# XLRI IN NEWS

## DECEMBER 2016

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सेमिनार एक्सएलआरआई में श्रमिकों पर वैश्वीकरण के असर पर कर्नाटक के पूर्व जेएलसी ने रखे विचार

# छंटनी से मजदूर वर्ग भयभीत- हितांगी

सिटी रिपोर्टर | जमशेदपुर

जब बोरिया-बिस्तर लेकर मेरे ऑफिस में आ गए मजदूर

सेमिनार में प्रो. ईएम उव (माइक के साथ), वसंत कुमार हितांगी।

कर्नाटक के रिटायर ज्वाइंट लेबर कमिश्नर (जेएलसी) वसंत कुमार हितांगी ने भावी प्रबंधकों से पूछा- क्या आपको पता है 14 अप्रैल 2016 को बेंगलुरु में सवा लाख गारमेंट वर्कर्स ने सड़क पर उतर पूरे शहर को क्यों बंधक बना लिया था? इसलिए कि केंद्र सरकार ने श्रम कानून में बदलाव करते हुए यह आदेश दिया कि अब कर्मचारी 58 साल के पहले भविष्य निधि कोष (पीएफ) में नियोक्ता (इम्प्लायर) द्वारा जमा राशि को नहीं निकाल सकते? यह आंदोलन किसी ट्रेड यूनियन के नेतृत्व में नहीं हुआ, कर्मचारी स्वयं सड़क पर उतरे थे। आखिर में सरकार को अपना आदेश वापस लेना पड़ा। इससे साफ है कि जब निरंकुशता की हद हो जाती है, तो मजदूर अपने अधिकार के लिए सड़क पर आ जाते हैं। एक्सएलआरआई में चल रहे नेशनल एचआर/आईआर कॉन्क्लेव के दूसरे दिन श्रमिकों पर वैश्वीकरण के प्रभाव पर आयोजित सत्र में उन्होंने कहा- वर्ष 1923 में इम्प्लायमेंट कंपनसेशन एक्ट आया। इसके बाद इस कानून में 44 संशोधन हुए। अब नई सरकार इस कानून में बदलाव कर नई बोतल में लाने की कोशिश कर रही है। लेकिन सच्चाई यह है कि भारत में कामगार की हालत लगातार खराब हो रही है और कंपनियां छंटनी कर रही हैं। छंटनी के बाद कर्मचारी कहां जाएगा? आज स्थिति यह है कि एक कंपनी में 1000 स्थायी मजदूर हैं, तो 9000 ठेका मजदूर? इन ठेका मजदूरों की सामाजिक सुरक्षा की जिम्मेवारी कौन लेगा? मुख्य नियोक्ता यह कहकर हाथ झाड़ लेता है कि वे उसके कर्मचारी नहीं हैं।

हितांगी ने कहा- उव वे बेंगलुरु में श्रम उपायुक्त थे, तो एक दिन 100 से ज्यादा ठेका मजदूर बोरिया-बिस्तर लेकर उनके ऑफिस में आ गए। उनका ठेकेदार तत्काल फिर वहीं भाग गया था। हमने बिल्डर को बुलाया और कहा- आप मुख्य नियोक्ता हैं। मजदूरों को वेतन नहीं मिला, तो आप पर केस होगा। इसके बाद एक घंटे में ठेकेदार उनके पास आ गया और पैसा दिया। इससे समझिए माइक्रो वर्कर के लिए कितनी परेशानी है। एक्सएलआरआई के प्रोफेसर ईएम उव वे कहा- ठेका मजदूरों की संख्या तेजी से बढ़ रही है। ऐसे में भावी प्रबंधकों की भूमिका और चुनौतीपूर्ण हो गई है, क्योंकि मजदूर सीधे उनके नियंत्रण में नहीं होते।

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कार्यक्रम | एक्सएलआरआई में दो दिवसीय नेशनल ह्यूमन रिसोर्स-इंडस्ट्रियल रिलेशन्स कॉन्क्लेव में विवेक पटवर्धन बोले

# वैश्वीकरण अस्त, राष्ट्रवाद का उदय हुआ

## जीईटी कर रहे प्रबंध निदेशक व वीपी की मेंटरिंग- त्रिपाठी

टाटा स्टील का कर्मचारियों को दक्ष बनाने पर जोर

राष्ट्रवाद का उभार स्टील इंडस्ट्री के लिए खतरा नहीं

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# XLRI celebrates 'Ensemble 2016'

Lucky Ali concert was the highlight of the 3-day Ensemble 2016

XLRI- Xavier School of Management celebrated its Annual Management Summit "ENSEMBLE 2016". The theme of "Ensemble 2016" was "Be The Business" - which implied to be the best at what one does. Addressing the students at the inaugural ceremony, Syed Kirmani, legendary cricketer and part of 1983 World Cup winning team, elaborated how leadership plays an important role in all aspects of life. He emphasized on the need of sincere effort and hard work in achieving success.

'Ensemble 2016' saw participation from over 4000 teams from top 30 B-Schools including IIM-A, IIM-B, IIM-L, FMS, IIM-S, NMIMS and MDI and industry partners like Central Bank of India, Pulse, SBI, FreeCharge, Yes Bank, etc. Over 40 events were held in three days cutting across all business domains, from finance and marketing to operations, industrial relations and HR with aspiring business leaders across the country fighting for prize money worth Rs. 17 Lakhs.

# एक्सएलआरआइ क छात्रों ने बांटे कम्बल

**जमशेदपुर** • एक्सएलआरअ इंटरप्रन्योर डेवलपमेंट सेंटर के छात्रों गायत्री शिक्षा निकेतन, आदित्यपुर के सा मेलकर 250 गरीबों और जरूरतमंदों बीच कम्बल का वितरण किया। छात्र की टीम में आंचल, अक्षय, अंशुमा अनुराग, अर्नब, आयुष, बिंदु, रम हृचिका, शशि, सोम और स्वर शामि थे। सेंटर के छात्र रमन ने बताया उनलो ने अपने दायित्व का निर्वाह किया। इस लिए उन्होंने पहले जरूरतमंदों की सू तैयार की और इफर कार्यक्रम दिया। इ सफल बनाने में नेशनल इलेक्ट्रॉनिक अ त्रेव इंटरनेशनल रिसोर्ट ने संयोजक व भूमिका निभाई।

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# एक्सएलआरआइ में प्री-प्लेसमेंट, हुआ इंटरव्यू

## फाइनल प्लेसमेंट के लिए विभिन्न कंसल्टिंग कंपनियों ने अंतिम वर्ष के छात्र-छात्राओं की तैयार की सूची

जमशेदपुर संवाददाता, जमशेदपुर : ये होगी। पूंकि प्लेसमेंट में सम्मान की वैल्यू साल पिछले वर्ष से बढ़ गई है, इसलिए प्री-प्लेसमेंट को प्रक्रिया पूर्व में ही शुरू कर दी गई। प्री-प्लेसमेंट के कारण प्लेसमेंट की प्रक्रिया फाइनल प्लेसमेंट के तीन माह तो से कई दिनों में पूरी कर ली जाती है। चहचाल सम्मान परिसर में 'वैक मेस कंसल्टिंग' के प्रतिनिधियों ने अंतिम वर्ष के छात्रों, चली भावी प्रबंधकों को ध्यान व्यवहारकार के माध्यम से टटोली। अब प्री-प्लेसमेंट के आधार पर छात्रों को प्रेजेन्टेशन कर उसे पसंद व नापसंद कंपनियों को ऑफर की जाएगी।

**होमकमिंग आज से :** एक्सएलआरआइ जमशेदपुर में शनिवार को होमकमिंग-2016 का द्वितीय होमकमिंग में सम्मान के पूर्व छात्रों का जुटान होगा। शुक्रवार देर शाम से अधिकतर पूर्व छात्र सम्मान परिसर पहुंच गये तो सम्मान परिसर के लॉन में पुराने दिनों को याद करने से लेकर जमशेदपुर भ्रमण तक का सिलसिला चलता रहा। एक्सएलआरआइ ग्लोबिमी एसोसिएशन के राष्ट्रीय अध्यक्ष राना सिन्हा (टाटा टिंप्लेट के पूर्व एमडी) की अध्यक्षता में पूर्व छात्रों का अभिनंदन किया गया। सम्मान के चिंतक पवार ई अजहम ने शाम को सम्मान परिसर पहुंचे एक्सएलआरआइ के पूर्व छात्रों (एक्सएलआरआइ ग्लोबिमी) से मुलाकात की। होमकमिंग में देश-विदेश के तकरीबन 250 पूर्व

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# दिल्ली-मुंबई में भी होगा एक्सएलआरआइ : नरेंद्रन

## एक्सएलआरआइ के होमकमिंग-2016 में आए देश-विदेश से पूर्व छात्रों को किया गया सम्मानित



### गौरीशंकर ने खूब बटोरीं तालियां

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# होमकमिंग में जुटेंगे एक्सएलआरआइ के पूर्व छात्र

**जमशेदपुर :** एक्सएलआरआइ, जमशेदपुर में 10-11 दिसंबर को संस्थान के पूर्व छात्रों का जुटान होगा। मौका होगा एक्सएलआरआइ के 'होमकमिंग-16' का। मिलन समारोह में देश-विदेश के तकरीबन 250 पूर्व एक्सएलर्स भाग लेंगे। समारोह में प्रतिष्ठित भूतपूर्व छात्र पुरस्कार समारोह का आयोजन किया जाएगा। इस क्रम में पूर्व छात्रों में से किसी एक को लाइफटाइम अचीवमेंट अवार्ड भी प्रदान किया जाएगा। इसके अलावा इस वर्ष पांच श्रेणी में पूर्व छात्रों को पुरस्कृत किया जाएगा। इनमें पेशेवर प्रबंधक की श्रेणी के लिए पुरस्कार दिये जाएंगे तो यंग अचीवर, इंटरप्रेन्योर, अकादमिक व संबद्ध क्षेत्र में सफलता प्राप्त करने वाले एक्सएलआरआइ के पूर्व छात्रों को भी सम्मानित किया जाएगा। एक्सएलआरआइ अल्युमिनी के चेयरपर्सन प्रो. प्रणवेश राय के मुताबिक इस होमकमिंग के दौरान पूर्व छात्र संस्थान के लिए फंड भी जुटाएंगे जिसका उपयोग संस्थान के द्वांवागत विकास के लिए किया जाएगा। वहीं संस्थान के निदेशक ने कहा कि पूर्व छात्र एक्सएलआरआइ के ब्रांड एंबेसेडर हैं। इन्हीं से संस्थान की पूरे विश्व में अलग पहचान है। इस दौरान टाटा स्टील के प्रबंधक टीवी नरेंद्रन संस्थान के पूर्व छात्रों को भोज देंगे।

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# थ्योरी चरितार्थ करने की दक्षता हो तभी करें एमबीए : सेन

