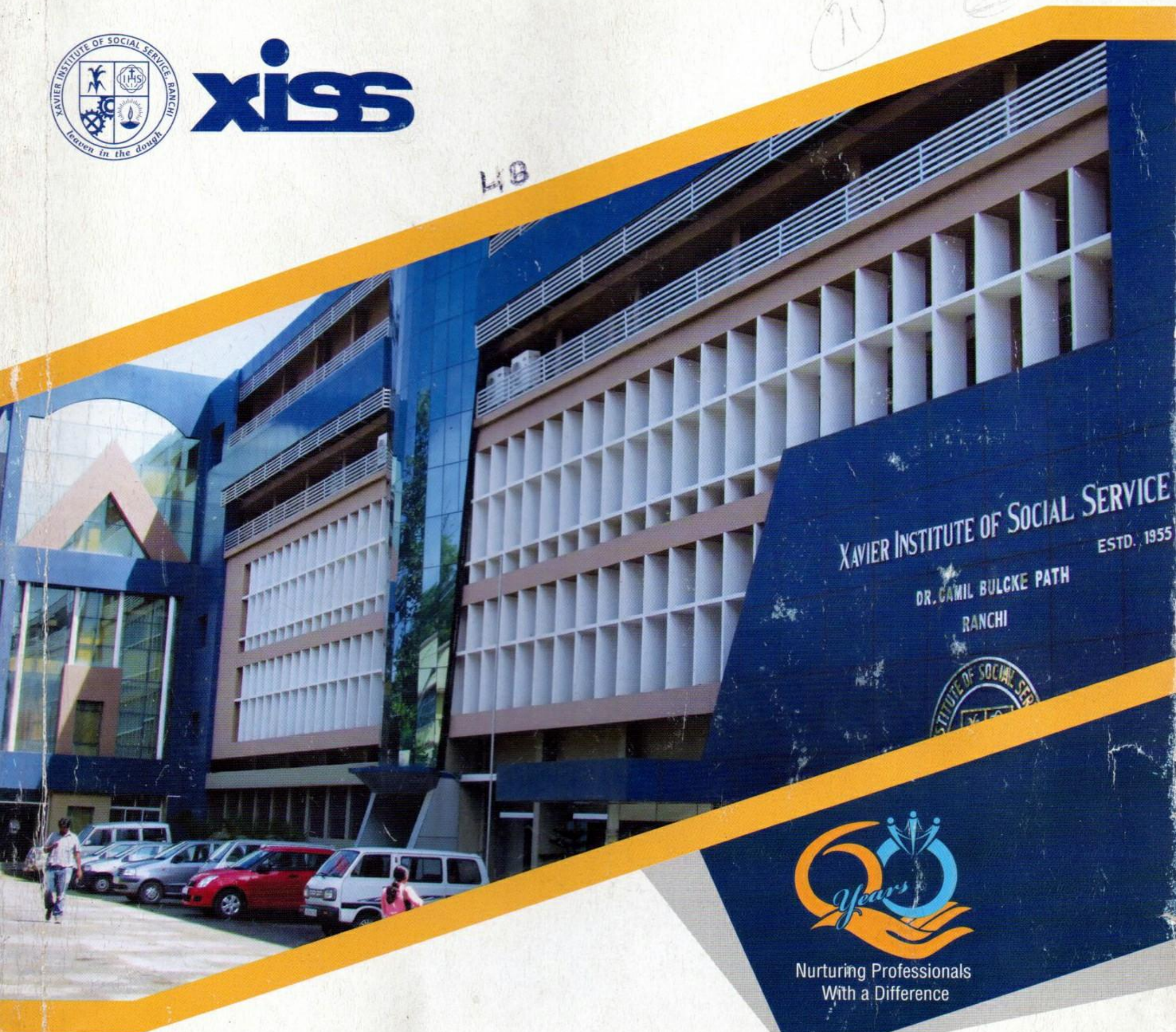




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AXIS 2016

Annual of Xavier Institute of Social Service

60 Years of Service to the Nation

XAVIER INSTITUTE OF SOCIAL SERVICE, RANCHI

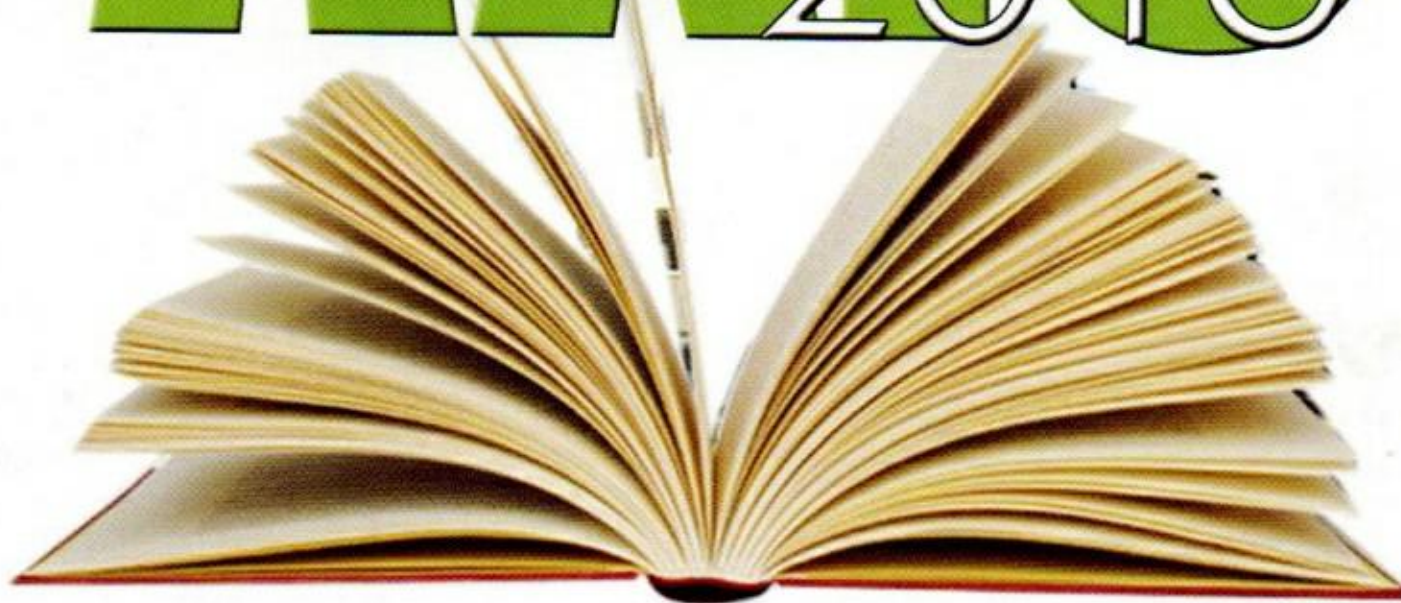
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From the Editors' Desk

As we are in the Diamond Jubilee year, it is time again to recapitulate all that we do and articulate throughout the year. We present to you **"AXIS 2016"** – *the Annual of Xavier Institute of Social Service, Ranchi* which contains the annual reports of various departments, centres and programmes for the academic year 2015-2016. The report also encapsulates the action plan for the future.

As XISS is celebrating its Diamond Jubilee year, it is feeling proud for having offered 60 years of service to the Nation. Over the years XISS has contributed to Jharkhand in particular and to the nation in general in various fields ranging from Social Service League in 1955 to Academics and Development Interventions later on. During the last six decades XISS has consistently adhered to the goals of strengthening democratic values, promoting tribals, dalits, women, children and other weaker sections of the society through action-research, strategies, programmes and their implementation.

Earlier management education all over the world was considered as value neutral and was being applied in almost all matters where resources were used to achieve the desired goals. This gave rise to the increasing human problems like over population, poverty, illiteracy, ill-health, corruption and unemployment, etc. leading to greater complexities in the society including the emerging socio-political scenario. Accordingly, the B-Schools around the world have been reinventing the pedagogy

of management education. Besides inculcating good management education for developing managerial skills, they have also started training their students in terms of leadership, research competence and self-development for producing thought-leaders and entrepreneurs of the future generation for catering to the needs of the business houses and industries. However, the Management Education at XISS goes beyond the above-mentioned goals and objectives. Besides blending professionalism and academics together the teaching and training programmes of our Institute also speak of social justice and empowering the poor. It provides management education that is free from selfishness, greed and lack of ethics and recognizes and inculcates the value of sustainability and social responsibility. XISS believes that the prevailing social, economic and political problems in the society are more due to the non-participation of the educated people in dealing with the social ferment and economic distress in a much better manner.

Academic excellence has always been the goal of Management Education at XISS along with the social field work experience for practical exposures and realization of various situations beyond classroom teachings as evident from the annual reports of all the five academic streams. Keeping abreast with new knowledge, XISS is frequently interacting with the industry and the corporate world in order to revise the curriculum to cater to the needs of the industries

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and the sustainable development of people along with holistic research. Thus, it delivers quality in terms of a skilled and industry-centric people oriented workforce without diluting its vision and mission. Moreover, the students are put through rigorous practically oriented assignments, projects and case studies where they get enough opportunities to display their innovative skills. Such opportunities to each student also get offered when he/she gets attached to a particular industry/organization for 'Summer Internship Projects.' The academic excellence is further reflected in the Institute's research and publication activities which evaluate many development projects of national and International agencies, and disseminates such knowledge through publications. This is also followed by the regular publication of the thematic and quarterly research journal- "*Jharkhand Journal of Development and Management Studies*" which has earned a NAAS Rating of Scientific Research Journal with 3.23 score by the National Academy of Agricultural Sciences (NAAS), New Delhi for meeting the standards of academic rigour and reflection that are relevant to the practicing managers and development practitioners. Similar thing can be said about the International Conferences, Management Development Programmes, paper presentations at seminars/conferences and the publication of books and articles by the faculty members and students.

In the similar vein, the training and development of the professionals from the Government and the Non-Government Organizations, the Community Based Organizations as well as

the Corporate Organizations have the same thrust of deep knowledge and experience based learning and grassroots level involvement for solving the rural and urban problems like dealing with water resources management, projects/programmes for livelihood promotion and entrepreneurship development. And finally, the outreach programmes of Women Helpline and Childline at the Institute bear testimony to its upholding the human rights and dignity of women and children.

XISS has always been striving to improve its all round quality for successfully demonstrating its commitment and become state-of-the art laboratory for nurturing the "*Professionals with a Difference*". We believe that these professionally different leaders – managers would change the managerial and administrative practices to enhance performance of organizations leading to social transformation. It is a matter of pride that XISS for the last sixty years has been serving the nation in terms of promoting equitable justice and well being of people. We believe that our mission of "*Putting the Last First*" becomes universal and helps to transform our society into a more just and equitable one. We thank the Almighty for helping us to carry out our vision and mission.

Dr. Ramakant Agarwal
Prof. Sushil Ranjan Roy
Dr. Rohit Vishal Kumar
Dr. Sudeep Kumar

Patron : Dr. Fr. Alex Ekka

7th April, 2016

55th Annual Convocation Day

Director's Report - 2016



In the Diamond Jubilee Year of the Xavier Institute of Social Service (XISS), Ranchi, I would like to thank and congratulate all the Faculty Members, Staff and Students for achieving all round success and taking the Institute to newer heights in Management Education and Social Commitment. This compendium is a record of the institute's accomplishments and its future programme of action.

The academic year 2015-2016 commenced with the inauguration on 17th June, 2015 in which Prof. George John, Vice Chancellor, Birsa Agriculture University, Kanke was the Chief Guest. His exhortation to the diamond jubilee batch of students was thought provoking as

he insisted on their all round excellence at the country's premier B-School like XISS. Dr. Fr. Joseph Marianus Kujur, SJ, Chairman of the Governing Body, XISS stressed the unique leadership roles the students could play in their professional careers by always being focused on Jesuit ideals and values of higher education. The overall coverage of this Annual Report consists of the accomplishments of the Institute through various Departments during the diamond jubilee year besides spelling out the tasks ahead. It has five sections: (1) XISS and International Higher Education Arena, (2) Welcome and Farewell at XISS, (3) Departmental Achievements, (4) Diamond Jubilee Confluence and Events, and (5) Challenges and Prospects.



I. XISS and the International Higher Education Arena

The Diamond Jubilee year of XISS ushered the Institute into the International Jesuit Higher Education arena. Along with Dr. Fr. Nicholas Tete, SJ, Principal of St. Xavier's College, Ranchi and the member of the XISS Governing Body, the Director Fr. Alex Ekka, SJ participated in the International Conference on the theme "*Expanding the Jesuit Higher Education Network: Collaboration for Social Justice*", at the Catholic University of Melbourne, Australia from 7-10 July, 2015. It was revealing to notice that the social justice mission of the Society of Jesus was taken as the integral part even in Jesuit B-Schools all over the world. A few relevant sub themes at the Conference were: (1) International Jesuit Ecology Project: Healing Earth Electronic Textbook in Environmental Sciences, Ethics, Spirituality and Action; (2) Developing Social Entrepreneurs: Jesuit Business School Collaboration; and (3) Exploring Future Collaborative Opportunities through Global Jesuit Case Series. During the Conference best practices of collaboration were also shared. In this regard, the collaboration of XISS with other Jesuit B-Schools in the country and with the University of Antwerp, Belgium for research and exchange programmes was highlighted. XISS will further work on many areas of collaboration as proposed during the Conference.

XISS and IAJBS in Uruguay

Continuing the alliance with the International Association of Jesuit B-Schools (IAJBS) there was participation of four Faculty Members of XISS in the 21st IAJBS World Forum at the Catholic University of Uruguay, Montevideo

from 19-22 July, 2015 on the theme "*Leadership and Innovation for a Sustainable World*". Each of the delegates from XISS presented a paper on the sub topics to the theme. Fr. Alex Ekka, SJ, Director, presented a paper on the topic: "Innovation in Teaching Business at Xavier Institute of Social Service: An Experience from Jesuit Business School in Rural Management". Similarly, Dr. Mahua Banerjee presented a paper on the topic: "Entrepreneurial Education: An Inspiration from Jesuit Educational Institutes"; Dr. S.N. Singh on the topic: "Innovation in Teaching Business Management at XISS, Ranchi" and Prof. Mary Sheila Bodra on the topic: "Contributions of Indian Industries to Sustainable Development: Case of Tata Steel". Regarding the main theme of the Conference Chris Lowney shared some brilliant ideas and said that our leadership and innovation imperatives necessitate that we create a much bigger network and use it more vigorously and show greater option for action taking more risks in pursuit of magis. During the Conference the exposure visit to Zonamerica was very inspiring as regards the practice of corporate social responsibility.

R.M. Students in HR4DEV 2015 at Leuven, Belgium

Second year in a row, four students of Rural Management – Yashmin Josephine Sharma, Malavika Rao, Aakash Sah and Gurbir Singh Chadda had the privilege of going to Leuven, Belgium for a short programme called "Human Rights for Development" in August 2015. While Yashmin and Aakash went for the programme on the scholarship offered by the USOS, Malavika and Gurbir went for the same on self-funding. It was a joint initiative of two Flemish



Inter-university partnerships: the Flemish Inter-university Research Network and Development (LAW&DEV), in cooperation with the Institute of Development Policy and Management (IOB). The 2015 course was jointly hosted by the Leuven Institute of Criminology (Research Line on Human Rights and Transitional Justice) and the Institute of Human Rights and Critical Studies (LIHRICS), both at the Faculty of Law of the University of Leuven (KU Leuven). The themes of the course were: Human rights, development and transitional justice, Contextualization of human rights in the developmental debate, Bottom up and top down paradigms of human rights and development, Origins and mechanism of transitional justice, and Dominant and alternative approaches to transitional justice. The four Ambassadors of XISS gave the Indian perspective on each of the themes and participated whole heartedly in all the sessions and exercises of the course.

Fulbright-Nehru Academic & Professional Excellence Fellowship

While availing the Fulbright-Nehru Academic and Professional Excellence Fellowship from 1st September, 2015 to 31st May, 2016 at the Gillings School of Global Public Health at the University of North Carolina, Chapel Hill, USA, Dr. Anant Kumar has delivered a talk entitled: "Visionary Leadership in Health in Resource-constrained Settings: Issues and Challenges" at student/alumni gathering organized by Public Health Leadership Program, at the University of his fellowship on 30th October, 2015. Similarly, he attended the Second Annual Health Solutions Symposium "Think and Grow Healthy, Solving Health Challenges through Innovation" and participated in a Panel Discussion at Campbell

University Business School, North Carolina, USA on 5th November, 2015. And finally Dr. Anant Kumar participated in the 2015 Fulbright Visiting Scholar Enrichment Seminar: "Lone Star-Multiple Constituencies: Studying U.S. Elections and Political Processes and the Challenge of Diversity", organized by IIE/CIES and Global Austin in Austin, Texas from 2nd - 5th December, 2015. His publications include "Complementing Gender Analysis Methods", in *Journal of Evidence-Informed Social Work*, Vol. 13, Issue, 2016 and "Menstruation, Purity and Right to Worship", in *Economic and Political Weekly*, Vol. 52, No. 9, 2016. He has also been nominated as an External Affiliate of Global Gender Centre of RTI International, Raleigh-Durham, North Carolina, USA (November 2015 – continued).

II. Welcome and Farewell at XISS

The Institute had the privilege of welcoming Dr. Joe Hill in the Department of Rural Management. He has experience studying and working at the School of International Development, University of East Anglia in the UK, and at the Centre for Development Research (ZEF), University of Bonn in Germany. Similarly, the Institute was honoured to have Dr. Mrityunjay Roy in the Department of Human Resource Management. He worked at the Directorate of Distance Education, University of Burdwan, West Bengal.

The Institute Congratulates Dr. Kumar Mohit Spring for being awarded Doctor of Philosophy for his thesis on "Global HR competencies for the Global HR Manager" by the Department of Commerce & Business Management, Ranchi University, Ranchi. Similarly, the Institute



congratulates Dr. Niranjana Sahoo for being awarded Doctor of Philosophy by Institute of Rural Development & Management, Magadh University, Bihar.

Among those who superannuated during the year, was first Mr. Anthres Ekka who worked in the Institute for 32 years. The second person was Dr. Mahadeo Sahu who served the Institute for 37 years. The Institute thanks them for their dedicated service and wishes them good health and happy post retirement life.

III. Departmental Achievements

The Department of Human Resource Management entered into the new session with the revision and realignment of syllabus before the inauguration of the academic year 2015-2016 and the induction of the first year students. In the academic activities Ms Ankita Mishra of HRM – II represented the Institute on a student panel discussion at the 3rd Awanish Deo Memorial Lecture at Holiday Inn, Mumbai organized by XISS and NHRD on 10-11 October, 2015. Secondly, a team of 26 students accompanied by Prof. Mary Sheila Bodra and Prof. Nidhi Shukla attended the 7th National IR Conference on “*Changing Labour Market and Industrial Relations: Make in India and Ensuring Labour Reforms*” held at XLRI Jamshedpur.

The Faculty Members of the Department too have shown quite an achievement on academic matters with talks, consultancy services, publications, radio interviews and paper presentation at national and international conferences. The Department also engaged the students fruitfully in the social service field works and workshop on joyful learning. The

Department's unique participation was seen at “*Confluence 2015*” especially in the *Chaupal* discussion on the topic “*Changing Talent Landscape 2030*” chaired by Prof. S. R. Shauq, HOD and moderated by Dr. Ramakant Agrawal. The industrial visits of the students have also been no less enriching and rewarding including the summer internship programmes and the final placement. And finally, the students of HRM have bagged many awards and prizes in various academic and co-curricular events held at the Institute and outside.

The Department of Rural Management had its own record of achievements throughout the year. After the innovative induction programme of the first year students soon after the inauguration of the academic year and the resuming of the classes by the second year students, the Department performed vibrantly in all spheres of professional education at the Institute. It began with the Department's backbone pedagogy – the rural camps and urban field exposures for the students. It was followed by the students' institutional visits, study tours, the summer internship programmes and other specialized visits.

It was second year in a row that four students had the privilege of international exchange programme at Leuven in Belgium on the theme “*Human Rights for Development*” in August 2015. They were Mr. Kumar Aakash, Mr. Gurbir Singh Chadda, Ms Malavika Roa and Ms. Yashmin Josephine Sharma. Their participation in the programme enriched the participants from Indian perspective.

The participation of the students, Faculty Members and staff of the Department in the



Diamond Jubilee Confluence was significant too. And the Department's biggest achievement was the 100% placement with the highest package of INR 7.00 lakhs per annum and the median package of INR 4,12,000 per annum – a rich tribute to the Institute in the Diamond Jubilee year. We thank Dr. Amar Tigga, the Central Placement Coordinator for his stewardship in this enterprise. We also congratulate the HODs, all the Faculty Members, students and the alumni for this outstanding achievement. And to conclude we acknowledge the publications, seminars, conferences and presentations of the Faculty members and students during the year.

The **Department of Information Technology** had its own admirable records during the year. After the usual welcome of the first year students and induction, the Department set into many academic and co-curricular programmes including the usual classes, summer internships, industrial tours and social field work. Two of the Department's Faculty Members – Dr. S. N. Singh, HOD and Dr. Mahua Banerjee, participated in the 21st World Forum of International Association of Jesuit B-School (IAJBS) at the Catholic University of Uruguay at Montevideo from 19-22 July, 2015 and presented papers. The Department's participation at the Diamond Jubilee Confluence was exemplary too especially in coordinating the "*SABMiller Choupal – Digital India*". The academic achievements of the Faculty members can be seen through their publications and participation in various conferences and seminars. The students also had many achievements in academic and co-curricular events during the year. And finally, the Department is proud for getting 55% placement.

The **Department of Marketing** entered into the new academic year with the introduction of three new papers in the curriculum – Entrepreneurship Management: Planning and Execution, Sustainable Business Models and Business Analytics. It carried on the summer internship with equal vigour including the industrial tour / corporate interface and rural camps. The Department also won many awards and prizes on academic and co-curricular events – thanks to the active participation of the students. The Faculty members further excelled publishing a number of articles and papers, besides attending seminars and conferences at various places in the country. To cap it all 56 students (out of 58) were placed – thanks to Dr. Amar Tigga, the Central Placement Coordinator and Prof. A. R. Bodra, HOD, and other Faculty members of the Department for their efforts and guidance.

The **Department of Finance** had its own record of excellence in academic and professional pursuits during the year. The main events of the Department were the Orientation Programmes of the First Year Students, the Blood Donation Camp, Summer Internship, Industrial Visits and the Rural Exposure Visits. The Faculty members did contribute significantly during the year. And the Department had its own share of enrichment during the Diamond Jubilee Confluence. It also achieved 89% of placements during the year with the average C.T.C. of Rs. 5.5 lacs per annum.

The **Central Placement Cell** of the Institute achieved superb overall results in the placements of the students under the leadership of Dr. Amar Tigga and supported by his team – Aditi Mehrotra and Koyel Mukherjee. The CPC worked hard throughout the year and got an all time



high placement of 255 students making 83% success rate out of the total batch size of 306. The Institute thanks all the recruiters including the alumni who have played significant roles in support of their *Alma Mater* in this regard.

The **Department of Research and Planning** had myriad accomplishments too during the year. It began with *Biennial International Conference of IASC (International Association for Study of Commons)* at the University of Edmonton, Canada from 26-29 May, 2015, where Prof. Himadri Sinha, Head of the Department and Mr. Sanjay Verma presented papers. Second was the Social Impact Assessment of Saranda Region requested by the Ministry of Environment and Forest and carried out under the leadership of Prof. Himadri Sinha and assisted by Dr. Amardip Singh, Mr. William Norman, Mr. Pratul Chandra and Mr. Mukul Xaxa. The third significant feature of the Department was training programme on the GIS LAB and Training on GIS and Remote Sensing for 20 participants conducted by Mr. Prakash C. Dash.

Under the Research and Monitoring component of the Department, the following persons were engaged at various levels – Mr. Ajit Tirkey, Mr. W. Norman, Mr. A. Ahmad, Mr. Herman Ekka, Mr. Ashok Ram Baitha, Mr. S.R. Irfan, Mr. Arvind Dey and Mr. Manoj Singh, engaged in National Level Monitoring (NLM). The projects consisted of National Level Monitoring (NLM), State Level Monitoring of RMSA and SSA in Jharkhand, State Level Achievement Survey for Class III, Class V & Class VII, JEPC, Ranchi and CSR studies. There was also a stint of collaboration with Birsa Agriculture University to set up a Centre for Advanced Studies in Tribal Agriculture (CASTA), Dr. Himadri Sinha being a member of its core committee.

The Department also had good many publications including the training programmes, workshops and seminars attended by the Faculty members and Project Officers. It also has some forthcoming projects from HINDALCO, MoHRD, Coal India and NTPC.

The **Department of Research and Publications** worked assiduously in the publication of the *Jharkhand Journal of Development and Management Studies* under the leadership of Dr. Sudeep Kumar assisted by Mr. Manoj Lakra.

The **Department of Library and Documentation** continued to provide its facilities to Faculty and Students. In the coming days it will realign the facilities for more effective use of the library.

The **Department of Management Development Programmes** was able to conduct only one programme for Power Grid Corporation of India on Corporate Social Responsibility on 29 – 30 January 2016. While the Power Grid Corporation of India has requested the Management Development Programme on Strategic Human Resource Management to be held later in the year, the MECON, Ranchi and HEC, Ranchi have also requested suitable Management Development Programmes for their officers.

The **Development Resource Centre** made a mark yet again in the year 2015-16 with two projects: (1) Enhancement of livelihood opportunities in the selected blocks of the south eastern region of Chotanagpur in the state of Jharkhand by Confrenza Episcopale Italiana and (2) India Development Gateway Initiatives (InDG): Vikaspedia Project supported by the Department of Electronics and Information Technology (DIETY) under Ministry of Communications and Information Technology.



The Project is monitored by C-DAC Hyderabad. Apart from these two projects, DRC was involved in working with partner organizations in livelihood promotion, capacity building, skill development, monitoring and training programmes. We acknowledge the leadership of Dr. Sant Kumar Prasad and his team members Mr. Ashok Kumar, Ms Pushpa Kujur and Ms Shruti Sahay.

The **Department of Entrepreneurship Development Programmes** had also a number of training programmes during the year. Chief among them were skill development programme, workshop on Rural Technology Action Group. Some specific groups for programmes were Common Services Centres and Village Level Entrepreneurs.

Women Helpline, Ranchi improved its performance phenomenally during the year with increased phone calls and visits, case interventions, cases settled and cases closed, thanks to the Chief Programme Coordinator Mr. Sanjay Verma and his team. Similarly, **Childline, Ranchi** reached out to many more children in distress and provided to them the necessary assistance and care, also under his leadership.

IV. Diamond Jubilee Confluence and other Events

During the Diamond Jubilee Year of the Institute there was a unique event called CONFLUENCE held on 6-7 November, 2015. It was coming together of the alumni, current students as well as the teachers of today and yesteryears to thank one another and share the experiences of the Institute. The entire event was wonderfully managed by Flipcarbon Integrated Solutions

Private Limited, based in Bangalore. It was indeed a happy coincidence that Mr. Prabhash Nirbhay, the CEO of Flipcarbon is an alumnus of XISS of the Human Resource Management 2000 – 2002 batch. The event was blessed by the Holy Mass presided over by his Eminence Telesphore P. Cardinal Toppo on 6th November in the morning. The second most important event was the inauguration of CONFLUENCE by the Honourable Chief Minister of Jharkhand, Mr. Raghuvar Das at 6.00 p.m. Other programmes of CONFLUENCE included a series of *Chaupal* Conferences on the relevant themes of all the five departments of the Institute. Cultural programme and festive dinner on both the days added class to the occasion. A *Souvenir* by the name CONFLUENCE was also published with messages from eminent personalities of the country and the alumni of the Institute. The alumni were also felicitated with mementos acknowledging their presence and importance to the Institute.

Among the other events in the Institute first was a Round Table Conference on *Laudato Si* for the civil society organizations including XISS held at XISS on 13th August, 2015 under the leadership of Fr. Alex Ekka, S.J., Director of the Institute. The annual students' event – *Panache* was organized with equal vigour and colour; so was the sports week in February, 2016.

V. Challenges and Prospects

While the Diamond Jubilee Year of the Institute has brought about unprecedented success and achievements in academics, outreach programmes and placements of the students, it has also helped us to see newer challenges. First of all, being aware of the need of greater

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professional rigour in management education, we need to develop a pedagogy which is holistic and promotes sharing of knowledge through systematic reading of books and literature of different fields besides accessing various websites in pursuit of knowledge. This must foster reflection and sharing of insights in the process of knowledge creation. The “copy and paste culture” has to be replaced by critical thinking and personal articulation of views with due acknowledgement to the authors of their views and ideas. In this regard, we recall the observation of Fr. Adolfo Nicolas, the Superior General of the Society of Jesus, who cautioned the gathering at the World Union of Jesuit Alumni at Mexico on 23rd April, 2010, “of the globalization of superficiality – superficiality of thought, vision, dreams, relationships and convictions – and of the need for deeper analysis, reflection and discernment.”

The second challenge we all face in life is the threat to the “mother earth”, as Pope Francis says in his encyclical *Laudato Si*, by polluting, degrading and depleting the resources – the very source of our lives. The challenge for us in the B-School is to develop an ecological education and a life style which is sustainable, symbiotic in relationship with nature and takes care of all human beings. The ecological sensitivity has to be developed not only through the curriculum but also through practical ways of clean and green living.

As the Diamond Jubilee Year is in progress we need to lay milestones for better education and greater social impact. I would like to thank all the Faculty members, Staff and Students for their unstinted support and commitment to the Institute’s objective of nurturing *professionals with a difference* and *putting the last first* working like *leaven in the dough* in the transformation of society.

The background is a collage of various elements. At the top left, there's a pen and some text fragments like 'How to choose the best' and 'Information empowers employee'. In the center, the title 'DEPARTMENT OF HUMAN RESOURCE MANAGEMENT' is prominently displayed in blue. To the right, there are colorful binder rings and more text fragments like 'V secret', 'Bea', 'training you', 'Look after s', and 'they'll look'. At the bottom, there's text about 'Clear policies pay dividends' and 'Head of the Department'.

Information
empowers
employee

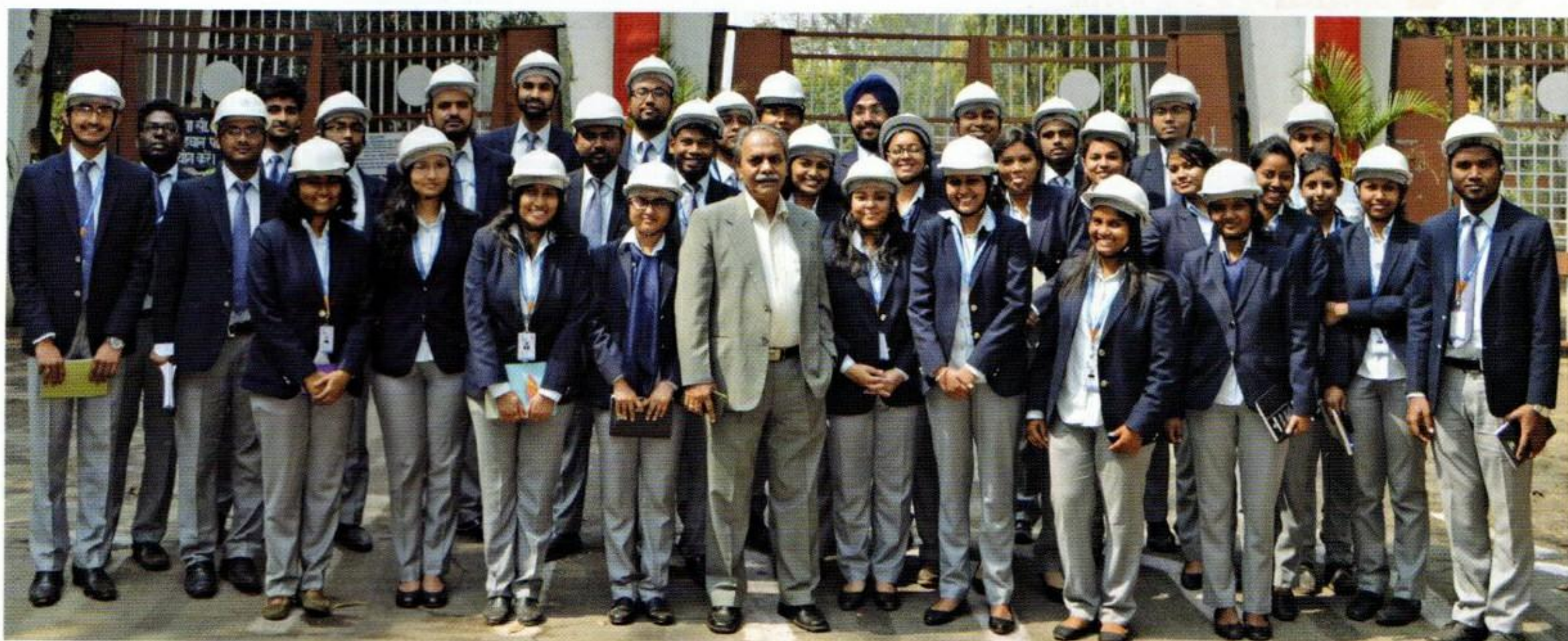
**DEPARTMENT OF
HUMAN RESOURCE MANAGEMENT**

Clear policies
pay dividends

Bea
training you

Look after s
they'll look

Prof. S. R. Shauq
Head of the Department



Industrial visit to Heavy Engineering Corporation Limited, Ranchi

As another academic session comes to a close the department proudly reports the following activities undertaken throughout the year. The year gone by was full of satisfying endeavors and achievements for the faculty and students.

The Revision and Realignment of Syllabus

In the year 2014-15 the department realigned and readjusted its syllabus which is currently being used satisfactorily. But, to keep abreast with the latest industry requirements, the department is open to receiving feedback from the industrial experts so as to nurture HR Talent to cater to the needs of its corporate clients.

