

XLRI in News

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XLRI hostsits flagship Start-up Conclave – ‘Ingenium’



PGDM (GM) Placement committee of XLRI has organised its virtual flagship event Start-up Conclave ‘Ingenium’. The conclave focused on ‘The ever-changing dimensions of the start-up ecosystems’. Fr. P. Christie, Director of XLRI, in his welcome address said, “Promoting entrepreneurship is one of XLRI’s goals, which finds its way into the curriculum in the form of certain courses and case studies.” Prof A. Kanagaraj, Placement Chairperson for XLRI’s flagship General Management programme and the conclave coordinator said, “We have always tried to provide the ideal platform for promoting and nurturing entrepreneurship among Millennials”. The Keynote speaker, Rajesh Srivastava, a Corporate Trainer and Coach to Start-ups and former CEO of JK Helene Curtis shared his perspective on the changing business rules.

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एक्सएलआरआई को टॉप बिजनेस स्कूल में स्थान

जमशेदपुर | एक्सएलआरआई को दुनिया के टॉप दो फीसदी बी स्कूलों में स्थान मिला है। अंतरराष्ट्रीय स्तर पर एमबीए कॉलेजों को परख कर मान्यता प्रदान करने वाली संस्था द एसोसिएशन ऑफ एमबीएज ने इसे लेकर एक लिस्ट जारी की है, जिसमें एक्सएलआरआई ने उक्त स्थान बनाया है। इसके साथ ही एमबीए द्वारा एक्सएलआरआई की मान्यता को रिन्युअल भी किया गया है।

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एक्सएलआरआई दुनिया के टॉप बिजनेस स्कूलों में

गर्व की बात

जमशेदपुर | वरीय संवाददाता

एक्सएलआरआई को दुनिया के टॉप दो प्रतिशत बी स्कूलों में स्थान प्राप्त हुआ है। अंतरराष्ट्रीय स्तर पर एमबीए कॉलेजों को परख कर मान्यता प्रदान करने वाली संस्था द एसोसिएशन ऑफ एमबीएज (एमबीए) ने सूची जारी की है। जिसमें एक्सएलआरआई ने स्थान अर्जित किया है।

साथ ही, एमबीए द्वारा एक्सएलआरआई की मान्यता का नवीनीकरण भी किया गया है। एक्सएलआरआई प्रबंधन ने बताया की

उपलब्धि

- टॉप दो प्रतिशत बी स्कूलों में स्थान प्राप्त हुआ है
- द एसोसिएशन ऑफ एमबीएज ने सूची जारी की

संस्थान में संचालित होने वाले पीजीडीएम (बीएम), पीजीडीएम (एचआरएम) और एग्जीक्यूटिव एक्सएलआरआई को एमबीए में टॉप बिजनेस स्कूल में स्थान प्राप्त होने के बाद पीजीडीएम (जनरल) कोर्स की मान्यता को रिन्युअल किया गया है। देश के 150 एमबीए कॉलेजों के बीच एक्सएलआरआई को स्थान मिलना गौरव की बात है।

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Govt job creation falls, adding stress to the labour market

Prashant K. Nanda
prashant.n@livemint.com
NEW DELHI

The government added fewer jobs in September, primarily because of less job creation by states, according to the payroll data of the National Pension System. As many as 32,429 jobs were created by the Centre and states in August. This fell by 8.4% to 29,697 in September.

The Centre's contribution fell by less than 1%, while new jobs at the state level fell 9.7% month-on-month. States, which had reported growth in new employment additions for two straight months, reported fewer jobs from 26,084 in August to 23,559 in September, the payroll data showed.

"Government job creation this financial year was growing for the last four months, beginning May at the central level.



The decline in new government jobs has been blamed on the Centre's decision to curb expenses following the pandemic. MINT

However, it fell in September, almost coinciding with the government's decision to not create new jobs," said a government official requesting anonymity.

The fall in new government jobs in September, the month for which the latest data is available, is because of the

government's decision to curb expenses following the economic slowdown in the country that came about as a result of the coronavirus outbreak, said economists and experts.

"State finances are not in a great position. The revenue-earning capacity is low because of the pandemic's

impact on businesses and this must be putting pressure on states to go slow on new recruitments. The central government's announcement in September to pause the creation of new positions has a cascading impact on states as they must have weighed the merit of cost-cutting and delayed hiring for permanent positions," said K.R. Shyam Sundar, a labour economist.

"Yes, GST (goods and services tax) collection has picked up in September marginally and October visibly, but the collections were consistently low for five months since April, compared with the same period of last fiscal year. The labour market impact arising out of economic reasons always comes with a lag, hence, you are seeing the fall. You will continue to see muted growth in government job creation at least for the next few

months," he said.

Shyam Sundar said that this will add to the existing employment challenges, especially for white-collar jobs.

GST collections in October stood at more than ₹1.05 tril-

lion, crossing the ₹1 trillion mark for the first time since February, according to official data.

Prem Chand, general secretary, Indian Public Service Employees Federation, said

the governments both at the Centre and state are gradually shifting to contract work to reduce cost.

"Instead of permanent jobs, authorities are going for short-term contract work and outsourced work. At the central ministries and departments, you can see a lot of low-paid

contract workers in recent times, and even the support staff for top bureaucrats are privately sourced. Besides, replacement hiring after superannuation of employees are not happening proportion-

ately," added Chand.

Shyam Sundar said while contract work cannot be termed as decent job opportunities due to lower salary and insufficient benefits, the

subdued growth in government job creation will push a lot of people off the labour market. "People going off the labour market is a bigger worry as it leads to low labour force participation rate... hampers personal growth, family income and overall economic growth," he added.

**The number of
govt jobs created
declined 8.4%
to 29,697 in
September, from
32,429 in the
previous month**

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एक्सएलआरआई को मिला एएमबीए में टॉप 2 प्रतिशत बिजनेस स्कूल में स्थान

जमशेदपुर. एक्सएलआरआई को दुनिया के टॉप दो फीसदी बिजनेस स्कूलों में स्थान मिला है. अंतरराष्ट्रीय स्तर पर एमबीए कालेजों को परख कर मान्यता प्रदान करने वाली संस्था द एसोसिएशन ऑफ एमबीएज (एएमबीए) ने इसे लेकर एक लिस्ट जारी की है. जिसमें एक्सएलआरआई ने उक्त स्थान बनाया है. इसके साथ ही एएमबीए द्वारा एक्सएलआरआई की मान्यता को रिन्युअल भी किया गया है. एक्सएलआरआई प्रबंधन ने

■ 150 देशों के एमबीए कालेजों के बीच एक्सएलआरआई को मिला यह स्थान

बताया की संस्थान में संचालित होने वाले पीजीडीएम(बीएम), पीजीडीएम (एचआरएम) और एक्जक्यूटिव पीजीडीएम (जेनरल) के कोर्स की मान्यता को रिन्युअल की गयी है. इसे लेकर बताया गया कि 150 देशों के एमबीए कालेजों के बीच उक्त एक्सएलआरआई को यह स्थान मिला

है. इससे एक्सएलआरआई प्रबंधन में भी उत्साह है. संस्थान के डायरेक्टर फादर क्रिस्टी ने बताया कि एक्सएलआरआई के एल्यूमिनाई का नेटवर्क काफी मज़बूत है, साथ ही गुणवत्ता पूर्ण शिक्षा प्रदान करने की वजह से पूरी दुनिया में इसने अपना स्थान बनाया है. उन्होंने बताया कि संस्थान का विकास-विस्तार किया जा रहा है. गुरुग्राम में फिलहाल एक ब्रांच की शुरुआत की गयी है, आने वाले दिनों में कई अन्य ब्रांच शुरू करने पर मंथन किया जा रहा है.

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Budding managers of XLRI conduct English Learning Programme

Mail News Service

Jamshedpur, Nov 30 : Budding managers of XLRI under the aegis of SIGMA-oikos Jamshedpur, a social initiative student group of B-school XLRI conducted Basic English Learning Programme-BELP in online mode for students of SOS Youth Homes in Raipur.

Each session was organised by team SIGMA with the help of volunteers from XLRI, who had taken classes for the kids every weekend. The sessions were aimed at imparting basic knowledge of English grammar and improving their communication skills so the students would become more comfortable with the language, and it would help them in the future. The session started in the month of August.

"On the last day of the



program, easy-to-read storybooks and chocolates were sent to the students as a small token from the team. SIGMA continues to collaborate with SOS in their efforts to provide students with opportunities for a brighter future by preparing them for competitive examinations and admissions to renowned schools across India," said a student.

S I G M A - o i k o s Jamshedpur, a social initiative student group at XLRI



working under the guidance of Prof. Raghu Ram Tata, Chairman FACES (Fr Arrupe Centre for Ecology & Sustainability) & Prof. Madhukar Shukla, has been providing academic support to under-privileged students every year. Educational courses like English and Computer literacy are a regular activity conducted by this group, along with extra-curricular activities like dance, singing, and art & craft sessions. This year, the

program had to be scaled to a virtual format due to the pandemic.

SIGMA (Social Initiative Group for Managerial Assistance) is a student-run social, collaborative group at XLRI which run under the able guidance of Professor Madhukar Shukla. SIGMA focuses on transformation and change in the social sector by contributing to the community and impoverished sections of the society. This is done

through several events across the year, which are executed by a 10-member team dedicated to making positive contributions to the community. Its events include Blood and stem cell donation camps, Paper recycling, and food wastage prevention drives, spreading legal literacy amongst village inhabitants across Jamshedpur, conducting Basic computer learning courses for underprivileged children.

Apart from that, SIGMA also holds national and international reach as they execute research projects in association with national NGOs such as Goonj, helping Hearts and Seeds and International NGOs such as OIKOS to help impoverished communities become self-sustaining through sales enablement services and supply chain

optimization. SIGMA also ties up with corporate houses such as TATA Steel to hold case study competitions where the best minds from top tier B schools across the country come together to solve national problems such as water conservation and renewable energy.

SIGMA also works to cultivate and nourish the growing community of social entrepreneurship by providing a platform for information exchange, networking, and discovery of rising figures in the field through events such as the Social Entrepreneurship Conclave and National Conclave for Social Entrepreneurship. Award-winning entrepreneurs come and share their story and make it a melting pot of ideas and collaboration. (W-pb)

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XAT 2021

What is it: The registration and application process for the Xavier Aptitude Test for Admission to XLRI and top B-schools is being held online and is still open with a late fee. XLRI will conduct XAT 2021 as computer-based test from 9.30am to 12.30pm on January 3, 2021, in 72 cities across India

Who can apply: Candidates with postgraduation with at least 55 per cent marks and a three-year bachelor's degree with 60 per cent, or an engineering degree with 60 per cent, or a professional qualification such as CA or CS with 55 per cent. Work experience is preferable

Contact: <https://xatonline.in/>
Last date: December 10

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एजुकेशन... जेट के रजिस्ट्रेशन की तिथि 10 दिसंबर तक बढ़ी

जमशेदपुर | जेट 2021 की परीक्षा के रजिस्ट्रेशन की तिथि बढ़ा दी गई है। अब अभ्यर्थी 10 दिसंबर तक रजिस्ट्रेशन कर सकेंगे। पूर्व में रजिस्ट्रेशन की अंतिम तिथि 30 नवंबर तक तय की गई थी। इस परीक्षा इसके लिए देश भर में कुल 185 परीक्षा केंद्र बनाए गए हैं। परीक्षा ऑनलाइन मोड में होगी। बिजनेस मैनेजमेंट के कुल 180 और ह्यूमन रिसोर्स मैनेजमेंट के कुल 180 सीटों के लिए परीक्षा ली जाएगी। परीक्षा में शामिल होने के लिए 20 दिसंबर को एडमिट कार्ड जारी करने की तिथि तय की गई है।

Unemployment rate drops in both rural, urban India in Nov

Unemployment rate fell to 6.51% in Nov from 6.98% in Oct, indicating an increase in economic activity

Prashant K. Nanda
prashant.n@livemint.com
NEW DELHI

India's joblessness rate fell in November from the previous month with declines in both rural and urban unemployment, indicating an increase in economic activity during the festive season, according to unemployment data issued on Tuesday by the Centre for Monitoring Indian Economy (CMIE).