जागरण

जमशेदपुर संवाददाता, जमशेदपुर : क्या आप 'थ्योरी' को अपने दैनिक जीवन में चरितार्थ कर सकते हैं? क्या पार्कर्स ने आपमें अपनी विधा से अस्त जिंदगी की स्थितियों को अपने अनुसार अनुकूलित करने की दक्षता है? अगर हां तो आप एमबीए करने के लिए योग्य अभ्यर्थी हैं और अगर नहीं तो आप एमबीए का सपना दिमाग से निकाल दें और किसी और प्रोफेशन को अपनाने पर विचार करें...। जी हां, कुछ ऐसे ही टिप्स शुक्रवार को होटल आलकोर में आयोजित शिक्षा समागम में एक्सएलआरआइ के इंटरप्रेन्योरशिप डेवलपमेंट सेंटर (ईडीसी) द्वारा उद्यमिता विकास केंद्र के पार्टनर चेयरमैन प्रो. प्रकाश सेन ने दिये। ई-प्री इंवेस्ट एंड मैनेजमेंट प्राइवेट लिमिटेड व पार्म्स अद्वा की ओर से एक होटल में आयोजित इस शिक्षा समागम में प्रो. प्रकाश सेन के अलावा कई विद्वजन स्थित एक होटल में शिक्षा समागम में जानकारी देते अतिथि व उपस्थित छात्र-छात्राएं।

**विद्वजन स्थित एक होटल में शिक्षा समागम में जानकारी देते अतिथि व उपस्थित छात्र-छात्राएं।**

वक्ताओं ने छात्रों को मैनेजमेंट की स्कूल के 10 प्रोफेसरों ने छात्रों को मैनेजमेंट की स्कूल में एडमिशन लेने से लेकर मैनेजमेंट के क्षेत्र में उपलब्ध अवसरों के बारे में जानकारी दी। कहा गया कि थ्योरी से चली संदर्भ सैद्धांतिक जानकारी का है तो विषय से अर्जित ज्ञान का संदर्भ है। कार्यक्रम में विभिन्न सैक्षणिक संस्थाओं के वैसे छात्र-छात्राओं ने भाग लिया जिन्होंने कैट, मैट अथवा मैनेजमेंट टेस्ट के लिए परीक्षा दी थी। शिक्षा समागम का विषय था 'परसेप्शन ऑफ रियलिटी एंड बिजनेस स्टडीज।' इसमें प्रो. प्रकाश सेन ने छात्रों से कहा कि एमबी वैसे छात्रों को करना चाहिए जो जानते हैं कि वे जो सीखेंगे, वे जो जानेंगे उसे वास्तविकता में चरितार्थ कर सकते हैं। उन्होंने कहा कि एमबीए सिर्फ इसलिए न करें कि इसमें वेतनमान ज्यादा है।

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## XLRI alumni converge for homecoming

**JAMSHEDPUR:** A two-day long 'Annual Homecoming 2016' celebration commenced from saturday at XLRI- Xavier School of Management here with around 250 XL Alumni having participated in this year's Homecoming from across the country and abroad.

Addressing the gathering on the occasion, T V Narendran, Chairman of Board of Governors, XLRi and also the Managing Director (India and South East Asia), said to the outside world, the reputation of any business school is invariably linked to the contribution rendered by its alumni.

For over six decades, he said thousands of post-graduate management students have graduated from XLRI and rendered yeoman service to organizations and institutions across public and private sectors and various other walks of life.

**PTI**

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## 250 ALUMNI ATTEND XLRI HOMECOMING PROGRAMME

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campusbuzz

# Homecoming for XLRI students

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**KOLKATA:** XLRI-Xavier School of Management hosted a two-day event titled 'Annual Homecoming 2016' on December10 and 11.

Around 250 XLRI alumni participated in this year's homecoming held at XLRI campus, Jamshedpur.

On the occasion, a book on Fr EH McGrath SJ (former director, XLRI) was released at the inaugural session by Fr E Abraham SJ director, XLRI, in presence of Fr McGrath himself, the XLRI alumni and the entire XLRI family. The book titled 'The Legendary Fr Ed McGrath SJ Revered Teacher, Inspiring Forever' is an initiative of his students and XLRI alumni, which contains photos of Fr Edward McGrath, SJ and tributes from generations of his students.

The foreword of the book written by Ratan Tata, the interim chairman of Tata Sons, where he remembers his interactions with Fr McGrath, said, "Father McGrath was amongst the first few people I met when I was assigned to Jamshedpur. Over the years, I have met Fr McGrath on many occasions and have watched with admiration, the growth of XLRI in Jamshedpur to an institution of significance and standing. Fr McGrath has become as much of an institution himself in Jamshedpur as the formal institution with which he has been so closely associated."

Fr EH McGrath, SJ was director of XLRI from 1959 to 62, and 1981-82. He conducted several courses for management and trade union groups at XLRI. Under his guidance, during the 60s, XLRI started offering courses for unions in collaboration with the steel unions at the Steel Worker College.

The highlight of XLRI annual homecoming the 'Distinguished Alumnus Awards Ceremony' was hosted on December 10. This year, eight prominent alumni of the institute received the Distinguished Alumnus Awards in five categories.

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DATE: 25 December 2016
EDITION: Jamshedpur
PAGE: 1,6

# Private schools, trusts under I-T dept scanner

Debashish Sarkar

**THEY HAVE COME UNDER SCRUTINY FOR ALLEGEDLY ROUTING BLACK MONEY FROM DUBIOUS SOURCES SINCE DEMONETISATION**

**JAMSHEDPUR:** More than 50 tax-exempted elite educational institutes, trusts and NGOs in Jharkhand, including XLRI, DAV, MGM Academies of Jamshedpur, have come under scrutiny for allegedly routing black money from dubious sources since demonetisation.

While XLRI claimed transparency in transactions, Mridul Nehru, Public School Trust, a trust in Uttar Pradesh, Balrampur, said it has furnished the details sought by the income tax department.

"Notices have been served to over 50 educational institutes, religious, charitable trusts and NGOs across the state who are exempted under section 12A(a) of the Income Tax Act," Ajay Kumar Singh, I-T deputy commissioner (exemption), Ranchi, told HT on Saturday.

The institutions have been asked to file their closing balance on or before 30th, November 6, and cash deposits since then, he said.

XLRI director Fr E Abraham said HT that they had replied to the I-T department, saying there has been no cash transaction during the said period. "Everything was cashless—either through online account transfers/banks or digital transactions," he said.

MNPS principal Asim Tiwari said the department, in its December 21 notice, had sought "audit reports of three years, students' details and fee structure and we have furnished the details".

Other institutions remained unavailable for comment despite several attempts to contact them.

CONTINUED ON PAGE 6

## Institutes...

The Jamshedpur I-T investigation wing also conducted raids on three schools—DAV, Patelnagar; Central Public School, Adityapur; and Vig School, Govindpur—run by city-based builder-banker Hira Ram Singh on December 14 and 17.

Institutions with annual receipt of over Rs 5 crore have got notices from the I-T headquarters, Ranchi, while those with less than Rs 5 crore have been issued notices by local I-T commissioner offices.

Jamshedpur I-T officer (exemption) P K Sen Ba... issued notices to Loyola School, Sacred Heart Convent, MNPS, Kerala Public School, Kerali... Samajan School, DAV School, JPS, Rajendra Vidyalaya and Sheyn International School among others.

The I-T headquarters Ranchi, has issued notices to city-based Kamalvati Dev Trust, which runs a dental co... hosp. and Shreeradhey Ram Chiranjo Devi Charitable Trust, which runs several schools.

XISS, Cambridge School, an... Ashok Bhagat's Nathbara Trust in Ranchi, Radh... Govind Charitable Trus... in Ranga's, Raj Vidy... Mandir in Bokaro, Ital Kalya... Charitable Trust and Samaj... Kalyan Sansthan in Dhanbad and Satsang Sansthan in Deogarh have also come under its scanner.

It is estimated that privat... English medium schools i... Jamshedpur collect Rs 20-... lakh every month on an aver... age. It is suspected that thes... schools were exchanging th... banned currencies of dubiou... sources with new ones tha... were extracted as fee from... students' parents, income ta... sources said.

NGOs and charitable trust... are suspected of taking both... donations in scrapped note... from dubious sources an... depositing them in their... accounts on an understandin... that it will be adjusted after... year or two.

Principal chief income ta... commissioner (Bihar an... Jharkhand), S P Anand and I... commissioner Subrata Sarka... said about 120 such institution...

PUBLICATION: Hindustan Times
DATE: 13 December 2016
EDITION: Kolkata
PAGE: 2

## XLRI conference on business ethics

Recently, XLRI-Xavier School of Management hosted the '25th Annual JRD Tata Oration on Business Ethics'. Fr. (Dr.) Frank Brennan, SJ, professor of law, Australian Catholic University delivered the oration at XLRI Campus, Jamshedpur. In his oration, Fr. Frank Brennan delved on the topic 'The Placement of International Law in seeking Sustainable Development for India: Some Ethical Reflections.' The session was also attended by TV Narendran, chairman, board of governors, XLRI & MD, Tata Steel Limited, Fr. E Abraham, SJ, director, XLRI, Dr Ashis K. Pani, dean (academics), XLRI, and Fr. Oswald Mascarenhas, SJ, JRD Tata Chair professor of business ethics at XLRI.

PUBLICATION: Hindustan Times ,HT Educatior
DATE: 14 December 2016
EDITION: Kolkata
PAGE: 10

shortstories

## XLRI CELEBRATES ANNUAL HOMECOMING

Xavier School of Management hosted a two-day long celebration Annual Homecoming 2016 recently. Around 250 XL Alumni participated in this year's Homecoming held at XLRI Campus, Jamshedpur. On the occasion, a book on Fr EH McGrath SJ (former director, XLRI) was released. The book titled The Legendary Fr. Ed McGrath SJ – Revered Teacher, Inspiring Forever is an initiative of his students and XL alumni which contains photos of Fr Edward McGrath, SJ and tributes from generations of his students. The Distinguished Alumnus Awards were also given out at the function. This year eight prominent alumni of the institute received the awards in five categories that included Distinguished Alumnus Award (Practicing Manager) among others.

PUBLICATION: Hindustan Times
DATE: 20 December 2016
EDITION: Kolkata
PAGE: 2

campusbuzz

## Homecoming for XLRI students

HT Correspondent

KOLKATA: XLRI-Xavier School of Management hosted a two-day event titled 'Annual Homecoming 2016' on December10 and 11.

Around 250 XLRI alumni participated in this year's homecoming held at XLRI campus, Jamshedpur.

On the occasion, a book on Fr EH McGrath SJ (former director, XLRI) was released at the inaugural session by Fr E Abraham SJ director, XLRI, in presence of Fr McGrath himself, the XLRI alumni and the entire XLRI family. The book titled 'The Legendary Fr Ed McGrath SJ Revered Teacher, Inspiring Forever' is an initiative of his students and XLRI alumni, which contains photos of Fr Edward McGrath, SJ and tributes from generations of his students.

The foreword of the book written by Ratan Tata, the interim chairman of Tata Sons, where he remembers his interactions with Fr McGrath, said, "Father McGrath was amongst the first few people I met when I was assigned to Jamshedpur. Over the years, I have met Fr McGrath on many occasions and have watched with admiration, the growth o XLRI in Jamshedpur to an institu tion of significance and standing. F McGrath has become as much of a institution himself in Jamshedpu as the formal institution with whic he has been so closely associated.