The Induction Program

Departmental activities took off with the new academic session starting on 17th of June, 2015. First three days of the session were devoted to inducting the new batch of students into the course. Major highlights of the three day induction program were alumni interactive sessions with Mr Imdad Ali-Chief HRM, Profit Centres, Tata Steel on "*The Recent Trends in the field of HR*". This was followed by interactive

sessions by Mr. Prabhask Nirbhay-Founder FlipCarbon Inc Pvt. Ltd., Mr. Krishan Kumar-GM Tata Cummins, and Mr. Ravi Singh-G.M., Tata Motors. Sessions on "*Jesuit Values and History*" by Father Ranjit P. Toppo, S.J., Asst. Director, XISS. Similarly, introduction to the course curriculum, examination system along with details of the final placements and summer internship placements by the faculties of the department were done during the orientation program. The department also held ice-breaking sessions for the new comers.

Freshers' Program

The scintillating evening of Freshers' Program was held on 17th July, 2015. It was the perfect platform to showcase the amalgamation of different personalities and various talents as they came together to create the first feeling of togetherness and the sense of belonging among the students.

The theme for this year's Freshers' Program was "*Superhero*". The motive was to celebrate the spirit of a Superhero hidden within all of us. The students overcame their inhibitions and came forward to create an environment of bonhomie and friendship with each other. Their infectious



smiles did the task of lighting up the event through performances in dance, music and ramp walk with a theme of different seasons. This enabled them to exhibit their persona and artistic skills with charismatic creativity.

The professors also enjoyed the program as they took the stage to themselves and performed for the students including a singing performance by Prof. S. R. Shauq.

Department Welcomes A New Faculty

Dr. Mrityunjoy Roy

The department welcomed on board Dr. Mrityunjoy Roy who is a Ph.D. from Bardhwan University, and his interest areas are – logistic supply chain, system analysis design, operations management, and operations research.

Academic Activities

The trimesters for the 1st and 2nd years have concluded smoothly without any significant disruptions and the course of all professors is almost complete. The professors are now busy setting the question papers for end term examinations. All professors conducted midterm class tests for the subjects they taught in these trimesters. Many professors used presentations and assignments as a mode of assessment for the mid-term performance. The departmental faculty will now come together for the performance evaluation of the students.

Ms Ankita Mishra, HRM-II student, represented XISS on a student panel discussion on the occasion of the “3rd Awanish Dev Memorial Lecture” at Holiday Inn, Mumbai, organized by XISS and NHRD. Dr. (Fr.) Ranjit Toppo, S.J., Asst. Director XISS and Dr. Kumar Mohit Spring, faculty of dept. of HRM also attended the lecture. The Awanish Kumar Dev memorial Trust offers scholarships to bright and deserving students of HR from XISS.

Mr. Varadhrajan Srinivasan - CHRO-Tata SIA Airlines, Mr. Anajan Sanyal - Chief Manager-Power Grid, Mr. Arjit Sengupta from Adidas, Miss Adrija Moitra from Tata Steel, Mr. Amrendra Kumar-Vodafone and Mr Rakesh Nandan Sahay, GM-HR, NTPC visited the campus and helped students take valuable notes on current corporate issues.

A team of 26 students headed by Prof. Mary Bodra and Prof Nidhi Shukla attended the “7th National IR Conference on Changing Labour Market and Industrial Relations: Make in India and Ensuing Labour Reforms” held at XLRI Jamshedpur, co sponsored by ILO, New Delhi.

The Institute invited Prof. Dr. E. M. Rao (previously a faculty member at XIMB Bhubaneswar) to participate in an interactive session in which the students of the Human Resource Department got an opportunity to clarify their doubts related to Labour law and industrial relations. After attending this session students were motivated to adopt a more application based approach to the study of Labour laws. It is by inviting stalwarts from the academic and professional space, that the Institute has made an honest effort to prepare its students for the upcoming placement season.

Social Service Field Work

The class of 2015 - 2016 was very active and took great initiatives in their social service fieldwork under the guidance of Dr. Shyamal Gomes. The entire class of 75 students was divided in 7 small groups which were attached to :

1. St. Michael's School for the Blind, Bahubazar;
2. Government Girls Middle School, Hindpiri;
3. Indradhanus project, St. Xavier's School Doranda;

**xiss**

4. Outreach Programme; Cheshire Home Bariatu;
5. Guru Nanak Home for the disabled, Bariatu;
6. MMK High School, Bariatu for the minorities and
7. Brajkishore Netrohin Balika Vidyala, Bariatu.

The main objective has been to socially engage the budding managers and to groom them as true human beings along with their professional work life in the field of Human Resource Management. The schedule had each student spending two hours thrice a week at these centers to help the inmates / young kids with their studies and encouraging them to improve their hidden talents through extra – curricular activities. Besides, the scheduled activities in different social work centers this year, the students also participated in a number of outreach programs like organizing street plays on Child health, Girl Child Education and historical as well as environmental issues, in different centers with the students / inmates.

“Felicitating Ceremony – 2015” for Social Service Field Work

Department of Human Resource Management organized a ‘Felicitation Ceremony’ at XISS, on 31st March 2015. Swami Bhabeshwananda, Secretary of Ramkrishna Mission Ashram, Ranchi was the Chief Guest. All the centre heads were present and encouraged each other to take more initiatives in the near future. The Director, Assistant Director of XISS distributed the achievement certificates to the outgoing students (Diploma Graduates), for their

outstanding performance in the Social Service Field Work.

Workshop on Joyful Learning

A two day workshop on ‘Joyful Learning Methodologies’ was held at XISS on the 5th of September and 25th of October, 2015 for the 1st year Human Resource Management students. Fr. Dr. Ranjit P. Toppo, S.J., Assistant Director XISS was the Chief Guest. The main speakers of this workshop were Mr. Binod Thakur from Greater Ranchi Development and Action, Government of Jharkhand. The main objective was to orient the management students about joyful teaching cum learning methodologies, so that they could learn and practice how to engage the learning sessions; be friendly & motivate the weaker students.

CONFLUENCE - 2015

To mark the Diamond Jubilee Celebrations, the Institute organized a two days grand alumni meet : Confluence 2015. The Institute organized a theme based *Chaupal* discussion on “*Changing Talent Landscape 2030*”. It was chaired by Prof S.R. Shauq, HOD, HRM and moderated by Dr. Ramakant Agarwal.



Retreat and Rural Visits

Xavier Institute of Social Service engages the students of Human Resource Department in

Retreat cum Rural exposure for four days which is organized at Society for Rural Industrialization, Bariatu and its operational villages (Rural Technology Park) at Angara block of Ranchi. The main purpose of R&R is to help students understand the challenges of life and to imbibe in them humane values which truly help them to become 'Professionals with a difference'.

In Rural Exposure the main activities were group wise *tola* visits, interactions with SHG members, rural entrepreneurs and community leaders, *Shramdan* and awareness building



HRM Students at SRI, Ranchi for Rural Exposure



SRI central & Field staff addressing the Students in the welcome session



Cleaning drive at the village

ACTIVITIES

RETREAT

PT AND YOGA;
CULTURAL PROG.

SEVA (SELF EVOLVEMENT
FOR VOLUNTARY ACTION)

MEDITATION & PRAYER

GAMES AND SPORTS

CULTURAL PROGRAM

RURAL EXPOSURE

VILLAGE VISIT &
SWOT PRA

INTERACTION WITH CBOs

SHRAMDAN & NUKKAD
NATAK

SHRAMDAN

NUKKAD NATAK



SEVA or SHRAMDAN at SRI (26 & 29th February 2016)

through *Nukkad Natak*. It was an opportunity for the students to interact with village leaders and empowered women in different villages of Angara block of Ranchi district.

Industrial Visit for 1st Year Students

To give an early start to the budding professionals, the department organized a four-day industrial tour to various organizations. The students led by Prof S. R. Shauq, and Dr. K. M. Spring, had the privilege of visiting organizations such as JSPL - Patratu, Tata Steel-Jamshedpur, Usha Martin - Ranchi, HEC-Ranchi, West Bokaro mines (Tata Steel) - Ghato, and Tata Cummins-Jamshedpur. The tour gave them an exposure to various current HR/IR practices in different organisations.

Industrial Tours

Following the practice of past years, this year also the Industrial tours were scheduled for Delhi, Mumbai and Bangalore, for HRM 2nd year students.

A group of students under the able guidance of Dr. Kumar Mohit Spring traveled to Mumbai for their industrial tour. These students got the opportunity to visit **Reliance Industries, Rabo Bank, BPCL, Glenmark, Asian Paints, Fidelity**

Info Services, Future Supply Chain, Nelco, Godrej Boyce, Godrej Industries Ltd, Siesta Hospitality, Orange, Kone Elevators, Mahindra and Mahindra, Reliance Jio, Nomura, Ruchi Soya, Yes Securities, TATA Power, Johnson & Johnson, etc.

Another group of students led by Dr. Shyamal Gomes as the faculty in charge, visited Delhi for their industrial tour. They visited leading corporate firms like **Adidas India Private Limited, Maruti Suzuki, Uflex, Moserbaer, Jindal Stainless, IndusInd Bank, Power Grid, Jindal Saw, Sony, MoserBaer, CinePolis, Freescale, Indigo Airlines, Hero MotorCorp, Baxter, PureTalent and PetroIt.**

A third team led by Prof. Sajeet Lakra visited companies like **CISCO, ITC Exide, Atkins, Taj, Synopsis, Allergan, Wipro, General Electricals, EMC (squared), Levi's Strauss & Co., SAP Labs, Decathlon, Wild craft, OLA, UTC Aerospace, Bluestone.com** in Bangalore.

The members of every group got the opportunity to attend an Alumni Meet where they met the alumni of Xavier Institute of Social Service. These informal interactions with the stalwarts of the HR fraternity gave the students a lot of invaluable insights regarding the role of HR in contemporary organizations.

By organizing these Industrial tours, the Institute provides the students with ample opportunities to interact with renowned professionals in the HR as well as IR space and thus build contacts and formidable relationships in the corporate world.

Placements

The department held a domain knowledge test in order to bring the state of preparedness of the students to its optimum level. This step



was taken in order to enhance the depth and retention abilities of the students. The combined efforts of the Dept Placement coordinator; Dr. Kumar Mohit Spring, and Dr. Amar E. Tigga - Central Placement Coordinator; have yielded positive growth results.

The current placement status stands as follows:

The highest package offered was Rs. 13.5 Lacs p.a; lowest package was Rs 4 Lacs p.a; and the average package was Rs. 7.29 Lacs p.a.

The following esteemed conglomerates visited the institution for offering placements to our students;

Tata Steel, BPCL, Maruti Udyog Ltd, PWC, John Deere, Hindustan Unilever Ltd, Mahindra & Mahindra, HDFC Bank, Atria Communications, Siesta Hospitality, Exide, Vedanta, TCS, RJ Corp, SKF, TMIL, Metro Cash & Carry, Constant Lievens Academy of Health Sciences and Hospital, Axis Bank, Tata Teleservices, Godrej, Mahindra Finance, Jindal Stainless Steel Ltd, Adani.

Summer Placements

Summer internship is a crucial phase of a management student's life where he gets his first hands on experience with the industry. Prof. Sajit Lakra provided able guidance to the students choosing the right companies and topics for summer placements. This year the following companies have offered summer placement to the class of 2015-16:

Exide, Nomura, ITC, Shree Cement, Edelweiss, Medica, Tata Steel, SAIL – Ranchi, ISWPL, Dharma Life, Taj Hotels, ITC, Maruti Suzuki, Mahindra Finance, Exide, ISWPL, Dharma Life, ISWPL, Adidas, Cisco, Jamipol, Tata Steel, Allergan, IPE Global, Tata Power, L&T Kansbahal, Petro IT, Ziquitza Health Care Ltd., ESAF, CMPDI - Ranchi, Flipcarbon.

Academic achievements of our esteemed Faculty Members

Prof. S. R. Shauq

1. Engaged sessions on “*Communication and Human Resource Development*” at the Reserve Bank of India Ranchi, Nirmala College Ranchi, and SKIPA for the participants of various programmes.
2. Provided consultancy to MECON Ranchi together with Dr. R. K. Agarwal and Prof. Nidhi Shukla, helping them recruit HR professionals. Delivered the “*First Sr. Pressila Memorial Lecture*” at the Nirmala College, Ranchi.

Dr. Ramakant Agarwal

Dr. Agarwal participated in a number of live television debates on socio-economic issues of India.

His two articles were published in popular daily “*Hindustan*” Ranchi edition, dated 20-02-2016 and 01-03-2016. The first article was a critical assessment of “*Railway Budget 2016-17*” and the second on “*General Budget 2016-17*”.

All India Radio (*Aakashvani*) took Dr. Agarwal's interview for 30 minutes as part of their primetime programme ‘*Aao Saath Chale*’ on the theme “*Economy of India*”. The interview was aired from 11.30 a.m. to 12 noon on Sunday, 6th of March, 2016.

Dr. Kumar Mohit Spring

Ph.D. Degree Awarded

Prof. Kumar Mohit Spring successfully completed his doctoral thesis on the Research Topic, “*Global HR competencies for the Global HR Manager*”, and was awarded the Doctorate in Philosophy in the month of August 2015, on the above topic by the Dept. of Commerce



and Business Management, Ranchi University, Ranchi.

Papers Presented

- Prof. Nidhi Shukla and Dr. Kumar Mohit Spring jointly presented a paper titled – “Relevance of Labour Laws for Sustainable Industrial Relations in India: Changing Facets” during the conference at Xavier Institute of Management, Bhubaneswar, organized by Xavier School of HRM (XSHRM), XIM Bhubaneswar, Xavier University Odisha, on the theme “*Make in India Initiatives and Changing Paradigms of Industrial Relations*” in Collaboration with Indian Industrial Relations Association (IIRA) and Frederick-Ebert-Stiftung (FES) on 4th and 5th December, 2015.
- Dr. K. M. Spring participated in the MDP Programme on “*Labour Laws for Corporate Managers (LLCM)*” from July 13-15, 2015 at XLRI, CH Area (East), Jamshedpur.

Dr. Shyamal Gomes

Talks / Lectures delivered

- Dr. S. Gomes facilitated sessions on “*Management & Managerial Process*” in Coal India, on 10th and 11th Feb. 2016 at IICM, Ranchi.
- Dr. S. Gomes facilitated sessions on “*Total Quality Management & Strategic Process*” at ATI on 16th & 23rd January 2016.

In house Faculty Development Programme / Workshop / Seminar / Conference

Dr. Shyamal Gomes organized a two-day in-house Faculty Development Programme on

‘*Pedagogies in Teaching & Learning with special reference to Case Method*’ at XISS on 11th and 12th May 2015. Dr. (Fr.) Alex Ekka S.J, Director, Dr. (Fr.) Ranjit P. Toppo S.J, Assistant Director, HODs and all the faculty members were the participants in this in-house programme.

Indian Management Cases (IMC)

1. Dr. Shyamal Gomes presented a case titled “*Emerging Challenges as Facilitator of CSR : JHARCRAFT – A New Hope*” in the “*Global Summit on Management Cases*” at IIM Raipur on December 12-13, 2014. This case has been published by ET Cases in association with The Case Centre, Cranfield University, Wharley End, Beds MK43 0JH, UK. The same is also uploaded in the web page www.etcases.com.
2. Dr. Shyamal Gomes presented another case titled “*Social Engagement’ in Nurturing Gen -Y as a Professional with a Difference : XISS as a brand master*” in the “*Global Summit on Management Cases*” at IIM Raipur : on February 5-6, 2016. This case is already uploaded in the web page www.etcases.com.
3. Dr. Shyamal Gomes attended the “*First Global Summit on CSR*” and presented a paper titled “*Ethics driven CSR for preventing Cyber Crimes: an exploratory study*” on 15th-16th May, 2015 at India International Centre, New Delhi. This summit was jointly organized by Indian Institute of Corporate Affairs, New Delhi, Indian Institute of Management, Raipur, and The National Law School of Indian University, Bangalore.

4. Dr. Shyamal Gomes attended the “*Second Global Summit on Management Cases*” and presented a Strategic Management Case “Social Engagement in Nurturing Gen-Y as a Professional With a Difference : XISS as a brand master” on February 5-6, 2016. The summit was organized by IIM Raipur in association with ET-Cases.
5. Dr. Shyamal Gomes attended the “*Third International HR Conference on Employee Engagement*” at K. J. Somaiya Institute of Management, Mumbai and presented an empirical research paper on “Quality of work life changing engagement and retention scenario with special reference to Jojobera power plant, Jamshedpur” on February 4-5, 2016. The conference was organized by K. J. Somaiya Institute of Management Mumbai, in association with California State University, SAN BERNARDINO, USA.

Publications

1. Gomes, S. & Gomes, R. (2015). Environmental restoration through integrated water resource management : An impact study of Krishi Gram Vikas Kendra initiatives in Jharkhand. *Jharkhand Journal of Development and Management Studies*, 13 (3), 6619- 6639.
2. Gomes, S. (2016) : Social Engagement in Nurturing Gen -Y as a Professional with a Difference: XISS as a brand master. In Vinita Sahay & P. R. S. Sharma (Eds) *Indian Management Cases* (p.p. 285-307) published by ET cases. (ISBN : 978-81-931001-4-1).
3. Gomes, S. (2016). Quality of work life for changing engagement & retention scenario: special references to Jojobera Power Plant, Jamshedpur. Proceedings of the *Third International HR Conference on Employee Engagement*” organised by K. J. Somaiya Institute of Management Mumbai,



2nd Global Summit on Management Cases 2016 : the organizers and the valued participants (IIM, Raipur)

**xiSS**

published by Excel India, New Delhi.
(ISBN 978-93-85777-14-1), (p.p. 15-18).

4. Gomes, S. (2015) : Coaching for Performance in Human Capital Development : An exploratory study. *The IUJ Journal of Management*, 3 (2), 11-18.

Prof. Mary Bodra

- (1) Prof. Mary Bodra participated in the "21st IAJBS world forum" held at Catholic University of Uruguay-School of business Montevideo Uruguay on 19-20 July, 2015 and presented a paper on "Contributions of Indian Industries to Sustainable development, Case of Tata Steel".
- (2) Prof. Mary Bodra presented a paper at IIM Raipur on "Organizational Change and Development for sustainable growth. A study on child fund India-A strategic perspective" in "2nd HR summit and International conference. Emerging challenges for HR, VUCA perspectives" from 21st-22nd August, 2015.
- (3) Prof. Mary Bodra attended "National Industrial Relations Conference on Changing Labour Market and Industrial Relations, Changing Times: Make in India and ensuing Labour Reforms" at XLRI, Jamshedpur from 9-10 January, 2016.
- (4) Prof. Mary Bodra organized a training program for the Power Grid Managers from 29th-30th January, 2016 on "Implementation of Corporate Social Responsibility" at XISS.
- (5) Prof. Mary Bodra attended organized training program on "CSR - Strategies

to create business and social value" from 7th - 9th March, 2016 at XISS.

Prof. Nidhi Shukla

Papers Presented

- Prof. Nidhi Shukla and Anurag Shukla jointly presented a paper on "World economy scares *: An epoch in the making" during the "Global Summit on Corporate Social Responsibility" organized jointly by Indian Institute of Management Raipur, India, Indian Institute of Corporate Affairs, New Delhi, India, National Law School of India University, Bangalore, India, on 15th - 16th May 2015.
- Prof. Nidhi Shukla and Dr. Kumar Mohit Spring jointly presented a paper titled - "Relevance of Labour Laws for Sustainable Industrial Relations in India: Changing Facets" during the conference at Xavier Institute of Management, Bhubaneswar, organized by Xavier School of HRM (XSHRM), XIM Bhubaneswar, Xavier University Odisha, on the theme "Make in India Initiatives and Changing Paradigms of Industrial Relations" in Collaboration with Indian Industrial Relations Association (IIRA) and Frederich-Ebert-Stiftung (FES) on 4th and 5th December, 2015.
- Prof. Nidhi Shukla and Saumya Singh jointly presented a paper titled "The Indian Context of Gender Perspectives and Roles" during the "National Seminar on Exploring the Journey From Chains to Wings : Through The Chariot of History" at K.B. College of Arts and Commerce for Women, Thane, Mumbai on 21st November, 2015.



Papers Published

1. Shukla, N., Pandey, M. & Singh, S. (2015). Service Laws and Working Women : Filling Inclusion Gaps In National Development. *Vidyabharati International Interdisciplinary Research Journal* 4(1), 43-46.

Participation in Conference / Seminars

1. Prof. Nidhi Shukla conducted a session on "Changing Facets of Labour Laws", at the "Functional Skill Programme for HR" for E4 to E6 level executives from HR discipline scheduled at IICM, Ranchi, on 18th April, 2015.
2. Prof. Nidhi Shukla participated in the "MDP Programme on Labour Laws for Corporate Managers (LLCM)" from July 13th-15th, 2015 at XLRI, CH Area (East), Jamshedpur.
3. Prof. Nidhi Shukla conducted a session on "Changing Facets of Labour Laws" at the Functional Skill Program for HR executives of Coal India Ltd., on 19th August, 2015.
4. Prof. Nidhi Shukla attended the "7th National IR Conference on Changing Labour Market and Industrial Relations, Changing Times : Make in India and Ensuing Labour Reforms" conducted at XLRI, Jamshedpur by the Forum for Industrial Relations at XLRI (FIRE@X) on the 9th and 10th of January, 2016.
5. Prof. Nidhi Shukla attended a symposium on "Women Empowerment" organized by Reliance Communications at Chanakya BNR, on 5th March, 2016.

6. Prof. Nidhi Shukla participated and delivered lectures on "Corporate etiquette for women and Sexual harassment of women at workplace", at "International Women's Day Celebrations" organized by IOCL at Capitol Hill on 8th March, 2016.

Awards won by Student Community

- Miss Tulika Vasanti Raven was selected as the sole student speaker at "*Laudato Si: Round Table Conference*".
- A team of 5 students – Mr. Ranjit Singh, Mr. Sushant Singh, Mr. Vivek Dev, Mr. Ivan Philip and Miss Sukrati Srivasatava - represented XISS in "Final Stint" event at IIM Ranchi's annual fest and won the 1st Prize.
- Mr. Prateek Dewan won the 3rd Prize in the Case Study Competition held at K.J. Somaiyah Institute of Management.
- The students of HRM 1 won the Basketball Tournament of XISS. The team comprised of Mr. Amit Roshan Tigga, Mr. Sisirjali Soren, Mr. Ivan Philip, Mr. Sanjay Minj, Mr. Navneet Minj and Mr. Karan Singh.
- The students of HRM won the 2nd prize in the football tournament organized by IIM Ranchi. The Team comprised of Mr. Ivan Philip, Mr. Arbind J. Turkey, Mr. Nilesh Lakra, Mr. Arpit Gabriel, Mr. Amit Roshan Tigga, Mr. Nazish Imdad and Mr. Shobhan Sinha.
- Miss Amrita Bhardwaj won 3rd Prize in Repertoire.
- Mr. Jijo Abraham, Mr. Jithin Mohan, and Miss Stacey Xavier jointly won the 1st Prize in Scavengers (Panache).



- Mr. Jithin Mohan won the 1st prize in Thesaurus 2.0 (Panache).
- Mr. Pranay Bhagat and Mr. Aryan Deep jointly won the 1st Prize in Counter Strike (Panache).
- Mr. Anshuman Das won the 1st Prize in Carom (Panache).
- Mr. Somak Sengupta won the 1st Prize in Personalite (Panache).
- Mr. Somak Sengupta, Miss Pooja Sengupta and Miss Bidisha Basumallick won the 1st Prize in Best Manager (Panache).
- Miss Amrita Bhardwaj, Mr. Somak Sengupta and Miss Pooja Sengupta won the 1st Prize for "Mighty Pen" at IIT Kharagpur.
- Miss Amrita Bhardwaj and Miss Amita Chaudhary won the 1st Prize in XIMB, Spardha at Bhubaneswar.
- Ms Tulika Vasanti Raven, HRM member won the 1st prize at Politicomania (Panache).
- The team of Miss Christine Dessa, Miss Sylvia Francis, Miss Nishita Lobo and Mr. Rudrendu Naskar won the 1st prize in Ackoustika (Panache).
- The team of Mr. Chiranjeev Sanyal, Mr. Amar Prakash Khalkho and Mr. Arijit Das won the 2nd prize in Troika.

Student Initiatives

Team Embark, XISS

Team Embark is the cross departmental student initiative of XISS that seeks to promote the brand of the Institution across the country by conducting online student competitions.

Team Embark which began its journey in March, 2015 is the brain child of two former students of XISS: Priyo Ranjan and Nivedita Singh, Batch 2013-15, Department of HRM. Since its inception, Team Embark has hosted a variety of events such as :

- ADJUDICATION'
- FIN-MOTLEY
- MARKOMANIA
- REPERTOIRE
- Its efforts were recognized by the Institution as it has been given a dedicated page on the official website of XISS.
- Emboldened by such encouragement, Team Embark hosted its first offline event: TROIKA 2016, the ultimate corporate quiz on 7th March 2016. The event witnessed a huge participation with student quizmasters- Krishan Kumar and Somak Sengupta from Department of HRM.
- Recently, to mark the International Women's Day celebrations, Team Embark launched an online awareness campaign for Gender Parity.

Team Embark wishes to hold more such events in future to provide a platform for students to showcase their talent.

Media Club-Obscura

Obscura, the media club of XISS is the initiative of students from all the departments of XISS. It is a first-of-its-kind venture that aims at being an information centre for all the events held at XISS. There are a few dedicated members who upload pictures and brief write-ups of all the events held, including sports events, lecture sessions, or any other activities organized by XISS, within or outside the premises.

The media club has covered the following events so far :

- The diamond jubilee lecture series commemorating the 60 years of XISS.
- Lectures and sessions by eminent personalities- RBI head of Bihar and Jharkhand Region.
- Faculty interviews
- Reportage of Industrial visits, and Rural Retreat.
- Confluence, 2015
- Panache, 2016
- The Club is also responsible for XISS' twitter handle, LinkedIn account and PagalGuy page.
- The Club has developed a dedicated XISS Blog.

The Media Club members have developed close relations with media personnel, which help to provide for the much needed media coverage to all the events organised and held at XISS.

Obscura aims at publicizing XISS to make its presence felt at a greater level on a bigger platform. With the passage of time, it aspires to continue being the unofficial spokesperson and information center as it is granted more resources to perform more efficiently.

The Human Resource Forum of XISS (HRfX)

The Human Resource forum of XISS is a student driven initiative of the Human Resource Management department, under the patronage of the HOD of HRM department, Prof. S.R.

Shauq, and other faculty members including Dr. K. M. Spring, Prof. Nidhi Shukla and Prof. M.S. Bodra.

The aim of this club is to initiate a HR knowledge centre, which is the first of its kind in XISS, through interactive sessions with faculty members, entrepreneurs, alumni, case study discussions, corporate based quiz competitions especially with HR and IR themes.

The club is still in its nascent stage and has many interesting activities lined up for the future.

The events organized by HRfX include the following :

- A video case study presentation on the inception, legacy and continuous innovation of the company 'BOSE'. This event was co-ordinated by Prof Nidhi Shukla. The first event of HRfX was a relative success with students eager to discuss and debate on the various issues that rose during the video case study presentation.
- An IR themed quiz.
- An interactive session with Mr. Anjan Sanyal, Chief Manager HR at Power Grid.
- A session with Prof. Joe Hill, Assistant Professor, Department of Rural Management, XISS

The club intends to host many more such events to provide a platform for the budding HR professionals.



PGDM Human Resource Management – Batch 2014-16

DEPARTMENT OF RURAL MANAGEMENT

Prof. (Dr.) M.H. Ansari
Head of the Department





Transect walk during one of the Rural Camps

Genesis

On the completion of 60 years of its existence, Xavier Institute of Social Service (XISS), Ranchi is celebrating its *Diamond Jubilee* in the academic year 2015-16 and it continues its dominance amongst India's other business schools. The Post-graduate Course in Rural Management (PGDM-RM) of XISS was started in 1975 by the then Director Fr. M.V.d Bogaert, S.J. Today it has been recognized as one of the oldest courses in Rural Development in India. This course now has completed 41 years of excellence in creating rural management professionals. Our alumni are working in various sectors namely Central and State government institutions, PSUs, Corporate Organizations, Funding Agencies, International NGOs & Banking institutions in India and abroad.

Class Room Learning

The 41st academic session of PGDM-Rural Management began on 18th June, 2015 with a rigorous 3-day induction-cum-orientation programme about the course curriculum. The core faculty members of the department made

the students conscious about the genesis of the course, prospects, course design, method of classroom teaching and field exposures, examination pattern, discipline and classroom behaviour, students' manual, regulations & opportunities beyond academics. A group of Alumni working in Corporate Organizations, Industries, NGOs and Government sectors were also invited to enlighten the new comers.

The classes of 2nd year students of Rural Management began from 22nd of June, 2015. The students were offered six elective papers in the beginning of their 4th Trimester, out of which each one chose one. The elective papers were GIS & Remote Sensing, Natural Resource Management, RCH & Gender Issues, Disaster Management, Rural Marketing and Cooperative Management.

Department Welcomes A New Faculty

Dr. Joseph Hill who is a Ph.D. from University of East Anglia, United Kingdom joined as Assistant Professor in this department on 3rd of January, 2016. His interest areas are – irrigation and water resource management, agri-business management and social research methodology.

Rural Exposures (Village Camps)

The backbone of the Rural Management course at XISS is Rural Camps for its mode of interaction and outcome based learning. Rural Camps were held for both 1st year and 2nd year students in two separate time periods. Three camps for 2nd year and three camps for 1st year were organized each consisting of 25 students. Details of the rural camp are mentioned in Table-1 & 2.

Second and fourth camps of 10-day duration for both the classes were held in two separate time periods i.e. from 5th -14th October, 2015 and 23rd February - 3rd March, 2016.

Table-1 : Rural Camps for 1st year students

Groups	Name of the Village	Faculty Incharge and Associates
Group A	Dandai, Ratu Block	Prof. (Dr.) M.H. Ansari & Mr. Ajit Tirkey
Group B	Sirka, Angara Block	Dr. Niranjan Sahoo & Mr. A. Ahmed
Group C	Charu, Ormanji Block	Dr. Amardip Singh & Mr. Sanjay Verma

First and third camps of 10-day duration for both the classes were held in two different time periods i.e. 5th -14th October, 2015 and 22nd February -3rd March, 2016.



Dr. Fr. Ranjit P. Toppo's visit to a Rural Camp



A small group's PRA Exercise

Table-2 : Rural Camps for 2nd year students

Groups	Name of the Village	Faculty Incharge and Associates
Group A	Rani Khatanga, Ratu Block	Dr. Sant Kumar & Mr. Hermen Ekka
Group B	Hasa, Murhu Block	Dr. Rajashree Verma & Mr. Pratul Chandra
Group C	Boda, Bero Block	Dr. P. K. Panda & Mr. Ashok Kumar

Institutional Visits

As an integral part of the course, Institutional Visits for first year students of PGDM-RM is significantly relevant as it helps the students to obtain first hand knowledge about the programmes and functioning of the voluntary and development organizations. This year, these visits were arranged in two phases for the whole class. For this purpose the class was divided into three groups of 25 each and visited three organizations in first phase on 7th August, 2015 namely i) **CASA, Khunti**, ii) **Mahila Samkshya**



PRA exercise with villagers



PRA : A brainstorming session

Kendra, Ratu and iii) **AROUSE Gumla** and the same group visited another two organizations on 8th January, 2016 which included i) **TSRDS, Jamshedpur** and ii) **Central Tasar Board, Nagri, Ranchi**.

Summer Internship Programme (SIP)

The Summer Internship Programme consists of two parts – i) Organisational Training (OT) for 15 days in which students are acquainted about the organization and ii) Field data collection- in the remaining six weeks when they are engaged in dissertation work conducting field study based on the topic assigned to them by the organization followed by data analysis and preparation of the dissertation under the supervision of their respective research guides from the department.

In the Academic course the students of second year were placed for undergoing two months' Summer Internship Programme from mid April – mid June, 2015. SIPs were carried out in various corporate organizations, NGOs and government/semi government organizations.

The list of the Organizations where students were placed for their Summer Internship Programme (SIP) is provided in Table-3 :

Table-3 : List of Organizations for SIP

S. No.	Name of the Organizations where students were placed for SIP	No. of students completed SIP
1	Save The Children Fund, Ranchi	10
2	Foundation for Ecological Security, FES, Orissa, Gujrat, Rajasthan	06
3	SITARA, Gumla	02
4	Jharkhand State Livelihood Promotion Society, Jharkhand	13
5	Central Coalfields Limited, Ranchi	03
6	Magic Bus, Noida	02
7	Shree Cement Limited, Rajasthan	04
8	Maitri, Ranchi	01
9	Tata Power, Jamshedpur, Jojobera and Haldia	02
10	Godfrey Phillips India limited, Venukonda, A.P.	03
11	Sun Pharmaceutical Industries Ltd, Gujrat	03
12	NTPC, Hazaribagh	01
13	Vedanta Limited, Orissa	03
14	CASA, Kolkata	02
15	Indian Steel & Wire Production Limited, Jamshedpur	01

16	Jubliant Bhartia Foundation (JBF), Gajraula.	02
17	Tata Steel CSR (Urban Services), Jamshedpur	02
18	Sesa Strelite Vedanta Groups,	03
19	Hindustan Computer Limited, Hazaribagh	01
20	CINI, Ranchi	02
21	Tata Motors Limited, Jamshedpur	01
22	NDDDB, Anand	01
23	Society for Promotion of Watershed Development, Ranchi	02
24	GMR Varalaxmi Foundation, Bangalore	01

Study Tours

With an objective of getting the students exposed to different development approaches and programmes undertaken outside the state of Jharkhand, all the students of 2nd year Rural Management were divided into three groups consisting of 24 students in each for intensive study tour in three region of the country namely northern, western and southern. On the basis of these regions and concentration of development organizations, 4 to 5 places were chosen for the said purpose. Like previous years, these study visits were conducted from 10th to 24th December, 2015. Prof (Dr.) M.H. Ansari, Dr. Niranjana

Sahoo and Dr. Sant K. Prasad accompanied the students' group as faculty supervisors. Students were taken to the remote project areas operating under corporate, government organizations, and co-operatives in order to provide a wide range of learning experience in the development field. In north region Delhi, Lucknow, Derhadun, Jaipur, and Udaipur were visited while in the west region Raipur, Mumbai, Ahmadabad, Anand, and Panjim were covered, and in south region Hyderabad, Bhubaneswar, Bangalore, Trivandrum, and Chennai were visited by the concerned groups.