The overall unemployment rate dropped to 6.51% in November from 6.98% in October, the data showed. Rural unemployment rate fell to 6.26% from 6.9% in October. Urban joblessness was, however, higher than rural with an unemployment rate of 7.07% in November, declining marginally from 7.15% in October.

The sequential fall in overall unemployment rate will cheer policymakers. However, economists and experts argue that the unemployment rate should be seen vis-à-vis the labour force participation rate (LPR), which is still lower than last year. Also, only blue-collar jobs have made a revival and not white-collar jobs.

Besides, half a dozen states, including some large and relatively industrialized ones, continue to report a double-digit joblessness rate. Some of these states also reported an increase in the unemployment rate in November despite an increase in economic activity.



Only blue-collar jobs in e-commerce and logistics sectors saw growth in the last couple of months. MINT

employment rate in November despite an increase in economic activity. Among states, Haryana reported a 25.6% unemployment rate and Rajasthan 18.6%, while Goa reported a joblessness rate of 15.9% last month.

The low LPR means more people are neither employed nor looking for employment due to poor economic environment despite their eligibility to enter the labour market. Hence, the drop in the unemployment rate does not offer a true picture of the unemployment scenario as mentioned by the CMIE recently, economists argued.

"We had expressed concern that the recovery process had started showing signs of fatigue in July.

never fallen below 42% till the lockdown. Now, it seems to be heading towards a sub-40% level. The LPR was 39.5% in the week ended November 15 and was 39.3% in the week ended November 22," CMIE said in post on its website on 23 November.

HOWEVER, half a dozen states continue to report a double-digit joblessness rate

LABOUR force participation rate continues to be low, at 39.3% in the week ended 22 Nov

This has turned out to be true. The LPR did not recover entirely before it started sliding again. The average LPR in 2019-20 was 42.7%. It had

seeking employment.... If the LPR continues to fall sharply, the labour force shrinks. This is what happened in September 2020 after the

recovery process lost steam. The labour force stagnated in October. It could be falling in November. This is worrisome," it had said.

The low LPR is a bigger crisis than the unemployment rate as it talks about the sentiment in the job market and as a reaction how people are staying away from the labour market, said K.R. Shyam Sundar, a labour economist, adding that how the "unemployment rate only gauges the proportion of the labour force that are in the labour market but fails to find employment. This does not count those who are out of it despite their eligibility to search jobs and get jobs". "The recovery is happening in low-end blue-collar space, and decent formal employment is far away," he said.

Employee cost fell by 0.9% in Q2FY21 from a 6.9% growth in the same quarter of FY20 "owing to job and pay cuts and nil or limited increments announced by the companies. This highlights the grim employment scenario in the private sector", Care Ratings Ltd said in its corporate performance analysis report on 26 November.

Jobs, especially blue-collar ones in e-commerce and logistics sectors, grew well in the last couple of months though there is a mismatch between what is available and what most people are looking for, said Madhav Krishna, founder of staffing startup Vahan.

EMPLOYMENT TREND

RURAL joblessness rate fell to 6.26%, while urban joblessness rate was at 7.07% in Nov

HOWEVER, half a dozen states continue to report a double-digit joblessness rate

LABOUR force participation rate continues to be low, at 39.3% in the week ended 22 Nov

This has turned out to be true. The LPR did not recover entirely before it started sliding again. The average LPR in 2019-20 was 42.7%. It had

seeking employment.... If the LPR continues to fall sharply, the labour force shrinks. This is what happened in September 2020 after the

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XLRI's flagship courses get AMBA re-accreditation

MI NEWS SERVICE

JAMSHEDPUR: XLRI-Jamshedpur added yet another feather on its cap.

One of India's premier B-Schools, it has been re-accredited by the prestigious Association of MBAs (AMBA).

The three flagship programs of XLRI the PGDM (BM), the PGDM (HRM), as well as the Executive PGDM (General), are accredited by AMBA.

On getting AMBA accreditation, all current students and alumni of XLRI will get the opportunity to join AMBA's global member community of more than 55,000 students and alumni in more than 150 countries, which brings business school leaders from all over the world together and exchange insights, attend sessions relevant to business, leadership, and access to the latest research along with networking opportunities.

Accreditation from AMBA represents the highest standard of achievement in postgraduate business education.

Andrew Main Wilson, chief executive of the Association of MBAs (AMBA) and Business Graduates Association (BGA) said: 'XLRI is a prestigious business school and one which is



The XLRI campus in Jamshedpur .

recognized globally for its quality. I am delighted that the School has achieved re-accreditation and look forward to working with the school in the future.'

Expressing happiness over the development, director of XLRI, Fr. P. Christie said, "We are delighted that our institution has been awarded re-accreditation by AMBA's International Accreditation Advisory Board. AMBA accreditation is international in scope and reach. AMBA works under the belief that accredited pro-

grams should be of the highest standard and reflect changing trends and innovation in postgraduate management education. Its accreditation process reflects this commitment to fostering innovation and demanding Business Schools to perform at the highest level continually and is earned only by the best programs. XLRI, with its singular philosophy of Magis, i.e., the pursuit of excellence in all endeavours, has continually focused on three interrelated areas: academic excellence, personal values, and societal

concern. Our flagship PGDM programs are regularly revised to enable students to meet the business world's transformational business challenges and expectations."

He went on to say that this year, the XLRI family got enlarged by establishing the new XLRI campus in the Delhi-NCR region and that the re-accreditation will further enhance the credibility of the management programs offered by XLRI to prospective Indian and international students, ensuring them the finest business education available, which will impact their careers.

"It will also help recruiters acquire the top talent, and future business leaders know that our graduates have received the highest quality and the most relevant management education. Our institution has spared no effort to make the curriculum world-class and deliver it most effectively. This achievement is the result of continuous hard work and support by our faculty members, employees, students, and alumni, and we worked as a singular body with a sense of purpose for the greater common good of the society at large." Fr. Christie further added.

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जैट में आवेदन की तिथि बढ़ी 10 दिसंबर तक करें रजिस्ट्रेशन

लाइफ रिपोर्टर@जमशेदपुर

एक्सएलआरआइ समेत देश के 150 बिजनेस स्कूलों में दाखिले के लिए होने वाली जेवियर एंटीट्यूड टेस्ट (जैट) की परीक्षा तीन जनवरी (रविवार) को होगी. जैट 2021 की परीक्षा के रजिस्ट्रेशन की तिथि भी बढ़ा दी गयी है. अब उम्मीदवार 10 दिसंबर तक रजिस्ट्रेशन करा सकेंगे. पूर्व में रजिस्ट्रेशन की अंतिम तिथि 30 नवंबर तक तय की गयी थी. परीक्षा ऑनलाइन मोड में होगी. एक्सएलआरआइ में बिजनेस मैनेजमेंट की 180 और ह्यूमन रिसोर्स मैनेजमेंट की कुल 180 सीटों के लिए परीक्षा ली जायेगी. परीक्षा में शामिल होने के लिए 20 दिसंबर को एडमिट कार्ड जारी करने की तिथि तय की गयी है. जैट की परीक्षा में शामिल परीक्षार्थियों का ना सिर्फ

- 20 को जारी होगा एडमिट कार्ड, तीन जनवरी को होगी परीक्षा
- एक्सएलआरआइ समेत 150 बिजनेस स्कूलों में पास छात्र करा सकेंगे दाखिला

एक्सएलआरआइ जमशेदपुर, बल्कि एक्सआइएमबी, एसपीजेआइएमआर, एक्सआइएसएस, एक्सआइएमइ, आइएमटी गाजियाबाद समेत देश के करीब 150 बिजनेस स्कूलों में दाखिले का रास्ता साफ होगा. परीक्षा के लिए भारत के कुल 46 शहरों में 185 परीक्षा केंद्र बनाये गये हैं. परीक्षा को लेकर सारी तैयारियां पूरी कर ली गयी हैं. देश भर से करीब एक लाख उम्मीदवार इस परीक्षा में शामिल होते हैं. लिखित परीक्षा में पास होने के बाद जीडी-पीआइ के स्कोर के आधार पर एक्सएलआरआइ में एडमिशन होगा.

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XLRI receives AMBA re-accreditation

Mail News Service

Jamshedpur, Dec 1 : XLRI (Xavier School of Management) leading B-Schools, has been re-accredited by the prestigious Association of MBAs (AMBA). The three flagship programs of XLRI the PGDM (BM), the PGDM (HRM), as well as the Executive PGDM (General), are accredited by AMBA.

Upon receiving AMBA accreditation, all current students and alumni of XLRI - Xavier School of Management will get the opportunity to join AMBA's global member

community of more than 55,000 students and alumni in more than 150 countries, which brings business school leaders from all over the world together and exchange insights, attend sessions relevant to business, leadership, and access to the latest research along with networking opportunities.

Accreditation from AMBA represents the highest standard of achievement in postgraduate business education. Its rigorous assessment criteria ensure that only the highest-calibre programs which demonstrate the best standards in teaching, curricu-



lum, and student interaction achieves AMBA accreditation.

Andrew Main Wilson, chief executive of the Association of MBAs

(AMBA) and Business Graduates Association (BGA) said: 'XLRI is a very prestigious Business School and one which is recognized globally for its

quality. I am delighted that the School has achieved re-accreditation and look forward to working with the School in the future.'

Fr. P. Christie S.J., director, XLRI said, "We are delighted that our institution has been awarded re-accreditation by AMBA's International Accreditation Advisory Board.

AMBA accreditation is international in scope and reach. AMBA works under the belief that accredited programs should be of the highest standard and reflect changing trends and innovation in postgraduate management education. Its accreditation process

reflects this commitment to fostering innovation and demanding Business Schools to perform at the highest level continually and is earned only by the best programs.

XLRI, with its singular philosophy of Magis, i.e., the pursuit of excellence in all endeavours, has continually focused on three interrelated areas: academic excellence, personal values, and societal concern. Our flagship PGDM programs are regularly revised to enable students to meet the business world's transformational business challenges and expectations.