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PAGE: 4

# अधिक तकनीकी इस्तेमाल से बेरोजगारी

जमशेदपुर | तंवाटाता

कंपनियों में तकनीक के अत्याधिक इस्तेमाल से मानव संसाधन घट रहे हैं। तेजी से लोग बेरोजगार हो रहे हैं। इससे कंपनियों को फायदा तो हो रहा है, पर सामाजिक तौर पर हम कमजोर हो रहे हैं।

एलएंडटी ने पिछले छह माह में 14 हजार लोगों की नौकरी समाप्त की है। यह कहना था मानव संसाधन विशेषज्ञ विवेक पटवर्द्धन का। एक्सएलआरआई के तत्वावधान में दो दिवसीय राष्ट्रीय एचआर-आईआर कॉन्क्लेव के उद्घाटन सत्र में विवेक पटवर्द्धन ने कहा कि देश के कंपनियों में 27 प्रतिशत तक तकनीकीकरण हो चुका है। आगामी पांच साल में यह बढ़कर 69 प्रतिशत तक हो जाएगी। उद्घाटन सत्र में टाटा स्टील के वाइस प्रेसीडेंट (एच आर) सुरेश दत्त त्रिपाठी, डॉ. सुकेश दास और एक्सएलआरआई के प्रोफेसर प्रो. आशीष के पांडे ने भी अपने विचार रखे।

**अवैश्वीकरण का दौर शुरू :** विवेक पटवर्द्धन ने कहा कि पूरे विश्व में वैश्वीकरण हुआ पर अब इसके बाद अवैश्वीकरण का दौर भी शुरू हुआ है। चीन के बाद अमेरिका और अन्य देशों ने भी राष्ट्रवाद पर फोकस किया है। यहां को नौकरियां स्थानीय लोगों के लिए सुरक्षित करने पर बहस चल रही है। अमेरिका में डोनाल्ड ट्रंप ने इसी मुद्दे पर चुनाव जीता है।

**सीईओ का चार सौ गुना ज्यादा वेतन**

विवेक पटवर्द्धन ने कहा कि भारत में

एक्सएलआरआई में शनिवार को आयोजित कार्यक्रम को संबोधित करते टाटा स्टील के वाइस प्रेसिडेंट सुरेश दत त्रिपाठी।

मजदूर के वेतन से सीईओ का वेतन औसतन चार सौ गुना ज्यादा होता है। जबकि स्विटजरलैंड में सीईओ और मजदूर के वेतन में 12 गुना से ज्यादा का अंतर नहीं हो सकता। इसे लेकर कानून बनाया गया है। वर्तमान में यूके सरकार की नीतियों भी इसी दिशा में काम कर रही है।

**यूनियन और प्रबंधन दोनों में बदलाव**

: टाटा स्टील के वाइस प्रेसीडेंट (एचआर) सुरेश दत त्रिपाठी ने कहा कि वर्तमान समय में प्रबंधन और यूनियन दोनों बदले हैं। यूनियन पहले मांग करती थी, अब साझेदारी करती है। टाटा स्टील में यूनियन अब उत्पादन के मुद्दे पर प्रबंधन के साथ है। बोनस भी उत्पादन पर ही आधारित है। वहीं प्रबंधन अपनी तानाशाही

## 16 युवा मेंटर दे रहे नई जानकारी : सुरेशदत

टाटा स्टील में 16 युवा मैनेजमेंट ट्रेनी की टीम है, जो टाटा स्टील के प्रबंध निदेशक से लेकर उपाध्यक्ष स्तर के अधिकारियों को प्रशिक्षण दे रही है। इस टीम के सदस्य एक महीने में एक बार टाटा स्टील के वरीय अधिकारियों को नई तकनीक, देश दुनिया में हो रहे बदलाव, मानव संसाधन और औद्योगिक संबंधों के क्षेत्र में हो रहे बदलाव की जानकारी देते हैं। यह कहना है टाटा स्टील के वाइस प्रेसीडेंट (एचआर) सुरेश दत त्रिपाठी का। एक्सएलआरआई में आयोजित नेशनल कॉन्क्लेव के बाद पत्रकारों से बातचीत करते हुए सुरेश दत त्रिपाठी ने कहा कि हर वरीय अधिकारी के लिए एक युवा मेंटर है। जो वरीय अधिकारियों को अध्ययन सामग्री भी उपलब्ध करवाते हैं। उससे इनोवेशन के साथ ही कंपनी के क्षेत्र में होने वाले बदलावों की जानकारी भी देते।

मैन पावर चाहता है। वैसे मानव संसाधन जो एक साथ कई काम कर सके। वहीं उन्होंने कहा कि अब बिजनेस के बड़े टाइकूनों को छोटे कंपनियों से बड़ी टक्कर मिल रही है। इस अवसर पर बड़ी संख्या में विद्यार्थी और शिक्षक मौजूद थे।

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PAGE: 2

## एक्सएलआरआई में होमकमिंग 10 से

**जमशेदपुर (सं.)।** एक्सएलआरआई में आगामी 10-11 दिसंबर को सालाना होमकमिंग-2016 का आयोजन होगा। होमकमिंग-2016 में इस वर्ष 5 वर्गों में 8 प्रतिष्ठित एल्युमनाई को पुरस्कृत किया जाएगा। वहीं इस दौरान एक्सएलआरआई के पूर्व निदेशक फादर इग्नेस मैकग्राथ एसजे पर लिखित पुस्तक का विमोचन होगा। एक्सएलआरई के निदेशक फादर इ अब्राहिम ने बताया कि हर वर्ष एक्सएलआरआई के पूर्ववर्ती छात्र जुटते हैं, जो कि संस्थान के ब्रांड अंबेसडर होते हैं, वे यहां लौटकर अपने अनुभवों को साझा करते हैं।

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PAGE: 6

# XAT has had minimal changes from 2012-2016

GET READY Examination will be held on January 8, 2017

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EDITION: Jamshedpur
PAGE: 2

# प्रशिक्षण नहीं, दक्ष मानव संसाधन चाहिए

जमशेदपुर | संवाददाता

वैश्वीकरण ने मानवसंसाधन की नई नीति को जन्म दिया है। अब नियोक्ता जिस किसी की नियुक्ति करता है, उसकी दक्षता को वैश्विक उपलब्धता के आधार पर आंकता है।

अगर नियोक्ता को उससे बेहतर व दक्ष कार्यकर्ता मिलता है तो वह आगे बढ़ जाता है। नियोक्ता अब नियुक्ति के बाद किसी को निकाल देने की नीति पर काम नहीं करता, बल्कि उसे बेहतर कर्मचारी बनाने पर काम करता है। इस चर्चा में एमआरसी टीसल एंड एचआर लिमिटेड के चीफ सर्विस कॉरपोरेट एचआर जॉर्ज थोमस व डॉ. सिद्धार्थ पांडेय ने विचार व्यक्त किए।

एक्सएलआरआई के तत्वावधान में चल रहे दो दिवसीय एचआर-आई आर कॉन्क्लेव में सम्मेलन के दौरान वैश्वीकरण के दौर में एचआर-आइआर की नई दिशा, व्यवस्था व व्यवहारिकता पर विमर्श किया। सम्मेलन के अंतिम दिन मजदूरों को मिल रही वैश्वीकरण की चुनौतियों पर चर्चा की गई।

**जमाना स्मार्ट वर्किंग का :** सिल्वा के हेड, बिजनेस एचआर सुमित नेवोरी ने कहा कि बदले दौर में कामगारों की चुनौतियों को बढ़ा दिया है। उन्हें तकनीक से तो चुनौती मिल ही रही है, स्किल की रफ्तार की तेज हो गई है। वहीं ईएमसी लिमिटेड के ग्रुप एचआर डॉ. सिद्धार्थ पांडेय ने कहा कि जमाना स्मार्ट वर्किंग का है। वैश्वीकरण ने सबकुछ बदल कर रख दिया है। अब आप अपनी शारीरिक ताकत

एक्सएलआरआई में रविवार को एचआर-आईआर सेमिनार में छात्रों को संबोधित करते सिद्धार्थ पांडेय व अन्य। • हिन्दुस्तान

## हुल्ट प्राइज के साथ एक्सलर ने की साझेदारी

एक्सएलआरआई ने विश्वस्तरीय सामाजिक उद्यमिता के क्षेत्र में विद्यार्थियों के लिए प्रतियोगिता हुल्ट प्राइज के साथ साझेदारी की है। इसका मकसद भावी प्रबंधकों को सामाजिक समस्याओं जैसे जल, वायु प्रदूषण, पर्यावरण संरक्षण, गरीबी, भूख जैसी समस्याओं के प्रति संवेदनशील बनाना और इसके निराकरण के क्षेत्र में काम करने को प्रेरित करना है। हुल्ट प्राइज के लिए एक्सएलआरआई में विद्यार्थी पर्यवेक्षित किए गए हैं। संटोष कुमार को वैपस डायरेक्टर, तीन टीम के सदस्य मनुज गुलाटी, अनुज सिंह, अक्षय रहन, आकांक्षा पराजपे, पारुल जैन और सैयद आदिल हुसैन शामिल हैं। टीम के मेंटर प्रोफेसर टी त्सुरुम होंगे।

के चोगो अच्छे कामगार नहीं बन सकते, अब आपको स्मार्ट होना होगा। इस क्रम में मजदूरों की समस्याओं पर चर्चा हुई। ह्यूमन रिसोर्स मैनेजमेंट के सामाजिक, राजनीतिक व आर्थिक प्रभावों पर भी चर्चा की गई।

**जोसेफ ने की अध्यक्षता :** चर्चा की अध्यक्षता एक्सएलआरआई के इंडस्ट्रीयल रिलेशंस के प्रोफेसर जेरोम जोसेफ ने की। इसमें प्रो. दीपक राव, सोशलिस्ट लेबर कमिश्नर बसंत कुमार तिर्की, इंटक बिहार के अध्यक्ष चंद्रशेखर सिंह ने विचार साझा किए। सम्मेलन में उपस्थित शिक्षाविदों व कारपोरेट हस्तियों के बीच मौके पर एक सैशिलन भी कराया गया, जिसमें वैश्वीकरण में ह्यूमन रिसोर्स की बदलती जरूरतों व चुनौतियों पर लोगों के मत मांगे गये। सैशिलन में इफैक्टिव वर्कफोर्सेस के लिए स्किल की मात्रा व स्किल में भी बेस्ट की संभावनाओं को भविष्य की जरूरत बताया गया।

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PAGE: 2

# नोटबंदी : 78% नकद खरीदारी वाले देश में गिरेगा जीडीपी

हिन्दुस्तान साक्षात्कार

जमशेदपुर | ललित दुबे

अर्थशास्त्री और एक्सएलआरआई के प्रोफेसर डॉ. प्रबल सेन का कहना है कि जिस देश में खरीदारी का 78 प्रतिशत हिस्सा नकद में हो, वहां अचानक नोटबंदी का सीधा असर सकल घरेलू उत्पाद (जीडीपी) पर पड़ता है।

यह असर दिखने भी लगा है। चालीस में देश का जीडीपी 7.3 है, जो कम से कम 1 से 2 प्रतिशत गिरेगा।