A glimpse of study tours can be seen in the photos below :

Other Specialized visits /Practical Exposures

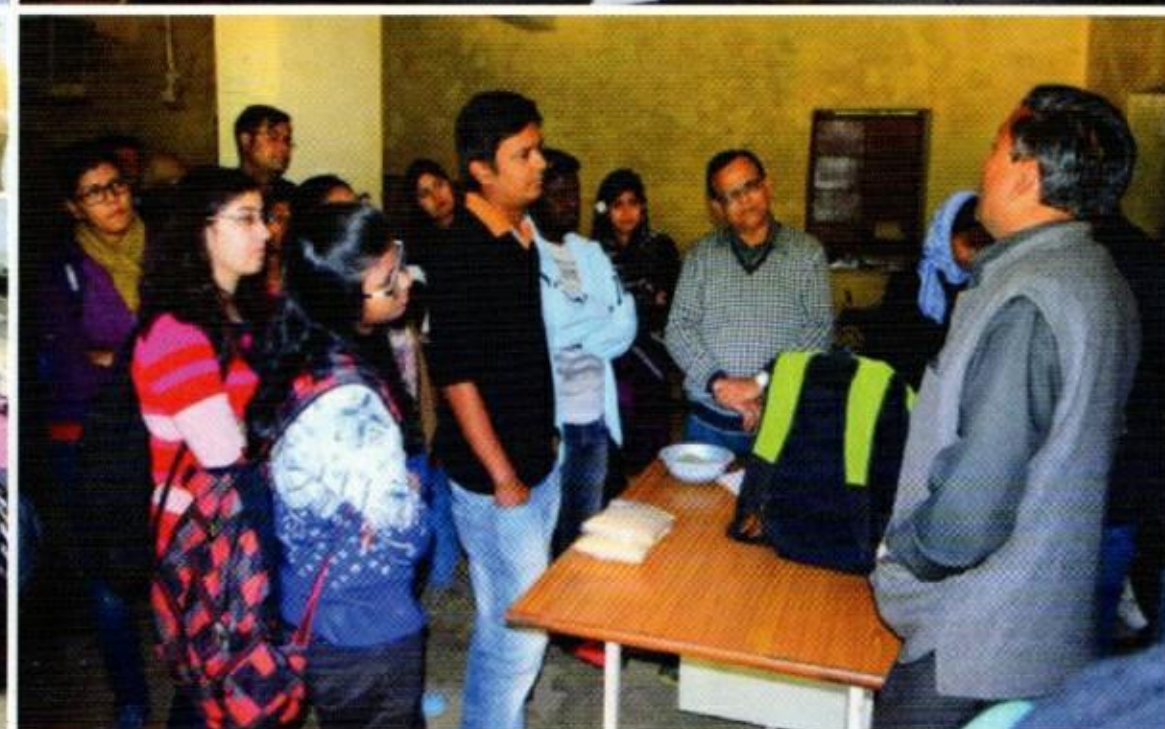
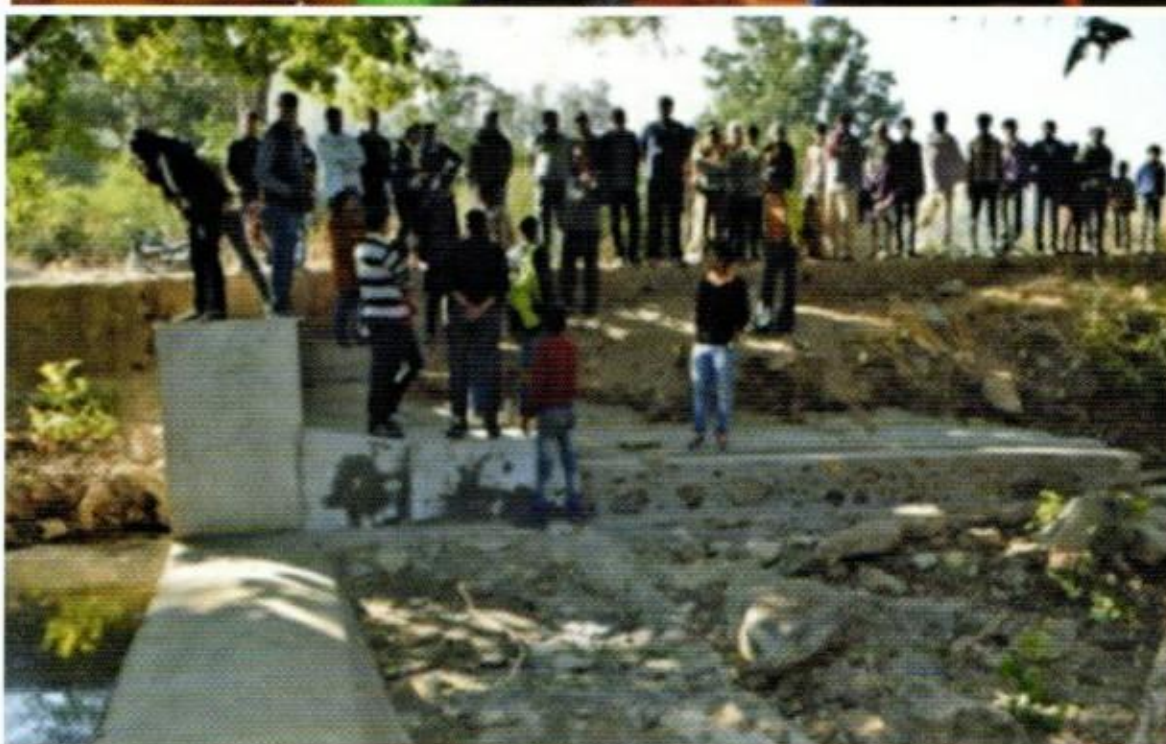
A few specialized exposure trips were also conducted during 2015-16 for the class. These are as follows :

- Visit to Paradip Port area :** As part of practical learning in the elective paper on Disaster Management, under the supervision of Dr. Niranjana Sahoo, 11 students were taken to Paradip Port area in Odisha from 9th to 13th February, 2016 to study the vulnerability and make a preparedness plan for the forecasted Cyclones in Odisha.



Interactive session during Study Tour

Field Visits & Interactive Sessions during the Study Tour





A gathering in village



A discussion during study tour in Lucknow



Experience sharing session during the study tour



Study Tour to AMUL, Anand



xiss



Visit to BALCO, Korba



Cyclone study at Paradip

Visit to DOPLER RADAR Centre at Paradip



During the stay for the very purpose of the trip they visited a few villages in Kujang and Erasama blocks for studying the impact of super cyclone that came into view on 29th October, 1999 and vulnerabilities as well. The students also made an assessment of the vulnerabilities in terms of socio-economic conditions of cyclone affected people, affected cultivable land, irrigation status, demographic changes, food production system, cropping pattern, animal resources, livelihood pattern, employment, migration status, drinking water, food distribution pattern, rainfall and some more data of relevance in order to design a cyclone preparedness plan. This draft plan has been prepared for joint publication of Paradip Phosphates Ltd. (PPL) under CSR & XISS.

During the visit to these two blocks the students also got to know about different CSR interventions of PPL in the area of cyclone management. The company has provided funds to build toilets in the villages and primary schools. PPL in collaboration with FIDR is also providing free coaching to students of class 8th to 10th standard. There are several other cyclone management induced livelihood interventions of PPL also studied by the study team and these included beauty parlours and revolving fund assistance to the poor, etc. A unique village development committee has been constituted unlike other villages in India i.e. Disaster Management Committee (DMC) at village panchayat level which manages and controls the

activities of Multi- Purpose Cyclone Shelter (MPCS). MPCS functioning is quite a model of this kind.

The tour concluded with the visit to multi-purpose Doppler Radar Station that has been installed in last December in Paradip coast to see the cyclonic movement, land fall point, wind velocity and entire cyclone monitoring. The team departed by paying a technical visit to the DAP fertilizer plant of Paradip Phosphates Ltd. to see the fertilizer production systems, and also a round of discussion held among a group of technical personnel of PPL and the XISS study team. Shri Madhusmit Pati, the CSR Head of PPL had taken the centre stage of this activity and this team was led by Dr. Niranjana Sahoo of XISS, Ranchi.

ii) Agricultural Practicals : Besides classroom learning, in the paper Crop Production and Impact of Climate Change, the students of 2nd year were taken to Agricultural Training Center (ATC) at Namkom. Practical classes were held twice a week in the 5th Trimester. Prof (Dr.) Himadri Sinha, facilitated the said training.

iii) Displacement, Resettlement and Rehabilitation Project Visit : To develop an insight in the paper Displacement - Resettlement and Rehabilitation - an exposure visit was organized for the 2nd year students of RM on the issue of Subarnarekha Multi-purpose Project at Chandil Dam, West Singhbhum on 8th of September, 2016. The entire group was led by Dr. (Fr) Alex Ekka, S.J., the Director of XISS.

Urban Field Exposures

First year students of Rural Management have undergone Thematic Field Work Visit in different batches in ten slum centres of Ranchi town. Students devoted their afternoon session for two hours with slum community to understand the real life situation, sociological aspects, physical quality of life of urban poor, access to health services, health condition of slum dwellers, nutritional status, education, access to housing, access to basic urban services and performed various works like participated in community activity, cultural programme, organized people, conducted *Balwari*, and health awareness programme, facilitated SHG members, remedial help to school going students, etc.

Practical actions are helping to improve the standard of living in slums sustainably with the intention that future generation can have adequate access to basic infrastructure services such as electricity, water and sanitation, housing, or household waste collection.

The list of themes undertaken by students during their field visits and the names of the groups which are responsible for functioning of Balwaris in all ten slum centres of Ranchi town is given in Table-4.

Table-4 : List of Student Groups & their respective themes

Groups	Themes
Pragati	Sanitation and Health
Samvedna	Sanitation, Health and Hygiene
Prayatana	Health, Hygiene and Cleanliness
Karuna	Sanitation, Health and Hygiene
Sahara	Alcoholism and Health

Groups	Themes
Asha Community	Local Practices – life skills of
Vikas	Education – Key of Development
Nirman Health Practices	Sanitation and Associated
Joyti	Sanitation and Social Environment
Pravah	Sanitation and Local Community

During 1st, 2nd and 3rd trimesters students were inducted on the following aspects enabling them to practice it in their respective slum centers :

Urbanisation & Urban Poverty, PRA, Basic Services & the Urban Poor, Growth of slums and Slum population, Profile of the area, Socio-economic characteristics of slum population, Basic Infrastructure and Community facilities, Unorganized and Informal Sector, Poverty Reduction Initiatives, Community and Institutional structure and Key Challenges.

International Students' Exchange Programme

XISS and University of Antwerp, Ghent, Belgium have administered an MoU for International Student Exchange Programme. A module of Human Rights for Development **HR4DEV2015** has been designed to benefit the student participants of this programme coming across the World. In this context, this year four students – Mr. Kumar Aakash, Mr Gurbeer Singh, Ms Malbika Rao and Ms Yashmin Josephine Sharma – were nominated for this programme out of which two students (Ms Yashmin Josephine Sharma & Mr. Kumar Akash) were fully sponsored by the USOS scholarship. The summer course so far has been very successful at

fulfilling its purpose of an overall understanding of the course as well as at providing a grand exposure to the students and intellectuals coming from all over the world. A few of the snapshots of this program are depicted below.



Participants of the International Students' Exchange Programme



Campus Placements

In the academic year 2015-16, the Campus Recruitment process of RM department was completed by first week of March, 2016. It is



another golden episode for the PGDM- Rural Management course that it achieved 100 per cent placement after 2009 and it upholds XISS's impeccable track record of excellence in providing jobs to passing out class of 2016. Total 72 students from the class of 2014-16, appeared in the placement process out of which only one student was offered a pre-placement offer in the last SIP. The average package offered this year was INR 4,18,685 p.a. the highest package offered was INR 7.00 Lakhs per annum and the median salary offered this year was INR 4,12,000 p.a.

Sector-wise organisations which participated in the campus placement 2015-16 are :

- **Banks, Micro finance and Insurance :** ICICI Bank, HDFC Bank, NBFCs, Jan Lakshmi Microfinance, Annapurna Microfinance, SKS Microfinance.
- **Social Development :** SOS Children Village, CARE India, Magic Bus, Water Health India, Justice and Care, Aga Khan Rural Support Programme, SRKPS, FES, Prayatn Sansthan.
- **Livelihood Promotion Society :** Rajeevika, JSLPS, BRLPS
- **CSR :** TSRDS, HCL Foundation, Quess Corp.
- **Social Entrepreneurs :** Dharma Life.
- **Public Policy :** National Payment Corporation of India (NPCI)

Alumni Interface and Guest Lectures

i) Alumni Interface

During the Academic Year 2015-16, a series of Alumni Interface and Guest Lectures were held in the Department, the details of which are provided in table-5.

Table-5 : Alumni Interface Details

Date	Name	Batch	Organisation	Designation	Topic
18 th June, 2015	Mr. A.K. Singh	1993-95	LEADS (Life Education and Development Support)	Director	Understanding of and Scope in Development Sector and Own journey after XISS
	Mr. Mahadev Hansda	1995-97	Save the Children	State Programme Manger	
	Mr. Johnson	1997-99	DFID-PACS (Poorest Area Civil Society Programme)	State Head	

Date	Name	Batch	Organisation	Designation	Topic
19 th June, 2015	Ms. Swati Sinha	1997-99	Water Aid Nepal	Consultant	Understanding of and Scope in Development Sector and Own journey after XISS
	Mr. Vinay Pandey	1998-2000	JSLPS	Livelihood-NF-Skill & Placement	
	Mr. Himalay Indraprast	2010-12	Central Coalfields Limited	Management Trainee – Community Development	
	Mr. Prabhat Sinha	1999-2001	Novartis Oncology	Lead-Patients Relation and Communications	
29 th June, 2015	Mr. Sujeet Ranjan	1990-1992	Magic Bus	COO	Maternal and Child Health
9 th July, 2015	Mr. Ashish Kr. Biswas	1982-1984	PACS	Consultant	WASH
4 th August, 2015	Mr. Rakesh Das	1996-1998	IFMR Capitsl	Director & Head Risk Monitoring	Financial Inclusion
6 th August, 2015	Mr. Ashis Mondal	1987-1989	Action of Social Assessment	Director	Challenges in RD in the New Era
6 th August, 2015	Mr. Amitt Kr. Burman	2002-2004	Action of Social Assessment	Regional Manager	Challenges in RD in the New Era

ii) Guest Lectures

- **Mr. Nabhojit Dey** (an alumnus of XISS-RM presently serving at United Nations High Commissioner for Refugees) delivered a speech on “*Trauma, Repetitive Ordeals and Kind of Vague Treatment Refugees undergo*” in February 2016 for RM-I & RM-II students. The lecture was an eye opener as it gave the students a different dimension in their role as Rural Managers. Keeping refugees’ psyche in the focus the lecture helped in developing an insight on how to

formulate sensitive development programmes and livelihood interventions for them.

- **Mr. Aditya Nath Jha** (alumnus of XISS-RM, presently serving as General Manager, CMC) shared his experiences as a manager. He expressed that National Dairy Plan is a scientifically planned multi-state initiative with the objective to help in increasing the productivity in milch animals and thereby raising milk production also. Jharkhand and Chattisgarh are rich in natural and animal heritage. So, raising milk

production in these states will serve the twin objectives of employment to tribal population, and optimum utilization of natural resources. The session was informative in terms of exploring social entrepreneurship avenues in Dairy sector.

- **Mr. Ishan D' Souza** (a young India fellowship executive) shared the detailed structure of the fellowship program regarding the future prospects of Rural Management students who wish to pursue further studies. He further shared that the program is socially committed and has four pillars – multi disciplinary subjects, world class faculty, inspiring guest lectures and lastly two-tier mentorship – (i) Industrial and Academic Mentors, (ii) Young India Fellowship Alumni Mentors. Students gained knowledge on – how the fellowship program will supplement their critical faculties of mind, problem solving capacity, and help them in becoming effective communication leaders.

Achievements of the Faculty Members

Prof. (Dr.) M.H. Ansari

- Conducted a session on Participatory Learning and Action (PLA) for Management Trainees of Community Development organized by Coal India Ltd., Kolkata at IICM, Ranchi on 30th of May, 2015.
- Conducted two sessions on Promotion of Soft Skills for District Level Technical Personnel of Jharkhand Watershed Development Mission at Nagri Training Centre, Ranchi on 9th of June, 2015.

- Became a member in the HR Panel of Confederation of Indian Industry (CII) Jharkhand. First meeting of this panel was held on 29th June, 2015 on the Theme : “Build Jharkhand-Driving Development” at XLRI, Jamshedpur.
- Conducted a training session on “Brain Storming and Inter-personal Skill Development” for Students of B.Tech in Watershed Resource Engineering from Sam Higginbottom Institute of Agriculture, Technology and Science, Allahabad on 6th of July, 2015 which was organized by Watershed Mission, Jharkhand.
- Received “*Gandhi Peace Award 2015*” in the field of education on 2nd of October, 2015 by All India Congress Social Organization, New Delhi
- Has been empanelled as member of “*Assessment Committee of National Mission for Clean Ganga*” under the Ministry of Water Resources, River Development, & Ganga Rejuvenation, Govt. of India. The first meeting was held on 16th February, 2016 in New Delhi.
- Participated in the Executive Meeting of Drinking Water and Sanitation Dept., Govt. of Jharkhand, held on 10th March, 2016 in Ranchi.

Dr. Niranjan Sahoo

- Presented a paper on “Cross border trade between India and Bangladesh: Issues and concerns” in the “*International Conference*” held at Sikkim University, Gangtok on 22nd - 23rd May, 2015.
- Participated in a training programme



on “Disaster Management in Forestry Sectors” organized by National Institute of Disaster Management (NIDM) held at Forest Research Institute (FRI), Dehradun on 8th - 11th June, 2015.

- Chaired a technical session of the “International Conference on Regionalism and the Trade Relations among South Asian Nations”, held at Banaras Hindu University (BHU) on 20th - 21st September, 2015.
- Presented a paper on “Vulnerability and preparedness of cyclones with special reference to Odisha super cyclone” in the “2nd World Congress on Disaster Management” held at Andhra University, Vishakhapatnam on 19th - 22nd November, 2015.
- Delivered a Key Note address at the National Conference on “Present Status and Future Strategies of Indian Insurance Sectors”, held at Ravenshaw University, Cuttack on 30th November, 2015.
- Awarded with Doctorate of Philosophy degree by Institute of Rural Development & Management, Magadh University, Bihar in December, 2015. The topic of the doctoral thesis was “Social responsibilities of corporate in Disaster Risk Reduction with special reference to Koshi River Floods in Bihar”.
- Participated in the “8th Social Entrepreneurship Conference” at XLRI, Jamshedpur held on 29th - 31st January, 2016.
- Conducted a Cyclone Vulnerability Study in Paradip Port areas of Odisha along with a group of 11 students in the month of February, 2016.

- Delivered a Keynote address in the “National Symposium on Supply Chain Management” at Sambalpur University on 20th March, 2016.
- Chaired a technical session in the UGC sponsored “National Seminar on Rural Economy and Development” at Kalimpomg Government College, W B. on 23rd March, 2016.
- Received a minor Research project from FAI, Edinburg, UK (project period) February - June, 2016 to “study on prevalence of use of Newcastle Disease Vaccine”.

Dr. Anant Kumar

- Nominated as a Research Associate at Intra-Health International, Chapel Hill, North Carolina, USA. (June, 2015 – Contd.)
- Awarded Fulbright-Nehru Academic and Professional Excellence Fellowship at the Gillings School of Global Public Health, University of North Carolina, Chapel Hill, USA. (September, 2015- Contd.)
- Nominated as a Member of the Editorial Board of Journal. *New Horizons in Translational Medicine*, published by Elsevier. (October, 2015 – Contd.)
- Delivered a talk, “Visionary Leadership in Health in Resource-constrained Settings: Issues and Challenges” at Student/alumni gathering organized by Public Health Leadership Program, Gillings School of Global Public Health at the University of North Carolina, Chapel Hill USA on 30th October, 2015.
- Nominated as an External Affiliate of Global Gender Center at RTI



International, Raleigh-Durham, North Carolina, USA. (November, 2015 – Contd.)

- Attended the Second Annual Health Solutions Symposium “Think & Grow Healthy: Solving Health Challenges Through Innovation” and participated in a Panel Discussion at Campbell University Business School, North Carolina, USA on 5th November, 2015.
- Participated in the “2015 Fulbright Visiting Scholar Enrichment Seminar: Lone Star-Multiple Constituencies: Studying U.S. Elections and Political Processes and the Challenge of Diversity”, organized by IIE/CIES and Global Austin in Austin, Texas from 2nd - 5th December, 2015.
- Authored an article on “Complementing Gender Analysis Methods”. *Journal of Evidence-Informed Social Work*, 13 (1), 2016. DOI: 10.1080/15433714.2014.997097.
- Authored another article on “Menstruation, Purity and Right to Worship”. *Economic and Political Weekly*, 52 (9), 2016.

Dr. Rajshree Verma

- Delivered a talk on “Anti Tobacco” at Sadar Hospital, Ranchi on 31st May, 2015.
- Invited as a panelists in a session on “Importance of SRHR in the 2030 Global Goals for Sustainable Development” on 20th November, 2015 by FPAI and CNS.
- Participated in the VANI's Regional Meeting at Kolkatta on 16th December, 2015.
- Have been selected as member of the

Editorial Board of *Annual Journal of PG Department, Patna University* in January, 2016.

- Conducted a session on “Gender Equity” organized by KGVK, Ranchi on 23rd February, 2016.
- Attended a “Symposium on Women's Day”, organized by Relience Communications, Ranchi on 5th March, 2016.
- Conducted a session on “Gender Sensitization and Women Empowerment”, organized by IOCL, Ranchi on 8th March, 2016.

Faculty Members – on Lien / Study Leave

- **Dr. K. K. Bhagat**, Associate Professor has gone on lien to Jharkhand Public Service Commission (JPSC) as a Member in June, 2015.
- **Dr. Anant Kumar**, Associate Professor has been awarded Nehru-Fulbright Fellowship and presently he has been at North Carolina University, USA for research work for the period of 9 months from September, 2015.

Achievement of the Chief Programme Coordinator

Mr. Sanjay Verma

- Presented a paper on “Sustaining Non-Timber Forest Products (NTFPs) Based on Rural Livelihood of Tribal in Jharkhand: Issues and Challenges” at the “15th Biennial Global Conference organized by the International Association for the Study of the Commons (IASC 2015)” which was held at University of Alberta, Edmonton, Canada from 25th - 29th May, 2015.

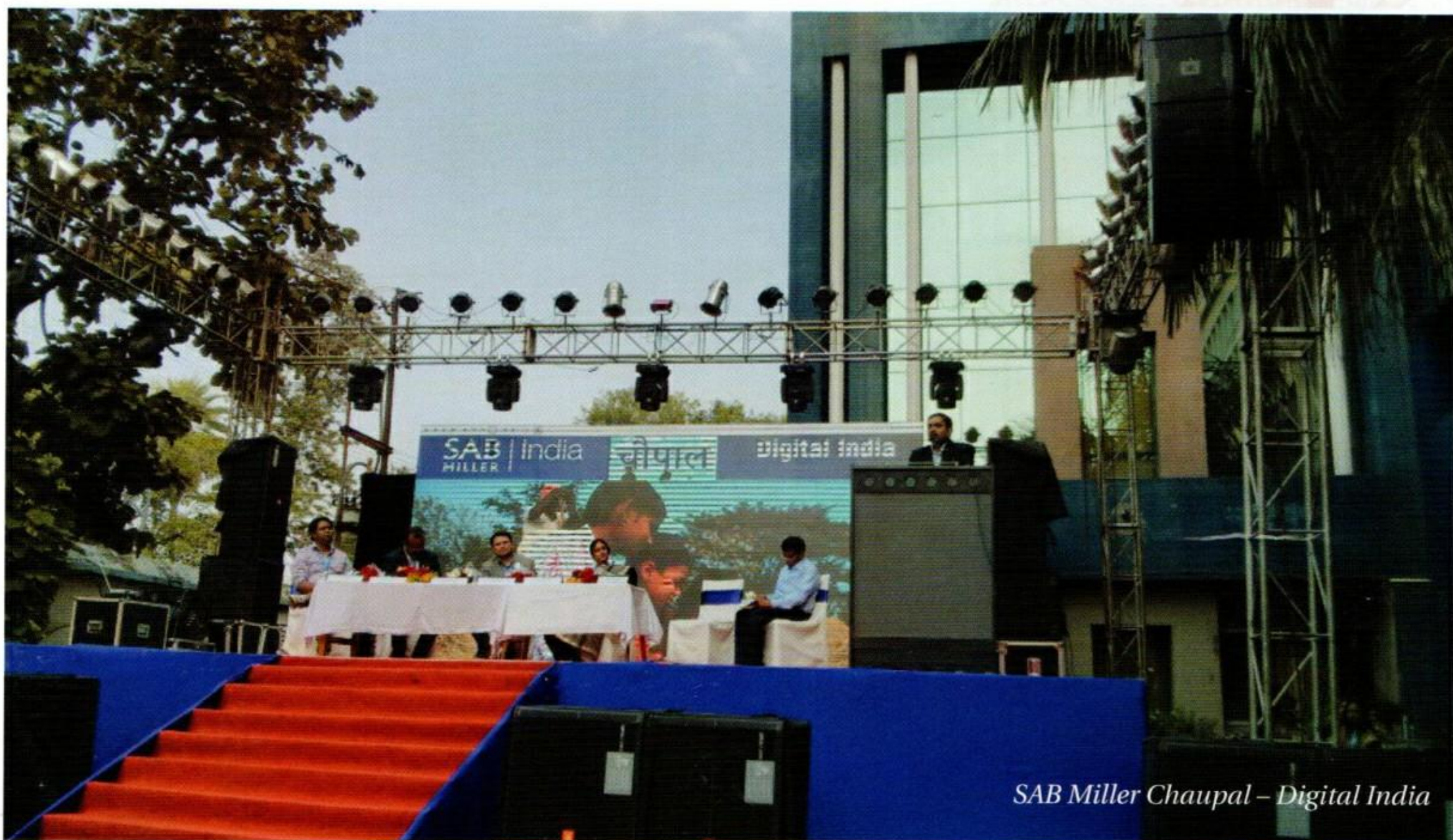


PGDM Rural Management – Batch 2014-16

DEPARTMENT OF INFORMATION TECHNOLOGY

Prof. (Dr.) S. N. Singh
Head of the Department





SAB Miller Chaupal – Digital India

Introduction

Information Technology in the last two decades has become the change agent in the re-engineering of business processes. It has brought about significant changes in ways business functions are carried out these days. Information Technology has transformed most of the businesses by a full circle. In this present time, education in Information Technology along with skills in the area of management discipline makes a major difference.

“Information” which now-a-days is considered to be a factor of production needs to be managed most effectively and efficiently in all business organizations.

Technologies like “Data Warehousing”, “Data Mining” and “Big Data” today are the most sought after technologies in all organizations. Business managers today require the services of professionals who are capable of designing and managing organizational data warehouses, data

marts, etc. Tactical and operational managers rely heavily on operational databases, using the database technology.

Knowledge in the domain of Information Technology makes one a suitable candidate for the jobs of business analysts, data managers in even non IT organizations. Employees are expected to know the use of IT in most business functions.

PGDM IT Curriculum

Information Technology is believed to be the discipline that plays a key role in identifying the organization’s information needs, the methodologies for gathering them, logical designing of their storage and disseminating those to various clients, who are the business managers.

Information Technology is perceived by many to be both – a strategy driven by its clients, and an infrastructure shaped by the technology

for handling and distributing information. Information technology crosses all disciplinary boundaries.

Keeping exactly these in mind, the curriculum for the Post Graduation Diploma in Management - Information Technology (PGDM-IT) is being updated from time to time with extensive deliberations.

Summer Internship

The Summer Internship Programme, which is an integral part of the PGDM - IT programme, provides an opportunity to apply concepts learnt in class rooms to real business situations. Students are placed in various organizations as Summer Interns for a period of six to eight weeks. During this period a student works on a study being assigned to him or her by the organization and later prepares a dissertation report on that study.

In 2015, students found summer internships in organisations like **Britannica Encyclopedia India Pvt. Ltd., Peerless Financial Product Distribution Ltd., Tata Hitachi, HCL Infosystems Ltd., Tinsplate Co. of India Ltd., IBM, RDCIS (SAIL), Tech Mahindra, Central Coalfields Ltd., UV Softs Technologies, Xiphias Software Ltd., Delhi Metro Rail Corporation, Vodafone Spacetel Ltd., Redbus.in,** etc.

The studies undertaken during summer internships were related to :

- **Software Project Management**
- **Software Development**
- **Quality Management**
- **Tele Communication Services, etc.**
- **Database Design**
- **Human Resource Information Systems**

- **Enterprise Resource Planning**
- **Geographic Information System**
- **Knowledge Management**
- **Human Resource Management**

Industrial Tour

The Department also organized two weeks long industrial visits for the second year students from 4th to 16th October, 2015. Dr. S. N. Singh and Prof. I. Xaxa led a group of students to Bengaluru. The following companies were visited: **Adobe, LG Soft, Tech Mahindra Solutions, Wipro, Accenture, Pilani Softlabs Pvt. Ltd., Digital Harbor,** etc. at **Bangalore.**



Industry visit at Moser Baer India Ltd.

Prof. Madhumita Singha and Mr. Himanshu Mohanta led another group of students to **Delhi and NCR.** They visited **Moser Baer India Ltd., Greater Noida, Maruti Udyog Ltd., Gurgaon, Ameriprise Financial, Gurgaon and Luxotica India Eyewear Pvt. Ltd., Bhiwadi.**

Industry Interface

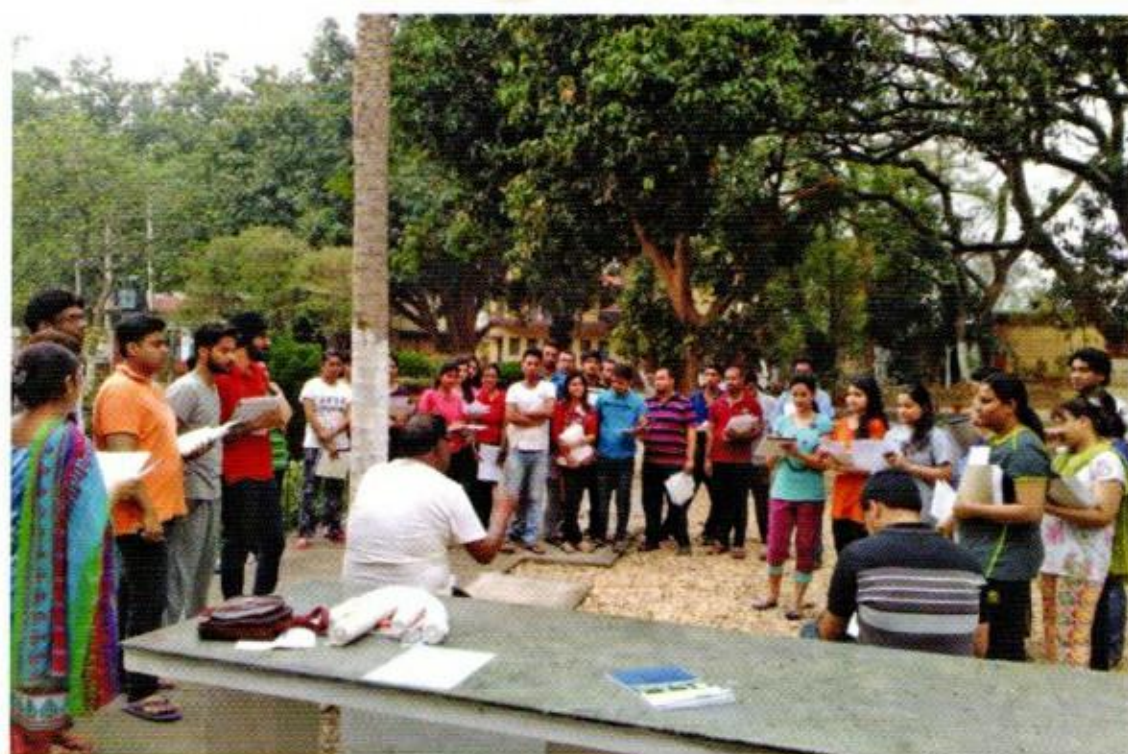
The students of First Year visited the following companies during 22nd February to 1st March, 2016 to have interactions with business managers and learn different business processes :

- **Tinplate Company of India Ltd., Tata Hitachi, Tata Cummins and Indian Steel Wire Drawing Plant Ltd. in Jamshedpur.**



Industry Interface at Tinplate Co. of India Ltd.

- **Prabhat Khabar, Indian Institute of Coal Management and Annapurna Rice Mill in Ranchi.**
- During the visit to Jamshedpur students stayed at **Vikas Bharti, Sundernagar** in Jamshedpur. A four hour workshop on Creativity was organised there, in which all the students participated.



Workshop on Leadership at Jamshedpur

Social Field Work

The department has conducted social field work in the following organizations :

- **Central Institute of Psychiatry**
- **Remand Home**
- **Jharkhand State AIDS Control Society**

Following social field work activities have been conducted during the period July, 2015 to March, 2016 :

- **Health/Hygiene awareness program**
- **Public awareness program**
- **Social upliftment for children**
- **Educational Talks**
- **Cultural Programmes for children in Remand Home and patients of CIP**

In addition, one Blood Donation Camp was organised at XISS auditorium on 14th August, 2015 under the supervision of Dr. Viplava Thakur. We extend our heartfelt thanks to Mr. Atul Gera and Ms. Julie for their informative talk and guidance to our students.