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PAGE: 2

जैट की रजिस्ट्रेशन तिथि बढ़ी

जासं, जमशेदपुर : एक्सएलआरआई द्वारा आयोजित जेवियर एडमिशन टेस्ट (जैट) की रजिस्ट्रेशन तिथि दस दिसंबर तक बढ़ा दी है। तीन जनवरी को परीक्षा आयोजित होगी। परीक्षा तीन घंटे की होगी। इसके अलावा जीमेट परीक्षा के लिए रजिस्ट्रेशन तिथि 31 दिसंबर तक बढ़ा दी गई है। यह जानकारी एक्सएलआरआई प्रबंधन की ओर से दी गई है।

एक्सएलआरआई का पूर्व छात्र पटमदा में कर रहा खेती

जागरण टीम, जमशेदपुर/पटमदा :

एक्सएलआरआई-जेवियर स्कूल ऑफ मैनेजमेंट से प्रबंधन की पढ़ाई पूरी करने के बाद नौकरी छोड़कर राकेश महंती पटमदा के आगुरडांगरा ग्राम में आधुनिक तकनीक से खेती कर रहे हैं। मोहंती के आग्रह पर जमशेदपुर पूर्वी के विधायक सरयू राय बुधवार को पटमदा गए, जहाँ उन्होंने मोहंती द्वारा आधुनिक तकनीक से की जा रही खेती को देखा। राय ने खेती की पूरी व्यवस्था देखने के बाद राकेश महंती व उनकी टीम का उत्साह बढ़ाया। उन्होंने कहा कि अन्य युवाओं को भी इनसे सीख लेनी चाहिए।

आज का युवा वर्ग नौकरी पाने के लिए भाग रहा है, जबकि खेती में काफी अवसर है। इसे पहचानने की आवश्यकता है। युवा वर्ग को आगे आने की आवश्यकता है। इससे पूर्व राय का पटमदा जाने के क्रम में बेलटांड चौक पर भास्कर मुखी के नेतृत्व में ढोल नगाड़े के साथ माला पहनाकर उनका स्वागत किया गया। विधायक सरयू राय ने पटमदा चौक पर स्थित



राकेश महंती से बात करते विधायक सरयू राय व अन्य • जागरण

प्रेरणा

- नौकरी छोड़ राकेश महंती अन्य युवाओं को किसानों के लिए कर रहे प्रेरित
- किसान सरयू राय ने आगुरडांगरा ग्राम जाकर बढ़ावा दे रखा

भगवान बिरसा मुंडा की प्रतिमा पर माल्यार्पण किया। इस दौरान उन्होंने लोगों से जनसमस्याओं सहित अन्य मुद्दों पर बातचीत की। इस मौके पर उनके साथ भाजपा के जिला अध्यक्ष सुबोध श्रीवास्तव, एसपी सिंह, गौराशंकर महंती, विभूति महंती, मिहिर महंती, राजू कुंभकार आदि साथ रहे।

PUBLICATION: The Avenue Mail

DATE: 3 December 2020

EDITION: Jamshedpur

PAGE: 2

XLRI's Samarthya conducts annual conference 'Reflections' virtually

Mail News Service

Jamshedpur, Dec. 2: Samarthya, XLRI successfully wrapped up its 2020 edition of its annual conference, Reflections, aimed at initiating discussion amongst students, teachers, and parents on various issues that affect school children on a day to day basis. This year, the focus was on Mental Health and the pandemic: its implications and how to cope.

The event was headed by Sanket, the secretary of Samarthya for the A.Y. 2019-2020, with the Senior and Junior Executive team's support. The event saw participation by over 150 students from three major schools in the city, Dayanand Public School, DAV Public School, and Tarapore School. School teachers and parents joined the event as well, in order to get a better understanding

of the topic of mental health and its impact on the kids.

The Guest Speaker for the conference was Dr. Pooja Mohanty, who is presently the full-time counsellor at XLRI Jamshedpur. She holds a Ph.D. from NIMHANS and is a Fellow from Oxford University, UK. Dr. Mohanty talked about the implications of isolation period on people's mental health across different age groups and provided students with valuable insights on how to ensure we stay connected to the people close to us. The speech also stressed the perils of social media, as children came forward with their concerns of using social media, the general insecurities and anxieties that come with the increasing use of social media applications as a communication tool.

"I'm always worried about doing well in school;



how do I cope with the academic pressure?" "How do I identify and work on my emotions and feelings?" These were some of the pertinent questions the school children had come up with, as we talked about mental health's importance, especially during these challenging times.

Through an interactive

quiz, the team aimed at debunking myths about mental health. Participants were also asked to assess how they felt during a particular situation with the help of a thought record worksheet; they could easily pinpoint emotions and work upon alternative thought processes they can adopt. Several take-home

activities were also provided to both teachers and students. The organisers of these activities, Ruchika and Devesh, helped the students understand various existing misconceptions about mental health and the stigma attached to a person suffering from these issues. Students responded

enthusiastically by drawing instances from their own experiences or from what they had heard from people around them.

Several engaging activities were conducted in order to make the children comfortable in sharing their thoughts about the topic. A video explaining the presence of mental health issues amongst students and what they can do to get support from each other was shown and discussed enthusiastically with the students to help break the stigma. The students could relate well to the instances shown and even cited examples of some of their favourite celebrities who have talked about their mental health.

Apart from the student community, the event was also well received by the parents and teachers of the students who attended the event along with them. (W-mb)

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PAGE: 2

XLRI announces extension of XAT registration

Mail News Service

Jamshedpur, Dec 2 : XLRI- Xavier School of Management has announced that the registration for Xavier Admission Test (XAT-2021) has been extended till 10th December. Xavier Aptitude Test (XAT) 2021 to be held on January 3, 2021.

The test duration will be for three hours, i.e., from 9:30 AM to 12.30 PM. XAT 2021 will accept applications for XLRI Jamshedpur and XLRI I Delhi-NCR campus. A candidate can choose two preferred test cities for the test. More than 89 institutes are using the XAT score for their respective admission process.

Fr. P. Christie S.J., Director, XLRI - Xavier School of Management said, "XLRI has been conducting XAT on behalf of XAMI for over 70 years on an all India level to select the most suitable students for management education.

Though one of the oldest competitive examinations in the country, XAT has always kept pace with the cutting-edge testing methodology. XAT's multi-dimensional testing framework strives to assess the aptitude of candidates for business management education meaningfully. XAT has a multi-pronged examination structure and in-built fairness to evaluate candidates aspiring to be future business leaders."

Candidates who are holding a recognized Bachelor's Degree of minimum three years duration or equivalent in any discipline and those completing their final examination by 10th June 2021 may also apply. All Indian candidates must appear for XAT 2021. However, NRI and Foreign candidates may also apply through their GMAT or GRE scores.

XAT 2021 will be conducted from 185 centers all across India in the following cities - Agra, Ahmedabad,

Allahabad, Ambala, Amravati, Amritsar, Bengaluru, Berhampur, Bhatinda, Bhilai Nagar, Bhopal, Bhubaneswar, Bokaro Steel City, Chandigarh/Mohali, Chennai, Coimbatore, Cuttack, Dehradun, Delhi-NCR, Dhanbad, Dibrugarh, Durgapur/Asansol, Ernakulam, Gandhinagar, Goa, Gorakhpur, Guwahati, Gwalior, Hooghly, Hubballi(Hubli), Hyderabad, Indore, Jabalpur, Jaipur, Jammu, Jamshedpur, Kannur, Kanpur, Kolkata, Kota, Kottayam, Kurnool, Kurukshetra, Lucknow, Ludhiana, Madurai, Mangalore, Mumbai, Mysuru(Mysore), Nagpur, Nashik, Patna, Pune, Raipur, Rajahmundry, Ranchi, Roorkee, Rourkela, Sambalpur, Siliguri, Surat, Thiruvananthapuram Tiruchirappalli, Tirupathi, Tiruvallur, Udaipur, Udupi, Vadodara, Varanasi, Vijayawada, Visakhapatnam, Warangal. (W-pb)

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WFH suits introverts more

A STAFF REPORTER

Calcutta: Startek, an NYSE-listed BPO company, is exploring the possibility of factoring in the personality traits of employees as part of a transition to a hybrid model of both brick-and-mortar offices and work-from-home option. Startek had taken over the operation of Indian BPO firm Aegis in 2018.

Speaking at Infocom 2020, the flagship event of ABP group, Mario Baddour, global chief operating officer, Startek Inc, said though firms have implemented a work-from-home model, not every employee is thriving at the home environment.

“There is an increase in an awareness of where our team members stand in terms of who is an introvert and who is an extrovert. Based on that we are making assessments on whether these types of employees will continue to work from home or come back to a brick-and-mortar offices as we build the hybrid setup. I think introverts are thriving, they are self learners and like to be at home and we are seeing the performance of that group that we



CHANGING TRENDS

have not seen in the past in a brick-and-mortar environment,” Baddour said while speaking at a session in conversation with Ambarish Dasgupta, senior partner and founder, Intueri Consulting LLP.

Baddour said that remote work requires a significant amount of self motivation for individuals accustomed to 8-9 hours of office work, without the social aspects of working in a team and without a manager to prioritise schedules.

“Extroverts are struggling a bit and we are helping them cope in that setup,” he said, adding video sessions on coping

mechanisms and split shifts with breaks in routine to help employees socialise are among some of the solutions the company is considering.

The company is also using technology based solutions available to gauge the mood of the employees throughout the day. “One of the things that we use is a sad face, happy face and neutral face and the employee can click on that in the pop-up screen. This gives us feedback on our different centres and leaders can see the level of mood for each team and each employee and can act on that,” said Baddour.

But critics point out that compartmentalisation of employees based on personality may turn out to be effective in the short run, but cannot constitute a sustainable human resource policy.

“This could be a kind of implicit and even explicit branding of employees and sending such a signal to the larger workforce will be detrimental. Sensitive people will react in a manner that might even be a productivity debilitating shock,” KR Shyam Sundar, professor at XLRI, Jamshedpur, told **The Telegraph**.

कोल्हान का डेवलपमेंट मॉडल... वन, पर्यटन, शिक्षा व खनन क्षेत्र में योजनाबद्ध तरीके से काम होने से 2 लाख लोगों को मिलेगा रोजगार

चार क्षेत्रों में विकास होने से 20% बढ़ जाएगी कोल्हान की जीडीपी



डॉ. विश्ववल्लभ
प्रोफेसर, इकोनॉमिक्स

झारखंड स्थापना के 20 वर्ष और दैनिक भास्कर, जमशेदपुर की स्थापना की दसवीं वर्षगांठ पर **एक्सएलआरआई ने कोल्हान में उपलब्ध संसाधनों पर डेवलपमेंट मॉडल तैयार किया है।**

एक्सएलआरआई के प्रोफेसर और अर्थशास्त्री डॉ. विश्ववल्लभ के अनुसार, कोल्हान के तीन जिलों की भौगोलिक स्थिति, प्राकृतिक संसाधन, मानव संसाधन, सामाजिक परिवेश और चुनौतियों को देखते हुए वन, पर्यटन, खनन और शिक्षा क्षेत्र में योजनाबद्ध तरीके से काम करें तो कोल्हान प्रमंडल को झारखंड के कॉमर्सियल कैपिटल के रूप में विकसित किया जा सकता है। वन, पर्यटन, खनन और एजुकेशन क्षेत्र को विकसित करने से कोल्हान की जीडीपी सीधे 18 से 20 प्रतिशत तक बढ़ाई जा सकती है। इससे प्रत्यक्ष और अप्रत्यक्ष तौर पर 2 लाख लोगों को रोजगार मिल सकेगा।

■ 43 माइंस, छोटे उद्योगों को बढ़ावा देना होगा

कोल्हान में आयरन ओर, कॉपर, अभ्रक, लाइम स्टोन, पन्ना, सोना जैसे खनिजों के भंडार हैं। इन अयस्कों की माइनिंग प्रक्रिया पारदर्शी होने से कोल्हान की जीडीपी 20 प्रतिशत सीधे तौर पर बढ़ेगी। कोल्हान में अलग-अलग खनिजों के कुल 43 माइंस हैं। इसके साथ ही टाटा स्टील, टाटा मोटर्स, टिनप्लेट, तार कंपनी समेत कई कंपनियां हैं। इन कंपनियों को छोटे उपकरण बनाने वाले उद्योग को बढ़ावा देना होगा, ताकि स्थानीय तौर पर ही लोगों को रोजगार मिले।



ऑर्गेनिक खेती और मत्स्य पालन में रोजगार के अवसर

कोल्हान की मिट्टी उर्वरा है। यहां ऑर्गेनिक खेती, फल-सब्जी और फूलों की खेती से आय के अन्य स्रोत तैयार होंगे। झारखंड में मत्स्य पालन में 7 प्रतिशत उत्पादन बढ़ा है। ऐसे में लोगों को सरकारी मदद देकर कोल्हान में उपलब्ध झीलों व तालाबों में मत्स्य पालन को बढ़ावा दिया जा सकता है।