डॉ. प्रबल सेन का कहना है कि भारतीय दाल, सब्जी, गल्ला, कपड़ा सभी चीजें नकद खरीदते हैं, जिससे बाजार सीधा प्रभावित होगा। भारतीय अर्थव्यवस्था में डिजिटल मनी और प्लास्टिक मनी का रहीम इसेमलर बेहद कम करते हैं।

### परेशानी

- असंगठित मजदूरों व छोटे उद्योगों पर नोटबंदी से मुश्किलें बढ़ी
- नोटबंदी से बाजार पर रोक लगने जैसी बात संभव नहीं

### नकली नोट पर चोट

उनका कहना है कि नोटबंदी से नकली नोट पर निशाना है। इससे आतंकवाद और नक्सलवाद में कमी आएगी।

### रियल एस्टेट और सोने में कालाधन

उन्होंने बताया कि नोटबंदी को लेकर जैसी घोषणा प्रधानमंत्री नरेन्द्र मोदी ने की थी, वैसी सर्जिकल स्ट्राइक नहीं है। नोटबंदी से भ्रष्टाचार पर रोक लगने जैसी बात संभव नहीं है। नकली नोट के रूप में अधिकतम 6 प्रतिशत ही कालाधन मौजूद है। नकद की पूरक में सिर्फ नोट और गोल्ड के रूप में देश में ज्यादा कालाधन है। इस पर चोट कर ही देश को सशक्त बनाया जा सकता है। उन्होंने कहा कि कालाधन का सीधा अनुपात संख्या नहीं है।

– डॉ. प्रबल सेन, अर्थशास्त्री और एक्सएलआरआई के प्रोफेसर

चमत्कार जारी रहेगी। उन्होंने कहा कि नोटबंदी से उपजी समस्या का समाधान आम व्यक्ति संभव नहीं। वर्तमान हालात को देखते हुए रोजगार और बाजार की समस्या इतनी जल्द सुलझ संभव नहीं। आने वाले तीन महीने तक नोटबंदी की समस्या से हमसभी को जूझना पड़ेगा।



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# एक्सएलआरआई में होमकमिंग आज

**जमशेदपुर (सं.)।** एक्सएलआरआई में तिनवार से दोदिवसीय होमकमिंग-2016 का आयोजन होगा। होमकमिंग-2016 में इस वर्ष पांच वर्गों में आठ प्रतिष्ठित एल्युमनाई को पुरस्कृत किया जाएगा।

इस दौरान एक्सएलआरआई के पूर्व निदेशक फादर ईएच मैकग्राथ एसजे पर लेखित पुस्तक का विमोचन शनिवार पुबह 10.30 बजे होगा।

**नरेंद्रन भी होंगे शामिल :** इसके अलावा शाम 5.30 बजे से एल्युमनाई अवार्ड समारोह आयोजित होगा। इस दौरान टाटा स्टील के एमडी टीवी नरेन्द्रन, एक्सएलआरआई के निदेशक फादर ई. अब्राहम, टाटा हिटाची के पूर्व एमडी राणा सिन्हा और प्रोफेसर प्रवणेश रे अतिथि के तौर पर उपस्थित रहेंगे। एक्सएलआरई के निदेशक फादर ई. अब्राहम ने बताया कि हर वर्ष एक्सएलआरआई के पूर्ववत जुटते हैं, जोकि संस्थान के ब्रांड अं होते हैं।

**इन वर्गों में मिलेगा पुरस्व**
एल्युमनस अवार्ड-प्रैक्टिसिंग मैने
एल्युमनस अवार्ड-शिक्षाविद, एल्य
अवार्ड-यंग अचीवर्स, एल्युमनस अ
उद्यमी, एल्युमनस अवार्ड-ए
फीलड्स।

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PAGE: 4

NATIONAL HR-IR CONFERENCE AT XLRI

## Experts delve on emerging trends in 'de-globalisation'

PNS ■ JAMSHEDPUR

A ripple in the air, and excitement on the faces, marked the inception of the first ever National HR-IR Conference here. XLRI, the B-School in association with Bank of Baroda, and the Friedrich Ebert Stiftung, provided a platform for this first-of-its-kind event to take place.

In line with its theme, 'Dynamics of HR-IR: Realigning Skills, Systems and Practices in the face of Globalisation, the conference witnessed participation from industry stalwarts, trade union leaders, academicians, government officials, and researchers.

Also, students from over 30 B-Schools of the country were a part of the occasion. The session was inaugurated by Suresh Dutt Tripathi, vice president- HR, Tata Steel Ltd, Subesh Kumar Das, director general, Administrative Training Institute, West Bengal, and finally by Vivek Patwardhan, an eminent executive coach and hr consultant, who delivered the Key Note address. All the three speakers brought to the table insights from their own experiences, to discuss in detail the changes that are occurring in the present day realm of HR and IR. New terms such as de-globalization, and the evolution of HR and IR into Employment Relations were also discussed.

The first panel discussion for the day surrounded 'Changes in Technology and its effects on HR'. It was chaired by Professor Gloryson R.B. Chalil, Co-ordinator, OB Area, XLRI, Jamshedpur, with the other panelists Dr. Shio Kumar Singh, Chief Capability Development Officer, Tata Steel Ltd; Neeraj Sanan, CMO, Spire Technologies; and George Thomas, VP- Corporate HR and Administration, MSP Steel and Power Ltd. The fallout of technological revolution and the concerns surrounding the same were discussed, along with the technological revolution of HR Internet of Things, to Human Machine Partnership. Sanan elaborated on how the systems we put into in our organizations are all omniscient, and how the need for intelligent systems is pressing, to recognize the gap between the demand-supply of workforce and efficiently tackle it. Dr. Shio discussed the "Reverse Mentoring" programme that Tata Steel Ltd. has introduced wherein the youth of the organization train the older staff in the technological advancements that are happening today.

The panel, post lunch, gave their insights on 'Skill India: The Road ahead'. Dr. Pramhesh Ray, Professor- HRM, XLRI, Jamshedpur, chaired the panel along with the other speakers, Indranil Aich, Director, Aich Group of Companies; Dr. Shio Kumar Singh, Chief Capability Development Officer, Tata Steel Ltd; Sanjay Singhvi, General Secretary, Trade Union Centre of India; Vinod Behari, CEO, Power Sector Skill Council; and Saurabh Prasad, Head- Human Resources in Commercial Vehicles India, Metalsa.

To combine the theme of the conference with the theme of the panel, it was discussed how technology is basically a skill, and in the olden days when the technologies were not as ubiquitous as they are today, the personal skills of the human population drove the work. The sector wise requirements of skills, was also discussed, with Infrastructure being the sector requiring the most skillsets.

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एक्सएलआरआई में होमकमिंग-2016 शुरू, देश-विदेश से आए पूर्ववर्ती विद्यार्थी कर रहे शिरकत

## मूल्यों की शर्त पर विकास नहीं : नरेन्द्रन

एक्सएलआरआई गलमनर में महिला की शिक्षकों को सम्मानित करते टाटा मोटर के एमडी टीवी नरेन्द्रन व अन्य। • हिन्दुस्तान

### अतिथि बोले

- एक्सएलआरआई तैयार करता है वैश्विक लीडर
- विद्यार्थियों से सामाजिक जिम्मेदारी का वृक्ष भर रहा एक्सएलआरआई

### सुलझाई कविता, जीता दिल

### आठ एल्युमनाई को मिला पुरस्कार

### फादर मैकवाना पर लिखित पुस्तक का विमोच

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DATE: 27 December 2016
EDITION: New Delhi
PAGE: 23

DATE ALERTS

**JANUARY 8:** This is the day when Xavier Aptitude Test (XAT) 2017 will be held in 47 centres across the country. The test divided into four sections 'Verbal and Logical Ability', 'Decision Making', 'Quantitative Ability and Data Interpretation' and 'General Knowledge' will be of three-and-a-half hours in duration. "XAT is designed to assess the aptitude of candidates for future business success," said Munish Thakur, chairperson, admissions, XLRI and XAT convener. For more details log on to http://xatonline.net.in/.

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DATE: 31 December 2016
EDITION: Kolkata
PAGE: 3

## XAT 2017 to be held on Jan 8, to remain pen-paper based

**KOLKATA :** Xavier Aptitude Test (XAT) 2017 will be on the similar pattern like previous years. The entrance test is to follow the Pen-Paper format like every year.It will have four sections (i) Verbal and Logical Ability (ii) Decision Making (iii) Quantitative Ability and Data Interpretation (iv) General Knowledge. The marks of General Knowledge will not be used for determining the percentile and cut off at first stage of selection. The duration of the test will be of three and a half hours (3 ½), from 10:00am to 01:30pm on Sunday, 8th January, 2017.Dr. Munish Thakur, Chairperson-Admissions at XLRI and XAT Convener commented, "XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting edge testing methodology. XAT's multidimensional testing framework is designed to meaningfully assess the aptitude of candidates for future business success. We follow the pen & paper format, in order to ensure equal opportunity to all candidates. The examination focuses on multi-dimensional examination structure and fairness, to assess aptitude of future business leaders XLRI has been conducting XAT on behalf of XAMI. For over 60 years, XLRI has been conducting XAT on an all India level to select the most appropriate students for management education. The XAT score is considered for admission by more than 150 B-Schools across India," Dr. Munish Thakur further added.This year, XAT will be conducted from 47 centers all across India that will include the cities - Agartala, Ahmedabad, Allahabad, Amritsar, Bengaluru, Berhampur, Bhopal, Bhubaneswar, Chandigarh, Chennai, Cochin, Coimbatore, Cuttack, Dehradun, Delhi, Goa, Greater Noida, Gurgaon, Guwahati, Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kanpur, Kolkata, Lucknow, Mangalore, Mumbai, Nagpur, Nasik, Noida, Patna, Pune, Raipur, Ranchi, Rourkela, Sambalpur, Surat, Tiruchirapalli, Trivandrum, Udaipur, Vadodara, Varanasi, Vijayawada, Visakhapatnam. The test will be held in two international cities of Dubai and Kathmandu. Candidates holding recognized Bachelors degree of minimum three years duration or equivalent in any discipline or students completing their final examination by June 10, 2017 are eligible to appear for XAT 2017. NRI and foreign candidates may apply through GMAT score. Apart from XLRI and 11 XAT Member Institutes, more than 150 B-schools across India accept the scores of XAT exam as part of their admission criteria. Some of the other top B-schools accepting the XAT scores are: S P Jain Institute of Management & Research, Mumbai; MIT Pune's, MIT School of Telecom Management; Mudra Institute of Communications, Ahmedabad (MICA), Ahmedabad; Goa Institute of Management; Great Lakes Institute of Management, Tamilnadu; TAPMI, Manipal; NIIT University, Neemrana, Rajasthan; School of Management, KIIT University, Bhubaneswar; Flame School of Business, Pune; BULMIM, New Delhi; Asia-Pacific Institute of Management, New Delhi; IFMR, Chennai; WeSchool, Mumbai; Jaipuria Institutes of Management; Gitam Institute of Management, Vishakhapatnam; Globsyn Business School, Kolkata amongst others

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DATE: 10 December 2
EDITION: Jamshedpu
PAGE: 4

Annual Home coming at XLRI from today

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PAGE: 9

**एक्सएलआरआइ.** नेशनल कॉन्फ्रेंस में बोले ह्यूमन रिसोर्स कंसल्टेंट विवेक पटवर्द्धन

# तकनीक बढ़ा रही बेरोजगारों की फौज

अगले पांच साल में कंपनियों में होगी 69 फीसदी तक तकनीक इस्तेमाल.