Campus Recruitment Programme

So far, 27 students have found quality placement in organisations like **Airtel, ICICI Bank, Care India, HDFC Bank, IndusInd Bank, ICICI Securities, Pantaloons, Steps2Strategy, Janalaxmi ME, TCG Hamilton, Saija ME, Britannica Encyclopedia, Idea Cellular.** A few more companies are expected to visit the company shortly.

Confluence

The Institute celebrated Diamond Jubilee in the month of November, 2015. The department had coordinated the **“SABMiller Choupal - Digital India”**. The session was chaired by Mr. Ranendra Datta, Vice President and CIO of SABMiller India Ltd. The other participants were Ms. Arti Singh, Mr. Saumya Basu, Mr. Anil Das and Mr. Ranjit Singh. Dr. S.N.Singh, Head of the Department



was the session coordinator. We are thankful to all the alumni of the department for their valuable cooperation in this Confluence.

Achievements of the Faculty Members

1. Singh, S. N. (2015). A study of Thersholding Techniques in Spatial Domain for content Based Image Classification. *Splint International Journal of Professionals, II* (3), 63-71.
2. Singh, S. N. (2015). Mitigating Cloud Security Challenges with Intrusion Detection Technique. *Splint International Journal of Professionals, II* (6), 7-15.
3. Singh, S. N. (2015). e-Police: A Practical Concept to control the Crime and Criminal Activities in India. *Jharkhand Journal of Development and Management Studies, 13* (2), 6411-6428.
4. Dr. S. N. Singh presented a paper titled "Innovations in Teaching Business Management at XISS, Ranchi", in the "21st International Association of Jesuit Business School (IAJBS)" held at Montevideo, Uruguay in July, 2015. The paper has been published in the Proceedings of the Seminar.
5. Banerjee, M. & Singh, R. (2016). "Dynamic Software Product Line: An Approach to Dynamic Binding", *Proceedings of the 3rd IEEE International Conference on Recent Advances in Information Technology (RAIT-2016)*, March 2016, Vol. 2, pp. 626 – 630.
6. Dr. Mahua Banerjee presented a paper titled "Entrepreneurial Education: An Inspiration from Jesuit Educational Institutes" in the "21st International Conference of IAJBS" held at Montevideo, Uruguay in July, 2015. The paper has been published in the Proceedings of the Seminar.
7. Dr. Madhumita Singha, participated in the Faculty Development Programme "On Pedagogy for Outcome Based Learning Objectives" at Birla Institute of Technology, Mesra, from 21st April to 5th May, 2015.
8. Dr. Viplav Thakur, was an Expert for the "National Seminar on the theme Corporate Social Responsibility" organised by Management Training Institute-Steel Authority of India Limited (SAIL) held on 5th and 6th April, 2015.
9. Dr. Viplav Thakur presented a paper titled "India's Progress Towards Achieving the Millennium Development Goal" during the "National Seminar on Managing People : Emerging Trends in Current Millennium" at the Institute of Chartered Financial Analyst of India (ICFAI) University, Ranchi, Jharkhand on 3rd September, 2015.
10. Dr. Viplav Thakur presented another paper titled "Internet of things for Excellence" at the "National Seminar on Achieving Organisational Excellence through Innovation and Motivation" organised by Institute of Science and Management (ISM), Ranchi, Pundag, on 5th of February, 2016.
11. Dr. Viplav Thakur presented the paper titled "Innovation and Entrepreneurship" at the "National Seminar on Achieving Organisational Excellence through Innovation and

Motivation” organised by Institute of Science and Management (ISM), Ranchi, Pundag, on 6th of February, 2016.

12. Das, R., Thepade, S., Bhattacharya, S. & Ghosh, S. (2016). Retrieval Architecture with Classified Query for Content Based Image Recognition. *Applied Computational Intelligence and Soft Computing*, 9. Available at <http://dx.doi.org/10.1155/2016/1861247>
13. Das, R., Thepade, S. & Ghosh, S. (2016). Framework for Content Based Image Identification with Standarized Multi View Features. *ETRI Journal*, 38(1), 174-184.
14. Das, R., Thepade, S. & Ghosh, S., (2015). Multi Technique Amalgamation for Enhanced Information Identification with Content Based Image Data, *SpringerPlus*, Vol. 4, Springer Berlin Heidelberg, DOI: 10.1186/s40064-015-1515-4
15. Das, R., Thepade, S. & Ghosh, S., (2015). Content Based Image Recognition by Information Fusion with Multiview Features, *International Journal of Information Technology and Computer Science*, 10, 61-73, MECS Publishers, DOI: 10.5815/ijitcs.2015.10.08
16. Thepade, S., Das, R. & Ghosh, S., (2015). A Novel Feature Extraction Technique with Binarization of Significant Bit Information, *International Journal of Imaging and Robotics*, 15 (3), 164-178, CESER Publications.
17. Thepade, S., Das, R. & Ghosh, S., (2015). Novel Technique in Block Truncation Coding Based Feature Extraction for Content Based Image Identification. *Transactions on Computational Science*, XXV, 55-76, Springer Berlin Heidelberg.
18. Das, R. & Bhattacharya, S. (2015) A Novel Feature Extraction Technique for Content Based Image Classification in Digital Marketing Platform. *American Journal of Advanced Computing*, 2 (1), 17-24, American Science & Technology Publishers.
19. Thepade, S., Das, R. & Ghosh, S., (2015), Content Based Image Classification with Thepade's Static and Dynamic Ternary Block Truncation Coding. *International Journal of Engineering Research*, 4 (1), 13-17, Innovative Research Publications.

Courses Attended

1. Dr. Madhumita Singha has completed following courses:
 - (a) “Advanced Excel Training Program” from Microsoft MVP, D. Purna Chandra Rao (Chandoo) (duration of the programme 30 hours including dashboards).
 - (b) “50 ways to analyse Data Training Program” from Microsoft MVP, D. Purna Chandra Rao (Chandoo). (duration of the programme 50 hours).
2. Prof. Sarabjeet Prasad has done the following courses:
 - (a) “How to Succeed at: Interviews” from The University of Sheffield (20th July to 9th August, 2015)
 - (b) “Developing Your Research Project” from University of



- Southampton (22nd June, to 16th August, 2015)
- (c) “EX101x Data Analysis: Take it to the MAX()” from Spreadsheet Lab - Software Engineering Research Group, Delft University of Technology (31st August to 19th October, 2015).
- (d) “Teaching with Moodle (January 2016)” from Moodle HQ (17th January to 13th February, 2016).

Book Published

Das, R., Thepade, S. & Bhattacharya, S. (2016), *Ingenious Image Data for Digital Age Customer Contentment*, LAP LAMBERT ACADEMIC PUBLISHING, ISBN: 978-3-659-81864-6.

Students' Achievements

- The website designing for Panache 2016 was done by Joy Bindro.
- Jashdeep Singh Hora and Preeti Bala Sahay attended the “*National Seminar on Achieving Organizational Excellence through Innovation and Motivation*” at ISM Pundag, Ranchi on 6th February, 2016.
- Ashlesh and Jayanti Jyotika participated in the One Day “*National Seminar at ICFAI on Internet of Things*”, 23rd September, 2015.
- Vikas Tiwary was the Male winner and Ms. Gitika Srivastava was the Female winner of the event “*Super Over Challenge*” in Panache 2016.

- Jullie Singh was the First Runners up in the event “*Scavengers*” in Panache 2016.
- Rituparna Nanda was the Campus Ambassador for the event “*Entrepreneur Awareness Drive*” conducted by IIT Kharagpur.
- Suraj Nitesh was the “*Man of the Match*” in one of the matches of the ‘Cricket Tournament of XISS’.

Conclusion

The Faculty of Information Technology places on record its deep sense of gratitude to all internal and external faculty members as well as supporting staff who left no stone unturned in delivering their best.

I, put on record my sincere appreciation for the unflinching support of Dr. Fr. Alex Ekka, S.J., Director, XISS.

I also express sincere gratitude to Dr. Fr. Ranjit P. Toppo S.J., Asst. Director, XISS, for his support in all academic and non academic matters.

I also take this opportunity to extend my gratitude to all the faculty members, guest faculty members who left no stone unturned in delivering their best.

I take this opportunity to thank all the graduating students for being so hardworking and receptive. On behalf of all members in the department and your juniors I wish you all success in all your future endeavours.



PGDM Information Technology – Batch 2014-16



DEPARTMENT OF MARKETING

Prof. Anmol Roshan Bodra
Head of the Department



The department has completed another successful and vibrant academic session 2015 – 2016 with various activities and involvement of both the students as well as the faculty.

The Curriculum

The focus of this course is to develop future managers with the right combination of knowledge, skills and practical orientation in order to equip themselves with the right vision of a world class manager. Since its inception the focus of the PGDBM course is the use of pedagogy that is oriented towards decision making. The integrated learning takes place through case study analysis, projects/assignments and presentations, company internship, classroom lectures and class discussion.

The department lays emphasis on case based teaching pedagogy. The case method is the foundation of the department's dynamic curriculum and the primary way to bring complex realities of business into the classroom. The department believes that the students, immersed in this active hands-on learning environment gain knowledge and experience, which they may never otherwise obtain in a typical lecture type setting.

The cases give an understanding of the problems that any business encounters in decision making, thus allowing students to develop management skills through an examination of real life business situations.

Updating of Syllabus

The department strives towards continuous updating of the syllabus based on industry requirement to make it in line with the changing needs of the industry. Suggestions are accepted from the Industry, their needs are examined and accordingly the changes are incorporated in the syllabus based on its feasibility. The syllabus is also scrutinized and benchmarking is done with that of the premier B-Schools of the country.

In this academic year 2015-16, the new courses that have been introduced are Entrepreneurship Management: Planning & Execution, Sustainable Business Models and Business Analytics.

Summer Placement / Internship

Summer Internship, being an integral part of the course curriculum, in any industry is a firsthand learning experience for the students. Hence, Prof. Pinaki Ghosh has been engaged full time to look into the summer project interests of the students. A lot of coordination work has

been done under the supervision of the HOD and all the students have been placed in various cross section of industries viz. **ICICI Prudential, Kotak Bank, Ogilvy and Mather, Raymond Ltd., J K Ansell, Pantaloons. Arvind Mills, Timken India Ltd. Vedanta, etc.**

Placement 2016

As of now 56 (Fifty Six) students out of 58 in the Marketing Department have been placed with an average CTC is Rs. 5.25 lakhs. The number is going to increase as some of the final interviews are still to be concluded. Some of the major recruiters were:

- **Airtel**
- **Annapurna Microfinance**
- **Bajaj Electricals**
- **Exide Industries**
- **GIC Housing Finance**
- **Idea Cellular**
- **ICICI Lombard**
- **HDFC Bank**
- **Vodafone**
- **Pantaloons**
- **Janlaxmi Microfinance**
- **SKS Microfinance**

The department acknowledges the extraordinary efforts of Dr. Amar Tigga, the new Central Placement Coordinator, who has been very active. This has yielded a record placement of 96% in the Marketing Department.

Student Participation in Competitions/Conferences

Mr. Nipun Jain of Marketing-I along with Ms. Shreysee Banka of Finance-I were selected for the final round in the Business School Competition

“EMPRESSARIO” organized by the Pioneer Club of Christ University, Bangalore. Out of the total of 30 B-School students participating they were adjudged as the winners.



Mr. Nipun Jain and Ms. Shreysee Banka receiving the winners award

Ten students from Marketing-I have attended and participated in the “8th National Conference on Social Entrepreneurship” organized by XLRI, Jamshedpur. The theme of the seminar was “Social Innovations”.

Seven students of Marketing-I have attended and participated in a Workshop on Marketing for Entrepreneurs and Start-ups organized by CMO Factory Gurgaon at IIM, Ranchi on October 04, 2015.



Students at the Marketing Workshop at IIM, Ranchi

Mr. Rahul Prasad of Marketing-I along with Mr. Pratik Dewan of HRM-I secured the third position in the event “Green Trade 5.0” during the Annual B-School Fest “MELANGE” organized by K J Somaiya Institute of Management Studies and Research, Mumbai.



Mr. Rahul Prasad and Mr. Pratik Dewan receiving their award at K J Somaiya Mumbai

Student Participation in Sports and Games

Each year the Institute organizes Inter Departmental Games/Tournament for its students. This year the tournaments were held in January/February, 2016 where the students of Marketing Department participated in Basketball, Football and Cricket Tournaments. The Marketing Department emerged as runners up in the Cricket Tournament.



Cricket Awards

Students' Contribution

The students of the department successfully organized the Independence Day 2015 and participated in the cultural programme which was appreciated by one and all.

The students of Marketing-I under the leadership of Prof. Major Indrajit Banerjee have formed an Entrepreneurship Cell, "XCEED" which stands for "Xavier Centre for Entrepreneurship and Entrepreneurship Development". It is totally a student led initiative. It is being set up to showcase an alternative to the Company Placements with a broader perspective to inculcate the risk taking abilities and innovative thought and action.



Industrial Tour / Corporate Interface

The students of the batch of 2014-16 had visited Mumbai, Delhi and Kolkata for the Corporate Interaction Programme / Industrial Visit. The students who had visited Mumbai were led by Prof. A. R. Bodra, Delhi NCR by Dr. Rohit Vishal Kumar, and Kolkata by Prof. Pinaki Ghosh.



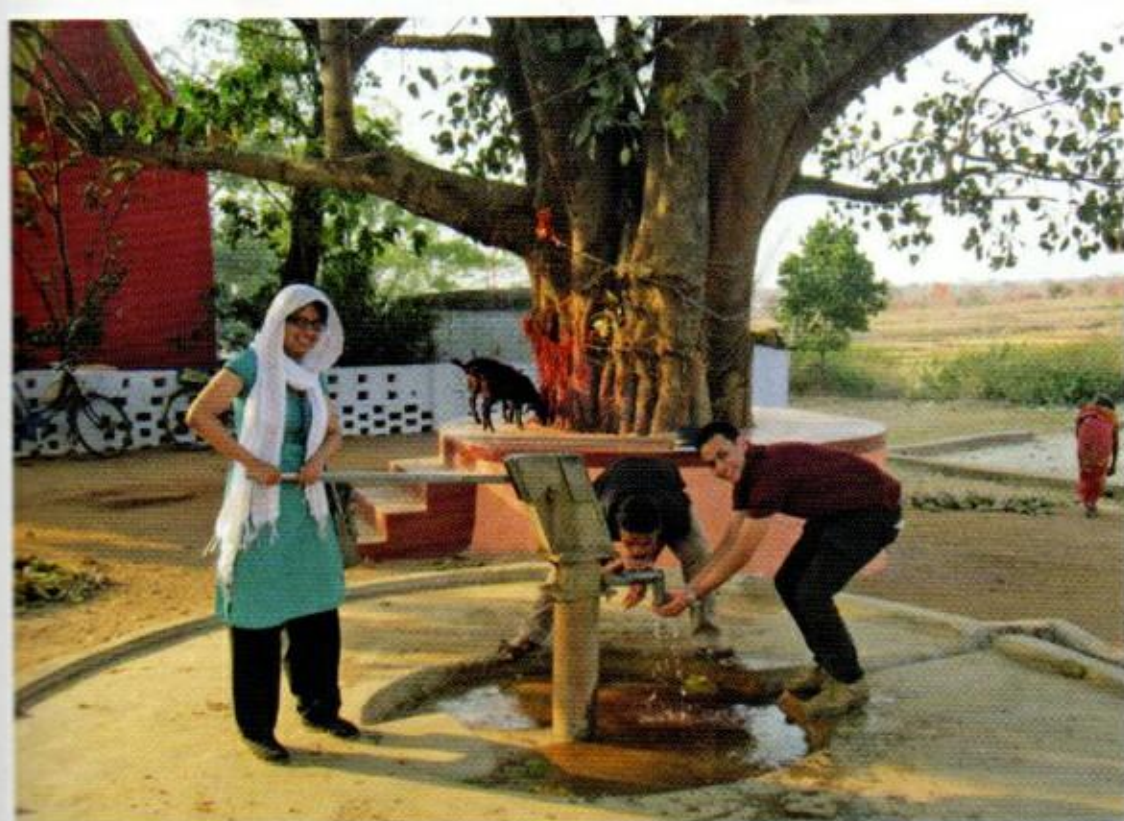
Student Group Leaving for Industrial Visit

This visit has helped the students in their learning process through fruitful interactions that they have had with the practicing managers. This has also brought about awareness among the students about the corporate culture and the climate prevailing in the business environment.

Presentations were also made by the students about the Institute, its various departments and its activities. This has helped in brand building which is beneficial for the students for their future with regard to their summer and final placements. This visit has also yielded results as some of the companies visited have turned up for campus recruitment.

Rural Camp

The Department of Marketing had organized the Rural Exposure Camp from February 25, 2016 till February 28, 2016 with the objective of providing the students with an understanding of the social, cultural, marketing and economic dimensions, environment dynamics, governmental and non-governmental support mechanism, etc. in rural areas.



Rural Camp – Village Visit

Prof. A. R. Bodra along with Prof. Pinaki Ghosh camped with 29 students in Sarna Toli, Bichna; Dr. Amar E. Tigga and Dr. Subhajit Bhattacharya camped with 30 students in Gumla.

The response from the students has been overwhelming and they have carried out the tasks assigned to them with a great deal of enthusiasm. This has also brought about awareness among the students as to what rural Jharkhand and what rural life is all about.



Rural Camp – Market Visit

Contributions in Books / Journals

1. Das, R., Thepade, S. & Bhattacharya, S. (2015). *Ingenious Image Data for Digital Age Customer Contentment*. LAP Lambert Academic Publishing. Germany. SBN-13:978-3-659-81864-6; ISBN-10:365981864X; EAN: 9783659818646
2. Bhattacharya, S. & Singh, A. (2016). Achieving distribution equity through emotional functionalities and value based bonding: An analysis with structural equation modelling, *Journal of Global Scholars of Marketing Science*, 26 (1), 66–88. Routledge. DOI: 10.1080/21639159.2015.1122962.
3. Das, R., Thepade, S. & Bhattacharya, S. (2016). Retrieval Architecture with Classified Query for Content Based Image Recognition. *Applied*



Computational Intel-ligence and Soft Computing, Article ID 1861247, 9 pages, Hindawi Publishing Corporation DOI: 10.1155/2016/1861247

Paper Presentation / Seminars Attended

1. Prof. Pinaki Ghosh presented a paper as co-author titled "Developing Market led Competencies in Agri-business extension through Public Private Partnership Initiatives" presented at NIT Rourkela during the "National Conference on Business Strategies for Emerging India (NCBSEI - 2015)" on 9th & 10th October, 2015.
2. Dr. Subhajit Bhattacharya along with Prof. Arana Kausar & M. Chakrapani presented a paper titled "Study on Conceptual framework development in creation of sustainable corporate reputation and brand value through corporate social responsibility" at the "Global Summit on Corporate Social Responsibility", organized jointly by Indian Institute of Corporate Affairs, Indian Institute of Management, Raipur and National Law School of India University, Bangalore, held on May 15th -16th, 2015. (Paper code GSCSR256).
3. Dr. Subhajit Bhattacharya and Prof. Arana Kausar jointly presented a paper titled "A Study on Corporate Social Responsibility Being Strategically Implemented to Generate Sustainable Brand Value: An Analysis with Structural Equation Modeling" at "International Conference on Research and Business Sustainability' - 2015" at IIT Roorkee,

Noida Campus; on December 4th - 6th, 2015. (Paper Id – ICRBS-114)

4. Dr. Subhajit Bhattacharya and V. Anand jointly presented a paper titled "An Empirical study on the factors affecting online retail brand engagement pertaining to Indian youth market: An analysis with structural equation modeling" at "3rd PAN-IIM World Management Conference, India : The Next Decade" on December 16th -18th, 2015 at IIM Indore, Madhya Pradesh, India. (Paper Id- WMC381).

Faculty Contributions and Faculty Development Programme

1. Prof. Pinaki Ghosh and Dr. Subhajit Bhattacharya have attended Two Week (15 Days) FDP on "Pedagogy for Outcome Based Management Education" at Birla Institute of Technology, Mesra from 21st April to 5th May, 2015. The program was sponsored by AICTE.
2. Dr. Subhajit Bhattacharya has attended a 6 Day Faculty Development Programme on "Multivariate Data Analysis" at Vinod Gupta School of Management, Indian Institute of Technology Kharagpur, India from June 1-6, 2015.
3. Dr. Rohit Vishal Kumar has collaborated on the Institutional Tie up with Innoserv Solutions Private Limited, Pune and Xavier Institute of Social Service Ranchi for Digital Marketing Solutions of social media platforms. He is responsible for promoting XIIS on the social media.

- Dr. Rohit Vishal Kumar has revamped the Marketing Research course into Business Analytics (Elective) program with focus on data analytics with cutting edge software.

MDP/ Training Programme Conducted

- Prof. Pinaki Ghosh along with Prof. Mary Bodra and Prof. Ignatius Xaxa has conducted a Management Development Programme for the Nodal officers of Power Grid on the topic "*Implementation of CSR*" on 29th and 30th January, 2016.
- Prof. Pinaki Ghosh along with Prof. Mary Bodra and Prof. Ignatius Xaxa has conducted a Management Development Programme for Senior Executives of Power Grid on the topic "*CSR : Strategies to create Business and Social value*" from 7th March to 9th March, 2016.

Conclusion

The department has achieved significant success through the efforts of each and every faculty member. Needless to mention this self reliant department consists of faculty members who are professionally qualified and have relevant corporate experience. This has enabled us to totally revolutionize our teaching with focus on practical inputs. The strength of the department lies in its faculty and dedicates all its achievement to the Director Dr. Fr. Alexius Ekka, S.J. and the Asst. Director, Dr. Fr. Ranjit Toppo, S.J. who have always been a pillar of support and who have provided the inspiration and guidance to bring this department to its present position.

Our endeavour shall be towards continuously striving hard to achieve future growth par excellence by way of up gradation of the course and the pedagogy.

I offer herewith my best wishes to all the faculty members, the administrative and the support staff and all the students of the Graduating Batch of 2016. Thank you very much.





PGDM Marketing – Batch 2014-16

DEPARTMENT OF FINANCE

Dr. Ratnesh Chaturvedi
Head of the Department





First Prize at 'Empresario', Christ University, Bangaluru

Money is to an enterprise, what oil is to an engine. As finance is required at each stage of an enterprise i.e. for promotion, incorporation, development, expansion and administration of day-to-day working etc., proper administration of finance is very necessary. Proper financial administration means the study, analysis and evaluation of all financial problems to be faced by the management and to take proper decision with reference to the present circumstances in regard to the procurement and utilisation of funds. Hence importance of finance cannot be underestimated. It is, indeed, the key to successful business operations. Without proper administration of finance, no business enterprise can utilize its full potential for growth and success.

One of the most important reasons of failures of business promotions is a defective financial plan. If the plan adopted fails to provide sufficient capital to meet the requirement of fixed and fluctuating earning power, the business cannot be carried on successfully.

Hence, sound financial plan and effective financial administration is very necessary for the success of any business enterprise. Financial administration provides complete co-ordination between various functional areas such as marketing, production, etc. to achieve the organizational goals. If financial management is defective, the efficiency of all other departments get affected. Almost, every decision in the business is taken in the light of its profitability. Financial administration provides scientific analysis of all facts and figures through various financial tools so that a proper decision can be taken by minimizing the risk. The financial manager plays a very important role in the success of business organization by advising the top management, the solutions of the various financial problems as experts. They assist the top management in their decision making process by suggesting the best possible alternative to solve the problem.

The modern concept implies that finance, is an integral part of the overall management rather than the mere mobilization of funds. The finance manager under this concept is expected

to ensure a wise application of funds in the productive process of the organization. Thus, carrying out the financial activities of planning, raising, allocating and controlling of funds in the organization has become the important duty of a finance manager.

To cater to the changing requirement of the financial sector, the course of Post Graduate Diploma in Management - Finance is designed to prepare the best finance professionals in the country. This full time program provides necessary education for students seeking finance positions in industry, in financial institutions, or in government and in non-profit organizations. It seeks to equip the students with conceptual and analytical skills for financial decision making and offers insights into how the financial markets function. Completion of this program provides students with theoretical and practical knowledge for successful attainment of management positions in the Insurance and the Banking sectors. It also opens up avenue for financial analysts. The curriculum combines strengths in management with technical skills and internship opportunities in each area.

For this purpose, the Department is deeply concerned with the learning process which is based on study analysis, presentations, seminars, live projects, company internship, classroom lectures and discussion. The teaching pedagogy is purely case based problem analysis which helps students to understand the complexities of real life business.

The curriculum is very much flexible to ensure the current and foreseeable future requirements of the business.

The activities of the Department of Finance during the year 2015-16 are as follows :

Events

Freshers' Orientation Programme :

Various corporate personnel and alumni of the department took sessions in this year's orientation program for the new batch of students to the course and explained to them the importance of developing necessary skills and competence required for the corporate life.

Blood Donation Camp : The students of the finance department organized a Blood Donation Camp successfully on 30th Sept., 2015. Many of the students and faculty members of XISS donated blood.

Sports : This year was very special for the department. Both the boys' and girls' team performed very well in Basketball as well as in the Cricket tournaments. The boys' team of the finance department (Batch 2014-16) won the final match in the inter-departmental cricket championship held during the month of January 2016.



Boys' Cricket Team with Trophy



Girls' & Boy's Basket Ball Team With Trophic



The girls' team and the boys' team of the department won the runners' up trophy in the inter-departmental basketball championship held during the month of January 2016.

Celebration of Republic Day : The department conducted flag-hoisting ceremony on the occasion of the 67th Republic Day and organized a cultural programme to pay tribute to our freedom fighters.



Dr. Fr. Alex Ekka, S.J., Director, XISS delivering the Republic Day speech



Celebration on Republic Day

Students' Achievements : Six students of the department attended a workshop organized by Jharkhand Legislative Assembly on 4th and 5th July of 2015. The topic of first day was



“Principles & Practices in Parliamentary System” and for the second day it was “Management of Public Finance”. The workshop was organized with a view to enlighten the students about the parliamentary practices and fiscal management.

B-Schools Competition

- A team of two students, one from Department of Finance (Batch – 2015-17) - Ms Shryashee Banka and other from Department of Marketing (Batch – 2015-17) - Mr. Nipun Jain won the First Prize at ‘Empresario’ – a National level Business Plan Competition organised by the Entrepreneurship Cell ‘Pioneer’ of Christ University, Bengaluru on January 21, 2016.
- They received a Cash Prize of Rs. 50,000 from Christ University, Bangalore along with the winner’s trophy. Their business idea was highly appreciated and recognised by the jury members and entrepreneurs present there.
- Two students of Finance (Batch-2014-16) - Pranjal Mitra and Prince Kumar participated in Mahindra AQ Quiz - 2015 organized by IIM Ranchi in Nov’2015. They were the City Round (Ranchi) winner amongst the fifty teams of various institutions (including IIM’s, BIT Mesra, NLU Ranchi, etc.) who participated in this quiz.
- Two Students of Finance (Batch - 2015-17) - Lucky Dungdung and Jimmy Tigga participated in the Basket Ball Tournament held at ISM, Dhanbad during 12th to 14th Feb., 2016, being part of the XISS basket ball team and reached up to the semifinals.
- Ritwik Kumar a student of Finance

(Batch – 2015-17) participated in business quiz organized by IIT, Kharagpur and won the appreciation prizes.

- Surabhi Pathak and Agnibha Dutta both from Finance 2015-17 batch took part in Business Plan Competition and won the first prize at the INSTRUO - fest of the Indian Institute of Engineering Science and Technology (IEST), Shibpur during 18-21 March, 2016.

Summer Internships

To correlate the classroom knowledge with the practical business functions the curriculum has summer internship program. The students have to do a live project for a period of 6-8 weeks in some organization. The summer internship provides students a deep insight into the real life business situations in a competitive environment which is very much uncertain.

The Chief Placement Coordinator Dr. Amar E. Tigga and Summer Placement coordinator Dr. Bhaskar Bhowani have worked very hard and have ensured the summer placements of the entire batch spanning the cross-section of industries ranging from manufacturing to the services sectors viz. **Indian Oil, BHEL, SAIL, Tata Steel, Tata Motors, Moser Baer, Aircel, Vodafone, KPMG, Delloites, Tata Asset Management Co., Punjab National Bank, Bank of India, State Bank of India, Mahindra Finance, Religare** and many others.

Final Placements 2016

After establishment, the central placement cell is continuously working hard which is obvious from the placement statistics of the current year. The placement of students in the current year has already made a record. Many

companies have come for campus recruitment which is a positive sign. The total percentage of placement (with the combined efforts of CPC & DPC as well as students' own efforts) till 31st March, 2016 is 89%. These students have got placed with an **average C.T.C. of Rs. 5.5 lacs p.a.** The major recruiters are :

- TCS
- HDFC Bank
- Writers Corporation
- Jharkhand State livelihood Promotion Society (JSLPS)
- Vodafone,
- Siesta
- ICICI Lombard
- GIC
- Janalakshmi Financial Services Ltd.
- ICICI Securities
- Annapurna Microfinance
- Indusind Bank
- Pantaloons

Rural Exposure Visits



The objective of rural visit is to study the rural market and the involvement of marketing and financial activities in rural area. This year also rural visit to Torpa and Simdega were organized. The visits were led by Dr. Bhaskar Bhowani and

Dr. Arup Mukherjee. During the visits the groups visited to rural markets and interacted with the members of the Chamber of Commerce, NGOs and villagers.

Alumni Meet – Confluence

After the establishment of Central Placement Cell, Alumni data base has taken a good shape. I want to congratulate our placement cell and Dr. Amar E. Tigga, Chief Co-ordinator Placement for taking great initiative to prepare a strong Alumni data base. In CONFLUECE (the alumni meet during Diamond Jubilee Celebration of XISS) many of the alumni of the department were present who shared their views and experiences with the faculties and present students.

Industrial Visit

Every year students of the Department go for industrial visit which is an integral part of the course curriculum. The purpose of the visit is to provide exposure to them about the practical aspects of the organizational functioning so that they can correlate their theoretical knowledge with the practical aspects. This year industrial tours to Delhi and Bangalore were organized and were led by Dr. Bhaskar Bhawani and Dr. Arup Mukherjee respectively. During the industrial tour the groups visited many reputed companies like HCL, Moser Baer India Ltd., Uflex, L&T Construction, FINESTA, HDFC Bank, KPMG, GAIL, ERICSSON, Jindal Steel, Toshiba, Axis Bank, BSE, etc. and interacted with the corporate personnel.

MDP/FDP

Dr. Bhaskar Bhowani and Prof. Arana Kausar along with four other Professors from the Institute participated in a two-week (15 days) Faculty Development Programme on “Pedagogy for Outcome Based Management Education”



from 21st April to 5th May, 2015, sponsored by AICTE and organised by the Department of Management Studies, Birla Institute of Technology, Mesra

Dr. Bhaskar Bhowani along with Dr. S. Bhattacharya attended a 6 day MDP on "Multivariate Data Analysis" from 1st till 6th June 2015 at IIT, Kharagpur.

Publications / Paper Presentation

During the academic year 2015-16 the following research publications and academic participation/ pursuits were undertaken :

- Prof. Arana Kausar along with Dr. Subhajit Bhattacharya and Mr. Manjesh Chakrapani presented a paper entitled "Study on Conceptual framework development in creation of sustainable corporate reputation and brand value through corporate social responsibility" at the "*Global Summit on Corporate Social Responsibility (GSCSR 2015)*" held on 15th and 16th of May, 2015 at India International Centre, Delhi, jointly organised by IIM Raipur, Indian Institute of Corporate Affairs New Delhi and National Law School of India University, Bangalore.
- Prof. Arana Kausar along and Dr. D. L. Maurya jointly presented a paper entitled "Role of Public sector Banks in the development of small scale industries in Jharkhand – A case study of Bank of India" at the "*International Conference on Research and Business Sustainability (IRCBS*

2015)" held during 4th - 6th December, 2015 at IIT Roorkee, Noida Campus and organised by Department of Management Studies, IIT Roorkee and Sheffield Hallam Business School, United Kingdom.

- Prof. Arana Kausar and Dr. Subhajit Bhattacharya jointly published a paper entitled "A study on corporate social responsibility being strategically implemented to generate sustainable brand value: An analysis with structural equation modeling " in the edited volume of International Conference on "Research and Business Sustainability (IRCBS 2015)" held during 4th - 6th December, 2015 at IIT Roorkee, Noida Campus and organised by Department of Management Studies, IIT Roorkee and Sheffield Hallam Business School, United Kingdom.

Conclusion

I take this opportunity to extend my sincere gratitude to each and every faculty member of the department who have sincerely contributed the required inputs and guidance to the students.

I can never forget the guidance and inspiration which we all have received from our Director Dr. Fr. Alex Ekka, S.J. and Assistant Director Dr. Fr. Ranjit Toppo, S.J. and I would like to extend our gratitude to both of them on behalf of the department.

I offer my best wishes to the entire faculty and hope that with an effective team work and dedication, the growth of the department will continue in the coming future.



PGDMM Finance – Batch 2014-16

CENTRAL PLACEMENT CELL

Dr. Amar Eron Tigga

Associate Professor &
Chief Placement Coordinator



KEY HIGHLIGHTS



Increase in Average Salary



Increase in number of Offers



Placement for Rural Management

March-End-Basis]

The Placement Team at XISS, Ranchi is pleased to announce the successful completion of the final placements for the PGDM batch of 2014-16. The team would like to express sincere thanks to everyone involved in the smooth coordination of placements. This collective effort has resulted in rewarding results for students at a crucial juncture in their careers and lives.

This year final placements achieved a new milestone by creating an aura of positivity and success even in the competitive market scenario and difficult economy. The XISS team including our illustrious alumni have contributed right from the beginning to make campus recruitment successful. Our students have worked hard to make a mark by clearing the selection process of various organisations and also received positive feedback from the recruiters. At the same time because we believe in *magis* (excellence) therefore we will continue to work towards excellence.

We would like to thank our regular recruiters who continued their strong relationship with us and offered placements across different departments. We are also grateful to new recruiters who visited our Institute and recruited our students as a show of trust in XISS and the students.