■ पर्यटन में 1% वृद्धि होने से इससे जुड़े क्षेत्रों में 7 फीसदी तक होगा विकास

कोल्हान में डिमना लेक, दलमा अभयारण्य, किरौबुरू समेत कई पर्यटन स्थल हैं। इनको पर्यटन स्थल के रूप में विकसित किया जाए तो होटल, रेस्टोरेंट, हॉस्पिटैलिटी, फूड इंडस्ट्री, टैक्सी, टूर एंड गाइड, बुडक्राफ्ट जैसे कई क्षेत्रों में भी 7 फीसदी तक विकास होगा। सीधे तौर पर रोजगार के अवसर बढ़ेंगे।

■ वन उत्पाद से जुड़े उद्योगों के जरिए 1 लाख लोगों को मिल सकेगा रोजगार

कोल्हान में सारंडा-पोड़ाहाट जंगल से लेकर दलमा वनक्षेत्र का हरा-भरा इलाका है। वन उत्पाद जैसे शहद, तसर(सिल्क), केंदुपत्ता, चिरौजी, काजू, बांस उद्योग जैसे गृह उद्योग में प्रशिक्षण देकर लोगों को जोड़ा जा सकता है। इससे कम से कम 1 लाख लोगों को रोजगार दिया जा सकता है।

■ एजुकेशन हब बनने से 200 करोड़ राजस्व बढ़ेगा

कोल्हान में 12वीं तक की शिक्षा व्यवस्था बेहतर है। इसके बाद हर साल लगभग 5 हजार विद्यार्थी मेडिकल, इंजीनियरिंग, बीबीए समेत अन्य कोर्स के लिए दिल्ली, बंगलुरु, कोटा, रायपुर, कोलकाता समेत दूसरे शहर व राज्यों का रुख कर लेते हैं। प्रति विद्यार्थी 3 से 5 लाख रुपए सालाना बाहर जाता है। ऐसे में कोल्हान में मेडिकल, इंजीनियरिंग कॉलेज खुलने व बेहतर यूनिवर्सिटी आने से ब्रेनड्रेन स्केगा। साथ ही हर साल 200 करोड़ का राजस्व भी बाहर जाने से बचेगा।

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PAGE: 6

FinMin mulls 75% cut in FY22 foreign travel budget

PRESS TRUST OF INDIA
Mumbai, 11 December

The Covid-19 pandemic and the ensuing restrictions in mobility may result in a 75 per cent reduction in the budgetary allocation for foreign travel in FY22, a senior finance ministry official said.

The government will cut "frivolous expenditure" when all the activities are going on in the virtual mode, joint secretary in the Ministry of Finance, Madnesh Kumar Mishra, said in an event organised by XLRI.

It can be noted that the budget for the next fiscal is under preparations right now and officials are also having discussions internally and also with external stakeholders for suggestions.

"Two days before, I was attending a budget proposal, of course the budget is now under preparation, on how much money you require for foreign travel? We just put one-fourth of what we had projected last year, because there is no foreign travel expenditure at all," Mishra said. Mishra said video conferences are the new normal, and even Prime Minister Narendra Modi has been addressing events like multilateral meetings virtually and added that there is a lot of cost saving because of the same.

Stating that work from home is the new normal, Mishra said even companies will look at saving costs on the back of this new phenomenon by leasing lesser space and spending less on travel, which will in turn help them maximise profits.

The pandemic has had an emotional and psychological impact as well as social interactions get limited, he said, adding that the experience of the last few months will also result in a change in home designs as provisions for a home-office get made.

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PAGE: 10

Pandemic effect: FinMin mulling 75% reduction in foreign travel budget for FY22

MUMBAI: The COVID-19 pandemic and the ensuing restrictions in mobility may result in a 75 per cent reduction in the budgetary allocation for foreign travel in FY22, a senior finance ministry official said.

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The pandemic has had an emotional and psychological impact as well as social interactions get limited, he said, adding that the experience of the last few months will also result in a change in home designs as provisions for a home-office get made.

Mishra said the pandemic has also given us a new term "vaccine nationalism", as countries rush to book capacities on rendering the anti-dotes to their populations.

In the initial days of the lockdown, the entire government machinery had to be pulled into work because it was evident that there will be requirements on banking and insurance, he said.

Without elaborating on the context for the meeting, Mishra said in January, there was a meeting of industrialists across sectors with Finance Minister Nirmala Sitharaman which was also attended by Road and Highways Minister Nitin Gadkari in which none of the 300 industrialists came up with any solution. P11

PUBLICATION: Prabhat Khabar
DATE: 12 December 2020
EDITION: Jamshedpur
PAGE: 7

विदेश यात्रा बजट में हो सकती है 75 प्रतिशत तक की कटौती

एजेंसियां > मुंबई

कोविड-19 महामारी और आवागमन और यात्राओं पर पाबंदी के मद्देनजर सरकार अगले वित्त वर्ष में विदेश यात्राओं के लिए बजट आवंटन में 75 प्रतिशत तक की कटौती कर सकती है. वित्त मंत्रालय में संयुक्त सचिव मदनेश कुमार मिश्रा ने कहा कि ऐसे समय जब सभी गतिविधियां वीडियो कन्फ्रेंसिंग के जरिये ऑनलाइन माध्यमों से चल रही है, तब सरकार कम महत्वपूर्ण खर्च में कटौती कर सकती है. मिश्रा एक्सप्लोरआरआइ द्वारा आयोजित कार्यक्रम में बोल रहे थे. यह काबिले गौर है कि अगले वित्त वर्ष के लिए बजट तैयार करने का काम शुरू हो चुका है और अधिकारी आंतरिक रूप

जल्द घोषित होगी नयी लोक उपक्रम नीति

नयी दिल्ली. सरकार जल्द ही नयी लोक उपक्रम नीति लेकर आयेगी. आर्थिक मामलों के सचिव तरुण बजाज ने शुक्रवार को कहा कि इसके तहत सरकार रणनीतिक क्षेत्रों की घोषणा करेगी जिसमें चार से ज्यादा लोक उपक्रम नहीं हो सकेंगे. उन्होंने कहा कि आत्मनिर्भर भारत अभियान पैकेज के तहत सरकार ने मई में घोषणा की थी कि रणनीतिक क्षेत्रों में अधिकतम चार सार्वजनिक उपक्रम होंगे. वहीं अन्य श्रेणियों में सरकारी कंपनियों का धीरे-धीरे निजीकरण किया जायेगा. बजाज ने कहा, यह बहुत जल्द होने वाला है. नयी नीति महत्वाकांक्षी है और इतना ही नहीं यह सरकार के सोच-विचार के तरीके में आमूलचूल परिवर्तन लाने वाली होगी. इसके साथ ही इसे लागू करने के तरीके में भी बदलाव आयेगा.

से और बाहर भी विभिन्न पक्षों के साथ सुझावों को लेकर विचार विमर्श कर रहे हैं. मिश्रा ने कहा, दो दिन पहले ही, मैं एक बजट प्रस्ताव को देख रहा था. प्रस्ताव में यह देखा गया कि आपको विदेश यात्रा के लिए कितना

धन चाहिए? हमने पिछले साल जितना बजट रखा था, उसका मात्र एक चौथाई ही उसमें रखा है क्योंकि विदेश यात्रा पर कोई खर्च नहीं हो रहा है. मिश्रा ने कहा कि वीडियो कन्फ्रेंस अब रोजमर्रा का काम हो गया है.

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Govt may cut foreign travel budget by 75% in FY22

PRESS TRUST OF INDIA
MUMBAI, 11 DECEMBER

The Covid-19 pandemic and the ensuing restrictions in mobility may result in a 75 per cent reduction in the budgetary allocation for foreign travel in FY22, a senior finance ministry official said.

The government will cut “frivolous expenditure” when all the activities are going on in the virtual mode, joint secretary in the ministry of finance, Madnesh Kumar Mishra, said in an event organised by XLRI.

It can be noted that the Budget for the next fiscal is under preparations right now and officials are also having discussions internally and also with external stakeholders for suggestions.

“Two days before, I was



attending a Budget proposal, of course the Budget is now under preparation, on how much money you require for foreign travel? We just put one-fourth of what we had projected last year, because there is no foreign travel expenditure at all,” Mishra said.

Mishra said video conferences are the new normal, and even Prime Minister Narendra Modi has been addressing events like multilateral meetings virtually and added that there is a lot of cost

saving because of the same.

Stating that work from home is the new normal, Mishra said even companies will look at saving costs on the back of this new phenomenon by leasing lesser space and spending less on travel, which will in turn help them maximise profits.

The pandemic has had an emotional and psychological impact as well as social interactions get limited, he said, adding that the experience of the last few months will also result in a change in home designs as provisions for a home-office get made.

Mishra said the pandemic has also given us a new term “vaccine nationalism”, as countries rush to book capacities on rendering the anti-dotes to their populations.

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Covid has brought inflection point in banking: Axis chief

PRESS TRUST OF INDIA
KOLKATA, 11 DECEMBER

The pandemic due to Covid-19 has ushered in an inflection point in the entire banking system which is going to bring in radical changes in terms of lending parameters, managing director and chief executive officer of Axis Bank Amitabh Chaudhary said today.

Speaking at a session on financial system organised by XLRI, he said that the Covid crisis has created a huge disruption in the banking system in the country where individual banks are feeling its impact.

He said that due to the pandemic, individuals ability to repay loans has reduced significantly while 90 per cent of the banks' books is in

moratorium.

"The crisis has increased the health costs and the average individual household needs money while banks at the same time will have to be more cautious. A vicious negative cycle has set in while discretionary spending has hit an all time low," Chaudhary said. At Axis, he said the bank has been able to raise capital to provide comfort to the depositors while the provision coverage ratio has gone up from 70 per cent to 124 per cent. Chaudhary said that the bank had also been modernising its monitoring aspects leading to fall in GNPA and NNPA levels.

According to him, the banking system will have to opt for more granular mode using artificial intelligence (AI) and machine learning (ML)

which will form the basis of lending decisions.

Chaudhary also said that data points like credit card payments and salary payouts will also be used for taking a lending decision.

This, he said, will be supplemented by robust underwriting, also determine the long-term survival potential of the sectors and also look at the history of the promoters who are seeking loans.

Chaudhary said Axis bank had activated its quick response team before the crisis surfaced in India looking at the experience of China.

He also said that for the first time, stress is building up in the retail sector putting the banks in a precarious situation which will have an impact on the price of loans and interest rates.

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Tighter scrutiny on loans

A STAFF REPORTER

Calcutta: Banks are exercising caution and factoring in more information about borrowers before disbursing loans to prevent fresh credit slippages.

Axis Bank CEO Amitabh Chaudhry on Friday said that the granularity of lending parameters considered by the banks has increased manifold.

On the corporate side, a more in-depth look into the profile of the promoters is taken into consideration.

This includes leverage at the holding company level, the number of businesses and how they are managed and how many members of the family are involved in the business among others.

"Banks are doing a much more detailed analysis and a look into the history of promoters in general. It is driven by banks generally becoming more cautious," Chaudhry said at a session organised by XLRI Mumbai chapter and moneycontrol.

"When banks look at lending opportunities, the lens we use now is differentiated significantly by segments," he said.

Chaudhry cited the example of the hospitality industry where micro elements such as the mix of guests, location and type of property and historical seasonality of occupancy among others are increasingly taken into consideration which are typically explored by equity investors.

"Because banks have suffered in the past, we could become equity investors of tomorrow if we don't get into the level of granularity. Debt will become a non-performing loan if we do not go and analyse some of the parameters in depth," he said.