संवाददाता ▸ जमशेदपुर

पूरी दुनिया में तकनीक का इस्तेमाल बढ़ने से मानव संसाधन में कटौती की जा रही है. इस वजह से बेरोजगारों की फौज खड़ी हो रही है. इससे कंपनियों को तो फायदा हो रहा है, लेकिन सामाजिक तौर पर हम कमजोर हो रहे हैं. एक्वांटही ने पिछले 6 महीने में 14 हजार वैकेंसियां खत्म की है. मिस्ड और भी भयावह होने वाली है. उक्त बातें प्रसिद्ध ह्यूमन रिसोर्स कंसल्टेंट विवेक पटवर्द्धन ने कहीं. वे शनिवार को एक्सएलआरआइ में आइआर-एचआर पर आयोजित दो दिवसीय नेशनल कॉन्क्लेव में बतौर की-नोट स्पीकर संबोधित कर रहे थे. उन्होंने कहा कि देश की कंपनियों में 27 प्रतिशत तक तकनीकीकरण हो चुका है. अगले पांच साल में यह बढ़कर 69 प्रतिशत हो जायेगा. तकनीक को मानव मिलने से मजदूर घटेंगे. इससे पूर्व टाटा स्टील के चाइफ प्रेसीडेंट (एच आर) डॉ सुरेश दत्त त्रिपाठी, डॉ. सुकेश दास और एक्सएलआरआइ के डीन प्रो. आशीष पाण्डे ने संयुक्त रूप से दीप प्रज्ज्वलित कर कार्यक्रम की शुरुआत

**टाटा स्टील पर ग्लोबलाइजेशन का असर, लेकिन कंपनी में फिलहाल रोबोट से काम नहीं**

दीप प्रज्ज्वलित कर कॉन्फ्रेंस का उद्घाटन करते अतिथि.

## यूनियन की सहमति से ही मैनपावर में कटौती : डॉ त्रिपाठी

संवाददाता ▸ जमशेदपुर

स्मार्टफाइजेशन का असर टाटा स्टील पर भी पड़ा है. लेकिन कंपनी अपने तय मानक और मूल्यों पर कायम है. हालांकि कंपनी पर प्रोडक्टिविटी बढ़ाने के साथ-साथ प्रति यूनिट कॉस्ट कम करने का दबाव है. इसके लिए जरूरी है कि मैनुअल के साथ ही मशीनों का ज्यादा से ज्यादा प्रयोग किया जाये. उक्त बातें टाटा स्टील के चीफ एचआर डॉ सुरेश दत्त त्रिपाठी ने कहीं. वे शनिवार को एक्सएलआरआइ में एआर आइआर पर आयोजित नेशनल कॉन्फ्रेंस के बाद पत्रकारों से बातचीत कर रहे थे.

उन्होंने कहा कि टाटा स्टील ने निर्णय लिया है कि विल्कहाल कंपनी में रोबोट से काम नहीं लिया जायेगा. हालांकि उन्होंने साफ्टवेयर के इस्तेमाल से इनकार नहीं किया है. उन्होंने कहा कि भविष्य में मैन पावर की कटौती हो सकती है, लेकिन इसके लिए पहले यूनियन की सहमति ली जायेगी. मजदूर संगठन एकजुट हो रहे हैं. बातों को अब हम जो भी प्रोडक्ट बनायेंगे उसमें स्थानीय लोगों को नौकरी दी जायेगी. हम खुद प्रोडक्ट बनायेंगे और उसका इस्तेमाल भी हमारे यहां के लोग करेंगे. चीन के राष्ट्रवाद पर फोकस किया है. बातों की नौकरियां स्थानीय लोगों के लिए ही सुरक्षित करने पर बराबर चल रही है. अमेरिका में डोनाल्ड ट्रंप ने भी इसी मुद्दे पर राष्ट्रपति चुनाव जीता है.

### 16 युवा ले रहे टाटा स्टील के ऑफिसर्स की क्लास

डॉ सुरेश दत्त त्रिपाठी.

टाटा स्टील में एमडी से लेकर वीपी लेवल के टॉप ऑफिसर्स को ट्रेनिंग दी जायेगी. यह ट्रेनिंग देने वाले टाटा स्टील में जाहन करने वाले युवा होंगे. इसके लिए कंपनी की ओर से 16 युवाओं का चयन किया गया है. ये युवा वरीय अधिकारियों को देश -दुनिया में होने वाले बदलाव, नवीन तकनीक, एचआर पॉलिसी, आइआर, प्रोडक्टिविटी बढ़ाने समेत अन्य जरूरतन जानकारी देंगे. साथ ही ये उन्हें ज्ञानवान सामग्री भी उपलब्ध करवायेंगे, हर वरीय अधिकारी का एक युवा मेंटर होगा, वह समय-समय पर उससे इनोवेशन के साथ ही कंपनी के क्षेत्र में होने वाले तमाम बदलावों की जानकारी ले सकेंगे. डॉ त्रिपाठी ने कहा कि हमें स्मॉडार करना होगा कि आज के युवा के पास हमसे ज्यादा सूचना होती है. वे ज्यादा इनोवेटिव तरीके से सोच सकते हैं. उनके ज्ञान का हम इस्तेमाल करना चाहते हैं. युवा का आइडिया और हमारा अनुभव कंपनी को आगे बढ़ाने में मददगार साबित होगा.

**टंप ने स्थानीय कार्ड खोल कर जीता राष्ट्रपति का चुनाव :** क्लिंक पटवर्द्धन ने कहा कि दुनिया ग्लोबलाइजेशन का मिथक टूट रहा है. आसीय पाण्डे ने संयुक्त रूप से दीप प्रज्ज्वलित कर कार्यक्रम की शुरुआत

सकारात्मक बदलाव कर बड़ी कंपनियों को पछाड़ रहे हैं. छोटी कंपनियां बड़ी का अधिग्रहण कर रही है. अगर हम वर्तमान हालात को ध्यान में रख कर अपने आप में बदलाव नहीं लाते हैं, तो

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**सरस्वती ज्ञान ज्योति आदर्श पब्लिक स्कूल**

# प्रशासन के तोड़ने के बाद पुनः उदघाटन

**जमशेदपुर.** सोनारी दोमुहानी स्थित सरस्वती ज्ञान ज्योति आदर्श पब्लिक स्कूल का 2 अक्तूबर को उद्घाटन किया गया था. जिसे 18 अक्तूबर को प्रशासन द्वारा तोड़ देने के बाद बच्चे पेड़ के नीचे पढ़ाई कर रहे थे. जिसके बाद जदयू के मंडल अध्यक्ष अनिल कुमार के नेतृत्व में एक्सएलआरआई के छात्रों द्वारा स्कूल का निर्माण किया गया. जिसका पुनः विधिवत उदघाटन बुधवार को रोनी डिकोस्टा एवं एक्सएलआरआई के छात्रों ने फीता काटकर किया. इस अवसर पर बच्चों के बीच किताब, कॉपी व पेंसिल का वितरण किया गया. कार्यक्रम के दौरान चित्रांकन प्रतियोगिता में अव्वल रहे बच्चों को पुरस्कृत किया गया. इस स्कूल में दुखु मछुआ के नेतृत्व में बस्ती के 65 बच्चे पढ़ते हैं. कार्यक्रम को सफल बनाने में एक्सएलआरआई के फादर एंथोनी के आदेशानुसार एक्सएलआरआई के सार्थक बोस, सासंग पांडे, राजेश महापात्रा, श्रेया चक्रवर्ती, मनन पटेल, मेघा असावा, रोहन बाटकर, अंकुर देसाई, सोमिल नैन के अलावा जदयू के अनिल कुमार, नरेश कुमार के अलावा बस्ती के सैकड़ों लोग थे.

स्कूल का पुनः उदघाटन करते रोनी डिकोस्टा व एक्सएलआरआई के छात्र.

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## एक्सएलआरआइ में होमकमिंग आज से

**जमशेदपुर.** एक्सएलआरआइ में दो दिवसीय होमकमिंग की शुरुआत शनिवार से हो रही है. इसमें संस्थान के करीब 100 से ज्यादा पूर्ववर्ती विद्यार्थियों का जुटान होगा. अलग-अलग बैच के विद्यार्थी संस्थान परिसर में जुटेंगे और संस्थान से जुड़ी पुरानी यादों को ताजा करेंगे. इस दौरान संस्थान के 5 पूर्व विद्यार्थियों को इस मौके पर सम्मानित भी किया जायेगा. एक्सएलआरआइ प्रबंधन की ओर से बताया गया कि शनिवार की सुबह 11 बजे आयोजित कार्यक्रम के दौरान एक्सएलआरआइ के पूर्व डायरेक्टर फादर इएच मैक्ग्राथ द्वारा लिखित एक पुस्तक का भी विमोचन किया जायेगा.

इस दौरान पूर्ववर्ती विद्यार्थी द्वारा संस्थान के विकास के लिए स्वेच्छा से कुछ राशि भी दी जायेगी, इसका इस्तेमाल संस्थान प्रबंधन की ओर से एक्सएलआरआइ की बिल्डिंग बनाने समेत अन्य चीजों में किया जायेगा. एक्सएलआरआइ के वर्तमान डायरेक्टर फादर इ अब्राहम ने बताया कि एक्सलर्स ही एक्सएलआरआइ के ब्रांड अंबेसडर हैं. इस दौरान कुछ खास टॉपिक पर एक पैनल डिस्कशन का भी आयोजन

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**विचार-मंथन.** ग्लोबलाइजेशन से मिल रही चुनौतियों पर बोले विशेषज्ञ

# कामगारों का स्किल्ड होना जरूरी

**एक्सएलआरआइ में दो दिवसीय एचआर आइआर कॉन्क्लेव का समापन**

**एक्सएलआरआइ ने हुल पाइज के खाते किया एमओयू**

PUBLICATION: Prabhat Khaba
DATE: 7 December 2016
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## एक्सएलआरआइ में 10-11 दिसंबर को होमकमिंग

**जमशेदपुर.** एक्सएलआरआइ में होमकमिंग 2016 का आयोजन किया जा रहा है. इसे लेकर संस्थान में सारी तैयारियां पूरी कर ली गयी है. इस बार करीब 250 विद्यार्थी होमकमिंग में शामिल होने के लिए एक्सएलआरआइ पहुंच रहे हैं. यहां पहुंचने के बाद वे वर्तमान बैच के विद्यार्थियों से जहां रूबरू होंगे

**■ 5 पूर्व विद्यार्थियों को किया जायेगा सम्मानित**

वहीं वे अपने कॉलेज के दिनों को याद भी करेंगे. एक्सएलआरआइ के एल्यूमिनाइ एसोसिएशन के राष्ट्रीय अध्यक्ष सह टाटा हिटाची कंस्ट्रक्शन मशीनरी कंपनी लिमिटेड के पूर्व प्रबंध निदेशक राणावीर सिन्हा ने कहा कि एल्यूमिनाइ एसोसिएशन का विस्तार किया गया है. एसोसिएशन द्वारा देश में बेंगलुरु, दिल्ली, चेन्नई, हैदराबाद, कोलकाता, मुंबई, पुणे जबकि विदेश में वाशिंगटन डीसी, न्यूयॉर्क, बोस्टन, शिकागो, टोरंटो समेत विदेश के कई शहरों में एल्यूमिनाइ एसोसिएशन का गठन किया गया है. इस बार होमकमिंग में अलग-अलग 5 केटेगरी में पूर्व विद्यार्थियों को सम्मानित किया जायेगा. इसके लिए कुल 8 पूर्व विद्यार्थियों को नोमिनेट किया गया है. होमकमिंग को लेकर संस्थान के डायरेक्टर इ अब्राहिम ने कहा कि एक्सएलआरआइ के स्टूडेंट ही संस्थान के ब्रांड अंबेसेडर हैं. ये ही संस्थान की ब्रांड इमेज बना रहे हैं. उन्होंने कहा कि संस्थान में सिखायी जाने वाली बातों को वे अपने जीवन में ना सिर्फ अपना रहे हैं बल्कि इसे ट्रांस्फॉर्म भी कर रहे हैं. होमकमिंग के दौरान एक्सएलआरआइ के पूर्व डायरेक्टर फादर इग्नेच मैक्गा द्वारा लिखित एक किताब का भी विमोचन किया जायेगा.