The Team XISS has taken various initiatives

to make this process successful, namely, the domain test, mentoring by faculty members, documentation of feedback from seniors, mock interview and GDs, timely preparation of Placement Brochure, understanding the need of various sectors and managing the relationship with the corporates, etc.

Some 73 companies participated this year in final placement process out of which 44 percent were new recruiters. The number of offers made was 255 with a highest salary of was Rs. 13.50 lakh/annum and the average salary package was 5.80 lakh/annum. The average salary for HR department has increased to 7.29 lakh/annum and the department of Rural Management has achieved 100% placement. We expect few more offers as the recruitment processes of a couple of organisations are still in process.

The recruiters participated from different sectors such as Consultancy, Manufacturing, Logistics, FMCG, IT, Telecom, Retail, Social/Non-profit, Banking, Financial Services & Insurance (BFSI), etc.

Some of the prominent recruiters were HUL, PWC, Adani Group, John Deere, SKF, Quess Corp, R J Corp, Annapurna, Janalakshmi, SKS, BPCL, Exide, Godrej, HCL Technologies, ICICI Lombard, Mahindra & Mahindra, Maruti Suzuki, Metro Cash & Carry, Pantaloons, Tata Steel, TCS, Vedanta,



Students with Recruiters

Care India, HCL Foundation, TSRDS, TCG Hamilton, Axis Bank, HDFC Bank, ICICI Bank, Vodafone, Airtel, Tata Teleservices,

Idea, Bajaj Electricals, Atria Communications Technology, NPCI, etc.

Placement Statistics for Class of 2014 - 2016

No. of companies/organisations participated in the campus recruitment process	73
Companies/organisations that participated for the first time for final placements	32
No. of students joining their family business/opted out of placements process	12

Different departments offering PGDM	Batch Size	Placed	%age placed
Class of HRM	72	54	75 %
Class of Rural Management	71	71	100 %
Class of Information Technology	49	27	55%
Class of Marketing Management	57	52	91%
Class of Finance Management	57	51	89%
Total	306	255	83%

– As on 31st March 2016

The Institute's continued growth owes much to its Jesuit values and culture of top management, the seasoned and knowledgeable faculty members and its large and well-connected alumni network, whose guidance, support, and backing was once again instrumental in the successful accomplishment of placements.

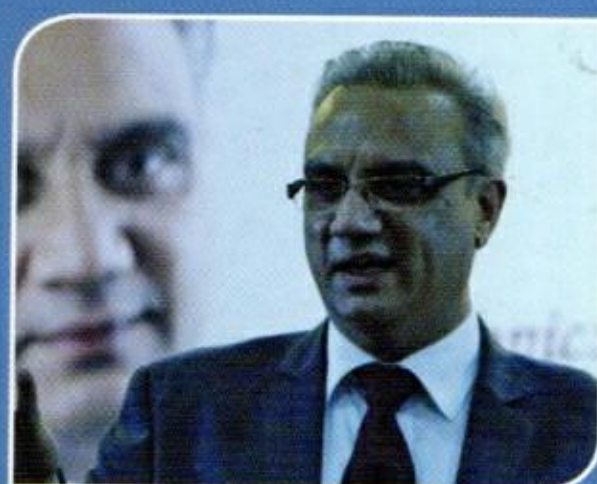
We would like to appreciate the patience and cooperation extended by the students during the placement season and their hard work.

Finally, I would like to thank all the Heads of different Departments, faculty members and my core team of Placement Cell Prof. Sajeet

Lakra (APC), all DPCs – Dr. Rajshree Verma, Dr. Kumar Mohit Spring, Prof. Pinaki Ghosh, Dr. Bhaskar Bhowani, Prof. Rik Das, Dr. Sant Kr. Prasad including the Placement Officers – Ms. Aditi Mehrotra and Ms. Koyel Mukherjee, Students' Placement Coordinators and all the students whose cooperation and support were instrumental in delivering the remarkable placement results.

We look forward to take the placement process to greater heights and to continue matching the requirements of the various organisations in the years to come.

Inputs to Students from Business Leaders



Dreams realized !!



DEPARTMENT OF RESEARCH AND PLANNING

Prof. (Dr.) Himadri Sinha
Head of the Department





Backyard cultivation in Saranda Forest Villages

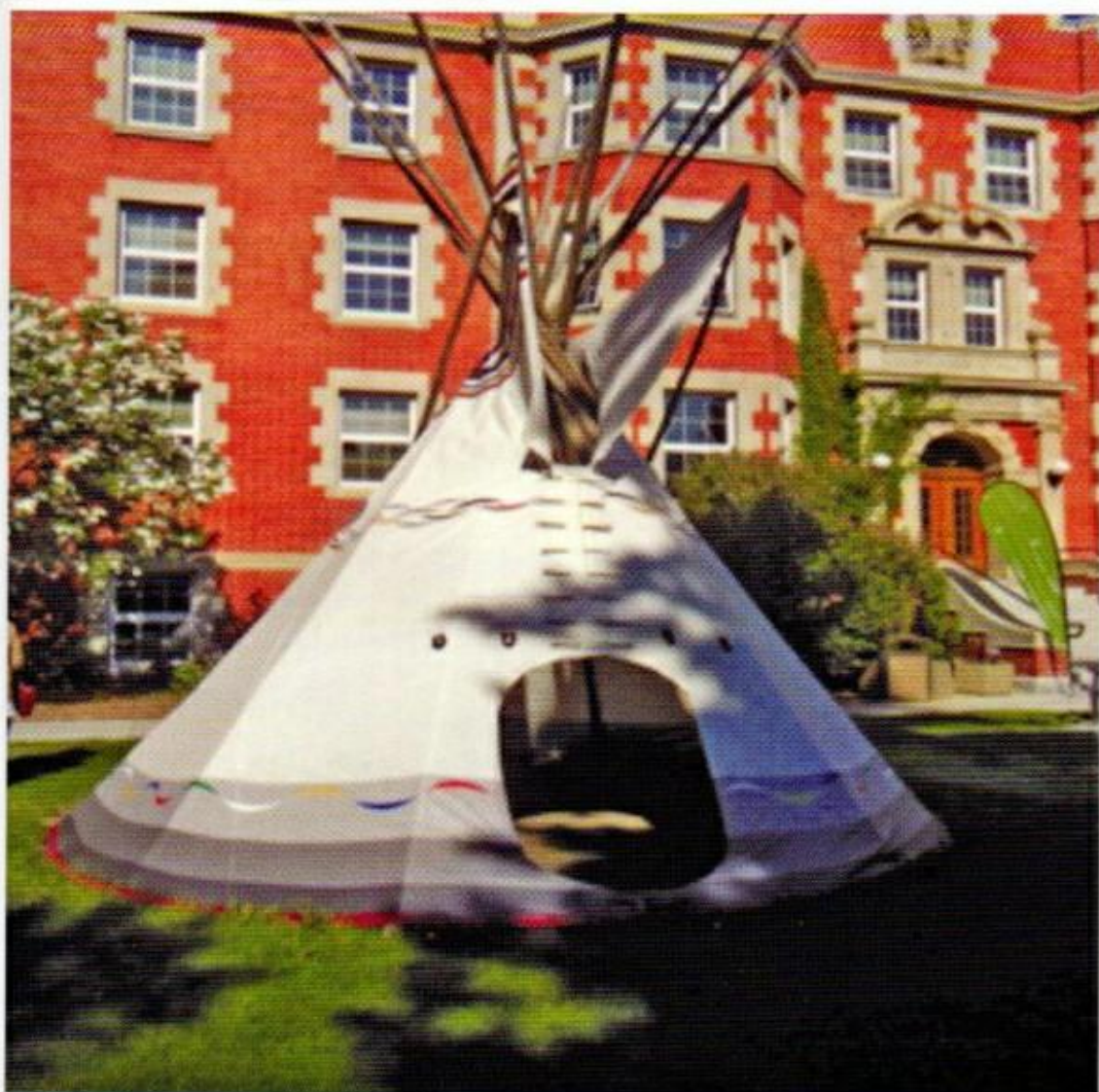
The year 2015-16 was year of celebrations for Xavier Institute of Social Service (XISSL), Ranchi. XISSL has completed 60th year of its existence and therefore it is celebrating its Diamond Jubilee. As XISSL has metamorphosed from a mere social service wing of St. Xavier's College, Ranchi into a renowned premier Business School of India, so also Department of Research and Planning has transformed from its initiation in 1978 as a supporting wing of XISSL for carrying out few short surveys into a nationally reputed research organisation in recent time. During these years, the department has carried out more than 300 research works which have immense national importance. The department has received accreditation of Ministry of Rural Development (MoRD), Ministry of Human Resource Development (MoHRD), Ministry of Environment and Forest (MoEF), Ministry of Minority Affairs (MoMM), erstwhile Planning

Commission and various UNO organisations. As a department, it gives us immense satisfactions that in a smaller way we have also added many laurels to our Institute's cap.

IASC Conference at Edmonton, Canada

The year 2015-16 began with two major events. First, Prof. Himadri Sinha, Head of the department along with Mr. Sanjay Verma from Rural Management Department participated in the 15th Biennial International Conference of IASC (International Association for Study of Commons) held at University of Alberta, Edmonton, Canada from May 26 to 29, 2015. The Conference was attended by over 600 academicians, scholars and activists from six continents.

Prof. Dr. Himadri Sinha presented a paper on "Revisiting the Participatory Watershed



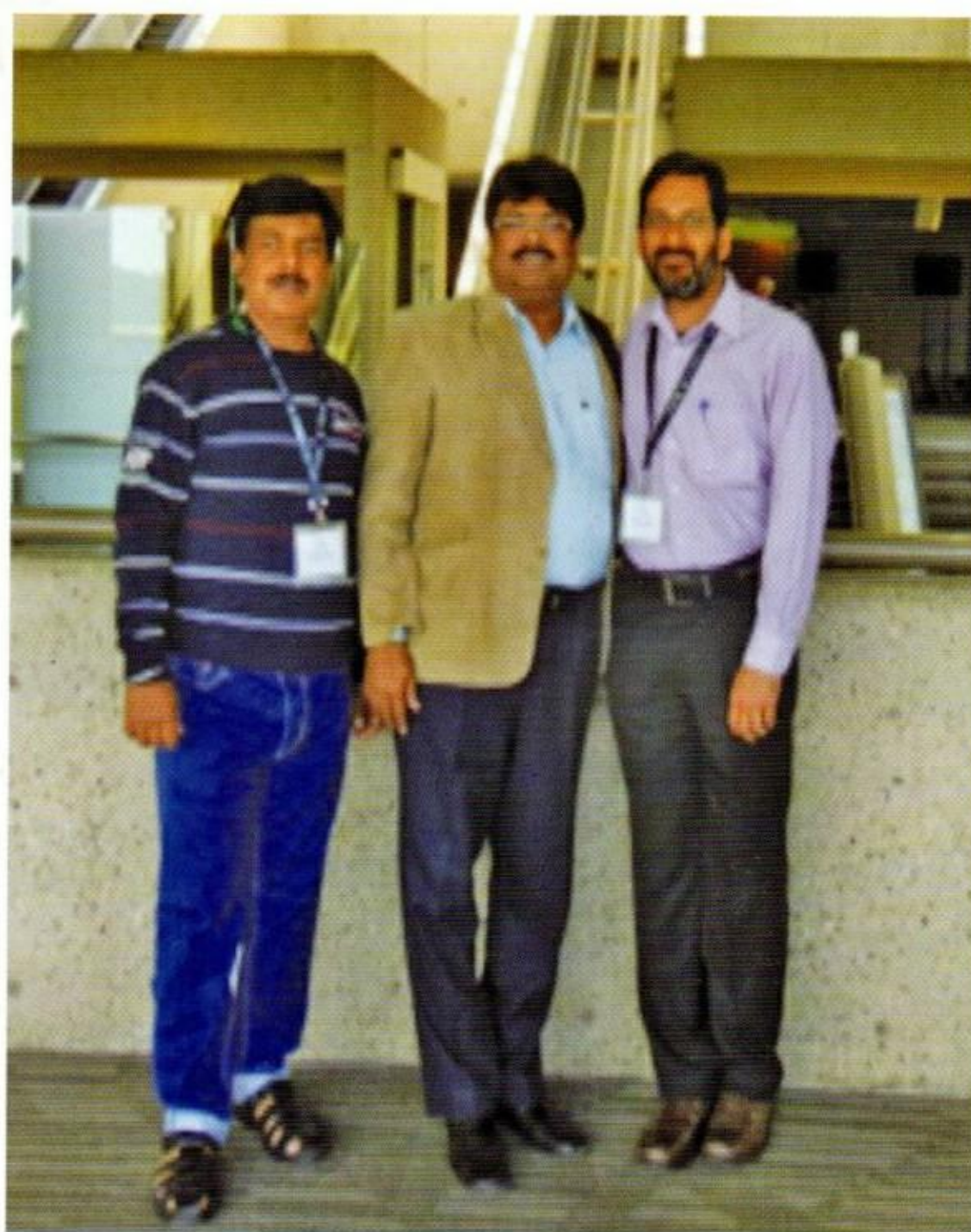
Replica of Traditional House of Inuit (Indigenous People) – at University of Alberta, Canada



(From L – R) Prof. H. Sinha with Keynote Speaker Prof. Heather Menzies, Indigenous People's Leader Francois Paulette & Prof. F. Berk at IASC 2015, Edmonton, Canada



Prof. Sinha presenting his article at IASC



Prof. Sinha with Mr. Sanjay Verma (extreme left) and Conference Co-chair Dr. Prateep Nayak (extreme right), XISS alumnus at IASC

Development Programmes of India” and Mr. S. Verma presented a paper on “Contribution of Non-Timber Forest Products (NTFPs) in Sustaining Rural Livelihood of Tribals: A Study in Bishunpur Block of Gumla district,

Jharkhand” at the IASC. Both of them received huge appreciation for their work. Dr Prateep Nayak one of our alumnus PGDRD 1992-94 batch currently Assistant Professor, School of Environment, Enterprise and Development and Environmental Change and Governance Group, University of Waterloo, Canada was the Co-chair for the conference.



State of Art – GIS & Remote Sensing Lab



Students are busy in GIS Class

Social Impact Assessment of Saranda Region

Second major event was conducting the social impact assessment in Saranda region. Ministry of Environment and Forest (MoEF), requested through ICFRI, Dehradun to conduct “Social Environment Studies under Carrying Capacity Study of Saranda Forests to Suggest Annual Cap (for ore production)” in three districts viz. West Singhbhum of Jharkhand, Kendujhar and Sundargarh of Odisha. Study was of national importance as it was linked with lease renewal of 43 iron ore mines located in Saranda regions. The study was conducted under the leadership of Prof. H. Sinha with the assistance from Dr Amardip Singh, Mr. William Norman, Mr. Pratul Chandra and Mr. Mukul Xaxa. The data

compilation and analysis were conducted by Mr. Nirmal Mishra and Mr. Shreeram Mishra. The department has submitted its final report in March 2016.

GIS LAB and Training on GIS and Remote Sensing

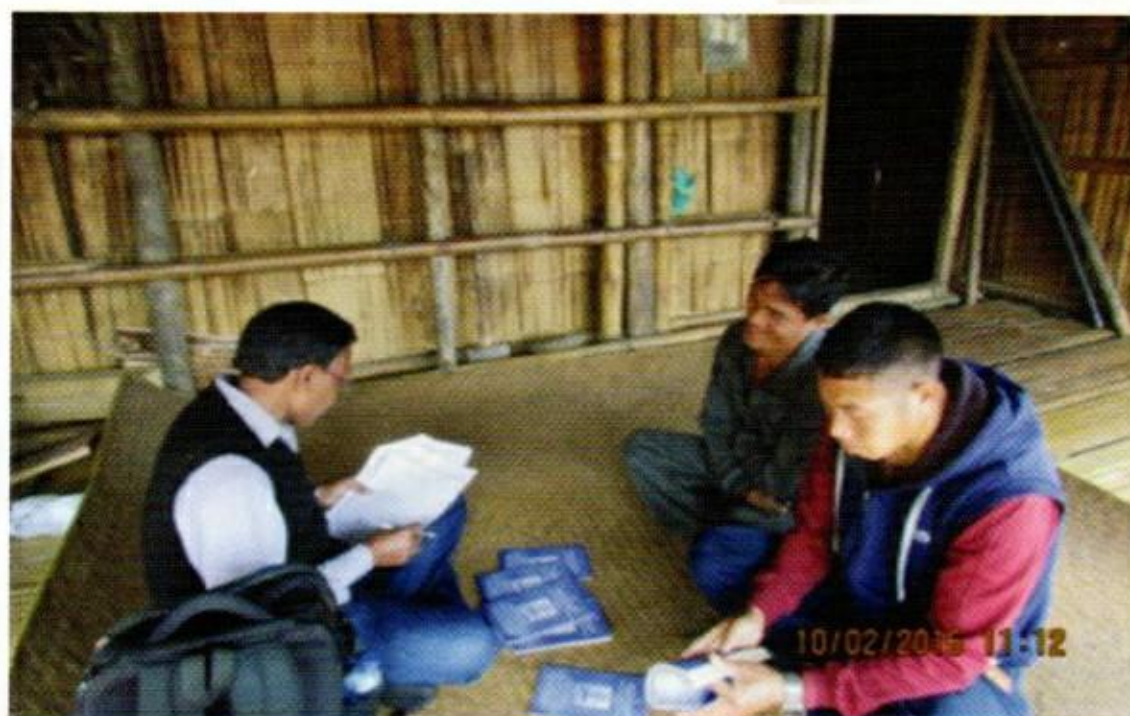
The department has set up a State of Art - a full-fledged 30 units GIS and Remote Sensing Laboratory. With this laboratory facility department can now take up GIS and Remote sensing based projects and training programme. The department is currently conducting a training programme for equipping trainees with industrial readiness. The programme has started with 20 trainees from November 2015. Mr. Prakash C. Dash is currently looking after the GIS and Remote Sensing Laboratory.

Research and Monitoring Assignments

a. National Level Monitoring (NLM)

XISS has been appointed as institutional monitor for National Level Monitoring of all programmes of MoRD. Prof. Himadri Sinha and Mr. William Norman attended National Workshop of NLM September, 2015 and January, 2016 respectively. During 2015-16, XISS was requested by MoRD and Ministry of Drinking Water and Sanitation to monitor eight programmes viz. MGNREGS, NRLM, *Ajeevika* (Skills), DDU-GKY, IAY, NSAP, IWMP, NRDWP and SBM(G). In the first phase during September – October, 2015, XISS team consisting of Mr. W. Norman, Mr. A. Ahmed, Mr. Ashok Ram Baitha, Mr. Herman Ekka and Mr. S.R.Irfan did the monitoring in six districts of Uttar Pradesh namely, Chhatrapati Sahuji Maharaj Nagar (Amethi), Bahraich, Balrampur, Faizabad, Gonda, and Sitapur. In the second phase XISS team consisting of Mr. W. Norman, Mr. A. Ahmed, Mr. Ashok Ram Baitha, Mr.

Herman Ekka, Mr. Manoj Singh and Mr. Arvind Dey conducted the monitoring in two districts of West Bengal – Jalpaiguri and Coochbihar and four districts of Arunachal Pradesh - East Kameng, Kurung Kumey, Lower Dibang Valley and Upper Dibang Valley. Reports of the NLM have already been submitted.



NLM in Arunachal Pradesh



NLM in Uttar Pradesh



RMSA Survey - Newly Built High School Building in Jharkhand

b. State Level Monitoring of RMSA and SSA in Jharkhand

SSA Monitoring : Mr. Ajit Tirkey, Mr. Ashok Baitha and Mr. Manoj Singh have completed the Monitoring of primary, upper primary and Middle schools under *Sarva Siksha Abhiyan* (SSA) in 12 districts of Jharkhand. The report has been submitted to MoHRD, Govt. of India.

RMSA Monitoring : Mr. Ajit Tirkey, Mr. Arvind Dey and Mr. Mukul Xaxa have completed the Monitoring of High Schools under *Rashtriya Madhya Siksha Abhiyan* (RMSA) in 24 districts and submitted the report to MoHRD, Govt. of India.

c. State Level Achievement Survey for Class III, Class V & Class VII, JEPC, Ranchi

The team consisting of Mr. Ajit Tirkey, Mr. A. Ahmad, Herman Ekka, Arvind Dey, Mr. Manoj Kr. Singh and Mr. Ashok Ram Baitha has completed the State Level Achievement Survey under JEPC. Under this project Achievement test was conducted in six districts namely Godda, Sahibganj, Pakur, Ranchi, Dhanbad and East Singhbhum. Altogether 9000 students from class III, class V and class VII appeared in Achievement Test. The report has been submitted to JEPC.

Highlights of Achievement Test

Date of Test	Districts	No. of students appeared		
		Class III	Class V	Class VII
20.01.2016	Godda	500	500	500
	Sahibganj	500	500	500
	Pakur	500	500	500
29.01.2016	East Singhbhum	500	500	500
	Dhanbad	500	500	500
	Ranchi	500	500	500
	TOTAL	3000	3000	3000

d. CSR Studies

Baseline Survey in Adopted Villages under CSR : Dr Amardip Singh and Mr. Pratul Chandra conducted the “Baseline Survey of Three Villages under CSR Programme of Mahan Hindalco Industries Limited” (Unit: Mahan Aluminium Works: NH-75E, Bargawan-486 886, District-Singrauli, M.P., India. The report of the same has been submitted to the concerned authority.

CSR Need Assessment : Dr. Amardip Singh, Mr. A. Ahmed and Mr. Herman Ekka have completed the Need Assessment Survey for AA and CSR of three *Harizan Tola* and *Basti* near TINPLATE Colony and four *Tolas* of Hurlong Panchayat in Jamshedpur (East Singhbhum). Draft report has been submitted to TINPLATE Ltd.

CSR Feasibility Study : Dr. Amardip Singh, Mr. A. Ahmed and Mr. Herman Ekka have completed the “Feasibility Study of Requirement of Various Facilities in Masudanpur Village of Banka District, Bihar” at the request of Indian Oil Corporation Ltd., Patna. The report has been submitted to IOCL.

CSR Baseline Survey : Mr. William Norman and Mr. Prakash Dash conducted a baseline survey of 2 villages, – Bhitari Muskuni and Dwimundi, in January, 2016 at the request of UAIL, Odisha. Report is underway.

Collaboration with Birsa Agricultural University

At the request of Vice Chancellor of Birsa Agricultural University (BAU), Department has agreed to collaborate with BAU to set up the Centre for Advanced Studies in Tribal Agriculture (CASTA) at BAU campus. Dr Himadri Sinha has been invited as a member of core committee of CASTA. He was also engaged in drafting the concept paper for CASTA. CASTA is likely to be sponsored by one of the UN bodies.

Academic Excellence

i. Trainings, Workshop and Conferences

- Dr Himadri Sinha conducted a half-day session on “*Advances in Research Methodology for Research scientists and Academicians*” on 18th June 2015 at ICFAI University, Ranchi.
- Dr Himadri Sinha conducted a half-day session on “*Implementation Strategy for CSR programmes and CSR Need Assessment*” for Middle level CSR Officers of Power Grid on 29th January, 2016 at XISS.



- c. Dr Himadri Sinha conducted a half-day session on “*CSR as Business Strategy and CSR Need Assessment and Impact Study*” for Senior level CSR Officers of Power Grid on 7th March, 2016 at XISS.
- d. Dr. Himadri Sinha was invited as External Examiner for Dissertation viva voce of students of MBA in Agribusiness at Birsa Agricultural University on 22nd September, 2015.
- e. Dr Himadri Sinha was invited as External Examiner for Dissertation viva voce of M.Tch. in Geo-informatics at Central University of Jharkhand on 26th November, 2015.
- f. Dr. Pramil K. Panda participated in the Faculty Development Programme on “Pedagogy for Outcome Based Management Education” organized by Birla Institute of Technology, Mesra, Ranchi during 21st April - 5th May, 2015.
- g. Dr. Pramil K. Panda participated in the Workshop on “*Inclusive Disaster Management for Differently Abled Persons*” organized by UNDP at Prayas Rehabilitation Centre, GEL Church Complex, Ranchi on 23rd May, 2015.
- h. Dr. Pramil K. Panda participated in the Release Function of the Report: “All is Well that Ends in a Well: An Economic Evaluation of MGNREGA Wells in Jharkhand” organized by Institute for Human Development – Eastern Regional Centre at Hotel Ashoka, Ranchi on 4th November, 2015.
- i. Dr. Pramil K. Panda presented a Paper entitled “Patronage and Peasantisation: The Case of Migrant Agricultural Labourers in Western Odisha” in the “41st All India Sociological Conference” held at KIIT University, Bhubaneswar during 27th – 29th December, 2015.
- j. Dr. Amardip Singh, attended AICTE sponsored “*National Workshop on Participatory Irrigation Management*” held at VNRVJIET, Hyderabad during 25th - 30th May, 2015.
- k. Dr. Amardip Singh and Mr. Arvind Dey attended Workshop/Course on “Evaluation of Training” held at Shri Krishna Institute of Public Administration, Government of Jharkhand, Ranchi dated 02-06 November 2015.
- l. Dr. Amardip Singh presented a paper titled “Isolation, characterisation and assessment of microbes as biofertiliser: A case Study of wetland and rain-fed Area of Patna, Bhagalpur and Bhojpur District, Bihar” at U.G.C. sponsored “*National Seminar on Chemistry for Sustainable Development*” held on 22nd - 23rd September, 2015 at G. B. College Naugachia (T. M. Bhagalpur University, Bhagalpur), Bihar.
- m. Mr. Arvind Dey coorganised the “5th JEMAI National Tribal Festival” held in St. John’s School, Karbala tank Road, Ranchi from 24th - 26th October, 2015.

ii. Published Articles

Sinha, H. (2015). Revisiting the participatory watershed development programmes of India. *Commons Digest: E Journal of IASC*.

Sinha, H. & Xaxa, M. (2014). Traditional paddy varieties of Jharkhand and conservation priorities. *Jharkhand Journal of Social Development*, VII (1&2). 1-13.

**xiss**

Forthcoming Projects

Quite a few projects are already offered to XISS. **HINDALCO**, Renukoot has requested to conduct an impact assessment study of their CSR interventions in 78 villages spread in four states. **MoHRD** has requested XISS to continue with SSA and RMSA monitoring work. **Coal India** subsidiaries are negotiating for number of SIA to be conducted in various new mining sites. **NTPC** has registered us as one of the chief organisation for conducting their CSR related studies. We look forward to a busy year ahead.

Looking Beyond

Department is quite optimistic to set up a full-fledged Environmental Impact Assessment Lab at XISS. In the first phase we have set up GIS and Remote Sensing Lab. In the second phase we are trying to set up AIR and HYDROLOGY LABs. This will enable us to conduct both SIA and EIA studies side by side. Department is also looking forward to take up contemporary issue based research studies both at national and international levels. We are open to suitable collaboration with foreign universities. Last but not the least, in next few years the department is hoping to be a data base centre for Jharkhand state particularly in the area of education, agriculture and agro-based industries, CSR interventions in the

State, and health and sanitation. Department has been striving hard but we have miles to go.

The members of Research and Planning Department work tirelessly throughout the year forfeiting their vacations, leisure and holidays. They go to most difficult areas to conduct the surveys. They are always under tremendous pressure to meet the report deadline. Most of the time, our faculty members and research scientists cum project officers work under most adverse climatic conditions under the life threat from extremist group. Their family members often go through tensed moments. I shall fail in my duties if I do not acknowledge the extraordinary contributions of all my departmental colleagues to keep our boat sailing. They are the silent unsung heroes of XISS who work indefatigably without any appreciation year after year. My sincere thanks go to all of them and their family members.

I also take this special privilege to extend our gratitude to the Director, Fr. Dr. Alexius Ekka and Asst. Director, Fr. Dr. Ranjit Pascal Toppo for their constant support and guidance. They indeed stand by us amidst all odds always. Truly our journey is tough and difficult but it is quite satisfying when we see all our efforts are contributing towards poverty alleviation, empowering the weaker sections and above all national growth and development.

DEPARTMENT OF RESEARCH AND PUBLICATIONS

Dr. Sudeep Kumar
Head of the Department





"Talking comes first, then reading and writing, the written word is a great, lasting, unparalleled, and indispensable contribution to the posterity."

– Whatmough, Joshua

"If I write five hundred words every day, I know that by the end of the year I should have a book to my credit".

– Clifford Geertz

The Department of Research and Publications (R&P) of XISS was established in June, 2002. The overall objective of the Department of Research and Publications is twofold: (i) to conduct research studies independently, and (ii) to document and publish the baseline realities after a good deal of field work. The idea behind these objectives is to offer a platform to the academicians, field workers, students and social activists at large for sharing their views on research, planning and programmes. However, the specific objective of the department is (a) publications of academic Journal and text books, and (b) teaching, organizing seminars and workshops, etc. Presently, the Department is taking care of the

publication of the journal entitled "*Jharkhand Journal of Development and Management Studies*" (JJDMSS) – a multidisciplinary thematic and quarterly research journal (ISSN 0973-8444 and NAAS Rating = 3.23) related with development and management studies, and publication of reference/text books.

1. Publication of *Jharkhand Journal of Development and Management Studies* (ISSN 0973 – 8444; NAAS Rating Score = 3.23)

Xavier Institute of Social Service (XISS) takes immense pride in having accomplished the job of running its quarterly and thematic research journal absolutely with no break for the last

fourteen years. So far, 53 issues have been published on diverse field of social life from 2002 to 2015. We take this opportunity to convey our deep sense of gratitude to all who are, and have been, with us as referees, contributors, readers and subscribers. During the period January-December, 2015, the following issues with particular themes have been published:

- (i) Educational Reforms and Cultural Development (January – March, 2015)
- (ii) E-Governance: Challenges and Opportunities (April-June, 2015)
- (iii) Water Resources Management and Sustainable Development (July-September 2015)
- (iv) Socio-cultural Issues in Ecosystem Management (October-December, 2015)

The following are the tentative forthcoming themes of the journal :

- (i) Non-Timber Forests Produces and Livelihood Promotion (January-March, 2016)
- (ii) Seed Biotechnology and Eastern

India's New Green Revolution : Issues and Challenges. (April - June, 2016)

(iii) Ethics, Spirituality and Social Action (July-September, 2016)

(iv) Corruption and Social Change (October-December, 2016)

2. Research and Academic Contributions

(a) Book/Combined Volume

- (i) Ekka, A. & Kumar, S. (eds.). (2015). Combined volume (with index) of "*Jharkhand Journal of Development and Management Studies*", Vol. 12 (ISSN 0973-8444), Ranchi: Catholic Press.
- (ii) Prasad, A. & Kumar, S. (2016). *Beyond business : Mapping the CSR and sustainable development initiatives of TATA Steel*. Ranchi: Xavier Institute of Social Service, Catholic Press.

(b) Publication of Research Papers

- (i) Toppo, R. P. & Kumar, S. (2014). Child migration and development dynamics



Releasing AXIS 2015 – Annual of Xavier Institute of Social Service

in global hinterland: Issues and challenges. *Jharkhand Journal of Social Development*, 7 (1 & 2), 33-47.

- (ii) Kumar, S. and Prasad, A. (2015). Managing water resources through collective action: A case study with reference to water user group in a village of eastern Jharkhand. *Jharkhand Journal of Development and Management Studies*, 13 (3), 6533-6566.

(c) Book Review

- (i) Kumar, S. (2015). Book Review - J. Kantha, J. Kalapura & T. Nishaant (eds.) *Society and Technology : Impact, issues and Challenges*. Patna: Janaki Prakashan (ISBN : 978-93-84767-00-6). *Jharkhand Journal of Development and Management Studies*, 13(4), 6831-6838.

(d) Abstracts of Research Papers Published in Conference/Seminar Souvenirs

- (i) Kumar, S. & Prasad, A. (2015). "Development of socially excluded groups through collective action: A qualitative study among the socially excluded groups in rural Jharkhand," published in the Book of Abstracts of the "Indian Anthropology Congress 2015 (12th INCAA Congress) under the auspices of The Indian National Confederation and Academy of Anthropologists (INCAA) on the theme Tribal Transformations in Contemporary India: Issues and Challenges", organized by Department of Anthropology, Centre of Advanced Study, Utkal University, Bhubaneswar; Lalit Kala Akademi (National Academy of Arts), New Delhi; and Scheduled

Castes and Scheduled Tribes Research & Training Institute (SCSRTRI), Government of Odisha, Bhubaneswar, held during 22-23 February, 2015.

- (ii) Kumar, S. & Prasad, A. (2015). "Development of socially excluded groups through collective action: A study in the context of swarnrekha pani panchayat among the Mundas of Idalbera village in Jharkhand," published in the Souvenir and book of abstracts of the "National Seminar on Anthropological Perspectives on Environment, Development, Public Policy and Health (Under UGC-SAP III, DRS II)", organized by Department of Anthropology, University of Delhi, Delhi – 110007, held during 27th -28th February, 2015.
- (iii) Kumar, S. (2015). Assessing the socio-cultural impacts of CSR initiatives through anthropological methods: Empirical accounts from the adopted village of TATA Steel in Jharkhand", published in the Souvenir of abstracts of the "National Seminar on Anthropology-Unveiling the Mystique" on October 28-29, 2015, organized by Discipline of Anthropology, School of Social Sciences, Indira Gandhi National Open University (IGNOU), New Delhi.
- (iv) Kumar, S.(2015). Empowerment of rural women through self-help groups: Empirical accounts from selected village of Jharkhand, published in the Souvenir of the UGC sponsored "National Seminar on Human Development in Jharkhand: Emerging Perspective in the Era of Post Millennium Development Goal (MDG)", held during 3rd - 4th October, 2015, and



organized by University Department of Economics, Vinoba Bhave University, Hazaribag, Jharkhand.

- (v) Kumar, S. & Prabha, A. (2016). Beyond chalk and blackboard: Situating language as a learning barrier among the school going tribal children of Jharkhand, published in the Souvenir of the “*National Conference on Education and Development*”, held during 4th–5th March, 2016, organized by Department of Lifelong Learning and Extension, Rural Extension Centre (REC), Visva Bharati (A Central University), Sriniketan-731236, Birbhum, West Bengal.