Banks are also increasingly looking at short-term data such as daily and weekly sales volume, footfall, credit card behaviour, enquiries on loan, salary trends across sectors for a robust underwriting.

Chaudhry said that availability of digital data such as Aadhaar, UPI, GST has helped the banks to increase the level of granularity.

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DATE: 12 December 2020
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PAGE: 10

Covid crisis has brought an inflection point in banking system: Axis Bank chief

PRESS TRUST OF INDIA
Kolkata, December 11

THE PANDEMIC DUE to Covid-19 has ushered in an inflection point in the entire banking system which is going to bring in radical changes in terms of lending parameters, MD and CEO of Axis Bank Amitabh Chaudhry said on Friday.

Speaking at a session on financial system organised by XLRI, he said that the Covid crisis has created a huge disruption in the banking system in the country where individual banks are feeling its impact.

He said that due to the pandemic, individuals ability to repay loans has reduced significantly while 90% of the banks' books is in moratorium.

"The crisis has increased the health costs and the average individual household needs money while banks at the same time will have to be more cautious. A vicious negative cycle has set in while discretionary spending has hit an all time low," Chaudhry said.

At Axis, he said the bank has been able to raise capital to provide comfort to the depositors while the provision coverage ratio has gone up from 70% to 124%.

Chaudhry said that the bank had also been modernising its monitoring aspects leading to fall in GNPA and NNPA levels.

According to him, the banking system will have to opt for more granular mode using artificial intelligence (AI) and machine learning (ML) which will form the basis of lending decisions.



The crisis has increased health costs, and the average individual household needs money. Banks, at the same time, will have to be more cautious...

— **AMITABH CHAUDHRY, MD & CEO, AXIS BANK**

Chaudhry also said that data points like credit card payments and salary pay-outs will also be used for taking a lending decision.

This, he said, will be supplemented by robust underwriting, also determine the long-term survival potential of the sectors and also look at the history of the promoters who are seeking loans.

Chaudhry said Axis bank had activated its quick response team before the crisis surfaced in India looking at the experience of China.

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■ IN THE NEWS

Finmin mulls 75% cut in FY22 foreign travel budget

THE pandemic and the ensuing restrictions in mobility may result in a 75% reduction in the budgetary allocation for foreign travel in FY22, a senior finance ministry official said, reports PTL. The government will cut "frivolous expenditure" when all activities are going on in the virtual mode, the official said.

PANDEMIC EFFECT

Finmin mulls 75% reduction in FY22 foreign travel budget

PRESS TRUST OF INDIA
Mumbai, December 11

THE COVID-19 PANDEMIC and the ensuing restrictions in mobility may result in a 75% reduction in the budgetary allocation for foreign travel in FY22, a senior finance ministry official said. The government will cut "frivolous expenditure" when all the activities are going on in the virtual mode, joint secretary in the Ministry of Finance, Madanesh Kumar Mishra, said in an event organised by XLRI.

It can be noted that the budget for the next fiscal is under preparations right now and officials are also having discussions internally and also with external stakeholders for suggestions.

"Two days before, I was attending a budget proposal, of course the budget is now under preparation, on how much money you require for foreign travel? We just put one-fourth of what we had projected last year, because there is no foreign travel expenditure at all," Mishra said.

Mishra said video conferences are the new normal, and even Prime Minister Narendra Modi has been addressing events like multilateral meetings virtually and added that there is a lot of cost saving because of the same.

Stating that work from home is the new normal, Mishra said even companies would look at saving costs on the back of this new phenomenon by leasing lesser space and spending less on travel, which will in turn help them maximise profits.

The pandemic has had an emotional and psychological impact as well as social interactions get limited, he said, adding that the experience of the last

ADB launches \$9-bn vaccine initiative for APAC members

THE ASIAN DEVELOPMENT Bank (ADB) on Friday said it has launched a \$9-billion initiative that will offer support to its developing member economies to procure and deliver Covid-19 vaccines.

ADB has launched a \$9-billion vaccine initiative, the Asia-Pacific Vaccine Access Facility (APVAX), offering support to its developing members as they procure and deliver vaccines, it said. ADB president Masatsugu Asakawa said, "As ADB's developing members prepare to vaccinate their people as soon as possible, they need financing to procure vaccines as well as appropriate plans and knowledge to be able to...manage the vaccination process." He said APVAX will play a critical role to help its members meet challenges to overcome the

few months will also result in a change in home designs as provisions for a home-office get made.

Mishra said the pandemic has also given us a new term "vaccine nationalism", as countries rush to book capacities on rendering the anti-dotes to their populations.

In the initial days of the lockdown, the entire government machinery had to be pulled into work because it was evident that there will be requirements on banking and insurance, he said.

Without elaborating on the context for the meeting, Mishra said in January, there was a

pandemic and focus on economic recovery. ADB said over 14.3 million positive cases have been identified in the Asia-Pacific region, causing over 2 lakh deaths.

As the pandemic persists, the Asian economy is projected to contract by 0.4% in 2020, the first regional gross domestic product contraction since the early 1960s, it added.

Besides, ADB is also making available a \$500-million vaccine import facility to support the efforts of the developing members to secure safe and effective vaccines, as well as the goods that support distribution and inoculation.

APVAX provides a comprehensive framework and resource envelope for supporting Asia's vaccine programmes, it said. —PTI

meeting of industrialists across sectors with finance minister Nirmala Sitharaman, which was also attended by road and highways minister Nitin Gadkari in which none of the 300 industrialists came up with any solution.

In the three-hour long meeting, the industrialists only sought concessions from the government and not a single one said they will float a venture of their own, he rued, and added that such behavior is the genesis of the PM's call of vocal for local.

Mishra also exuded confidence that growth will come back soon and he is optimistic about the same.

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PAGE: 12

Banking at inflexion point: Axis Bank CEO

NEW DELHI: The pandemic due to COVID-19 has ushered in an inflection point in the entire banking system which is going to bring in radical changes in terms of lending parameters, MD and CEO of Axis Bank Amitabh Chaudhary said.

Speaking at a session on financial system organised by XLRI, he said that the COVID crisis has created a huge disruption in the banking system in the country where individual banks are feeling its im-

pact.

He said that due to the pandemic, individuals ability to repay loans has reduced significantly while 90 per cent of the banks' books is in moratorium.

"The crisis has increased the health costs and the average individual household needs money while banks at the same time will have to be more cautious. A vicious negative cycle has set in while discretionary spending has hit an all time low", Chaudhary said.

‘बेरोजगारी से अर्थव्यवस्था प्रभावित’

ग्नोसिस-20

जमशेदपुर। कोरोना महामारी ने देश की अर्थव्यवस्था को काफी प्रभावित किया है। कोरोना काल में बेरोजगारी तेजी से बढ़ी है, जिसका लोगों पर आर्थिक एवं मनोवैज्ञानिक तरीके से दुष्प्रभाव हो रहा है।

ये बातें भारत सरकार के वित्त विभाग के संयुक्त सचिव डॉ. मदनस मिश्रा ने शुक्रवार को कहीं। वे एक्सएलआरआई जमशेदपुर के बिजनेस मैनेजमेंट विभाग की ओर से आयोजित वर्चुअल कान्क्लेव ग्नोसिस-

2020 को बतौर मुख्य वक्ता संबोधित कर रहे थे। फाइनांस इंडस्ट्री में कोरोना की लहर विषय पर आयोजित संगोष्ठी को संबोधित करते हुए डॉ. मदनस ने कोरोना के कारण देश में उपजी समस्याओं और इसके उद्योगों, रोजगार आदि पर प्रभाव के बारे में विस्तृत रूप से चर्चा की। वर्चुअल संगोष्ठी का उद्घाटन एक्सएलआरआई के निदेशक फादर पी क्रिस्टी एसजे ने सभी वक्ताओं का स्वागत करते हुए की। संगोष्ठी को बतौर वक्ता भारत सरकार के वित्त विभाग

की पूर्व सेक्रेटरी डॉ. अरुणा शर्मा, फेडरल बैंक के पूर्व कार्यकारी निदेशक अब्राहम चाको, एचडीएफसी एएमसी के एमडी एंड सीईओ नवनीत मुनोत, पॉलिसी बाजार के सह संस्थापक एंड ग्रुप सीएफओ आलोक बंसल, उज्जीवन स्मॉल फाइनांस बैंक के एमडी एंड सीईओ नितिन चुग, पे पाल के ग्लोबल हेड अभिजीत हरोलिकर, यूटीआई एएमसी के ग्रुप प्रेसिडेंट वेत्री सुब्रमण्यम, एचडीएफसी लाइफ के चीफ इन्वेस्टमेंट ऑफिसर प्रसून गजरी आदि संबोधित किया।

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DATE: 12 December 2020

EDITION: Jamshedpur

PAGE: 1

एक्सएलआरआई की ओर से **वर्चुअल सिम्पोजियम ग्नोसिस-2020** का आयोजन, डॉ. मदनस मिश्रा ने कहा

कोरोना से उपजी बेरोजगारी अर्थव्यवस्था पर डाल रही दुष्प्रभाव

वरीय संवाददाता जमशेदपुर

'कोरोना ने देश का वित्तीय बजट प्रभावित किया है, कोरोना काल में बेरोजगारी तेजी से बढ़ी है, जिसका लोगों पर आर्थिक एवं मनोवैज्ञानिक दुष्प्रभाव हो रहा है।' यह मानना है भारत सरकार के वित्त विभाग के संयुक्त सचिव डॉ. मदनस मिश्रा का. एक्सएलआरआई में शुक्रवार से शुरू हुए दो दिवसीय वर्चुअल सिम्पोजियम ग्नोसिस 2020 के पहले दिन बतौर नोट सीकर अपने ऑनलाइन संबोधन में डॉ. मिश्रा ने कहा कि 'कोरोना के

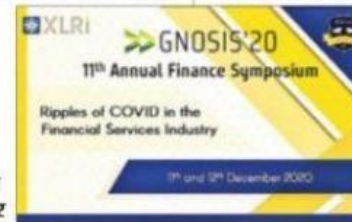
कारण उद्योग जगत की व्यावहारिकता व कार्यशैली में बदलाव आया है. लेकिन सरकार इस स्थिति से तेजी से उबरने का प्रयास कर रही है. उन्होंने इस दिशा में भारत सरकार द्वारा किये जा रहे कार्यों की भी विस्तार से जानकारी दी.' इससे पूर्व फोनिक्स दी फाइनेंस एसोसिएशन ऑफ एक्सएलआरआई की ओर से आयोजित इस 11वें वार्षिक फाइनेंस सिम्पोजियम ग्नोसिस 2020 का विधिवत उद्घाटन एक्सएलआरआई के निदेशक फादर पी क्रिस्टी एस्जे ने सभी वक्ताओं का स्वागत करते हुए किया.