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### एक्सएलआरआइ के होमकमिंग 2016 में जुटे 250 पूर्ववर्ती विद्यार्थी

## जो कुछ पाया उसे सोसाइटी को वापस भी कीजिए

होमकमिंग

### इग्नेच मैक्गा एसजे की पुस्तक का विमोचन

PUBLICATION: The Avenue Mail
DATE: 7 December 2016
EDITION: Jamshedpur
PAGE: 8

## XLRI students build a library from scratch for underprivileged kids

Alumni to reconnect with old times at 'XLRI Homecoming' from Dec 10

PUBLICATION: Prabhat Khabar
DATE: 24 December 2016
EDITION: Jamshedpur
PAGE: 19

## जैट के लिए डाउनलोड करें एडमिट कार्ड

PUBLICATION: Sukhabar
DATE: 8 December 2016
EDITION: Jamshedpur
PAGE: 2

## পরিকাঠামো উন্নয়নের জন্য চাই দক্ষ মানবসম্পদ

PUBLICATION: The Avenue Mail
DATE: 2 December 2016
EDITION: Jamshedpur
PAGE: 2

## XLRI to host National HR-IR Conference from Dec 3, experts to participate

PUBLICATION: The Avenue Mail
DATE: 4 December 2016
EDITION: Jamshedpur
PAGE: 3

## Experts discuss evolution of HR-IR into employment relations

### XLRI hosts National HR-IR Conference

PUBLICATION: The Avenue Mail
DATE: 12 December 2016
EDITION: Jamshedpur
PAGE: 8

## XLRI felicitates eminent alumni c 'Distinguished Alumnus Awards'

PUBLICATION: The Avenue Mail
DATE: 5 December 2016
EDITION: Jamshedpur
PAGE: 8

## HR conference at XLRI: Day two focuses on economic implications of globalizatior

PUBLICATION: The Avenue Mail
DATE: 8 December 2016
EDITION: Jamshedpur
PAGE: 8

## Hult Prize XLRI campus finals on Dec. 9

**Jamshedpur, Dec. 7:** XLRI is associated with HULT Prize, the world's largest social entrepreneurship competition for the students. The Hult Prize Foundation is a start-up accelerator for budding young social entrepreneurs, emerging from the world's best universities after challenging them to solve a pressing social issue around topics such as food security, water access, energy, and education. The agenda for this year is "Reawakening Human Potential - The Refugee Problem". The Hult prize gives winning team launch a social enterprise.

The Hult Prize - XLRI Chapter, started with the recruitment of the campus director - Sandeep Kumar, an IIT Kharagpur alumni, currently a 2nd year student at XLRI. The core team consists of Manuj Gulati, Atul Singh, Akshay Ratan, Akaankshaa Paranjpe, Sayed Adil Hussain and Parul Jain.

The campus round is scheduled on Friday, December 9, 2016. The registration process is ongoing, and it has managed to create a huge buzz inside the campus. Saket Agrawal, a PGDM 2016 - 18 batch student, did put it very succinctly "I only have read about the refugee crisis till now, but this event has certainly made me now think on how to contribute towards mitigation of the same". Renowned XLRI professor, T. Raghuram has agreed to be a part of Hult Prize - XLRI Chapter as a mentor.

Eight years post its inception, the Hult Prize has established itself as the most impactful student initiative in the world. It is a year-long competition which crowd-sources ideas from university students. College students from around the world compete to solve a pressing social issue faced by millions via start-up enterprise.

The problems addressed include food security, water access, energy, and education. Winners receive USD 1 million in seed capital, as well as mentor ship and advice from the international business community. Each of the finalists receives pilot funding along with membership to the Clinton Global Initiative.

PUBLICATION: The Avenue Mail
DATE: 11 December 2016
EDITION: Jamshedpur
PAGE: 8

## Book on Father McGrath released at XLRI

PUBLICATION: Hindustan Times
DATE: 28 December 2016
EDITION: Kolkata
PAGE: 7

## For private B-schools, the battle for autonomy is likely to drag on

**FUTURE TENSE** Management institutions offering postgraduate diplomas worried about absence of a dedicated regulator

**REGULATORY BATTLE FOR PRIVATE B-SCHOOLS: STORY SO FAR**

PUBLICATION: The New Indian Express,Edex
DATE: 12 December 2016
EDITION: Bangalore
PAGE: 12

## National HR-IR conference

XLRI - Xavier School of Management hosted the National HR-IR Conference 2016'. The theme of the conference was 'Dynamics of HR-IR: Realigning skills, systems and practices in the face of globalization'. It brought together representatives from all spheres such as industry, trade unions, government, practitioners and academics to discuss industrial relations and human resource management.

PUBLICATION: The Avenue Mail
DATE: 24 December 2016
EDITION: Jamshedpur
PAGE: 8

## XLRI's entrance test on January 8, XAT 2017 to remain pen-paper based

**Jamshedpur :** Xavier Aptitude Test (XAT) 2017 will be on the similar pattern like previous years. The entrance test is to follow the Pen-Paper format like every year.

According to information, it will have four sections: Verbal and Logical Ability, Decision Making, Quantitative Ability and Data Interpretation and General Knowledge. The marks of general knowledge will not be used for determining the percentile and cut off at first stage of selection.

The duration of the test will be of three and a half hours (3 ½), from 10:00am to 01:30pm on Sunday January 8, 2017.

Dr. Munish Thakur, chairperson-admissions at XLRI and XAT convener said: "XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting edge testing methodology. XAT's multidimensional testing framework is designed to meaningfully assess the aptitude of candidates for future business success. We follow the pen & paper format, in order to ensure equal opportunity to all candidates.

The examination focuses on multi-dimensional examination structure and fairness, to assess aptitude of future business leaders."

"XLRI has been conducting XAT on behalf of XAMI. For over 60 years, XLRI has been conducting XAT on an all India level to select the most appropriate students for management education. The XAT score is considered for admission by more than 150 B-Schools across India," Dr. Munish Thakur further added.

This year, XAT will be conducted from 47 centers all across India that will include the cities - Agartala, Ahmedabad, Allahabad, Amritsar, Bengaluru, Berhampur, Bhopal, Bhubaneswar, Chandigarh, Chennai, Cochin, Coimbatore, Cuttack, Dehradun, Delhi, Goa, Greater Noida, Gurgaon, Guwahati, Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kanpur, Kolkata, Lucknow, Mangalore, Mumbai, Nagpur, Nasik, Noida, Patna, Pune, Raipur, Ranchi, Rourkela, Sambalpur, Surat, Tiruchirapalli, Trivandrum, Udaipur, Vadodara, Varanasi, Vijayawada, Visakhapatnam. The test will be held in two international cities of Dubai and Kathmandu.

Candidates holding recognized Bachelors degree of minimum three years duration or equivalent in any discipline or students completing their final examination by June 10, 2017 are eligible to appear for XAT 2017. NRI and foreign candidates may apply through GMAT score.

Apart from XLRI and 11 XAT Member Institutes, more than 150 B-schools across India accept the scores of XAT exam as part of their admission criteria. Some of the other top B-schools accepting the XAT scores are: S P Jain Institute of Management & Research, Mumbai; MIT Pune's, MIT School of Telecom Management; Mudra Institute of Communications, Ahmedabad (MICA); Ahmedabad; and Goa Institute of Management.

PUBLICATION: The New Indian Express,Edex
DATE: 19 December 2016
EDITION: Hyderabad
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## Homecoming at XLRI

XLRI- Xavier School of Management hosted two days long celebrations of 'Annual Homecoming 2016' on 10 and 11 December, 2016. Around 250 XL Alumni participated in this year's Homecoming held at XLRI Campus, Jamshedpur. On the occasion, a book on Fr E H McGrath S J (Former Director, XLRI) was released at the inaugural session by Fr E Abraham S J Director, XLRI in presence of Fr McGrath.

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PAGE: 15

## Student Connect to Avoid Passport Rush

MEA ties up with TCS to get more students to apply for their passports in time

**Priyanka.Sangani**
@timesgroup.com

**Pune:** The Ministry of External Affairs (MEA) has launched a new initiative, Student Connect, in collaboration with Tata Consultancy Services under its Passport Seva project.

The project is aimed at getting more students to apply for their passports in time, and at the same time, make them aware of eGovernance initiatives. TCS runs 77 Passport Seva Kendras (PSK) across the country. Arun Chatterjee, joint secretary, MEA told ET, "We realised that there wasn't too much awareness in the student community about how streamlined the passport application process has become in the past few years. I am personally reaching out to about 500 universities to create awareness about this initiative. Additionally the 38 regional passport officers are also conduction sessions and creating awareness locally." The groundwork for this has been going on for close to three months, while the initiative was actually launched about a month and a half back.

The ministry noticed that every year there would be a surge in applications for a few months, which would lead to a delay in processin the passports for students who we re planning to study abroad. Th project aims to spread that ou across the year, and also make th process easier for students. Rajes Dogra, head-all India operations passport project, TCS, said, "In sc me cases if students cannot com to the passport office during th week, we will hold a passport mel or Camp on the weekend. If there i sufficient demand from a singl university, we will go and set up camp at their campus. We have sc me special solutions and portabl equipment and we've already cor ducted such camps at XLRI, Jams hedpur and at Bhubaneshwar PS for Utkal University and Jodhpu PSK so far." Chatterjee said tha they would like this to be an ongo ing engagement, and to start with they are focusing on the AICT approved institutes.