(e) Paper Presentation/Seminars Attended

- (i) Dr. Sudeep Kumar’s research paper on “Water resource management through collective action: A study in the context of water user group among the tribes of eastern India” was accepted for presentation in the “*15th Biennial Global Conference of the International Association for the study of the Commons (IASC 2015)*” held on 25-29 May 2015 at University of Alberta, Edmonton, Canada.
- (ii) Dr. Sudeep Kumar along with Mr. S.K. Gupta & Dr. Chetna Sinha jointly presented a paper entitled – “Water quality criteria: Quality standards for Water Supplies” during the “*National Conference on Water and Sustainable Development*”, organized by Centre for Water Engineering and Management, Central University of Jharkhand, Brambe, Ranchi, Jharkhand, held on 8th - 9th January, 2016.
- (iii) Dr. Sudeep Kumar along with Mr.

S.K. Gupta & Dr. Chetna Sinha jointly presented a paper entitled – “Disaster Risk Reduction: Understanding the New Framework” during the “(5th Annual Conference of Konkan Geographers Association of India and National Seminar on “*Environmental Degradation: Challenges and Remedies*)”, organized by Nirmala College, Ranchi University, Ranchi, Jharkhand, held on 5th -6th November, 2015.

- (iv) Dr. Sudeep Kumar attended a programme on the occasion of “World Peace Day” on the theme “*Current Issues of Social Disharmony and its Remedies*” on 20th September, 2015 at XISS, organized by Jharkhand Sadbhavna Manch, Ranchi.
- (v) Dr. Sudeep Kumar along with Mr. S.K. Gupta & Dr. Chetna Sinha jointly presented a paper entitled – “People management: Emerging trends in current millennium” during the “*National Conference on Managing People Emerging Trends in Current Millennium*” organized by Jharkhand ICFAI University at Ranchi, held on 3rd September.

3. Sir Ratan Tata Trust (SRTT) Travel Grant Award

Dr. Sudeep Kumar was awarded with a Travel Grant from Sir Ratan Tata Trust (SRTT), Mumbai for presenting a research paper on “Water Resource Management through Collective Action: A Study in the Context of Water User Group among the Tribes of Eastern India”, in the “*15th Biennial Global Conference of the International*



Dr. Fr. Alex Ekka, S.J., Director, XISS with the mentors and Internship students of Antwerp University, Belgium.

Association for the study of the Commons (IASC 2015)" held on 25-29 May 2015 at University of Alberta, Edmonton, Canada.

4. Research Guidance / Viva voce Examiner

- (i) Dr. Sudeep Kumar successfully mentored Ms. Azumi Habib, a student of International Law from the University of Antwerp, Belgium during

her internship at Ranchi on the topic "Witchcraft Accusation and Women's Rights" in the month of August, 2015.

- (ii) Dr. Sudeep Kumar has been supervising two Ph.D. scholars – Mr. Aagu Choudhary, Head-Marketing, Reliance JIO, Odisha and Mr. Sumit Kr. Gupta, Lecturer, Ranchi College of Pharmacy – of ICFAI University, Jharkhand. The doctoral research work of both the scholars are in progress.
- (iii) Dr. Sudeep Kumar was invited as External Examiner for Dissertation viva voce of M.A. Anthropology at IGNOU Regional Centre, Ashok Nagar, Ranchi on 9th August, 2015.

5. Participation in National Tribal Festival

- (i) Mr. Manoj Lakra participated in the National Tribal Festival head at St. John's School, Ranchi from 23 – 25 October, 2015.

New
Book Release

About the Book

"Beyond Business Mapping the CSR and sustainable development initiatives of TATA Steel" is perhaps the first empirically researched book on the subject in India. Industrial houses motivated by profit maximization may not spend adequate amount on CSR and sustainable development practices in true sense. Tatas, being one of the leading industrialists world over, are known for their philanthropic activities. They, by and large, are guided by the 'Tata ethos'; the Tata code of conduct; and the praxis of the Articles of Association, which commonly state that a large part of the profits made by the company is utilized for the benefits of the citizens of the land. Using data collected through field work and case study methods from the four different operational zones of the company, namely: Jamshedpur Sarakela-Kharsawan; Noamundi; Ghato (West Bokaro); and Jamadoba (Jharia) in Jharkhand, the authors have attempted to unfold the CSR mystique including the theoretical and philosophical underpinnings as practiced by the Company in terms of its CSR and sustainable development approaches. This book also documents the conflicting views, values, and ontological assumptions on the subject matter as perceived by the cross-section of actors of the study area. The study is designed to serve as an introduction for future scholarly works.



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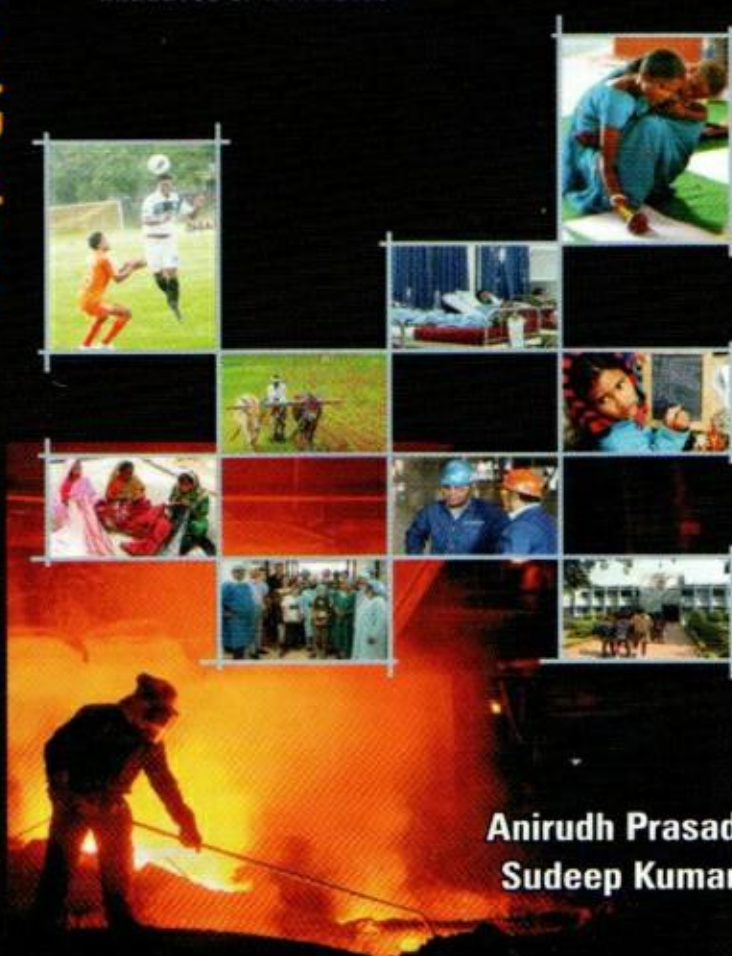
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Beyond Business

Mapping the CSR and Sustainable Development Initiatives of TATA Steel

Beyond Business
Mapping the CSR and Sustainable Development
Initiatives of TATA Steel

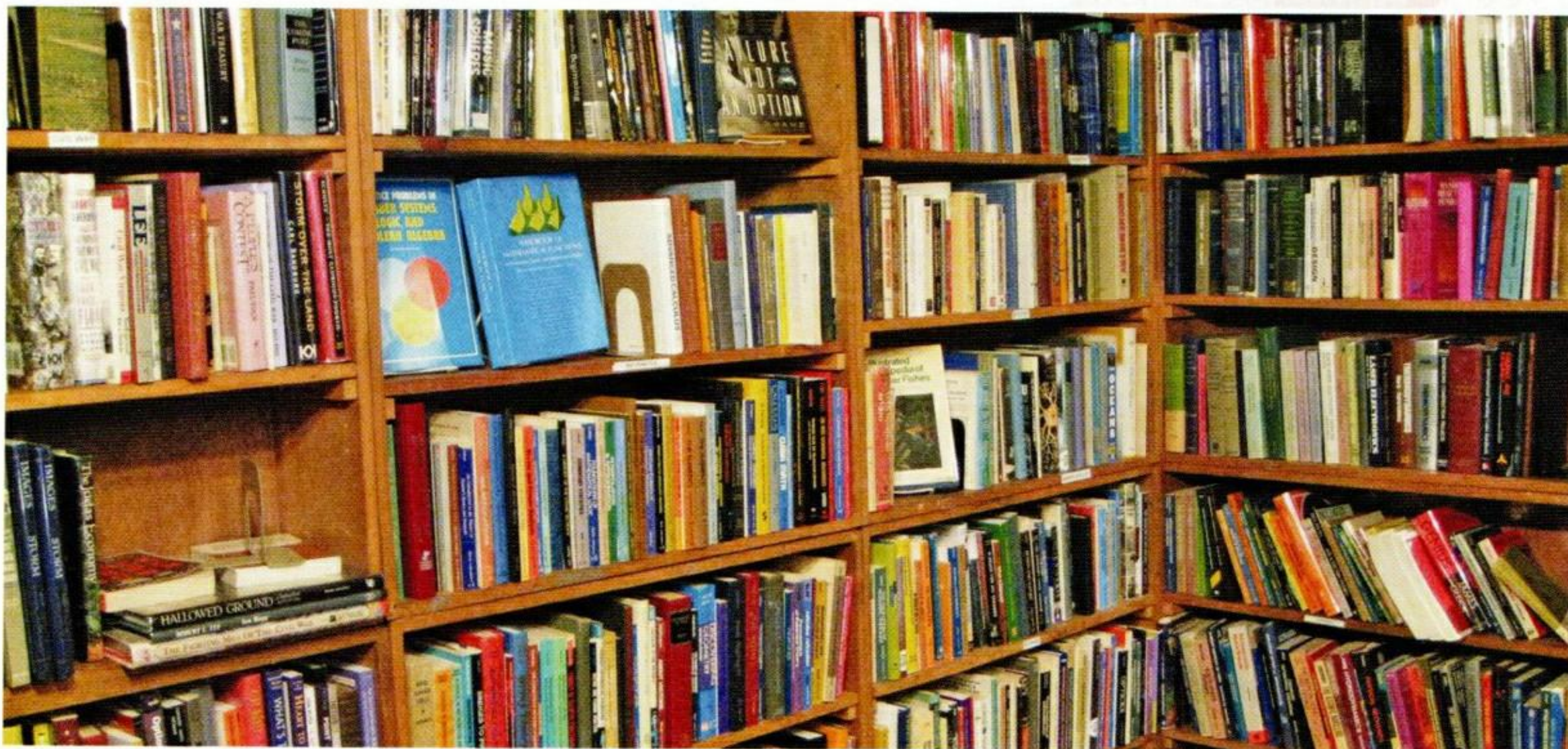
Anirudh Prasad
Sudeep Kumar



DEPARTMENT OF LIBRARY AND DOCUMENTATION

Prof. H.K. Singh
Head of the Department





The library and documentation centre has been primarily designed to function as the centre of learning within the framework of the Institute's mission. The centre operates with the following objectives :

- To provide up to date literature on subjects to the faculty.
- To meet the research requirements of faculty members and students.
- To respond effectively to the Institute's Clients, and to meet the demand of the students at the post graduate level.

The department has developed a specialized collection taking into consideration the course contents, subjects taught and research need of the various departments and units of the Institute.

The Institute has special section known as "**Kumar Suresh Singh Reference Collection**" donated by Mrs. Bimleshwari Singh. This is the personal collection of 4000 books of Late Kumar Suresh Singh – an IAS officer and Director-General of the Anthropological Survey of India.

Resources

Books

The centre has collection of 39687 documents on different areas of Management Education, Rural Development, Information Science, etc. The centre has special collection on "*Tribal studies*" and "*Jharkhand*".

Periodicals

The centre is acquiring 82 periodicals from India as well as from abroad. It has accumulated around 3275 *back volumes* of bound journals.

Paper Clippings

The centre has classified paper clippings collected from various dailies. This covers a large number of topics in consonance with the priorities of the P.G. courses and other departments of this Institute.

Electronic Resources (e-Library)

With the emergence of Information Technology applications in library and particularly on the internet, there is a transition or shift in libraries from traditional prints to electronic versions (e-journals). On the other hand electronic form



offers tremendous possibilities and advantages compared to the printed resources like multi access, sharable cross labs, hyper-links to related article or multimedia articles. The library has subscribed “**EBSCO online database- EBSCO HOST-Business Source Elite**” and “**SAGE**” Electronic Journals. It has good number of electronic documents.

Management of Resources

The documents are classified by DEWEY Decimal Classification scheme and catalogued according to Anglo American Cataloguing Rules 2. All the collections are kept on open shelves for direct access to the users.

Services

The centre provides the following services :

1. Circulation services
2. Text book services
3. Periodical services
4. Reference services
5. Reprographic service
6. Bibliography service and
7. Internet service

In addition to routine library services the centre renders the following services :

Current Awareness Service (CAS) : The centre provides CAS through Indexing Services and New Arrival List.

- **Indexing Services** : Important articles from various journals are being classified and indexed.
- **New Arrival Acquisition List** : This is a classified list, which provides complete bibliographical information of new procured books.

- **Bibliographic Service** : The centre has published good number of bibliographies related to different aspects of Social Science and Management. Some of the bibliographies have been published in national level journals and books.

Achievements of the year 2015-16

The centre has procured 110 documents.

Lectures delivered

- Prof. H.K. Singh was invited as a resource person at UGC Human Resource Development Centre, Ranchi University, Ranchi. He delivered a lecture on “Sources of information and its usages in the research” for the faculty members attending Refresher Courses from the different Universities of India.
- Prof. H.K. Singh delivered another lecture on “Research Methodology in Social Sciences” during the Refresher Course. The participants were from the different Universities of India.

Publications

- Singh, H.K. & Dungdung, J.B. (2015). Role of information technology in good governance with special reference to e-governance in Jharkhand: Problems and prospects. *Jharkhand Journal of Development and Management Studies*, 13 (2), 6394-6410.
- Singh, H.K. (2015). Book Review on “*Christian Missions in Bihar and Jharkhand, till 1947 : A Study by P.C. Horo*”, edited by Jose Kalapura. Published by Christian World Imprints,



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New Delhi, 2014, PB. 350/- ISBN 13-978-93-5148-039-6). *Indian Church History Review*, XLIX (1&2), 109-120.

- Singh, H. K. (2015). Review article on the book - "*The Problem of Tribal and Land Alienation (Status of Adivasis/ Indigenous People, Jharkhand)*" by Alex Ekka, Aakar Publications, New Delhi, PB.150/-, ISBN 13-978-93-5002). *Sevartham*, 40 (1&2), 235-243.
- Singh, H. K. & Bhatia, M. (2016). "E-governance and use of information technology in land management system in the Jharkhand State: Problems and prospects". In C. Kumar, H. Banka & D. Ramesh (Eds) "*Proceedings of the 3rd IEEE International Conference on Recent Advances in Information Technology*" held on 3rd - 5th March, 2016 at Dhanbad. Indian Institute of Mines, pp. 677-682 (ISBN 978-1-4-799-8578-4).

DEPARTMENT OF MANAGEMENT DEVELOPMENT PROGRAMMES

Prof. Ignatius Xaxa
Head of the Department





Participants of MDP on "CSR: Strategies to Create Business and Social Value"

Department of Management Development Programmes has been established to contribute more effectively to the professional development of Indian managers and administrators. The programmes address current topics and concerns ranging from general management to specific functional areas. The premise underlying the design of these programmes is to meet the needs, expectations and challenges of managing rapidly changing business. These programmes serve as a platform to interact and exchange experiences with fellow participants belonging to a variety of other industries and organizations.

The purpose of the Department is to carry out activities of achieving excellence. From its beginning the Department has served senior managers, middle level executives, supervisors, employees, teachers and home makers. It has served Governmental / Non-Governmental Organisations, Industries, Voluntary Organisations, Management Training Institute, etc. It organizes Training Programmes, Workshops, Seminars and Conferences. These programmes are held as announced by XISS in the Institute or on request from organizations at various locations of the country.

During the year 2015-16, the Department concentrated in establishing long term relationship with **Power Grid Corporation of India**. Prof. I. Xaxa and Prof. Mary Bodra organized Workshop on "Implementation of Corporate Social Responsibility" for its officers

on 29th and 30th January, 2016. Prof. Pinaki Ghosh was associated for the Programme. The Programme was so successful that the Corporation requested to arrange another Programme on "CSR: Strategies to create Business and Social Value" for its higher level Managers. This Programme was organized on 7th, 8th and 9th March, 2016 and was highly appreciated by all concerned.

Power Grid Corporation of India has also requested for a Management Development Programme on "Strategic Human Resource Management" to be held after April 2016.

MECON, RANCHI has been requesting to organize a Workshop on "Presentation Skills" for its Officers. Prof. I. Xaxa is in contact with the HRD Department of MECON.

HEC, RANCHI has requested Prof. Mary Bodra for "Management Development Programme on Sexual Harassment" for its Officers.

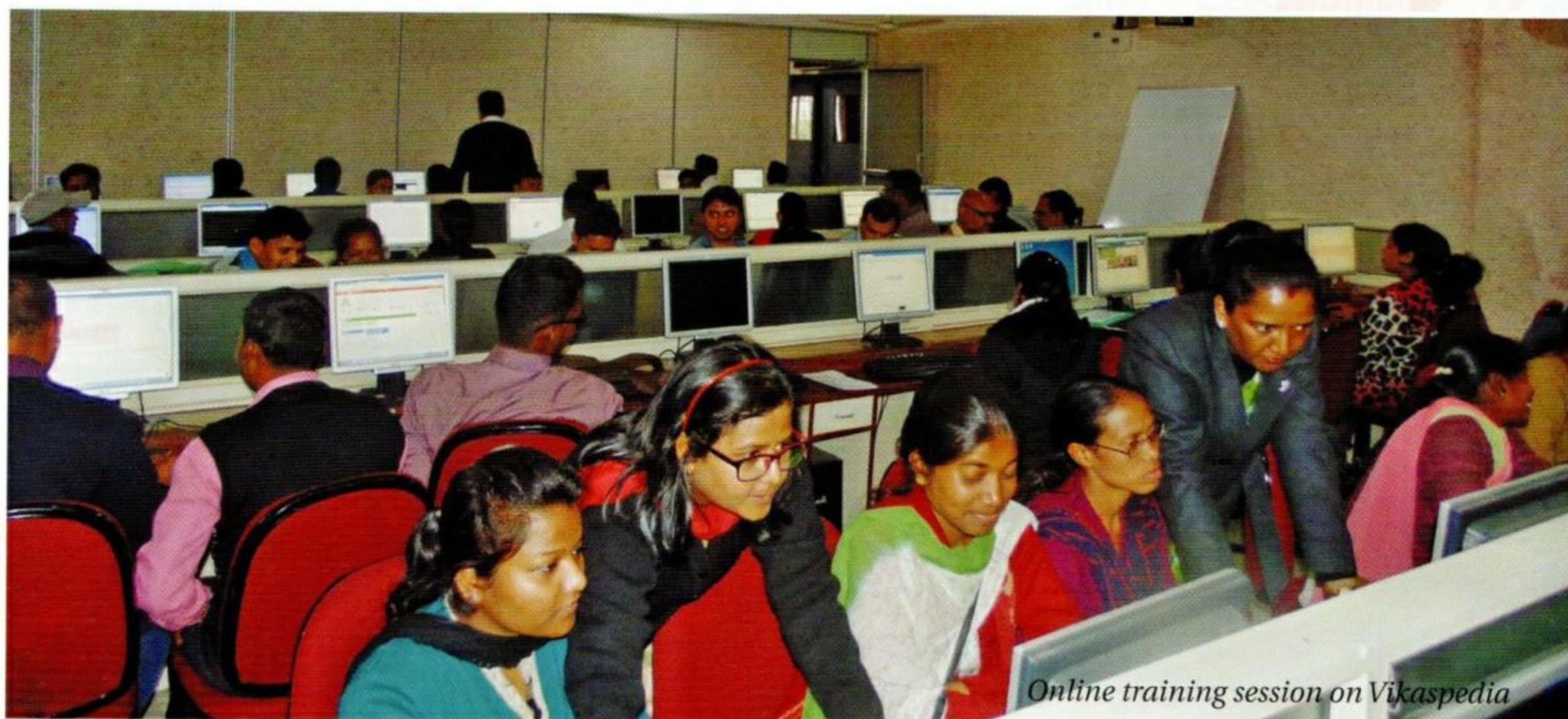
In brief, Department of Management Development Programmes is playing a significant role in giving contemporary management education to working managers in industry - enriched with human, service oriented and ethical values. As seen above it is reaching out to more and more industries.

We thank Fr. Dr. Alex Ekka, S.J., Director, for his great support. We also thank Fr. Dr. Ranjit P. Toppo S.J. We also look forward to Faculty Members for their continued co-operation. Together we will attain greater success.

DEVELOPMENT RESOURCE CENTRE

Dr. Sant Kumar Prasad
Associate Professor &
Assistant Coordinator, DRC





Online training session on Vikaspedia

Living up to the history of the Development Resource Centre (DRC) and keeping with the streak of community based socio-economic benefit initiatives, DRC has made a mark yet again in the year 2015-16 with the following two projects :

1. Enhancement of Livelihood Opportunities in the selected blocks of the south eastern region of Chotanagpur in the state of Jharkhand supported by Confrenza Episcopale Italiana.
2. India Development Gateway Initiatives (InDG) : Vikaspedia project supported by the Department of Electronics and Information Technology (DIETY), under Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

Enhancement of Livelihood Opportunities in the selected blocks of the south eastern region of Chotanagpur in the state of Jharkhand

Walking hand in hand with the Institute's

initiatives of "*Putting the Last first*" this project of DRC focuses on the agenda of enhancement of Livelihood opportunities in the South Eastern Region of Chotanagpur in the state of Jharkhand.

The project initiated in 2012 by the financial support of Confrenza Episcopale Italiana began with the main objective to create sustainable livelihood options for the rural groups. The livelihood programme is networking to support voluntary organizations and Community Based Organisations (CBOs) which are actively operating in Ranchi, Khunti, Gumla and Simdega districts of the State.

The project is well run by the group of project staffs who are well capacitated through orientation and training to keep the modules active and fresh ensuring perfect distribution of knowledge in view of the project goal and initiatives. The project has uplifted women to a forum where they have shown their active participation in socio- economic activities.

Foreseeing, the growth of women SHGs which would lead to the steep rise in their living standard, DRC, XISSL took a lead role in the development and finalization of these socio-



economic tools for the overall benefit of these SHGs. All livelihood activities are promoted through these SHGs. Details of the initiatives are mentioned below :

Activities and Visit to Partner Organizations by DRC team (July 2015 to April 2016)

S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
1	To activate poultry farmers to continue & manage poultry farming effectively	GJJM, Chene	08/07/2015	27	<ul style="list-style-type: none"> * Poultry shed construction and its management * Poultry caring and management in different weather * Minimum and maximum no. of poultry birds and cost-benefit analysis
2	For monitoring and assessing the progress status of poultry farming	CBO: Makunda	01/08/2015	6	<ul style="list-style-type: none"> * Visited 6-units of poultry farming at Kurgi and Semra. * Suggested about the effective brooding system and control over mortality rate of poultry birds
3	Two-day Orientation Training on Strengthening of SHGs	SITARA, Gumla	20-21/08/2015	60	<ul style="list-style-type: none"> * Sharing among participants at Jokari village of Raidih block on different issues on Role and Responsibilities of SHG-leaders, different criteria of an effective SHG and its functioning process
4	Educational Exchange program	GJJM, Chene	26/08/2015	12	<ul style="list-style-type: none"> * Exposure visit to a group of students from Antwerp University, Belgium on Income Generating activities of Rural women.

S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
5	To monitor the progress status of Poultry farming and its financial status	CBO: Makunda	16/09/2015	6	* Visited 6-units of poultry farming at Kurgi & Semra and Checked the account management system.
6	Sharing about the poultry farming & the future program of project	GJJM, Chene	16/09/2015	12	* Facilitated meeting with staffs & poultry farmers and worked out the future program based on an ideal village besides different IGAs.
7	Raw material management & marketing affair on Poultry farming	Sarvada Dolda	01/10/2015	10	* Shared about the marketing during the visited of 10 -units Poultry farming at Dolda & Sarvada. Thereafter visited Khunti along with the 3-representatives of poultry farmers & had a meeting with supplier to solve the problem on marketing & raw materials management.
8	To monitor the Poultry training at Sarvada	Sarvada	07/10/2015	22	* Observed the fooding & lodging arrangement of 22-participants from Sarvada & Dolda and shared with Ms. Suman Kachhap, a poultry trainer about the training input of 7-days (7 th -13 th October, 2016)



S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
9	To Monitor the progress status of poultry at Semra	CBO-Makunda	14/10/2015	5	* Visited to see the poultry farmers of 4-units. Extended help to Ms. Balamdina, a poultry farmer to transfer the birds from unhygienic place to poultry shed & suggested to save the birds from pneumonia.
10	To transect and monitor the affected project area from the snow fall avalanche	CBO-GJJM	30/10/2015	25	<ul style="list-style-type: none"> * Visited different intervention points of project areas like poultry shed, fishery farming, vegetable cultivation, <i>semialata</i> lac cultivation, etc. * This unforeseen event had badly affected the livelihood activities of project area. Almost all the 23- farmers have lost their net annual income from lac cultivation on <i>semialata</i> plants & ber trees. * The DRC organized meeting with target groups to manage the crisis & decided to provide possible support either through the project or raising voice before govt. machinery.

S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
11	To facilitate the counseling process to finalize the target group for the sanitary Napkin promotion training	DMVK, Lalganj	04/12/2015	35	* 25- participants were finalized for the said training at society for Rural Industrialization (SRI) in 3- different batches. This trained team will care the health aspect of women and promote the production & marketing of sanitary napkin.
12	To orient the organization, "Society for Rural Industrialization (SRI)" towards the livelihood project	SRI, Bariatu	19/01/2016	01	* Sharing with Chief Executive Officer, SRI, Bariatu on the "Project- Enhancement of Livelihood Opportunities" depicting its origin, goal, objectives, staffing pattern and financial provisions.
13	To examine the updated status of project report	DMVK, Lalganj	22/01/2016	08	* Sharing with the project coordinator & staffs about the availability of present IGAs status of target groups so that the project can move forward smoothly from new year 2016. The reporting format was provided and it was discussed in detail.



S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
14	To rejuvenate the target group on Women Empowerment	CBO-Sarvada	30/01/2016	340	<ul style="list-style-type: none"> * Organized an Orientation workshop on women Empowerment at Sarvada where different SHGs-presented their performance status * The Assistant Director, XISS consolidated the program with a remarkable note – “the internal financial power of groups & credit utilization capacity of members only can lead towards the economic empowerment.”
15	To rejuvenate the target group on Women Empowerment	CBO-Dolda	06/02/2016	220	<ul style="list-style-type: none"> * Organized an Orientation workshop on women Empowerment at Sarvada where different SHGs-presented their performance status * Cooperative grocery Shop was assessed. It was suggested to do the financial appraisal of grocery shop and pay back the dues amount of SHGs.

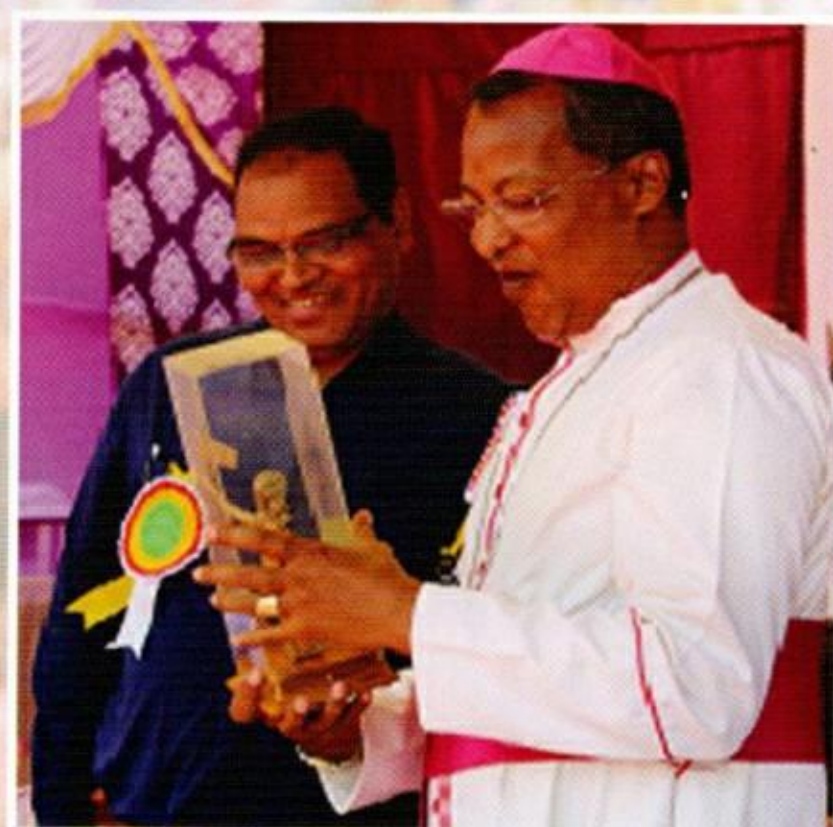
S. N.	Purpose of Visit	Visiting Place	Visiting Date	No. of Participants	Activities & Observations
16	Progress Review Meeting with project coordinator and staffs	SRI, Bariatu	10/02/2016	06	<p>* Only Coordinators and 2-promoters were present. The Base line survey & SHG accounts were asked to revise. It was instructed to submit the monthly progress report. Besides these the points of discussion were based on the "Roles & Responsibilities of project Coordinator & Project staffs' and also on "format on base line survey."</p>
17	To participate in the valedictory session of seven-day Skill Development Training on Poultry Farming	GJIM, Chene	17/02/2016	25	<p>* With a participatory process of question-answer, Ms. Suman Kachhap, a resource person summed up the training contents & its qualities.</p> <p>* Dr. Fr. Ranjit P. Toppo, S.J. Assistant Director, XISS, congratulated the participants for their overwhelming response & said that this is the indication of skill building and hoped the trainees at field level will be capable to face the challenges successfully as it is purely a technical part. Also he offered thanks to Ms. Suman Kachhap for her valuable contribution.</p>



Capacity Building Program conducted by DRC, XISS

S.N.	Program	Date	Venue	No. of Participants	Activities & Observations
1	Seven-day Skill Training on Poultry Farming	7-13 Oct.2015	CBO-Sarvada	22	Poultry shed management <ul style="list-style-type: none"> * Food & fodder * Disease & mode of treatment
2	Do	12-18 Feb.2016	GJJM Chene	20	<ul style="list-style-type: none"> * An effective brooding management to control the mortality rate of birds * Season wise caring & preventive measure in poultry caring * No. of Chicks as per the size of poultry shed & its effect
3	Three-day Training on Project Orientation & Reporting System	18-20 Feb.2016	SRI Bariatu	39	<ul style="list-style-type: none"> * Project Model & Conceptualization on Livelihood * Strengthening of SHGs- Structure, operational pattern * Characteristics of an Effective SHG * Base line Survey format & Methodology. * SHGs financial Reporting System * SHG-Bye laws & Group Practices * Project Structure and Roles & Responsibilities of Project Staffs

GLIMPSES OF MAHILA 'MAHA SAMMELAN' AT KHUNTI



AFFECTED POULTRY SHED & SEMIALATA LAC CULTIVATION PLANT DUE TO SNOWFALL





India Development Gateway Initiatives (InDG): Vikaspedia project is supported by the Department of Electronics and Information Technology (DIET), under Ministry of Communications and Information Technology. The project is monitored by C-DAC, Hyderabad.

- An initiative of Department of Electronics & Information Technology, Ministry of Communications and Information Technology, Government of India.
- Implemented by Centre for Development of Advanced Computing (C-DAC) at apex.

Vikaspedia is “a multilingual one-stop knowledge portal” that targets specific country needs for achieving an inclusive social development. It catalyzes the use of the Information and Communications Technology (ICT) for collaboration and harnessing the strength of collective wisdom for development.

Verticals

- Agriculture
- Health
- Education
- Social Welfare
- Energy
- e-Governance

Approach

- Platform that facilitates crowd sourcing of information and knowledge resources

- Use local languages to the extent possible for content delivery and services
- Symbiotic partnerships with stakeholders
- Linkages with other portals and initiatives of similar nature
- A delivery ecosystem with diverse stakeholders and dissemination media.

Xavier Institute of Social Service (XISSL) is a State Nodal Agency (SNA) for Vikaspedia in Jharkhand to work in the areas of regional content development in Hindi through building a network of volunteers and outreach.

As a SNA, XISSL has completed two and a half successful years of implementation of Vikaspedia project. Citing the accomplishments after completion of two and half years of the programme implementation, XISSL has performed in areas of outreach, sharing knowledge among development stakeholders- Government, NGOs and private sector and creation of content in six domains of Vikaspedia hindi portal.

Achievements as on Date

In two and half years of project period the SNA so far has created 12,301 pages in all domains. As State Nodal Agency, XISSL has followed well the Annual Work Plan in the focused areas for desired and relevant content generation. The given table shows details of content generation/ uploading so far :

Domains	Year 2013-14	Year 2014-15	Year 2015-16 (August 15-Feb 2016)	Cumulative Status
Agriculture	510	1037	1385	2932
Health	820	1176	902	2898
Education	309	891	797	1997
Social Welfare	351	1028	1568	2947
Energy	81	385	319	785
e-Governance	102	458	182	742
Total as on date pages uploaded to the portal	2173	4975	5153	12301

SNA XISS is catering to queries from pan India, and has been providing platform for interaction in larger context being a tool in current scenario for social change. Vikaspedia readers are participating actively in prominent portal features like commenting on existing portal interface, reflecting their views on discussion forum and giving their valuable feedbacks proactively.

SNA XISS has been sharing daily updates, videos, news, events through its Facebook page.

One could access and like the page for more information at <https://www.facebook.com/pages/Vikaspedia-Hindi/1408918432687610>

SNA XISS, has been publishing its monthly e-News bulletin covering prominent monthly activities, portal content uploading, content contributions and regional highlights. visitors could visit the page at <http://hi.vikaspedia.in/newsletter/NewsletterTheme view>

Updated news and events are being uploaded to the portal on a regular basis. visitors could



Vikaspedia training for Scholars from the Department of Tribal and Regional languages.