बैंकों को निम्न ब्याज दर पर लोन देने का रिस्क लेने के लिए प्रोत्साहित करने की जरूरत

देश के फाइनेंस सेक्टर के दिग्गज ले रहे हैं कार्यक्रम में हिस्सा

एक्सएलआरआई में दो दिवसीय (11 व 12 दिसंबर) वर्चुअल सिम्पोजियम (संगोष्ठी) ग्नोसिस 2020 में देश के फाइनेंस सेक्टर के दिग्गज हिस्सा ले रहे हैं. इस दौरान मुख्य रूप से इस बात पर मंथन किया जा रहा है कि आखिर कोविड 19 ने देश की वित्तीय स्थिति को किस तरह प्रभावित किया है. 'फाइनेंस इंडस्ट्री में कोरोना की लहर' विषय पर आयोजित इस पैनल डिस्कशन में बतौर वक्ता भारत सरकार के वित्त विभाग की पूर्व सेक्रेटरी डॉ. अरुणा शर्मा, एक्सिस बैंक के सीईओ सह प्रबंध निदेशक अमिताभ चौधरी, फेडरल बैंक के पूर्व कार्यकारी निदेशक अब्बास चाको, एचडीएफसी एएमसी के एमडी एंड सीईओ नवनीत मुनोत भाग ले रहे हैं. ● **वाकी पेज 10 पर**

साइबर सिक्योरिटी के बिना डिजिटल फाइनेंस की परिकल्पना नहीं



फाइनेंस सिम्पोजियम ग्नोसिस 2020 को संबोधित करते हुए भारत सरकार की पूर्व सचिव रही डॉ. अरुणा शर्मा ने डिजिटलाइजेशन की क्रमगत उन्नति में सरकार के सहयोग की आवश्यकताओं और संभावनाओं पर विचार व्यक्त किया. भारत सरकार की पूर्व सचिव ने सिम्पोजियम में साइबर सिक्योरिटी पर जोर दिया. कहा कि मौजूदा दौर में वित्तीय मामलों के डिजिटल होने के दौर ने गति पकड़ी है. ऐसे में हमें साइबर सिक्योरिटी को लेकर पुख्ता इंतजाम करने होंगे. साइबर सिक्योरिटी के बिना डिजिटल फाइनेंस की हम परिकल्पना भी नहीं कर सकते. इसके लिए लोगों का वित्तीय मामलों में साक्षर होना जरूरी है.

PUBLICATION: The Avenue Mail
DATE: 12 December 2020
EDITION: Jamshedpur
PAGE: 2

SportsCom-XLRI to host virtual marathon on Dec 13

Jamshedpur, Nov 11: SportsCom the umbrella body for all Sports activities at XLRI will be hosting Xhaust 2020 - A virtual marathon on 13th December. Participants may choose a 3K, 5K, or 10K run from two given time slots 7:00 AM or 6:00 PM as per preference.

Participants need to install the "Pacer" application on their mobile phones to track the run and to share the details of the run from the app within 10 minutes of finishing the run. The participants can visit <https://forms.gle/swqDBFEkzsbopPck8> to register till 11:59 pm December 10. The run is open only for XLRI Students, Staff, faculty, and their family members. The participants can run from anywhere they choose to.

Fr. P. Christie S.J., Director, XLRI - Xavier School of Management urged the XL family for maximum participation. He said, "XLRI has been promoting fitness culture through its various sporting events. The virtual marathon Xhaust 2020 will make our XL community start working out again through an external nudge and keep the XL sporting culture alive. The current pandemic has altered the course of our lives. Xhaust 2020 will help get things kick-started right from our homes so we are fit and ready when the time comes to get back to campus and resume classroom sessions. Today's challenging times present us with an opportunity to build on our endurance and persevere despite the circumstances. As a community, we strive to maintain the undying spirit, and it is expected that participants from across the country would be running in for the event. I urge all the participants to follow social distancing norms while running".

PUBLICATION: The Pioneer
DATE: 12 December 2020
EDITION: Jamshedpur
PAGE: 2

XLRI to organise Virtual marathon for students

PNS ■ JAMSHEDPUR

SportsCom, the umbrella body for all sports activities at XLRI is hosting Xhaust 2020 - a virtual marathon on December 13. Participants may choose a 3K, 5K, or 10K run from two given time slots 7:00 AM or 6:00 PM as per preference.

Participants need to install the 'Pacer' application on their mobile phones to track the run and to share the details of the run from the app within 10 minutes of finishing the run.

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The run is open only for XLRI Students, Staff, faculty, and their family members.

PUBLICATION: Millennium Post
DATE: 13 December 2020
EDITION: Kolkata
PAGE: 2 ..

COVID-19 increased momentum of digitisation: NPCI

KOLKATA: National Payments Corporation of India (NPCI), an umbrella body for retail payments and settlement, said on Saturday that the pandemic has increased the momentum of digitisation in the country.

Chief Operating Officer (COO) of NPCI Praveena Rai said that pace of digitisation has also increased due to the regulatory framework and policies of the government and RBI.

Speaking at a seminar organised by XLRI, Rai said, "digitisation has revolutionized every single aspect of life and onboarding has risen substantially. There has been gradual migration from cash to digital payments both offline and online."

PTI

PUBLICATION: Morning India
DATE: 13 December 2020
EDITION: Ranchi
PAGE: 2

Virtual marathon for budding managers

MI NEWS SERVICE

JAMSHEDPUR: Budding managers of B-school XLRI can look forward to participating in a virtual marathon being organised for the first time. SportsCom, the umbrella body for all sports activities at XLRI will be hosting Xhaust 2020 - a virtual marathon on December 13. Participants may choose a 3K, 5K, or 10K run from two given time slots 7:00 AM or 6:00 PM as per preference. Participants need to install the 'Pacer' application on their mobile phones to track the run and to share the details of the run from the app within 10 minutes of finishing the run. The participants can visit <https://forms.gle/swqDBFEkz>

sboPck8 to register till 11:59 pm December 10. The run is open only for XLRI Students, Staff, faculty, and their family members. The participants can run from anywhere they choose to. Fr. P. Christie, director, XLRI - Xavier School of Management urged the XL family for maximum participation. He said, "XLRI has been promoting fitness culture through its various sporting events. The virtual marathon Xhaust 2020 will make our XL community start working out again through an external nudge and keep the XL sporting culture alive. The current pandemic has altered the course of our lives. Xhaust 2020 will help get things kick-started right from our homes so we are fit and ready when the

time comes to get back to campus and resume classroom sessions. Today's challenging times present us with an opportunity to build on our endurance and persevere. As a community, we strive to maintain the undying spirit, and it is expected that participants from across the country would be running in for the event. I urge all the participants to follow social distancing norms while running". Xavier School of Management, Jamshedpur is a premier, private management institute in India founded in 1949 by Fr Quinn Enright, S.J. in the 'steel city' of Jamshedpur (www.xlri.ac.in). Over the last seven decades, the institute has grown into a top-ranking business management.

PUBLICATION: The Hindu
DATE: 13 December 2020
EDITION: Kolkata (All Editions)
PAGE: 10

'Pandemic accelerated digitisation'

PRESS TRUST OF INDIA
KOLKATA

The National Payments Corporation of India (NPCI) said on Saturday that the pandemic had increased the momentum of digitisation in the country.

Chief Operating Officer (COO) of NPCI Praveena Rai said that the pace of digitisation had also increased due to the regulatory framework and policies of the government and RBI. Digitisation has cut across all sections of society, Ms. Rai said at a seminar organised by XLRI.

"Digitisation has revolutionised every single aspect of life and onboarding has risen substantially. There has been gradual migration from cash to digital payments both offline and online," she added.

PUBLICATION: The Financial Express

DATE: 13 December 2020

EDITION: Mumbai

PAGE: 3

‘Covid increased momentum of digitisation’

PRESS TRUST OF INDIA
Kolkata, December 12

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day that the pandemic has increased the momentum of digitisation in the country.

Chief operating officer (COO) of NPCI Praveena Rai said that pace of digitisation has also increased due to the

regulatory framework and policies of the government and RBI.

Speaking at a seminar organised by XLRI, Rai said digitisation has cut across all sections of the society.

PUBLICATION: Virat Vaibhav

DATE: 14 December 2020

EDITION: New Delhi

PAGE: 11

कोरोना प्रभाव: सरकार विदेश यात्रा बजट में कर सकती है 75 प्रतिशत तक कटौती

एजेंसी ■ मुंबई

कोविड- 19 महामारी और आवागमन और यात्राओं पर पाबंदी के मद्देनजर सरकार अगले वित्त वर्ष में विदेश यात्राओं के लिए बजट आवंटन में 75 प्रतिशत तक की कटौती कर सकती है। वित्त मंत्रालय के एक वरिष्ठ अधिकारी ने इस तरह का अनुमान लगाया। वित्त मंत्रालय में संयुक्त सचिव मदनेश कुमार मिश्रा ने कहा कि ऐसे समय जब सभी गतिविधियां वीडियो कन्फ्रेंसिंग के जरिए आनलाइन माध्यमों से चल रही हैं तब सरकार कम महत्वपूर्ण खर्च में कटौती कर सकती है। मिश्रा

एक्सएलआरआई द्वारा आयोजित कार्यक्रम में बोल रहे थे। यह काबिले गौर है कि अगले वित्त वर्ष के लिए बजट तैयार करने का काम शुरू हो चुका है और अधिकारी आंतरिक रूप से और बाहर भी विभिन्न पक्षों के साथ सुझावों को लेकर विचार विमर्श कर रहे हैं। मिश्रा ने कहा, दो दिन पहले ही, मैं एक बजट प्रस्ताव को देख रहा था। इस समय बजट का काम चल रहा है। प्रस्ताव में यह देखा गया कि आपको विदेश यात्रा के लिए कितना धन चाहिए? हमने पिछले साल जितना बजट रखा था उसका मात्रा एक चौथाई ही उसमें रखा है क्योंकि विदेश यात्रा पर कोई खर्च नहीं

हो रहा है। मिश्रा ने कहा कि वीडियो कन्फ्रेंस अब रोजर्मा का काम हो गया है। प्रधानमंत्री नरेन्द्र मोदी भी बहुपक्षीय बैठकों को इसी माध्यम से संबोधित कर रहे हैं। उन्होंने कहा कि इस नए माध्यम से काफी लागत की बचत हो रही है। उन्होंने कहा कि अब घर से दफ्तर का काम करने भी सामान्य सी बात हो गई है। इस नई शुरुआत से कंपनियों को लागत में काफी बचत हो रही है। कंपनियों को कार्यालयों के लिए कम जगह लेनी पड़ रही है और वह यात्रा पर भी कम खर्च कर रहे हैं। इन नए उपायों से उन्हें अपना मुनाफा बढ़ाने में मदद मिल रही है।

PUBLICATION: The Hindu
DATE: 14 December 2020
EDITION: Kolkata (All Edition)
PAGE: 11

ETCETERA

■ XLRI accepts GRE and GMAT scores

XLRI will henceforth accept GRE scores along with GMAT and XAT scores for admission to its Executive PGDM (General) and extended the acceptance period to five years (GMAT score validity from December 1, 2015 to December 31, 2020).

Foreign float better option

ASTAFF REPORTER

Calcutta: Japanese multinational conglomerate SoftBank Group, that has financed several early stage companies in the country, sees a benefit for Indian start-ups raising funds from overseas listing.

The Companies (Amendment) Act, 2020 empowers the central government to allow domestic companies to list on foreign stock exchanges, without having to undertake prior or simultaneous listing in India or alternatively through incorporating foreign holding companies, KPMG observed in its report on the amendments, which got presidential assent on September 28, 2020. To make this operational, it would require changes in other laws and regulations including those relating to taxation and Foreign Exchange Management Act, 1999.

"Indian start-ups can go to Nasdaq or NYSE directly and raise a large amount of capital," said Manoj Kohli, country head SoftBank India at a session organised by XLRI and Moneycontrol. He added that if the start-ups want to list in Bombay, that is fine. But if they want to enlist in international markets like London and New York, there is an option.

Kohli gave the example of food delivery and takeout start-



Manoj Kohli-

-up DoorDash where shares jumped 86 per cent on the first day of listing with a market capitalisation of \$60 billion. SoftBank has reportedly made a handsome gain of around \$11.2 billion from the public offering.

Kohli said that international listing will allow the discovery of real value and offer avenue to the Indian entrepreneurs to have access to a large amount of capital.