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## Kapilashrami is StanC's Global HR Head

Joins Unilever's Leena Nair in an elite club of Indian women who have climbed to the top global HR leadership position at a transnational corporation

Ratna Bhushan & Prachi Verma Dadhwal

ET PROFILE

**TANUJ KAPILASHRAMI,** Global Head of Talent, Standard Chartered

**INDIA FOCUSED**

For most financial services groups, Indian talent is becoming important because it now has the largest workforce outside of home

Monica Agrawal, Senior Client Partner, Korn/Ferry

**New Delhi:** Tanuj Kapilashrami, the newly hired global head of talent at Standard Chartered, belongs to a small group of Indian women who have climbed to a top global HR leadership position at a multinational organisation. And, she stands a chance to become the global HR head at the London-based, Asia-focused bank.

Kapilashrami, who will join in March, is moving to StanChart from HSBC Europe, where she heads human resources since January 2014. She previously held the same role at HSBC India.

Leena Nair, senior vice-president for leadership and organisation development at Unilever since December 2015, is another example of an Indian woman reaching a global leadership role at HR functions.

For Kapilashrami, who is from XLRI's year 2000 MBA batch, the climb has been quite quick. "Tanuj has been one of the fastest growing Indian women leaders globally," said Prasoon Malhotra, managing partner at Positive Moves Consulting. "A culturally agile professional with a strong understanding of the rapidly evolving global banking ecosystem, Tanuj made significant contributions and impact in diverse country, regional and global HR roles within HSBC across India, Asia and Europe."

**Kapilashrami was not available for comment. The bank didn't respond to an email.**

Known to be a risk taker among peers, she is learnt to have been very vocal about pursuing woman-centric leadership roles, said a top executive in the banking industry. "At a time when there's been consistent financial turbulence globally and markets have been slowing down, the big challenge has been keeping teams motivated where Tanuj has played a key role," the executive said.

Executive search experts see Kapilashrami's new role and Nair's elevation at the British-Dutch consumer goods company as part of a trend whereby Indians are increasingly being appointed to leadership positions by MNCs.

"For most large financial services groups, Indian talent is becoming increasingly important because India now has the largest workforce outside of home country. This is why Indian HR leaders are shining at the global level as they understand the nuances. This also sends the right message across that Indian talent is important," said Monica Agrawal, senior client partner, global financial services, at Korn Ferry International.

The appointment comes at a time when almost all global firms are pushing diversity and bringing in an increasing number of women to leadership roles. HSBC, for example, announced a 50:50 men-women employment target by 2020. "It is not easy even for women who are well qualified to achieve leadership roles. This appointment is yet another step in the right direction for women," said Upasana Taku, co-founder, MobiKwik.

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PAGE: 12

## Biz Ethics Oration held at XLRI

XLRI- Xavier School of Management, hosted the 25th Annual JRD Tata Oration on Business Ethics. Dr Frank Brennan, Professor of Law, Australian Catholic University delivered the oration at XLRI Campus, Jamshedpur. In his oration, Fr Frank Brennan delved into the topic of The Placement of International Law in serving Sustainable Development for India: Some Ethical Reflections. He said, "My thesis this evening is that no matter what the economic, political and legal problems are confronted by modern day India, these problems can be better addressed and answered by a consideration of the religious traditions

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PAGE: 7

# For private B-schools, the battle for autonomy is likely to drag on

**FUTURE TENSE** Management institutions offering postgraduate diplomas worried about absence of a dedicated regulator

**REGULATORY BATTLE FOR PRIVATE B-SCHOOLS: STORY SO FAR**

- The PGDM institutions have been fighting a legal battle with the All-India Council for Technical Education (AICTE) for autonomy since 2010.
- The AICTE notification dated December 20, 2010, had called for 'withdrawal of B-schools' autonomy related to admissions, fixing of fees, curriculum and examination matters.
- The Supreme Court has stayed this notification five times in favour of PGDM institutions since 2013.
- The apex court has extended the interim stay again on December 16, 2016.
- Institutes such as XLRI Jamshedpur and International Management Institute, New Delhi can now conduct admissions for the academic year 2017-18.
- With the extension of the interim stay, the rallying cry for a dedicated regulator for management schools has grown louder.
- PGDM institutions are at the moment approved by the All-India Board of Management Education (part of AICTE) but the Board does not enjoy the same autonomy as the AICTE.

The UGC took a wrong decision to bring PGDM institutions under its ambit. It was a wrong decision because autonomous and unaffiliated PGDM institutions cannot be governed by the UGC

DR NARAYANAN CHATURVEDI, alternate president, EPSI and director, BIMTECH, Greater Noida

Rauri Kohli

It now looks as if the impasse over a regulator for the 300 private business schools offering postgraduate diplomas in management (PGDM) will drag on for some more time.

The PGDM institutions have been fighting a legal battle with the All India Council for Technical Education (AICTE) for autonomy since 2010. The AICTE notification dated December 20, 2010, had called for withdrawal of their autonomy related to admissions, fixing of fees, curriculum and examination matters. The Supreme Court has stayed this notification five times in favour of PGDM institutions since 2013. It extended the interim stay again on December 16, 2016.

With the extension of the interim stay last week, the rallying cry for a dedicated regulator for management schools has grown louder, say experts.

Dr Rahul Dholakia, former director, IIM Ahmedabad, says PGDM institutions are at the moment approved by the All-India Board of Management Education (part of AICTE) but the Board does not enjoy the same autonomy as the AICTE. It also does not have many experts with a management education background.

Also, as AICTE seems to be devoted to engineering institutions, the MK Kaw Committee's recommendation to set up an All-India Council for Management Education (AICME) should be taken up seriously. "The scope of regulations for B-schools must also be clearly defined by the new regulator. The 2010 AICTE notification does not do that. In fact, the notification is a result of lack of clarity on the AICTE circular," says Dr Dholakia.

He suggests that approval to these B-schools should be given for a longer term of three years instead of an annual extension. The regulator must also look at strategic aspects such as deciding the fee, farming for research and development, evaluating their performance, faculty development and international collaboration etc. Quality assurance is also critical. Currently, the fundamental problem of management education is quality. The National Institutional Ranking Framework and National Board of Accreditation are a way to assess the B-schools but institutional assessment needs to be done in a more dedicated manner. A regulator such as AICME can look into this.

According to Dr Hariomah Chaturvedi, alternate president, EPSI and director, BIMTECH, Greater Noida, India's management education requires a new framework for regulatory control for becoming globally competitive and for making India a hub for management education.

"AICTE, as a regulator, has not been successful in achieving this goal during the last two decades. Ideally, we need a separate management council, similar to the Medical Council of India and the Bar Council of India to nurture, monitor and regulate management education," says Dr Chaturvedi.

Till a futuristic regulatory body is set up for the management education and the AICME is created, the B-schools have no option but to work under the ambit of the AICTE. "But of course, the AICTE will have to reinvent a new model of regulation which emphasises more on nurturing, supporting and encouraging management education instead of merely asking for an annual compliance report with the same data every year," says Prof Chaturvedi.

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PAGE: 3

## Exhibiting entrepreneurial capability

TEAMS from the Faculty of Management Studies (FMS), Delhi and Tata Consultancy Services (TCS) walked away with honours at the award ceremony of the Tata Business Leadership Awards (TBLA) 2016 that took place on 5 December in Mumbai. The theme for this year's competition was Big Data: Achieving Competitive Advantage through Analytics. The winners were felicitated b Mr Praveen P Kadle, MD and CEO, Ta Capital at the ceremony. The event aime to engage bright young minds and pro vide them with a platform to showcas their leadership and entrepreneuria capability. It also aimed at recognising promoting and encouraging future busi ness leaders.

The campus track was won by Tean Serendipity of FMS, Delhi. Tean Berserkers from XLRI, Jamshedpur an Team Webyte from Indian Institute o Management Bangalore (IIMB) were th first and second runners-up respectivel The participants in the national final included teams from IIM-Calcutta, IIM Lucknow, IIM-Kozhikode, S. P. Jain Mumbai, and TISS, Mumbai.

In the in-house track, Team Quicksilv from TCS won the top honours followe by Team TSK from Tata Steel bagging th first runners-up trophy and Team Bi Dada from Tata Motors achieving the sc ond runners-up position.

Besides the TBLA rolling trophy, national winners in both the tracks t home a cash prize of Rs. 500,000, up fr Rs. 200,000 in the previous editions.

A direct pre-placement interview (P with Tata Administrative Services (TA has also been promised to the natio winners.

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PAGE: 16

## Placement season

Paytm announced to hire several students from India's best colleges in the upcoming recruitment season and has already conducted campus placement across engineering colleges and B-schools. "Paytm is expanding quickly and we are constantly on the lookout for talent to help us keep the acceleration in momentum. Over the last couple of years, we have hired several bright and enthusiastic students from the country's premier institutions including IITs and IIMs, XLRI, BITS Pilani and the Indian School of Business among others, and we are incredibly happy to announce this year will be no different," said Amit Sinha, senior vice president, Paytm.

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PAGE: 8

**Experts to brainstorm at annual XLRI conference from Saturday**

# Learn all about HR & industrial relations

OUR CORRESPONDENT

XLRI students will get to know all about human resources (HR) and industrial relations (IR) during a two-day conference to be held from Saturday on the B-school premises in Jamshedpur.

Based on the theme *Dynamics of HR-IR: Realigning Skills, Systems and Practices in the Face of Globalisation*, the annual National HR-IR Conference will consist of lectures by industry experts, panels discussions and presentations.

Jointly organised by two students' outfits of XLRI — Students' Association for Promotion of Personnel Management, Human Resources and Industrial Relations (SAPPHIRE) and Forum for Industrial Relations at XLRI (FIRE@X) — the seminar aims to provide a platform to industry leaders, academics and legal practitioners to discuss and debate the various challenges in HR and IR fields.

"XLRI has been at the forefront in the field of human resources and industrial relations. This conference will have industry dignitaries discuss new ways to adapt to changes in the fields and talk about their experiences to adapt to these changes," said K.R. Shyam Sundar, professor, human resource management, XLRI.

The eminent speakers include Vivek Patwardhan, executive coach and eminent HR consultant, who will be the keynote speaker for the inaugural session; Suresh Dutt Tripathi, VP-HR, Tata Steel; Subesh Kumar Das, director general, Administrative Training Institute, West Bengal; Anindya Shee, global head, Organisation Development, Cipla; and Pravin Sinha, member of the World Economic Association.

There will be three panel discussions over the span of two days. The topics for the three sessions are *Changes in Technology and its effect on HR*; *Skill India: The Road Ahead*; and *Impact of Globalisation on Labour Markets*.

"In the last decade, Industries have undergone technological, generational changes and most importantly changes in the mindset of employees and employers, which have rendered the existing skills and systems archaic. The challenge that HR-IR professionals now face is to redevelop these systems," said Sunder.

XLRI in Jamshedpur

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EDITION: Jamshedpur
PAGE: 8

## XLRI seminar

■ HR experts and academics discussed human resource and international relations on the last day of the two-day annual National HR-IR conference at XLRI in Jamshedpur on Sunday.