NSS Volunteers attending Vikaspedia session during Digital India workshop at Aryabhat Hall, Ranchi

get the news and events updates at <http://hi.vikaspedia.in/InDG>

SNA XISS has large following of readers on social media platforms where day to day new features of the portal are shared.

Outreach

Besides our regular portal activities SNA XISS, has special focus on active outreach activities across the State, catering to larger audience with an objective of wider coverage.

Outreach activities at a glance :

Become a Volunteer

Work for people of India for their development through providing knowledge and services.

An effort, as small as spending time sharing your experiences, can go a long way in bringing change in lives of many. Your TOP Contributions will be rewarded!

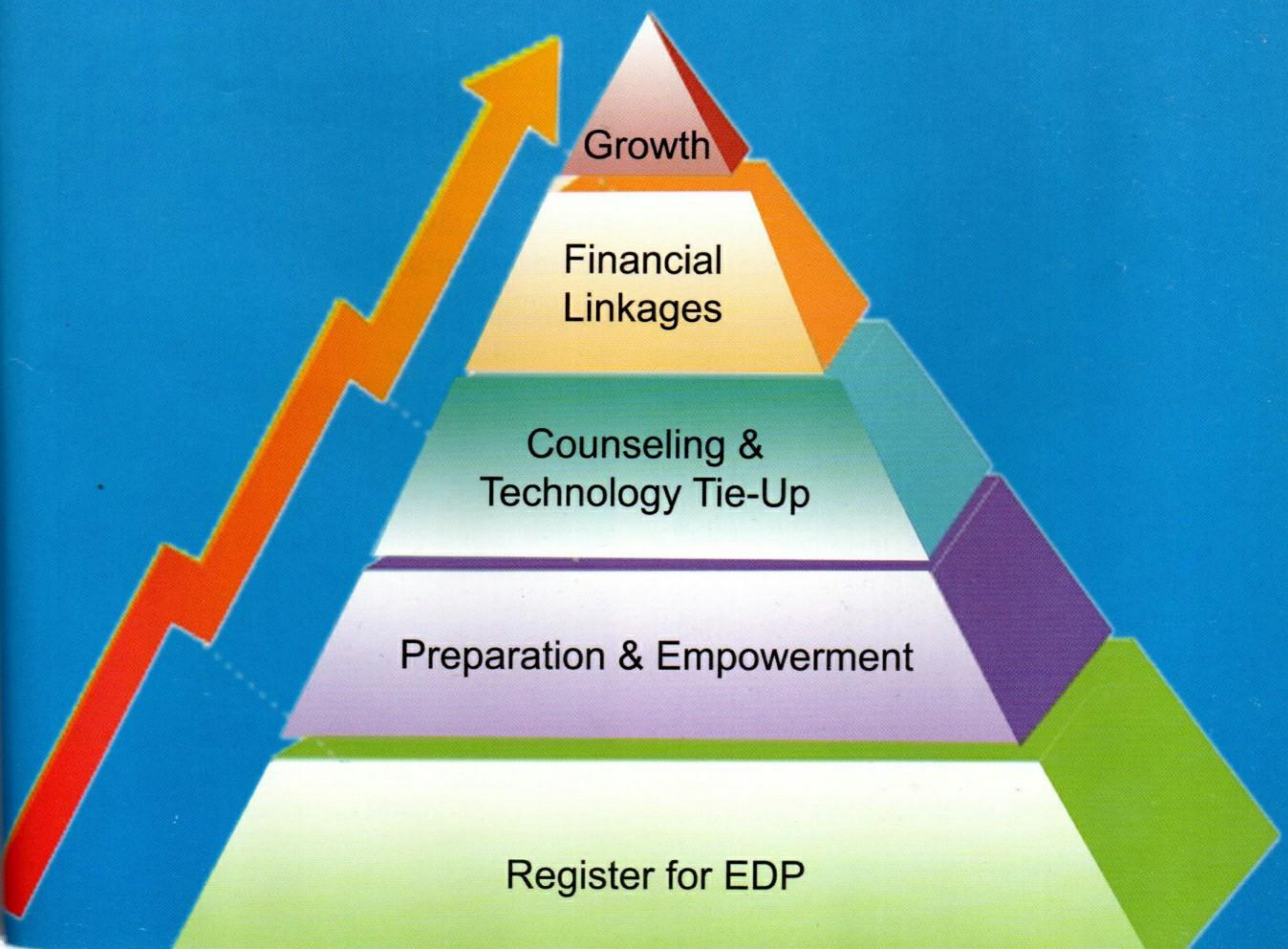
For more information log on to hi.vikaspedia.in



Trained CSCs Master trainers for Vikaspedia from across the state

DEPARTMENT OF ENTREPRENEURSHIP DEVELOPMENT PROGRAMS (EDP)

Harpreet Singh Ahluwalia
In-charge





Entrepreneurship Awareness Camp for the students of XIPT, Namkom.

It has been well established that the level of economic growth of a region to a large extent, depends on the level of entrepreneurial activities in that region. Large segment of the population, particularly in the industrially backward regions/rural areas are generally away from it. Therefore, there is a need to provide skill development and entrepreneurship development training to such people in order to mainstream them in the ongoing process of economic growth.

The majority of the people are living in rural areas drawing their livelihood from agriculture and allied sectors. The Government of India is striving to improve the economic and social conditions of rural population and non-farm sector through a host of measures including creation of productive employment opportunities based on optimal use of local raw materials and skills as well as by undertaking interventions aimed at improving supply chain, enhancing skills, upgrading technology, expanding markets and capacity building of the entrepreneurs/artisans and their groups/collectives.

Since 1974, the EDP department of the Institute has conducted more than 300 entrepreneurship and vocational training programs, in which more than 7500 persons participated. Department has witnessed glorious success in terms of number of direct and indirect jobs created and appreciations received.

Programs, Activities and Achievements

Mr Harpreet Singh Ahluwalia attended three days workshop on “*Capacity Building for the Youths*”, as **key resource person**, held during 19th to 21st June 2015, at Human Resource Development Centre (HRDC), GEL Church Compound, Ranchi, organized by the youth desk of United Evangelical Lutheran Churches of India (UELCI), Chennai.

Mr. Harpreet Singh Ahluwalia attended a program on 20th July 2015, at “अनुसूचित जनजाति कल्याण संघ”, Ranchi, as Chief Guest on the occasion of organisation’s 8th Foundation Day Celebrations.



Three days Workshop on "Capacity Building for the Youths"

Mr. Harpreet Singh Ahluwalia attended a workshop on "*NSDC partnership and Sector Skill Council affiliation and related issues*", organized by, Jharkhand Skill Development Mission at Hotel Green Acers on 20th August, 2015.

On 14th October, 2015, Mr. Harpreet Singh Ahluwalia along with Ms. M.N. Pushpa Kujur, attended a workshop on "*Special Provisions for Tribes on forthcoming State Budget, Financial year : 2016-17*". Workshop started after Inauguration of new building, "Dr Ramdayal Munda Tribal Welfare Research Centre" and "Skill Development Centre", Balihar Road, Morabadi, by Chief Minister Sri Raghubar Das. Smt Louis Marandi, Minister Welfare and Secretary Welfare were also present on the occasion along with other dignitaries.



*Discussion on Jharkhand State Budget,
Financial year 2016-17*



Mr. Harpreet Singh Ahluwalia along with Mr. Arif Hussain attended a two-day (19th and 20th November 2015) Regional Workshop on "*Rural Technology Action Group (RuTAG)*", organized by Indian Institute of Technology (IIT) Delhi, at Society for Rural Industrialisation, Bariatu, Ranchi. On Inaugural session, Dr. Fr Ranjit Toppo, S.J., was present as Chief Guest and shared his views on the topic, Rural Technology.



A Talk on Rural Technology

With a view to expose students as well as faculty members of academic institutions offering degree/diploma courses in Science and Technology to entrepreneurship as an alternative career, a three days Entrepreneurship Awareness Camp (EAC) was conducted by EDP department of the Institute from 7th to 9th January, 2016 for students of Xavier Institute of Polytechnic & Technology (XIPT).



Presentation of EDP, XISS

The Awareness Camp was conducted in the XIPT premises at Namkum which aimed at creating awareness among students about various facets of entrepreneurship while highlighting the merits of pursuing such a career option. About 220 students were exposed to different aspects of entrepreneurship, including opportunity guidance, services offered by agencies of support system, etc. The objective was to



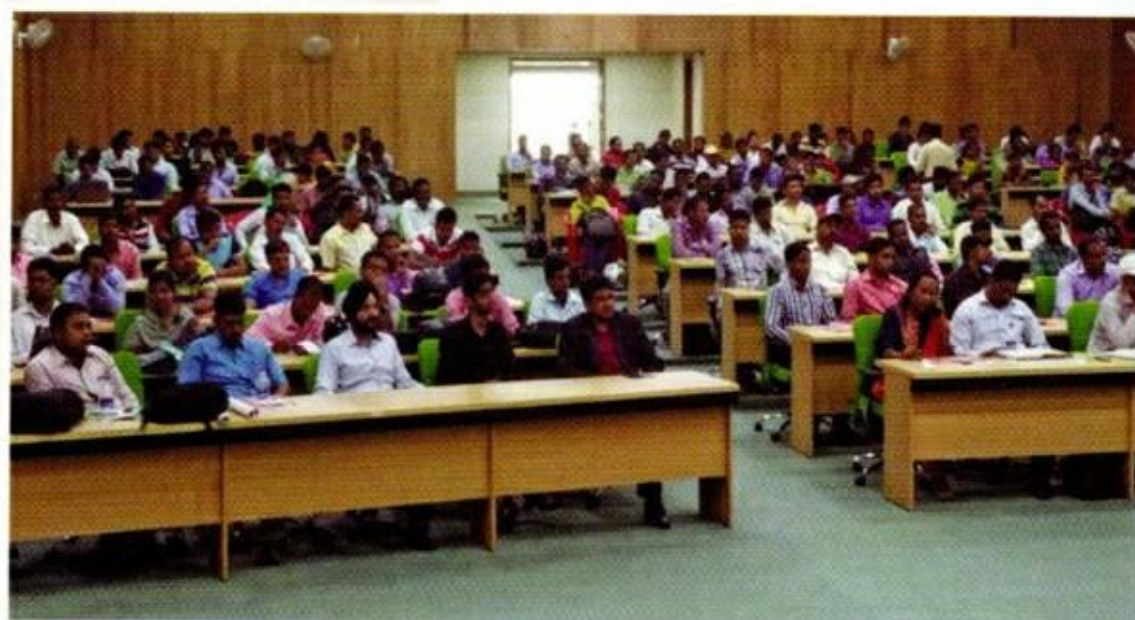
Awareness Camp at XIPT in progress



The students' group for the Awareness Camp at XIPT

create awareness among faculty and students about various facets of entrepreneurship as an alternative career option as also to highlight the merits of pursuing such an option. The program was sponsored by Department of Science and Technology, Government of India.

First and Second District level workshops on "Capacity Building and Entrepreneurship Development" for **Common Services Centres (CSC)** of Jharkhand state has been conducted at Town Hall Gumla and in the Project Bhawan and DC Office Hall of Ranchi district, from 25th to 27th Feb 2016 and 29th Feb to 2nd March 2016, for Gumla and Ranchi districts respectively. The workshop was organized by **CSC SPV, SKIPA, JAPIT and DeGS Ranchi.**



Capacity Building and Entrepreneurship Development, Ranchi

At Gumla the Workshop was inaugurated by the Deputy Commissioner of Gumla, Sh. Shrawan Sai and attended by the **DDC, SDO, EDM, XISS, UTL** district coordinator, Asst. Programmer and newly appointed two CSC district managers along with 128 Village Level Entrepreneurs (**VLEs**) of Gumla district.

At Ranchi the Workshop was inaugurated by the SDO and ADM Ranchi. It was attended by newly appointed 22 CSC district managers, **SKIPA, XISS, JAPIT, UTL** and 243 Village Level Entrepreneurs (**VLEs**) of Ranchi. Newly appointed CSC managers were also given training on the various services of CSC.



*Capacity Building and Entrepreneurship
Development, Gumla*

Harpreet Singh Ahluwalia, EDP Cell, XISS Ranchi delivered a motivational talk at Gumla and Ranchi, on “*Entrepreneurship skills*” among the Village Level Entrepreneurs (VLEs) and emphasized on the importance of service sector and delivering services online. He briefed VLEs on the characteristics / role of an Entrepreneur and how their business could be expanded by service portfolio management and innovation.



*Capacity Building and Entrepreneurship
Development, Ranchi*

Nomination as Nodal Officer & Member Regional Advisory Committee :

- A. The Government of Jharkhand has set up an Innovation Planning Monitoring



*Talk on, Capacity Building and Entrepreneurship
Development*

Unit at Sri Krishna Institute of Public Administration (SKIPA), Ranchi for identifying, documenting and spawning innovations/best practices for enhancing service delivery system in the State. For the smooth functioning of the unit a team of three professionals has been constituted. Mr. Harpreet Singh Ahluwalia was nominated and placed as Nodal Officer from our Institute in IPMU Team in August, 2015 for cross learning and sharing of innovative ideas related to Jharkhand.

- B. Central Board of Workers Education, working under Ministry of Labour and Employment, Government of India, provide Education and awareness among the workers of organized, unorganized and rural sector. The Regional Directorate has Regional Advisory Committee for Advice to implement workers education in the region. Mr. Harpreet Singh Ahluwalia, from our Institute has been nominated and accepted for two years, by the Board as Member, Regional Advisory Committee in December, 2015.



Proposed Programs

Sl. No.	Department	Course	Duration
1	Jharkhand State Tribal Co-operative Development Corporation (JSTCDC)	Electrical	3.5 Months
		Electronics	3 Months
		Information & Communication	3 Months
2	Department of Welfare, Govt. of Jharkhand	Teachers' Training Program	2 Weeks
3	Jharkhand State Scheduled Caste Development Corporation (JSSCDC)	Mobile Handset Repair and Maintenance	6 Months
		Diploma in Computer Application	1 Year
4	Department of Science and Technology, Govt of India	Faculty Development Programs (Two)	2 Weeks

The way ahead is very challenging, the department therefore is continuously updating itself for future activities and achievements.



WOMEN HELPLINE RANCHI

**"An emergency toll free Phone Service" 10921
(A Scheme of Dept. of Social Welfare, Women and Child Development,
Government of Jharkhand)**

Sanjay Kumar Verma
Chief Programme Coordinator



The violation of women's fundamental rights through physical, mental, emotional and sexual violence have become almost common in the Indian context. Violence against women has taken particularly acute forms in circumstances where populations are already marginalized.

Domestic violence, sexual abuse and property related or witchcraft related atrocities including trafficking, eve-teasing, kidnapping and cruelty to women are driving them to commit suicide. Other forms of murder like female feticide and female infanticide are no less inhuman. As is well-known, reporting of such cases is very poor generally for fear of social stigma, poverty of parents, and lack of evidence and so on. Although violence against women is a global problem, it is yet to be recognized as an issue of human rights abuse.

Women Help Line which provides a combination of organised intervention and operates in a women-friendly environment and which has worked well in many other parts of the country

is one of the key solutions to address this critical issue. Women Help Line provides a platform for women to report and register the atrocities committed against them, and seek help and justice. Her accessibility to toll free phone 10921 help Women Helpline to provide emergency services to distress women and outreach services to suffering women. It provides counseling and medical services to women and families that are victim of discords. In case of violence, Women Help Line provides crisis intervention and in those cases where reconciliation is not possible the Women Help Line offers legal referral or rehabilitative services and provides short stay shelter for women in need. It facilitates reporting the case to police and follow-up of the cases.

Women Help Line, a joint effort of Department of Social Welfare, Women & Child Development, Govt. of Jharkhand and Xavier Institute of Social Service (XISS), Ranchi has set up Women Help Line to reach out more effectively to women who suffered atrocities.

The Operational Strategy of Women Help Line



is that when a call comes into the HELPLINE centre it is attended by one of the team members who work in shifts. This will ensure that the calls coming in are attended to, all 24-hrs at the phone-receiving centre. Depending on the nature of the call, the team member will respond to it effectively. This response could be by going to meet with the woman first and then linking her to medical help, shelter, repatriation, rescue from abuse or even intensive counseling and legal advice, as the requirement of the case may be.

The various kinds of interventions that Women Help Line performs in course of their action are :

1. **Counselling** : Most of the cases that we come across are about the decisions that are taken in very adverse conditions. So, these cases need to be settled down with a cool mind and ease. Sometimes women are either thrown out of their homes by their husbands or parents. Through counseling Women Help Line tries to bring about a compromise if possible. Also the background of each and every case is looked into so that there are no adverse effects. If at all there are any, they are removed through a series of counseling sessions. The objective is to provide preventive and rehabilitative services to women and children who are victims of atrocities and exploitation, by providing counseling services and referral facilities like free legal aid, short stay, medical treatment and vocational training. When any of the women have been sent back to their homes after counseling it is very important that a follow-up be done. This makes the women feel secured and also if any other case comes up
2. **Medical aid** : The cases that we come across are cases like rape, injuries, physical assault, etc, so before doing anything, the patient has to be attended and given medical aid. Women Help Line refers cases to the Sadar hospital, RINPAS and RIMS where they are provided with necessary attention and care and some times referrals are also done in some serious cases. All the necessary expenses incurred during treatment are taken care of by the Women Help Line.
3. **Free Legal Aid** : All the family problems which are taken to the court and all the legal proceedings required are done by WHL. Some cases are taken to the family court to do "out of court" settlement. This is done so that the poor people are out of the problems and also they get these aids on time. There are some cases which are settled by mere advising to the people on how to go about it. Seeing the current situation, we all know how expensive it is to hire an advocate for one self to handle the cases. So people prefer coming to Women Help Line and getting free legal aid.
4. **Temporary Shelter** : These are for women who do not have any place/home to go. The cases that we deal with are for instance, girls who run away from home and then rescued. Under such circumstances they are kept in these shelter homes till they are handed over to their parents. Some mentally disturbed or homeless



xiss

women are also brought who are kept in Women Help Line till they are not transferred to resource organisation. Some married women don't want to go back due to the sexual or physical assault at their home by their family members; in that case they are allowed to stay till they are mentally prepared to take another step.

For the publicity and awareness of this program every month Outreach activities and Open houses are being organized in different urban slum and rural areas where as girls' schools and women's colleges are also focused to reach out to large segment of female population of Ranchi district.

Women Help Line in Action



The 4th Women Help Line Advisory Board Meeting was held on 2nd September, 2015 and was organised under the chairmanship of Shri Manoj Kumar, IAS, Deputy Commissioner, Ranchi. This Meeting was attended by various officials of allied system and NGOs. The meeting started with a brief presentation on the activities conducted by Women Help Line, Ranchi between the period April, 2015 to August, 2015. Agenda of the meeting was support in publicity of Women Help Line, provision for short stay homes for women, support of police required in sensitive cases, increase in salary of women helpline team members, etc.



Women Help Line organized two days In-house training program for capacity building, enhancement of knowledge, skills and attitude of team members, coordinators and volunteers of Women Help Line on 22nd September and 23rd September, 2015. The Resource Persons for this training were Ms. Santa Surin, Social Activist, Dr. M.H.Ansari, HOD, Rural Management XISS, Dr. Subodh Kumar, Former Resident RINPAS, Mr. Vinod Kr. Singh, Advocate, High Court, Mrs. Manjula Upadhyay, Advocate, High Court, Jharkhand, Fr. Dr. Ranjit P.Toppo S.J. Asst. Director, XISS, Mr. Sanjay Kr. Verma, Chief Programme Coordinator, Women Help Line and Ms Vidyawati Kumari, City Coordinator, Women Help Line. Coverage areas were Domestic Violence, Women related laws, Anti Trafficking, Commercial sexual exploitation, Shelter Related, Medical cases, Police assistance, Case Interventions, Lectures, Discussions and presentation to help the participants to understand the topics.



Audience during Resource Organization Meet

Monthly meetings were organized with team members and volunteers to share their experiences in case interventions and problems faced. Women Help Line organized such meetings to review the performance and coordination in case interventions.

Resource organizations' meeting was organized on 29th January 2016 in which Dr. Jay Prakash, Professor, RINPAS, was the Chief Guest and Mrs. Amita Ekka, Incharge probation home, Jharkhand was Guest of Honour of the session. Sister Jema, Mrs. Manjula Upadhyay, Advocate,

High Court, Jharkhand, Our Asst. Director Fr. Ranjit P. Toppo S.J., Mr. Sanjay Kr. Verma, Chief Programme Coordinator, Women Help Line, Ms. Vidyawati Kumari, City Coordinator, Women Help Line, were participated in it and presence of secretaries of NGOs (**Resource organizations**) made this meeting more meaningful and effective.

For more publicity and awareness of this program like every year monthly **Outreach** activities and **Open houses** are being organized in different urban slum and rural areas of Ranchi town.

WOMEN HELP LINE

Status of phone calls from 1st April, 2015 to 29th March, 2016

Area wise status of Phone Calls/Visits and Cases Registered

Category	Central Ranchi	South Ranchi	North Ranchi	West Ranchi	East Ranchi	Other District	Other State	Total
Phone Calls/Visit	75	29	60	32	85	68	18	367
Case Intervention	41	17	33	25	53	31	10	210
Case Settled	26	07	17	14	30	16	07	117
Case Closed	13	04	10	05	12	08	01	53
Under Process	02	06	06	06	11	07	02	40

1(A) Category wise Phone Calls/Visits

Case Registered	Enquiry	Administrative	Blank Calls	Total
210	367	15	0	592

(B) Category wise Cases Registered

S. No.	Category	No. of Cases
1.	Sexual Abuse	27
2.	Domestic Violence	107
3.	Medical	0
4.	For Help	36
5.	Marriage related	0
6.	Missing	16
7.	Trafficking	1

S. No.	Category	No. of Cases
8.	Maintenance	3
9.	Bigamy	5
10.	Chiting	0
11.	Witch Craft	01
12.	Torture	01
13.	Old age pension	0
14.	Property related	5

S. No.	Category	No. of Cases
15	Legal Advice & Guidance	08
16	Love Affair	1
	Total	210

(C) Thana, District and State -wise status of case interventions

S. No.	Area	Name / Thana	No. of cases
1.	Ranchi Urban	Jagannathpur	05
2.		Lalpur	12
3.		Kotwali	0
4.		Bariatu	08
5.		Gonda	01
6.		Doranda	09
7.		Argora	04
8.		Dhurwa	01
9.		Lower Bazar	19
10.		Hatia	04
11.		Sadar	15
12.		Sukhdeo Nagar	09
13.		Chutia	13
14.		Hindpiri	0
15.	Ranchi Rural	Bero	03
16.		Tatisilwai	06
17.		Namkum	31
18.		Bundu & Tamar	05
19.		Ratu	05
20.		Nagri	02
21.		Mander	03
22.		Kanke	04
23.		Chanho	02
24.		Angara	02
25.		Sonahatu	01
26.		Itki	01
27.		Pithoria	04
28.		Khalari & Burmu	0
29.		Ormanjhi	03
30.		Lapung	0
31.	Other District	Khunti	07

S. No.	Area	Name / Thana	No. of cases
32.		Gumla	05
33.		Simdega	01
34.		Hazaribagh	03
35.		Bokaro	01
36.		Ramgarh	04
37.		Dhanbad	01
38.		Deoghar	01
39.		Daltanganj	0
40.		Latehar	0
41.		Jamshedpur	0
42.		East Singhbhum	02
43.		Lohardaga	02
44.		Godda	0
45.	Other State	Bihar	04
46.		Orissa	03
47.		West Bangal	01
48.		Chattisgarh	03
	Total		210

(D) Block-Wise status of case interventions

S. No.	Blocks	No. of cases
1.	Bundu	07
2.	Ratu	04
3.	Angara	03
4.	Kanke	07
5.	Khijri	39
6.	Sonahatu	0
7.	Chanho	02
8.	Burmu	0
9.	Bero	04
10.	Ormanjhi	03
11.	Mandar	04
12.	Khelari	0
13.	Lapung	0
14.	Karra	02
15.	Itki	0
16.	Nagri	02
	Total	77



CASE STUDY-1

Ms. Razia Begum – Medical Help

A person named Md. Azad informed Women Helpline that a woman was lying unconscious in the water drain and it seemed as if she was dead because there were flies all over her body. On receiving these descriptions and addresses our team members went to the site. The situation was really pathetic. With lots of efforts she could be carried to the Sadar hospital. Nobody was willing to touch her body but our committed team members did that. The woman was still alive and breathing. The members convinced a rickshaw puller to help them wrap the lady with sack and brought her to the hospital. Everything needed at that moment to help her survive was done. New clothes were given to her and she was under treatment and close observation for the whole night. She was medicated and given saline drip continuously. Next day she was in a position to speak to the team members.

She informed that she was Razia Begum (60 yrs old) from Jalpaiguri. She was brought to this place by her brother-in-law Shahdat Ali. When she was coming she had Rs. 2000/- with her but her brother-in-law snatched her money and thrashed her so badly that she fainted. After that she hardly remembered of how she reached the place and found lying in an unconscious state. Next day this news was flashed with her photo in all the local newspapers. After seeing the newspaper her brother-in-law came to our office to claim and take her away but Razia refused to go with him. And Women Helpline also denied handing Razia to her brother-in-law. Then after getting address from Razia, concerned thana of Jalpaiguri was contacted. Police in charge of the thana was provided with the information about Razia and her family members. Her family became very happy to know about their mother Razia who was in the Women Helpline.

Her family had lost hope that she would come back to her house. Her two sons turned up to Women Helpline and met with her mother. The scene of children meeting their mother was very emotional. They thanked God and Women Helpline with whose effort their mother was still alive and with them. Razia was taken back her sons to Jalpaiguri – her home town, and her family was very happy as now their mother is with them.

CASE STUDY - 2

Lalita Vishwakarma (F/27 years) – Prevented from being Trafficked

Lalita Vishwakarma was a resident of the village Kakar Bheeta in Nepal. She was found loitering in the Ranchi Railway Station on 7th August, 2012 by the railway police. On 8th August, 2012 she was brought to Women Help Line wherein through counselling they got to know that she had come from Nepal to Gujarat in search of some job. During the course of her job, she had developed intimacy with one of her colleagues, named Ram Sahran Yadav, with whom she got married three months ago in Gujarat only and later on they moved to Delhi. On 6th of August, 2012, Ram boarded the train to Jharkhand with Lalita and informed her that he is taking her to his village Thali in Bihar in Nawada district. But in the middle of the journey next day Ram disappeared from the train and also switched off his cell phone. Lalita was shocked by her husband's act and in tension, she started loitering on the Ranchi platform where railway police saw her and brought her to the Women Help Line on 9th of August, 2012.

Intervention Approach

Lalita was given counselling by one of the counsellors in the Women Help Line. During counselling, they came to know that her parents were no more and she is having three

**xiss**

brothers namely Shitay Vishwakarma, Rajan Vishwakarma, Govind Vishwakarma, who were living in Nepal and now she wanted to go back to them. So with the help of Social Welfare Department she was repatriated to her country Nepal. And now she is living happily with her family members. She is always thankful to the Women Helpline team for helping her out from the bad situation.

Way Forward....

Poverty, greed for more dowry, lack of trust between intimate partners, illiteracy among women, low status of women in society, etc. are the major factors behind the domestic violence against women. In fact, violence cannot be viewed in isolation from the status of women in the society. Violence is not merely a psychological, emotional, and sociological problem but it has strong socio-economic

dimensions also. Therefore, what is required is not only a strong legal support network but also the backing by opportunities for economic independence, essential education and awareness, alternative accommodation and a change in attitude and mind-set of society, judiciary, legislature, executives, men and most importantly women herself. It is also desirable to promote services of Women Helpline and legal literacy and to give greater publicity to existing legal provisions.

Women Help Line creates an environment to enable women to be able to lead a life of self-confidence and dignity without fear or pressure.

Women Help Line is always grateful to Fr. Dr. Alexius Ekka S.J. Director, XISS and Fr. Dr. Ranjit P. Toppo S.J. Asst. Director, XISS for their guidance and support in all the activities of this programme.



CHILDLINE, RANCHI

(CARE AND PROTECTION OF CHILD)

1098 TELE HELPLINE

"AN EMERGENCY TOLL FREE PHONE OUTREACH SERVICE" 1098

(A programme of Ministry for Women and Child Development, Government of India)

(Facilitated by : Childline India Foundation)

Sanjay Kumar Verma
Chief Programme Coordinator



Awareness Programme – Open House

A child is anyone under 18 years of age. The Constitution of India has special provisions for children guaranteed through Fundamental Rights and Directive Principles (e.g. Article 15(3), Article 21A, Article 23, Article 24, Article 39(e & f), Article 45 and Article 51A). National Policy for children 1974, National Charter for Children 2004, National plan of action for Children 2005 and National commission for protection of Child Rights 2006 are some of the government's initiatives realizing Child rights and Child Protection. India is a signatory to the international conventions like CRC and ILO Convention. The UN Convention on Rights of Child (CRC1989) outlines the fundamental rights of children including the right to be protected from all forms of abuse and exploitation and physical and mental violence. The child protection is crucial to ensuring that children have the rights, confidence and environment in which they can make choices, express their views and communicate effectively

with other children and adults. Children cannot become empowered change agents to improve their lives and that of their families and communities if they are not safeguarded from abuse, discrimination and harm of any kind, be it physical, sexual, emotional or neglect.

The ongoing support from people has helped Childline Ranchi to assist many children in crises. With this constant encouragement we continue to strive to improve the situation of children in India. Call traffic increased by 60% over the previous year. Cases grew ever more complex, demanding far greater knowledge and expertise from our team especially in legal and psycho-social domains.

Besides our core services, responding to calls to 1098 with information, advice, emotional support and physical intervention, Childline focuses on enhancing the reach and effectiveness of the Integrated Child Protection Scheme (ICPS) through various workshops and

in-house training programmes including our partners, other NGOs and community based organizations, the police, members of Child Welfare Committee, Child Labour Task Forces, Anti- Human Trafficking Units, Child Protection Units at district and state levels, ICDS workers and advocates.

Despite all this, we are deeply conscious that much more remains to be accomplished if we are to meet our goal of ensuring every child is protected from abuse, exploitation and discrimination and can be reached out for protection and rehabilitation.

CHILDLINE – 1098 Service in Jharkhand



Presently CHILDLINE – 1098 service is operational in 8 districts of Jharkhand namely – Ranchi, Dhanbad, Pakur, Deoghar, Gumla, Palamau, Hazaribagh and Chaibasa. The CHILDLINE Ranchi is an Urban model and is operational since 2001.

CHILDLINE Ranchi



CHILDLINE Ranchi is an urban model of 1098 service and is delivering the said services through three partner organizations in the district. This Network has consistently worked towards addressing the child protection need of children since last 15 years. The efforts of the network have impacted policy decisions at district, state and national level. Our Institute is the nodal organization to look after the overall functioning like – Documentation, City advisory board meeting,

Training, Research, Review of case intervention, etc., where as collaborating organization takes care of case intervention and CSS support organization provides necessary support in case intervention to collaboration CHILDLINE, Ranchi team consists of City coordinator, Centre coordinator, Counselor, team members and volunteers.

CHILDLINE, Ranchi 1098 functions as a three tier structure comprising of :

NODAL ORGANIZATION

(*Xavier Institute of Social Service, Ranchi*)



Case Intervention Unit

(National Domestic Workers Welfare Trust)



Support Organisation

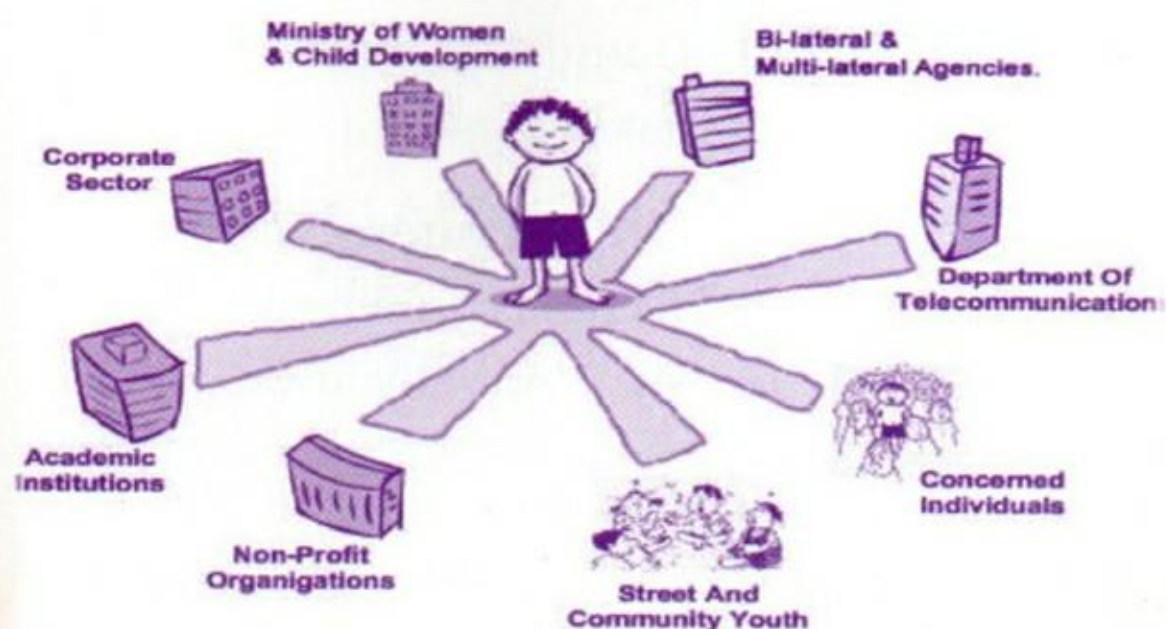
(Chotanagpur Sanskritik Sangh, Dibadih)



Resource Organization

(Service Provider)

Every city, where the **CHILDLINE** service is functioning, has a similar structure (**Urban Model**), as well as a uniform process in which it assesses the needs of the children, develops a resource directory of organizations in the city, ensures that the phones are ringing and provides training to the new team member. **CHILDLINE** functions through a network of NGOs, academic institutions, the corporate sector and the allied systems.