Legal observers are also of a similar opinion. "Indian start-up or emerging growth companies will be able to access capital from investors overseas that may be more receptive to their securities than Indian investors, who have typically focussed on companies with proven track records of profitability and growth and have generally exhibited less appetite for start-up or emerging growth companies," said Gerald Manoharan, partner J. Sagar and Associates in a note.

PUBLICATION: The Avenue Mail

DATE: 15 December 2020

EDITION: Jamshedpur

PAGE: 2

XLRI hosts annual finance symposium GNOSIS 20

Mail News Service

Jamshedpur, Dec 14 :

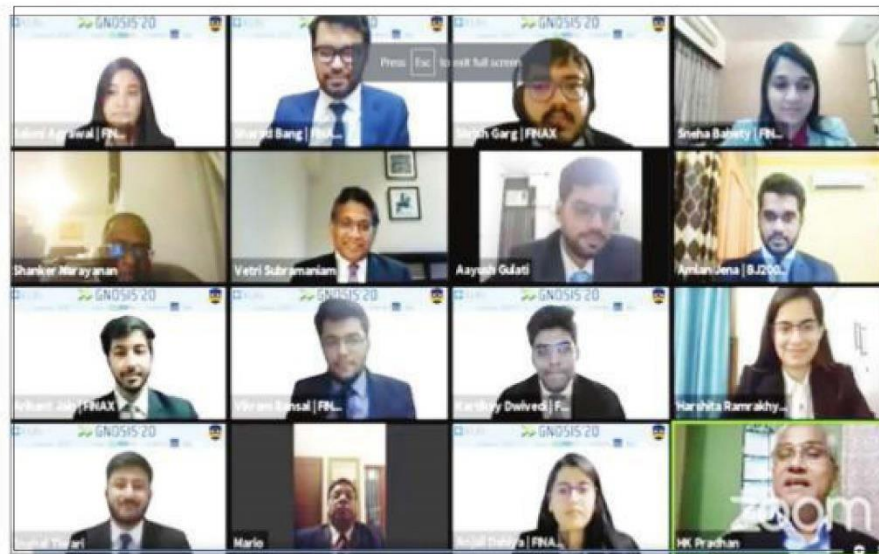
The Finance Association of XLRI (FINAX) recently hosted 'GNOSIS 20' - the 11th Edition of XLRI's Annual Finance Symposium, a confluence of industry stalwarts and students to discuss the most pertinent issues & reforms in the finance sector. The theme of GNOSIS 2020 was "Ripples of COVID in the Financial Services Industry." GNOSIS has traditionally been hosted in the country's financial capital, Mumbai. For the first time, the event was conducted virtually owing to the pandemic.

The conclave focused on various issues that have come to the forefront during the pandemic and would influence the future of the Financial Services industry. There was a series of discussions on the

economic scenario of India against the new normal, evolution of investment decision-making strategies in a post COVID world, changes in lending practices of banks and government bodies.

The conference started with a Special Guest session with Dr. Aruna Sharma, Former Secretary of Government of India. She emphasized increasing the pace of digitization in the Indian Financial sector, focusing on the transformation of the postal banking system, adoption of digital payments, and increasing financial literacy and cybersecurity among consumers and envisioning partnerships between MFIs, NBFCs, and Postal Banking systems to reach the remotest audience.

The keynote address of the conference was given by Mr. Amitabh Chaudhary, Managing Director of



AXIS Bank. On Day-1 The conference witnessed two-panel discussions on 'Economic Outlook: After the Dust Settles' was participated by Dr. Madnesh Kumar Mishra, Joint Secretary, Department of Financial Services,

Government of India; Mr. Abheek Barua, Chief Economist and Executive Vice President, HDFC Bank; Dr Soumya Kanti Ghosh, Group Chief Economic Advisor, SBI; Dr. Sachchidanand Shukla, Chief Economist, Mahindra

Group; Dr. H K Pradhan, Professor of Finance and Economics at XLRI Jamshedpur as a panelist.

The second-panel discussion was on 'Lending Parameters: The Changing of Guard' featuring Mr. Abraham Chacko, Former

Executive Director, Federal Bank; Mr. Bidhan Chaudhari, ex-President & COO, Jana Financial Services; Mr. S Ranganathan,

CFO, Edelweiss Financial Services; Mr. Koushik Chatterjee, Group Executive Director, Tata Steel; Mr. Ravi Krishnan, Deputy Executive Director, Moneycontrol.

Amitabh Chaudhry, MD, and CEO, Axis Bank said, "The Covid-19 pandemic has pushed the Indian banking sector to bring in more granularity in lending parameters and also look at new ways of lending. Banks are also increasingly relying more on real-time data and the banking system are continuously partnering with fintech companies for enhancing lending parameters. The data helps real-time decision making possible." (W-pb)

PUBLICATION: The Economic Times

DATE: 16 December 2020

EDITION: Kolkata (All Edition)

PAGE: 9

Three Boards Proposed Under Labour Codes

Yogima.Sharma
@timesgroup.com

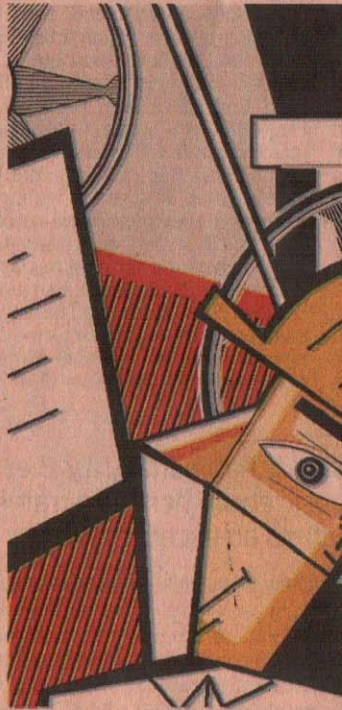
New Delhi: The government will soon set up three national boards to determine the minimum wages, social security parameters, and safety and health standards for workers under the new labour codes. The move is aimed at ensuring a smooth rollout of the four labour codes from the next financial year.

Advisory boards will be set up for minimum wages under the Code on Wages, for occupational safety, health and working conditions under the Code on Occupational Safety, Health and Working Conditions, and under the Code on Social Security.

The government is of the view that these bodies need to be constituted first as they are responsible for determining key elements of the codes, a top official told **ET**.

"We are legally vetting if it is possible," the official said, citing the prior need for the advisory board to determine a national level minimum wage.

Experts have said it is imperative



for the government to set up these boards, especially for minimum wages. "Industry is keenly waiting for the statutory national floor level minimum wage to work out the financial implications on their balance sheets for the next financial year. However, they can be formed only once the rules are notified," said KR Shyam Sundar, a professor at XLRI.

However, Sundar said the government may want to delay the statutory national floor level minimum wage.

"The balance sheets are already under stress due to the pandemic. Any increase in statutory minimum wages would further add to the operational cost," he added.

As per the Code on Wages, the central advisory board will set or revise minimum wages and other connected matters and provide greater employment opportunities for women, besides other code-related matters.

The national social security board will recommend to the Centre suitable social security schemes for different sections of unorganised workers, gig workers and platform workers, monitoring of social security schemes and reviewing expenditure on such schemes along with other administrative functions.

PUBLICATION: The Avenue Mail

DATE: 17 December 2020

EDITION: Jamshedpur

PAGE: 12

XLRI family participates in Xhaust 2020

Mail News Service

Jamshedpur, Dec 16 : SportsCom the umbrella body for all Sports activities at XLRI recently hosted Xhaust 2020 - a virtual marathon recently. Participants took part in a 3K, 5K, or 10K run from two given time slots 7:00 AM or 6:00 PM as per their preference. Over 100 students, staff and faculty, participated in the run.

Participants were required to install the 'Pacer' application on their mobile phones to track the run and to share the details of the run from the app within 10 minutes of finishing the run. Participants joined in all run categories.

Top performers among men were Yash Naiknavare (Mumbai) and Pranav Bhatt (Nainital). Among women, Rucha Kalekar (Pune) and Chandini Gunaparthi (Bengaluru). While Yash and Pranav belonged to the Human Resources and Business Management stream, Rucha is a Business Management student, and Chandni is pursuing Human Resources



Management.

Fr. P. Christie S.J., Director, XLRI - Xavier School of Management congratulated the performers. He said, "XLRI has been promoting fitness culture through its various sporting events. The virtual marathon Xhaust 2020 had made our XL community start working out again through an external nudge and keep the XL sporting culture alive. The current pandemic has altered the course of our lives. Xhaust 2020 was aimed to get things kick-started right from our homes, so we are fit and ready when the time comes to get back to campus and resume classroom sessions". (W-pb)

PUBLICATION: The Times of India

DATE: 16 December 2020

EDITION: Kolkata

PAGE: 15

GNOSIS 20 at XLRI: The Finance Association of XLRI (FINAX) recently hosted 'GNOSIS 20' - the 11th Edition of XLRI's Annual Finance Symposium, a confluence of industry stalwarts and students to discuss the pertinent issues and reforms in the finance sector. The theme was: Ripples of Covid in the financial services Industry.

PUBLICATION: Hindustan Times

DATE: 18 December 2020

EDITION: Mumbai (All Editions)

PAGE: 13

Staffing cos in the dock for crisis at Wistron's Bengaluru factory

Six companies that supplied manpower may face fines or get blacklisted over failure to pay wages

Prashant K Nanda

prashant.n@livemint.com

NEW DELHI: Six staffing firms that supplied manpower to the riot-hit iPhone factory near Bengaluru may face heavy fines and could be blacklisted for failing to pay wages to the workers, two government officials said.

The officials said the violence at the Wistron factory was not pre-planned. "It was a sudden outburst," one of the two government officials with direct knowledge of the development said, requesting anonymity. "There are around 8,500 temporary workers at the Karnataka factory. The manpower was supplied by five-six staffing companies, and it was their fault to exploit the workers by not paying or defaulting on salary payments."

The government's course of



Wistron has been making iPhones in India since 2017 as the country tries to attract foreign investors in manufacturing. REUTERS

action aims to control the damage caused to the country's reputation as an investment destination and tamp down the growing unrest in industrial hubs as state governments relax laws to allow for longer working hours and fewer worker benefits to draw investments and help companies recover from the pandemic.

While workers should not have indulged in vandalism, the manpower suppliers will face action for violating rules and holding back wage dues, the official said, without naming the companies.

Taiwan's Wistron has been manufacturing iPhones in India since 2017 as the country strives

to attract foreign investments in electronics manufacturing.

The assembling of iPhones in India by Apple has been one of the government's big success stories.

"The Union labour ministry is in touch with the state government and is monitoring the situation. The manpower suppliers seem to be at fault. We are evaluating the situation, and appropriate action will be taken," said DPS Negi, chief labour commissioner (central) and senior labour and employment adviser at the ministry.

Negi said any attempt to impact investor sentiment is not acceptable, and neither is any violation of laws and non-payment of wages and overtime to workers. "We don't believe violence is helpful to anyone and at the same time, have taken steps so that workers can get their dues soon," Negi added.

The violence seems to have been triggered by the failings of the firms that supply contract workers, said KR Shyam Sundar, a labour economist and professor, XLRI. "This Wistron case is both an industrial relation and

human resource crisis. The contract workers' wages were not cleared, and I don't think there is a problem of liquidity with the multinational firm, which is manufacturing high-end phones of a reputed mobile brand," Sundar said.

"The authorities—both at the state and Centre—seem to have reached out to the investor, the principal company. It's a good move, and now they must also come out to name the wrongdoers, and take action against those who violated laws related to workers' welfare and wage payments. The communication channel with workers seems to be missing. See, what has happened—you held up wages, there is violence, loot and loss of property. Had the salary part, more so in a difficult situation like Covid, been taken care off, it would not have arisen. There are aspiration and reality mismatches; the employer is suffering, employees are suffering, too, and production has suffered. This should work as a case study to roll out labour reforms by balancing benefit to both workers and employers," he added.