PUBLICATION: The Telegraph
DATE: 11 December 2016
EDITION: Jamshedpur
PAGE: 8

## Book release

■ **Jamshedpur:** A book on the life of former director of XLRI Father E.H. McGrath was released during two-day Annual Homecoming 2016 on the campus on Saturday. Eight prominent alumni of the B-school were also given away awards in various categories on the occasion.

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PAGE: 4

# XAT-2017 to remain pen-paper based

XLRI'S
entrance test
on January 8

PNS ■ JAMSHEDPUR

Xavier Aptitude Test (XAT) 2017 will be on the similar pattern like previous years. The entrance test is to follow the pen-paper format like every year.

According to informations, it will have four sections: Verbal and Logical Ability, Decision Making, Quantitative Ability and Data Interpretation and General Knowledge. The marks of general knowledge will not be used for determining the percentile and cut off at first stage of selection.

The duration of the test will be of three and a half hours (3 ½), from 10:00am to 01:30pm on Sunday January 8, 2017.

Dr. Munish Thakur, chairperson-admissions at XLRI and XAT convener said: "XAT, though one of the oldest competitive examinations in the country, has always kept pace with the cutting edge testing methodology. XAT's multidimensional testing framework is designed to meaningfully assess the aptitude of candidates for future business success. We follow the pen & paper format, in order to ensure equal opportunity to all candidates. The examination focuses on multi-dimensional examination structure and fairness, to assess aptitude of future business leaders."

"XLRI has been conducting XAT on behalf of XAMI. For over 60 years, XLRI has been conducting XAT on an all India level to select the most appropriate students for management education. The XAT score is considered for admission by more than 150 B-Schools across India," Dr. Munish Thakur further added.

This year, XAT will be conducted from 47 centers all across India that will include the cities - Agartala, Ahmedabad, Allahabad, Amritsar, Bengaluru, Berhampur, Bhopal, Bhubaneswar, Chandigarh, Chennai, Cochin, Coimbatore, Cuttack, Dehradun, Delhi, Goa, Greater Noida, Gurgaon, Guwahati, Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kanpur, Kolkata, Lucknow, Mangalore, Mumbai, Nagpur, Nasik, Noida, Patna, Pune, Raipur, Ranchi, Rourkela, Sambalpur, Surat, Tiruchirapalli, Trivandrum, Udaipur, Vadodara, Varanasi, Vijayawada, Visakhapatnam. The test will be held in two international cities of Dubai and Kathmandu.

Candidates holding recognized Bachelors degree of minimum three years duration or equivalent in any discipline or students completing their final examination by June 10, 2017 are eligible to appear for XAT 2017. NRI and foreign candidates may apply through GMAT score.

Apart from XLRI and 11 XAT Member Institutes, more than 150 B-schools across India accept the scores of XAT exam as part of their admission criteria. Some of the other top B-schools accepting the XAT scores are: S P Jain Institute of Management & Research, Mumbai; MIT Pune's, MIT School of Telecom Management; Mudra Institute of Communications, Ahmedabad (MICA), Ahmedabad; and Goa Institute of Management.

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metro TODAY

HULT PRIZE
XLRI joins race
See Page 7

**Premier steel city B-school in race for Hult Prize 2017, campus team to be named tomorrow**

# XLRI enters big fray to beat refugee crisis

XLRI in Jamshedpur

ANTARA BOSE

**Jamshedpur, Dec. 7:** The world's system of protecting migrants is broken. People are dying while governments are spending billions on border control. Amid this massive humanitarian crisis, a premier B-school in the city is taking a baby step to reawaken people potential.

XLRI, for the first time, has joined the fray for the coveted Hult Prize, which offers a seed capital of USD 1 million to launch the world's next wave of social entrepreneurs and buffer global crises, and has aptly earned the sobriquet of Nobel Prize for Students.

Sandeep Kumar, the campus director for Hult Prize at XLRI, said while a few of the IIMs were veteran participants in the competition, organised by the Hult Prize Foundation in the US, the Jamshedpur cradle hoped to script Jharkhand's international debut.

"It will begin with competition on the campus. We have 36 teams in the fray. One will be chosen for the national round, where there will be 50 teams. If XLRI makes the cut, it will join the international round at one of the five global centres. Each of the five centres will send one team to the Global Finals for the Hult Prize of USD 1 million," explained Kumar.

> I had read about the refugee crisis. Now, I am thinking about how to mitigate the problem
>
> **SAKET AGRAWAL,** *First-year student of XLRI*

The XLRI jury, he said, would comprise faculty members, and officials of Tata Steel and Tinplate Company of India. "The final screening will be done on December 9. The jury will also mentor the selected team for the nationals."

The Hult Prize is offered in partnership with former US President Bill Clinton and the Clinton Global Initiative. It is hosted and supported by Hult International Business School in Boston, Massachusetts, and is generously funded by Swedish entrepreneur Bertil Hult and his family.

The 2017 Hult Prize "President's Challenge", selected by Clinton, is *Refugees: Reawakening Human Potential* and will focus on restoring the rights and dignity of people who are forced into motion by social injustices, politics, economic pressures, climate change and war.

The five global centres are Boston, San Francisco, London, Dubai and Shanghai. A local panel of executive judges select one winning team from each city.

Winners move into an incubator, Hult Prize Accelerator, for two months in Boston. They attend the Global Finals, usually in New York City, nine months after joining the competition.

Each team presents its start up solutions in front of delegates, Bill Clinton and Nobel laureate Muhammad Yunus. The global winner gets the seed funding of USD 1 million to immediately launch their new social enterprise.

"This is a golden opportunity to change the world. Students from XLRI will try their best to reach the global finals. The paramecors to select the team will be idea alignment with the theme, its impact, feasibility and how market driven it is. We may join the international round either in Dubai or London," said Mamta Gulati, one of the advisers for the Hult Prize challenge at XLRI.

Saket Agrawal, a first-year student, said he had only read about the refugee crisis till now. "But, this competition is making me think how to mitigate the problem. Opening a safe route to sanctuary is an important solution. This means allowing people to remigrants visas so they don't have to spend their life saving or risk drowning to reach safety," he added.

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PAGE: 10

**Annual Homecoming during weekend for XLRI's former students**

# From boardrooms to classrooms

MEMORY LANE

OUR CORRESPONDENT

**Jamshedpur, Dec. 8:** This is one day when they forget corporate strategies and management problems and instead, relive the good, old time with former batchmates.

XLRI alumni will revisit their alma mater on December 10 and 11 to be a part of the Annual Homecoming. Over 350 alumni are expected to take part in this year's weekend programme.

"Our former students are the brand ambassadors of our institution. They are the torchbearers of XLRI's culture and have taken the vision and mission of the B-school to the world. They are the role models for our present and future students and are the ones who truly inspire them to carry forward their legacy. It is a proud moment for us to welcome them back to the campus and felicitate them for their achievements," said Father K. Abraham, director XLRI.

The highlight of Annual Homecoming 2016 is the Distinguished Alumnus Awards Ceremony. This year, eight distinguished former students have been selected to receive awards in five categories — practising manager, academician, young achiever, entrepreneur and allied fields.

The event will take place in the evening of December 10.

A book on Father E.H. McGrath, former director and one of the founding members of the premier management institute, will be also released on the occasion.

Pranabesh Ray, chairperson, alumni, XLRI, said, "Homecoming is the annual XLRI family get-together that strengthens our bond with each other and fosters camaraderie among all. It revives the family spirit. Our former students meet their old acquaintances, classmates and teachers and reminisce the memorable time they have had here."

He went on to add that XLRI can claim to have the most active alumni network among all Indian B-schools.

"Every year, the alumni chapters in various cities across India and abroad organise get-togethers. In October 2014, alumni meets were held in various cities in the US, Dubai and Toronto. In 2008, we had created the XLRI Endowment Fund (XEF) and very recently XEF-US, has been reshivered as a non-profit association. Former students based in the US can contribute to this fund and avail income tax declarations."

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DATE: 13 December 2016
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PAGE: 7

**Eight premier tech colleges & B-schools on board to help Centre pick national biz award winners**

# XLRI among India's big daddy judges

TOP HONOUR: XLRI in Jamshedpur

ANTARA BOSE

**Jamshedpur, Dec. 12:** XLRI-Jamshedpur has been asked to screen individuals and organisations from the East and Northeast India for the National Entrepreneurship Awards launched on December 10 by the Union ministry of skill development and entrepreneurship.

The prestigious B-school has been taken on board as the ministry's regional level implementation partner to evaluate projects for Jharkhand, Bihar, Bengal, Odisha and the eight Northeast states.

IIT-Delhi spearheads the programme this year. Besides XLRI, the other engineering and business schools that have been given the role of project evaluation at regional levels are IIT-Bombay, IIT-Madras, IIT-Kanpur, Tata Institute of Social Sciences (TISS), Mumbai; IIM-Ahmedabad; and Foundation for Innovation and Technology Transfer (FITT) at IIT-Delhi.

Each year, one of these eight chosen institutes will be nominated as the lead institute while the seven others will support the programme as implementing partners.

"We were not a part of this evaluation programme last year. This year XLRI has been entrusted to look after projects that come from the East and Northeast. It is mandatory for the projects to be evaluated by at least two experts according to the available guidelines from the ministry," said Madhukar Shukla, chairperson, Father Aruppe Centre for Ecology and Sustainability (FACES), XLRI.

There are two categories in these national awards. An award category for 16 young entrepreneurs below 30 years, who stand to win award money of Rs 5 lakh, a trophy and a certificate. Winners would hail from different categories such as goods and services sector, social entrepreneurs, women entrepreneurs, SC/ST, people with disability and people from hard-to-reach areas. The other one will honour individuals or organisations promoting entrepreneurship, incubation and mentoring. Three winners (an institute, business incubators and a mentor) will receive a prize money of Rs 10 lakh each, trophies and certificates.

Though individuals or organisations will have to apply online on *www.neas.in*, the respective regional implementation partners will be given data to evaluate. The process of applications, which began from December 10, will go on till December 25.

Shukla said implementing partners would submit their report by December 30. Once that's done, this year's lead institute (IIT-Delhi) will form an expert selection panel of experts from the industry, academia, investment/banking and NGOs and this jury will evaluate entries received from the implementing partners to recommend top three entries per category based on the ministry's evaluation criteria.

"We would like to have maximum entries from this part of the country. Entrepreneurship is certainly something the youth have started identifying with. Hopefully we will get extraordinary, innovative ventures to evaluate," Shukla said.

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PAGE: 17

www.educationtimes.com

EducationTIMES

**NEWSBYTES**

**TAKING ON CHALLENGES**

XLRI - Xavier School of Management hosted National HR-IR Conference 2016 from December 2-4. The theme of conference was 'Dynamics of HR-IR: Realigning skills, systems and practices in the face of globalisation'. This is for the first time that the Students Association for Promotion of Personnel Management, Human Resources and Industrial Relations (SAPPHIRE) – XLRI and Forum for Industrial Relations at XLRI (FIRE@X) jointly conducted the conference on HR and IR at XLRI. Adopting a multi-stakeholder perspective, the conference brought together representatives from different spheres such as industry, trade unions, government, practitioners and consultants and academics to discuss and share perspectives on the leading and contemporary issues faced in industrial relations and human resource management. Students from several B-Schools of the country also took part in the event.