The key stakeholders in the CHILDLINE model at each city/district are :

- **CHILDLINE** Advisory Board (CAB) comprises of senior level functionaries from the allied systems, NGOs, concerned individuals, media, etc. The CAB reviews information received by local CHILDLINES from children collated at Open House sessions. The CAB ensures that all allied systems and stakeholder organizations are actively involved in Child Protection in their respective cities. **CHILDLINE** Advisory Board (CAB) meeting is due and is likely going to be organized in the last week of March, 2016. Confirmation of date of this meeting has to come from DC office, Ranchi.
- The Nodal Organization is mostly, though not always, an academic institution which ensures coordination, training, research, documentation, awareness and advocacy.
- The Case Intervention Unit, is the 24-hour service for children, which responds to the calls on 1098, provides emergency intervention if required, links the children to the services for ultimate rehabilitation, conducts awareness and outreach program and documents every call that comes into **CHILDLINE** and the intervention or follow up that is done.
- The Support Organization (CSS), responds to calls referred by the collaborative organization and conducts awareness and outreach programs.
- The Resource Organizations act as

referral centers for **CHILDLINE**. They also participate in outreach and awareness program for **CHILDLINE**.

CHILDLINE Programme has been functioning since 2001 in Ranchi City. Childline India Foundation (CIF) expects the city to exhibit sincere functioning and implementation of CHILDLINE activities. And Xavier Institute of Social Service is acting as Nodal Agency since the pre inception of the program in Ranchi City. Numbers of partners to the program have changed but the status and role of Xavier Institute of Social Service (XISS) has never changed. And maintaining this role is altogether a challenging task.

Services Provided by Childline, Ranchi OPEN HOUSE



Awareness Programme with Railways

In Open Houses Children are involved for evaluating the CHILDLINE service. It is a platform for children to express opinions,



"Friendship Band" tied to Principal Secretary, Social Welfare under Awareness Programme



Resource Organization Meet at XISS

give suggestions, address conflicts and give feedbacks. Thus giving children the authority to judge a situation and decide a verdict or determine a course of action in relation to a problem. This helps not only in giving insights for improving the service, but also in building a relationship of trust with the children.

In the present Financial Year 2015-16 CHILDLINE Ranchi has conducted 24 Open House Programmes. We had ensured that the Ward Member of particular areas attended this programme; other than these members from local SHGs and also other stakeholders were also called in these programmes through formal invitation. **The issues raised by children in open house are :**

- Child Labour
- Missing children
- Prevalence of school drop-out.
- Substance abuse among children



Open House in a Government School, Ranchi

- Problem of sanitation and safe drinking water at school
- Lack of drinking water facilities
- Parents asking for help

Out-reach and Awareness Strategies

CHILDLINE's success is measured not just by the number of calls in a city / district but also by the levels of awareness. CHILDLINE awareness strategies aim at empowering children to dial 1098 when in crisis, building partnerships across society where each one has a role to play in protecting children and advocating for children.

CHILDLINE team has conducted more than 361 of outreach and awareness programmes in the financial year 2015-16. Out of 335 cases, 185 cases have been received from outreach.

Month	Numbers of Outreach Conducted
April, 2015	45
May, 2015	31
June, 2015	29
July, 2015	22
August, 2015	29
September, 2015	21
October, 2015	37
November, 2015	26
December, 2015	47
January, 2016	36
February, 2016	38

The 7th City Advisory Board Meeting of Childline, Ranchi was held on 2nd September, 2015 and was organised under the chairmanship of Shri Manoj Kumar, IAS, Deputy Commissioner, Ranchi. This Meeting was attended by various officials of allied system and NGOs. The meeting started with a brief presentation on the activities conducted by Childline, Ranchi between the periods April, 2015 to August, 2015.



Childline Advisory Board Meeting with DC, Ranchi

Training Programme

1. TRAINING conducted by CHILDLINE Ranchi

Particulars	Topic	Date / Period	Organized by	Members Participated
01	Child Rights and child related issue	23.04.15, & 24.04.15	Nodal Org. (XISS)	Coordinators, Team members and Volunteers (CHILDLINE)
02	Child related Issue: Substance abuse, child labour, trafficking.....	14th & 15th September 2015	XISS	Coordinators, Team members and Volunteers (CHILDLINE)

2. TRAINING conducted by CHILDLINE India Foundation

Particulars	Topic	Date / Period	Organized by	Members Participated
01	Coordinators meet	18.08.15	CIF	03
02	Team member-Volunteers Meet	19.08.15	CIF	14

In-House Training Program : In-house training is for capacity building and learning opportunities for Coordinators, Team members and Volunteers of CHILDLINE team.

Sr. No	Date	Issues	No. of participants	Venue
	23 rd & 24 th April 2015	Child Rights	14	XISS
	14 th & 15 th September 2015	Child related Issue: Substance abuse, child labour, trafficking.....	14	XISS



Meeting of Coordinators, Team members and Volunteers

Sr. No.	Month	Dates	Type of Meeting	Agenda
1.	April 2015	04.04.2015	Weekly and monthly Meeting with Team Members and volunteers	<ul style="list-style-type: none"> ● City Action Plan ● Duty Plan ● Review of Previous Meeting ● Case Intervention ● Outreach Plan ● Open House ● Special Program ● Problem faced by Team Members
		10.04.2015		
		18.04.2015		
		27.04.2015		
2.	May 2015	05.05.2015	-Do-	<ul style="list-style-type: none"> ● Review of previous Meeting ● Case Intervention of new cases ● Entry of new cases to CCC ● Open House ● Outreach & Phone Testing ● Special Programme ● Placing of Kit ● Documentation ● Group Outreach ● Problem faced by team member ● City Action Plan ● Any other
		15.05.2015		
		23.05.2015		
		29.05.2015		
3.	July, 2015	03.07.2015	-Do-	<ul style="list-style-type: none"> ● Review of previous meeting ● New case intervention ● Open house ● Phone Testing/Booth survey ● Documentation
		11.07.2015		
		17.07.2015		
		31.07.2015		



Sr. No.	Month	Dates	Type of Meeting	Agenda
4.	August, 2015	04.08.2015	-Do-	<ul style="list-style-type: none"> ● Review of previous meeting ● Duty plan ● Action plan as per Ward No ● Case Intervention ● Open House ● Special Programme ● Documentation ● Any other
		14.08.2015		
		22.08.2015		
		29.08.2015		
5.	September, 2015	05.09.2015	-Do-	<ul style="list-style-type: none"> ● Review of previous meeting ● Duty plan ● Action plan as per Ward No ● Case Intervention ● Open House ● Special Programme ● Documentation.
		11.09.2015		
		19.09.2015		
		30.09.2015		
6.	December, 2015	05.12.2015	-Do-	<ul style="list-style-type: none"> ● Individual case file and documentation ● Review of the cases and discussion about the protocol ● Follow up and counseling of the cases ● Review of the pending cases ● Preparing Action plan for the next week
		11.12.2015		
		19.12.2015		
		21.12.2015		

Sr. No.	Month	Dates	Type of Meeting	Agenda
7.	January 2016	09.01.2016 15.01.2016 23.01.2016 29.01.2016	-Do-	<ul style="list-style-type: none"> ● Individual case file and documentation ● Review of the cases and discussion about the progress ● Follow up and counseling of the cases ● Review of the pending cases , ● discussion on Feedback by CIF (Net-visit, MPR) ● Preparing Action plan for the next week
8.	February, 16	09.02.2016	Meeting with team Members	<ul style="list-style-type: none"> ● Individual case file and documentation ● Review of the cases and discussion about the progress ● Follow up and counseling of the cases ● Review of the pending cases , ● Comments from IG (CID) regarding CHIDLINE ● Preparing Action plan for the next week

Meetings, Seminars and Workshops attended by Coordinators and Team members

Sr. No.	Particulars	Topic	Date	Organized by	Members Participated
1.	Workshop	Stop child labour	12.06.15	SCPCR, Plan India, BKS, Save the children....	City coordinator, Support coordinator & team members....
2	Special program	Childline se Dosti week (CSD)	20.11.15	Childline, Ranchi	City coordinator, Center coordinator, Support coordinator, Railway coordinator, team members & Volunteers.....
3.	Baadiutsav	Child right festival	17.01.16	Pratigya NGO	Support coordinator & team members.....
4.	Workshop	Round table discussion	09.02.16	NCPCR	City coordinator,



Category wise cases registered

April, 2015 till February, 2016

Sl. No.	Category	Total
1.	Restoration	109
2.	Shelter	16
3.	Missing	37
	Child lost	
	Parents Asking Help	
4.	Medical support	08
5.	Protection from Abuse	110
6.	Emotional support & Guidance	0
7.	Sponsorship	10
8.	Referred by other childline	19
9.	Conflict with law	01
10.	Unclassified	25
	Total	335

A family is the natural environment for the survival, protection and development of the child. Every child, by virtue of being a child is entitled to a caring and protective family environment. The absence of such an environment is a denial of the rights of a child. In general, children without family carers are those who have been separated from parents and family such as destitute, abandoned, lost/missing from family, street children, or who are victims of trafficking and child labour. According to government estimates there are a large proportion of children living without parental support but exact figures for those children are not available.

Way Forward...

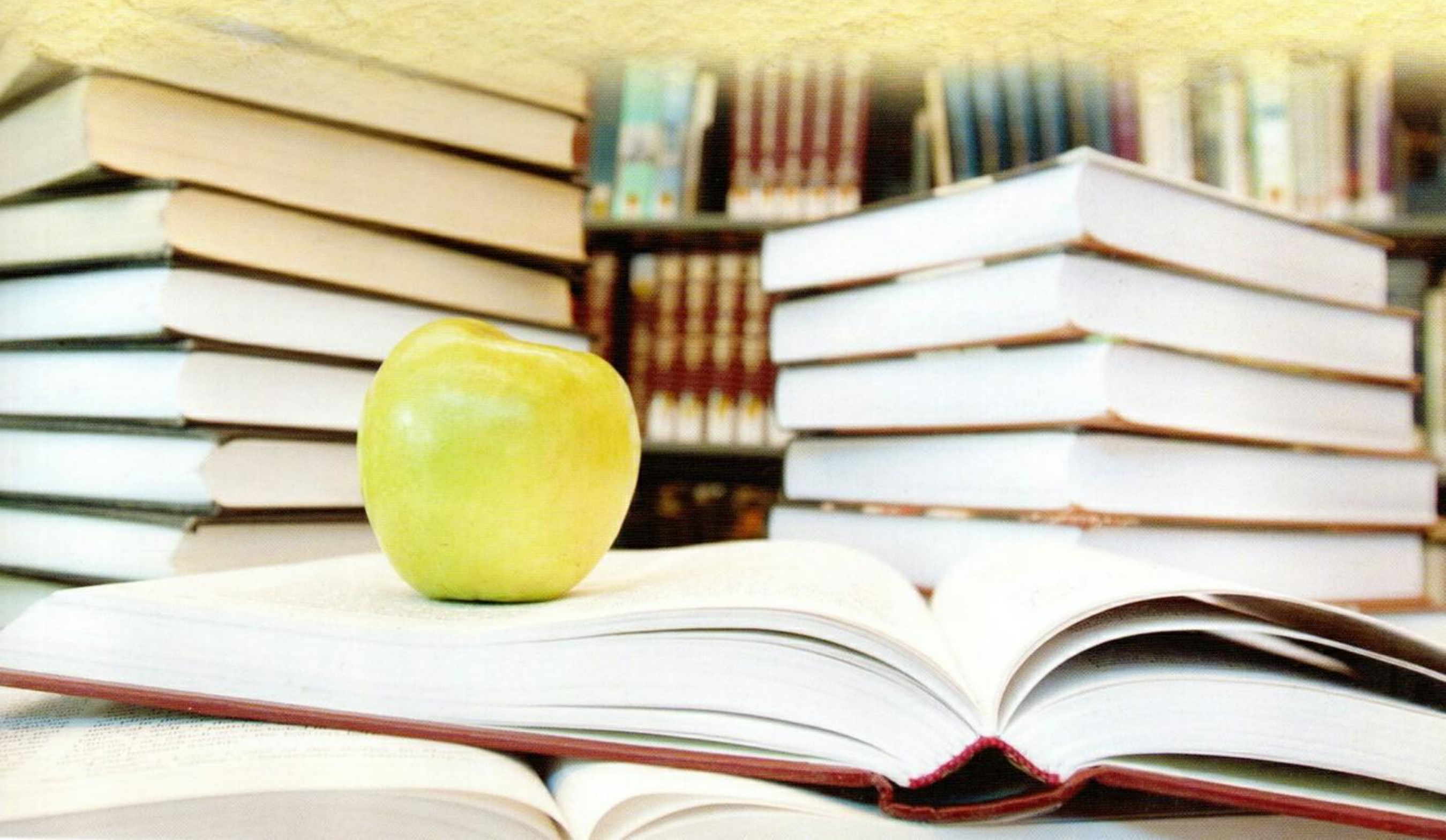
CHILDLINE has thus evolved into a partnership

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

Team of **CHILDLINE**, Ranchi is always grateful to Fr. Dr. Alexius Ekka S.J. Director, XISS and Fr. Dr. Ranjit P.Toppo S.J. Asst. Director, XISS for their valuable guidance and support in all the affairs of this programme.

ICSSR SENIOR RESEARCH FELLOWSHIP

Prof. (Dr.) Anirudh Prasad
Senior Research Fellow, ICSSR



Dr. Anirudh Prasad has been awarded with this prestigious fellowship for his outstanding contributions in the field of social science research and quality research publications. This has been awarded by the Council of Social Science Research (Ministry of Human Resource Development), Government of India to conduct an outstanding work independently on commons and poverty and their link with social capital. Dr. Prasad has joined this fellowship on the 1st of May, 2014 at XISS.

The progress that has been made during the period (1.5.2015 to 31.03.2016) is as follows :

1. Progress of Research Work

(i) Designing the research study; (ii) Making the literature review on the subject; (iii) Formulated fieldwork methodologies in Jharkhand; (iv) Testing the design by the pilot study; (v) Selection of research villages for the comprehensive study; (vi) visited sampled villages of Deoghar and Ranchi districts for data collection; and (vii) writing of the first draft of the report on the basis of data thus collected.

2. Special Lectures Delivered

- (i) Delivered a lecture on "What is Village Planning and how it is Formulated?" among the Chief General Managers/ General Managers of the Coal India Ltd. under the Advanced Management Programme 2014 at the Indian Institute of Coal Management (IICM), Ranchi on 16th April, 2015.
- (ii) Delivered a Special Lecture on "Community Institutions and Collective Action" at the Indian Institute of Coal Management (IICM), Ranchi on 19th August, 2015.

3. Publications

Book

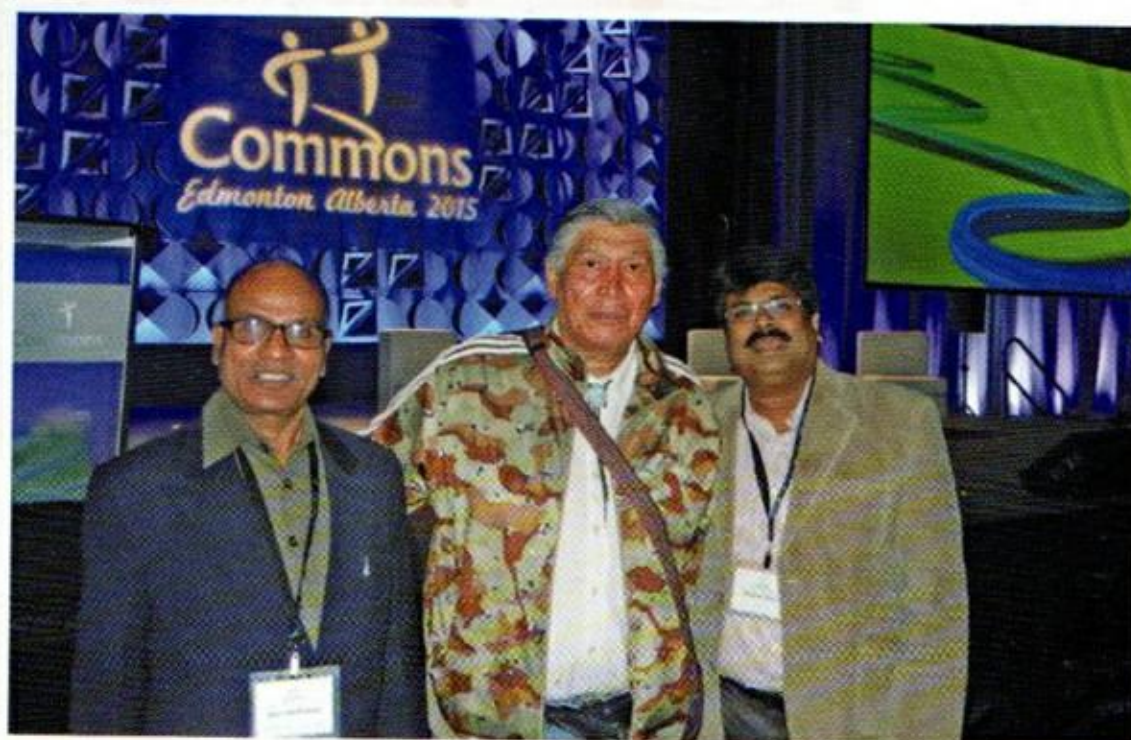
- (i) Prasad, A. & Kumar, S. (2016). *Beyond business-Mapping the CSR and sustainable development initiatives of Tata Steel*. Ranchi : Xavier Institute of Social Service, Catholic Press.

Articles

- (i) Kumar, S. & Prasad, A. (2015). Managing water resources through collective action: A case study with reference to water user group in a village of eastern Jharkhand. *Jharkhand Journal of Development and Management Studies*, 13(3), 6533-6566.
- (ii) Prasad, A. (2015). Methodological issues in the management practices of the commons: A case of Jharkhand in eastern India. *Jharkhand Journal of Development and Management Studies*, 13(4).

4. International Conference Attended and Paper Presented

Dr. Anirudh Prasad presented a research paper on "Methodological Issues in the Management Practices of Commons: A Case of Jharkhand in Eastern India" in the "International Association for the Study of Commons 2015" at University of Alberta, Edmonton, Canada during 25th-29th May, 2015.

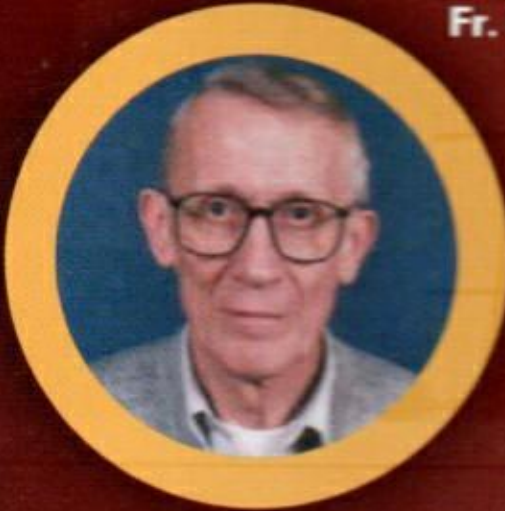




Fr. Michael Van den Bogaert
(1963-1986)



Fr. Michael Windey
(1955-1963)



Fr. Louis Francken
(1986-1993)

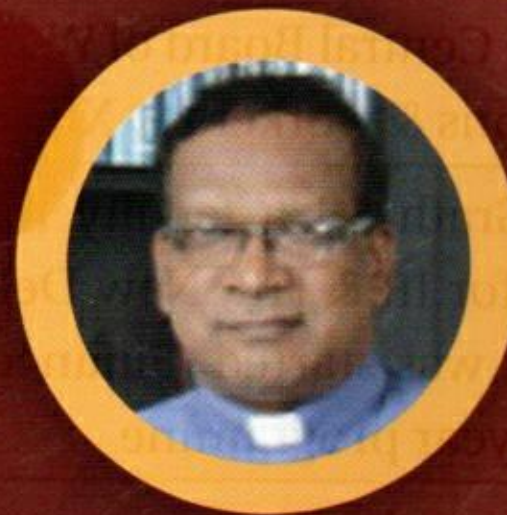
The Transformational Leaders / Directors of XISS since its inception



Dr. (Fr.) Christopher Lakra
(1993-1999)



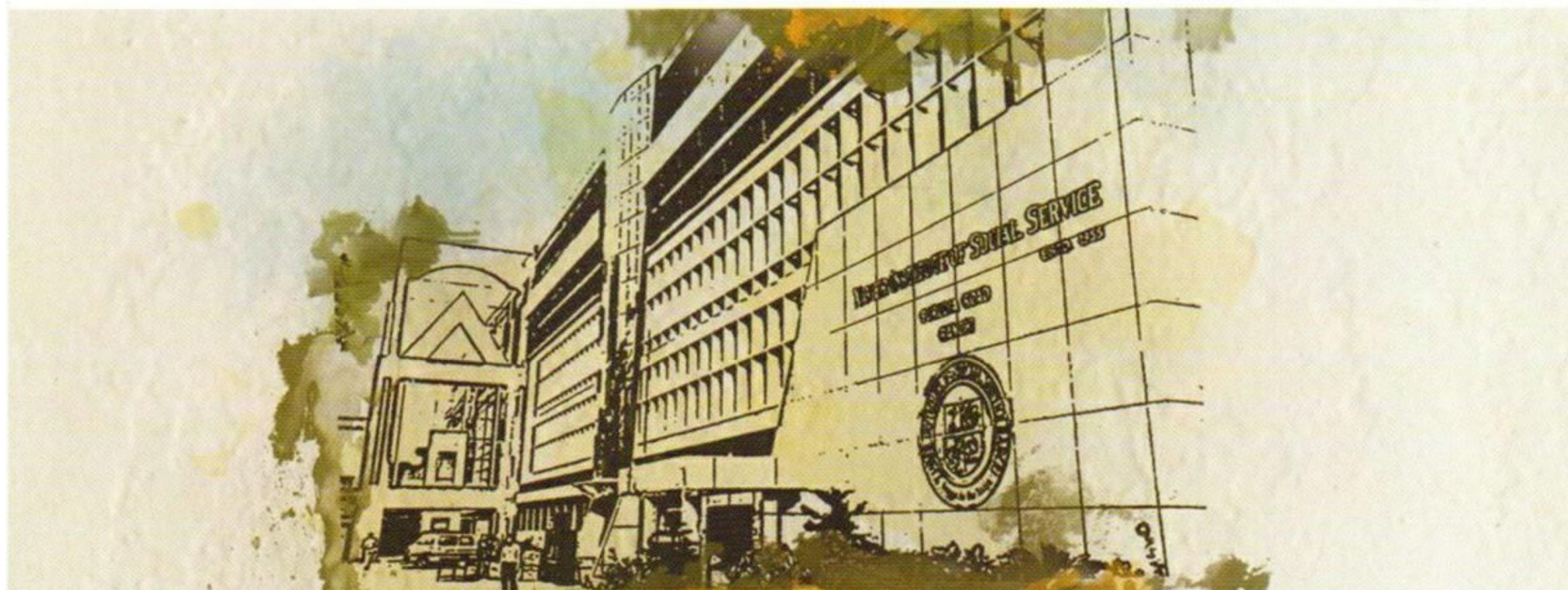
Dr. (Fr.) Beni Alphonse Ekka
(1999-2009)



Dr. (Fr.) Alexius Ekka
(2009 onwards)

60 YEARS OF GLORY OF XISS: THE IMPORTANT MILESTONES

Dr. Shyamal Gomes
Associate Professor



Year	Important Milestones
	Govt. of India launched the Community Development Programme which created job opportunity for trained social developmental workers in 1954.
1955	Rev. Fr. Moyersoan S.J., the superior of Ranchi province together with Fr. Michael Windey S.J Professor of St. Xavier's College (Department of History) Ranchi, ventured to start a Centre for Social Service (CSS) in St. Xavier's college, Ranchi. Fr. M. Windey was appointed the first Director of the CSS (Outreach & Academics) to take care of the P.G. Diploma Programme in Social Service for a duration of 9 Months and Xavier Institute of Social Service (XISSL) came into existence as an extension of St. Xavier's College.
1963	Fr. Michael Van den Bogaert succeeded Fr. Michael Windey as Director of XISSL.
1964	Centre for Social Service (CSS) in cooperation with the Ranchi Productivity Council and later with the Central Board of Workers' Education offered a series of short programmes for trade unions & workers to XISSL.
1965	Fr. E.H. McGrath S.J a faculty member of XLRI Jamshedpur and the staff of Shree Ram Centre for IR & HR, New Delhi assisted the CSS. A six-month course in Business Management was started (Financed by the grant of the Rotary Club of Ranchi), later it became one year programme.
1965-67	Fr. Michael Van den Bogaert went to USA for Professional studies and Fr. Joseph Boel become the temporary Director of XISSL.
1969	The six-months course on Business Management was upgraded into 3 years P.G. course leading to Business Management, recognized by Govt. of India.
1970	XISSL introduced the P.G. Diploma in Social Science with specialization in PM & IR.
1973	The Management of the Institute Registered XISSL as a new educational society under Societies Registration Act of 1860.
1974	XISSL started Entrepreneurship Development Programme (EDP) as an activity of Social Development.



Year	Important Milestones
1975	Two years P.G. Diploma programme in Rural Development started with 11 students. The course was actually titled as P.G. Diploma course in Social Service with specialization in Integral Rural Development.
1978	XISS was shifted to its new campus, a few meters away from St. Xavier's College on the Purulia Road (Presently Dr. Camil Bulke Path). The Department of Research and Consultancy was started.
1980	XISS celebrated its Silver Jubilee year. The hard work of Fr. Bogaert and his team shaped and streamlined the academic programmes as well as the outreach programmes of the Institute which ultimately led to the establishment of the XISS brand.
1985	Under the leadership of Fr. Michael Van den Bogaert, XISS organized a National Seminar on the viability of large dams in undivided Bihar. As an outcome, Government of undivided Bihar came out with the R&R policy for the affected people of Koel Karo Development Project -popularly known as Koel Karo movement.
1986	Fr. Michael Van den Bogaert retired and left for Orissa for new enterprises.
1987	Fr. Louis Francken took over as the Director of XISS.
1988	One year P.G Diploma in Personnel Management was started in the Institute through the approval of Ministry of HRD, Department of Education (GOI). One year Diploma in computer applications was also started in the Institute.
1989	Development Resource Centre (DRC) was established as a training wing of XISS to build the capacity of grassroots and middle level NGOs for better project implementation. It was financially supported by CEBEMO, Netherland.
1993	Dr. Fr. Christopher Lakra S.J. the Assistant Director was promoted as Director and Fr. Louis Francken accepted to be the Assistant Director of XISS.
1994	P.G. Diploma in Personnel Management and P.G. Diploma in Rural Development got approval by AICTE.
1998	One year Diploma in Computer Applications programme was upgraded into two years P.G. course as Information Management.
1999	Dr. Fr. Christopher Lakra, S.J. was appointed as the Provincial Superior of the Ranchi Province and the Assistant Director Dr. Fr. Beni Alphonse Ekka, S.J. was appointed as the Director of XISS.
2000	Department of Rural Development celebrated its Silver Jubilee and organised the Silver Jubilee Convention from 30 th -31 st October, 2000 on the theme "Development in Retrospect and Prospect". Dr. Robert Chambers, Shri Simon Oraon and Dr. M.V.d. Bogaert were felicitated in the Convention.
2001	XISS constructed Girls' Hostel with a capacity of 100 beds with grant received from the Department of Tribal Welfare, Government of Jharkhand.



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2002	<p>The Department of Research and Publications (R&P) of XISS was established with the launching of Jharkhand Journal of Development & Management Studies (JJDMs), ISSN. 0973-8444.</p> <p>Dr. Anirudh Prasad was appointed as the Head of the Department and the Founder Editor of the Journal.</p>
2003	Syllabus of Rural Development obtained affiliation from the Ranchi University as equivalent to any Post Graduate degree.
2004	<p>Information Management course obtained approval by AICTE. XISS introduced the PG Diploma course in Business Management with specializations in Marketing & Finance. Prof. A.R. Bodra was appointed as the Head of this Course.</p> <p>Prof. S.R. Shauq took over as the new Head of the Department of Personnel Management; Dr. M.H. Ansari took over as the new Head of the Department of Rural Development; and Prof. S.N. Singh became the new Head of the Department of Information Management.</p>
2005	XISS celebrated its Golden Jubilee year. Women Help Line came into existence on 1st October 2005. Chief Minister, Shri Arjun Munda inaugurated the opening ceremony of 'WOMEN HELPLINE' in Ranchi and a toll free phone 10921 started ringing in the Helpline.
2006	The PG Diploma course in Marketing and Finance got further specialized. Prof. A.R. Bodra took over the independent charge for Marketing Management and Dr. Ratnesh Chaturvedi took over as the new Head of the Department of Finance Management.
2006-7	The Institute constructed four floors adding adjacent to the academic main wing building. The entire campus got equipped with wi-fi internet connectivity. XISS was ranked 88 th position in all India and 5 th position in Eastern part of India in the Management Education during 2006-07.
2007	Dr. Fr. Alexius Ekka S.J, Director, Research and Planning played a pivotal role in shaping and framing the National & State level policies on-displacement, rehabilitation & resettlement, and indigenous people's rights on forest. 'PANACHE' – the cultural festival of XISS got inaugurated for the first time by Mr. Adesh Ekka, CRPF Commandant, Ranchi.
2009	<p>XISS received the "Devang Mehta Award" for the best HR Syllabus for the year 2009 and the "AIMS International Appreciation Award" for the year 2009. Prof. S.R. Shauq received "Devang Mehta Awards for best teacher in Human Recourses" and "Deccan Herald Best B -School's Award" for best teacher in Management.</p> <p>Dr. Fr. Beni Alphonse Ekka S.J., Director of XISS was appointment as the Vice-Chancellor of the Kolhan University on 13th August, 2009.</p> <p>Dr. Fr. Alexius Ekka S.J. took over as the new Director of the Institute.</p> <p>First Alumni meet "<i>Nostalgia 2009</i>" was organized by the Department of Personnel Management. Dr. Shyamal Gomes, Associate Professor (HRM) received "Rastriya Gourav Award" at New Delhi in the field of management teaching & social service.</p>



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2010	<p>The Xavier Institute of Polytechnic and Technology (XIPT) was inaugurated on 2nd October, 2010 at Agriculture Training Centre (ATC), Namkom with the due approval by the AICTE and the Department of Science & Technology, Government of Jharkhand. Dr. Fr. Alexius Ekka, S.J. received the “Innovative Leadership Award” for XISS in the Asian B-School Award ceremony at Singapore on 23rd July, 2010.</p> <p>XISS received an honour with the establishment of the “Bharat Ratna JRD TATA Chair” on 1st April 2010. Senior Professor, Dr. Anirudh Prasad got appointed as the Bharat Ratna JRD Tata Chair Professor. Dr. Himadri Sinha, became the new Head of the Department of Research & Planning. Prof. Niranjan Sahoo received “International Intellectual Achievers Award” conferred by Global Achiever’s Forum of Thailand and India at Bangkok on 30th Dec. 2010.</p>
2011	Central Placement Cell in XISS started functioning and Prof. Sanjeev Bajaj was appointed as the first Central Placement Coordinator of XISS.
2012	<p>The nomenclature of different departments were changed as per the instruction given by AICTE like – Department of Human Resource Management, Department of Rural Management, Department of Information Technology, Department of Marketing Management and Department of Finance Management.</p> <p>Dr. Fr. Ranjit Pascal Toppo, S.J. was appointed as Assistant Director, XISS.</p>
2013	<p>XISS participates in the 19th Annual Conference of the International Association of Jesuit B-Schools (IAJBE) at St. Louise University, USA. Her Excellency, Nancy J. Powell, US Ambassador visited XISS on 19th November 2013 and interacted with students & faculty members on the topic: “Education & US-India relationship.” The Department of Entrepreneurship Development Programmes (EDP) received “Best EDP Training centre of Jharkhand Award” for the year 2012-13 by KVIC, Ministry of Micro & Small Scale Enterprises, Government of Jharkhand.</p>
2014	<p>Dr. Anirudh Prasad, Former Professor of Rural Management and HOD, Research and Publications of XISS, was awarded with the prestigious “ICSSR Senior Research Fellowship”. This fellowship is awarded to those senior academicians who have the potential to contribute towards the theoretical and conceptual advancement in the social science disciplines and society at large.</p> <p>Dr. Sudeep Kumar took over as the new Head of the Department of Research and Publication of XISS and Jharkhand Journal of Development and Management Studies (JJDMS), earned a NASS Rating of Scientific Research Journal with 3.23 score by the National Academy of Agricultural Sciences (NASS), New Delhi.</p> <p>Under the leadership of Dr. Shyamal Gomes, the students of Human Resource Management started Swachh Jharkhand & Swachh Bharat campaign in Government Middle Schools of Ranchi which was inaugurated by Major General Rajiv Edwards GOC 23 INF DIV at XISS on 12th Nov. 2014.</p>



Year	Important Milestones
2015	<p>Diamond Jubilee year of XISS- 60 years of service to the nation. A strong Coordination / Network cell has been developed in XISS for protection of child Rights, under the leadership of Dr. Fr. Ranjit P. Toppo S.J, Assistant Director, XISS. Mrs. Sampat Meena IPS IG of CID Crime branch, Mrs. Roop Laxmi Munda, Chair women for protection of child Rights, and Mrs. Manjula Upadhya, Advocate High Court Jharkhand are the cell members.</p> <p>A beautiful statue of St. Francis Xavier was installed and blessed in XISS campus by His Excellency Cardinal Telespore P. Toppo, Arch Bishop of Ranchi.</p> <p>Dr. K.K. Bhagat got nominated as a member of Jharkhand Public Service Commission, Jharkhand. Dr. Anant Kumar was awarded with Full bright – Nehru Academic & Professional Excellence Fellowship for nine months at the Gillings School of Global Public Health at the University of North Carolina, Chapen Hill, USA.</p>



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