PUBLICATION: Mint
DATE: 18 December 2020
EDITION: Kolkata (All Editions)
PAGE: 1

Wistron staffing firms may be fined, debarred

Six firms may be blacklisted over failure to pay wages to workers

Prashant K. Nanda
prashant.n@liveint.com
NEW DELHI

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The government's course of action aims to control the damage caused to the country's reputation as an investment destination and tamp down the growing unrest in industrial hubs as state governments relax laws to allow for longer working hours and fewer worker benefits to draw investments and help companies recover from the pandemic.

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"This Wistron case is both an industrial relation and human resource crisis. The contract workers' wages were not cleared, and I don't think there is a problem of liquidity with the multinational firm, which is manufacturing high-end phones of a reputed mobile

brand," Sundar said.

"The authorities—both at the state and Centre—seem to have reached out to the investor, the principal firm. It's a good move, and now they must also come out to name the wrongdoers, and take action against those who violated laws related to workers' welfare and wage payments. The communication channel with workers seems to be missing. See—you held up wages, there is violence, loot and loss of property. Had the salary part, more so amid covid, been taken care off, it would not have arisen. There are aspiration and reality mismatches; the employer is suffering, employees are suffering, too, and production has suffered. This should work as a case study to roll out labour reforms by balancing benefit to workers and employers," he added.

Unease over labour laws may be behind factory unrest >P14

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PAGE: 11

PLUS POINTS

Significant symposium



The Finance Association of XLRI (FINAX) recently hosted "GNOSIS 20"—the 11th Edition of XLRI's Annual Finance Symposium, a confluence of industry stalwarts and students to discuss the most pertinent issues and reforms in the finance sector. The theme of GNOSIS 2020 was "Ripples of Covid-19 in the Financial Services Industry." The event focused on various issues that have come to the forefront during the pandemic and would influence the future of the financial services industry. There was a series of discussions on the economic scenario of India against the new normal, evolution of investment decision-making strategies in a post Covid world, changes in lending practices of banks and government bodies. The conference started with a special guest session with Dr Aruna Sharma, former secretary of Government of India.

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एक्सएलआरआई के जीएमपी की चौथी एल्यूमिनाइ मीट आज

जमशेदपुर. एक्सएलआरआई में होने वाले जेनरल मैनेजमेंट प्रोग्राम के चौथे एल्यूमिनाइ मीट का आयोजन शनिवार को किया जायेगा. शनिवार की शाम उक्त एल्यूमिनाइ मीट में एक्सएलआरआई के सभी पूर्ववर्ती

- कॉमेडियन विद्यार्थियों का जुटान होगा. कोरोना की वजह से सभी आयोजन विपुल गोयल की वजह से सभी आयोजन करवायेंगे ऑनलाइन होंगे. शनिवार की शाम लोटपोट सबसे पहले डायरेक्टर फादर पी क्रिस्टी व एक्सएलआरआई के

जीएमपी प्लेसमेंट चेयरपर्सन डॉ ए कनक राज संबोधित करेंगे. जिसमें मौजूदा बैच से लेकर पूर्व की बैच के विद्यार्थियों से जुड़ी जानकारी दी जायेगी. इस दौरान विद्यार्थी एक्सएलआरआई में बिताये अपने अनुभवों को साझा करेंगे. इसके बाद प्रसिद्ध कॉमेडियन विपुल गोयल अपनी कॉमेडी से लोटपोट करायेंगे.

PUBLICATION: Udit Vani
DATE: 19 December 2020
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PAGE: 5

एक्सएलआरआई के नेशनल आईआर सम्मेलन में कामगारों के मुद्दे पर बोलेंगे शहनवाज : एक्सएलआरआई जमशेदपुर के आईआर (इंडस्ट्रियल रिलेशन्स) फोरम फाइरेक्स की ओर से आगामी 20 दिसंबर को होने वाले नेशनल आईआर समिट में बोलने के लिए टाटा वर्कर्स यूनियन के उपाध्यक्ष शहनवाज आलम को आमंत्रित किया गया है. कामगारों की सुरक्षा के मुद्दों के साथ ही उनकी समस्याएं और भविष्य पर आलम यूनियन का विचार रखेंगे. नये लेबर कोड के संदर्भ में कामगारों के भविष्य के साथ ही उन इसके पर होने वाले असर पर भी चर्चा होगी.

PUBLICATION: Udit Vani

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PAGE: 5

एक्सएलआरआई के जेनरल मैनेजमेंट प्रोग्राम का अलुम्नाई मीट आज



जमशेदपुर : एक्सएलआरआई जमशेदपुर का चौथा जीएमपी (जेनरल मैनेजमेंट प्रोग्राम) एल्युमनी मीट कॉन्फ्ल्यूएंस-2020 का आयोजन 19 दिसंबर शनिवार को शाम सात बजे से होगा. वर्चुअल प्लेटफॉर्म पर आयोजित हो रहे इस मीट जीएमपी के स्टूडेंट्स भाग लेंगे. संस्थान निदेशक फादर पी क्रिस्टी समारोह को संबोधित करेंगे और और किसी भी संस्थान में पूर्ववर्ती विद्यार्थियों की भूमिका के बारे में बताएंगे. इस बैच के साथ रहे मशहूर स्टैंड अप कॉमेडियन विपुल गोयल भी इस मीट का हिस्सा बनेंगे. समारोह में पूर्ववर्ती स्टूडेंट्स न केवल अपनी पुरानी यादों को शेयर करेंगे बल्कि इसमें टॉक, इंटरैक्टिव सेशन और कई फन इवेंट्स भी होंगे.

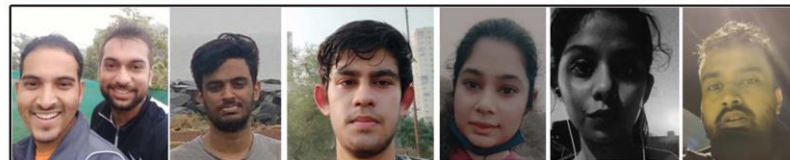
PUBLICATION: News Mania

DATE: 20 December 2020

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PAGE: 9

XLRI hosts Xhaust 2020



TOP PERFORMER OF THE VIRTUAL MARATHON

Jamshedpur, 16th November 2020: Sports Com the umbrella body for all Sports activities at XLRI recently hosted Xhaust 2020 - A virtual marathon held on 13th December. Participants took part in a 3K, 5K, or 10K run from two given time slots 7:00 AM or 6:00 PM as per their preference. Over 100 Students, Staff and faculty, participated in the run. Participants were required to install the "Pacer" application on their mobile phones to track the run and to share the details of the

run from the app within 10 minutes of finishing the run. Participants joined in all run categories. Top performers among men were Yash Naiknavare (Mumbai) and Pranav Bhatt (Nainital). Among women, Rucha Kalekar (Pune) and Chandini Gunapathi (Bengaluru). While Yash and Pranav belonged to the Human Resources and Business Management stream, Rucha is a Business Management student, and Chandini is pursuing Human Resources Management.

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PAGE: 11

एक्सएलआरआइ : एल्युमिनाइ मीट में विद्यार्थियों ने साझा की यादें

जमशेदपुर. एक्सएलआरआइ में जेनरल मैनेजमेंट प्रोग्राम के चौथे एल्युमिनाइ मीट का आयोजन किया गया. कॉन्फ्लूएंस 2020 में संस्थान के जीएमपी बैच के पूर्ववर्ती विद्यार्थियों ने हिस्सा लिया. कोविड 19 के संक्रमण को देखते हुए इस बार सारा कुछ ऑनलाइन मोड में ही आयोजित हुआ. उद्घाटन सत्र में डायरेक्टर फादर क्रिस्टी ने सभी को संबोधित किया. जिसमें उन्होंने सभी को जीएमपी बैच की शुरुआत करने के पीछे के उद्देश्यों की भी जानकारी दी. मौके पर बताया गया कि कामकाजी विद्यार्थियों की सहूलियत को ध्यान में रखते हुए उक्त कोर्स की शुरुआत की गयी.

जिसका काफी अच्छी नतीजा सामने आ रहा है. इस मौके पर बताया गया कि एक्सएलआरआइ के एल्युमिनाइ काफी मजबूत हैं. इससे वर्तमान छात्र-छात्राओं को भी काफी मदद मिलती है. एक्सएलआरआइ के जीएमपी बैच के प्लेसमेंट चेयरमैन डॉ ए कनकराज ने भी सभी को संबोधित किया. साथ ही उन्हें उनके उज्ज्वल भविष्य की शुभकामनाएं दी.

विद्यार्थियों ने भी संस्थान में बिताये अपने पलों को साझा किया. मौके पर प्रसिद्ध कॉमेडियन विपुल गोयल ने अपनी कॉमेडी से सभी को लोटपोट किया. सबने इसका ऑनलाइन लुत्फ लिया.

एक्सपर्ट
व्यू

राजीव रॉय
प्रोफेसर
(एंटर्प्रेन्योरशिप)
एक्सएलआरआई,
जमशेदपुर

**स्टार्टअप के लिए आने
वाला समय अनुकूल
रहने की उम्मीद...**

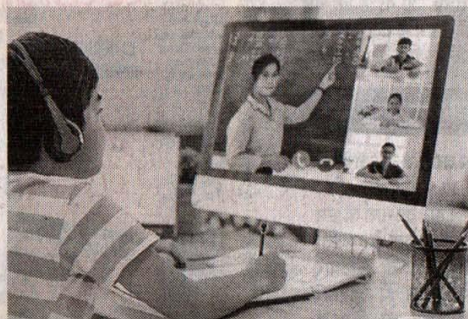
क्योंकि...

**भारत में स्टार्टअप को
फंडिंग करने हमेशा
3000 लोग तैयार रहते
हैं। ये साल में 5 बार
फंडिंग कर सकते हैं।
जरूरत है शुरुआत कर
बाजार तक पहुंचने की।**

जितना कठिन समय आता है, उतने ही अच्छे आइडिया आते हैं, जरूरत है इसे सही रूप देने का

एडुटेक, ई-कॉमर्स, हैल्थटेक और एआइ में भविष्य शानदार

को रोग का असर तो फरवरी से दिखने लगा लेकिन 2019 के अंत तक ही बाजार में सुस्ती आ गई थी। फिर फरवरी में कोरोना फैलने लगा और मार्च में तो लॉकडाउन लग गया। इस दौरान सबसे अधिक समस्या छोटे इंटरप्राइजेज को रही थी। मार्च-अप्रैल तो स्टार्टअप कंपनियों के लिए बहुत ही खराब रहा, चाहे वे किसी भी सेक्टर की हों। हालांकि आगे चलकर छोटे-छोटे सेक्टर में अच्छा होने लगा। जो स्टार्टअप ऑनलाइन हो गए, उनका काम आसान हो गया। ऑनलाइन प्रोडक्ट बेचने वालों के लिए यह समय अवसर लेकर आया। इन्होंने काफी अच्छा बिजनेस किया। इस दौरान कई बड़ी कंपनियों में छंटनी हुई। जो नई हायरिंग हुई थी, उन्हें ज्वाइनिंग नहीं मिली। इसका फायदा स्टार्टअप कंपनियों को मिला। आसानी से उन्हें टेक्नीकल एक्सपर्ट मिल गए। स्टार्टअप ने मौका दिया और दोनों ने इस अवसर का लाभ उठाया।



भारत में स्टार्टअप का भविष्य उज्ज्वल

भारत में स्टार्टअप का भविष्य उज्ज्वल है कि यहां फंडिंग की कमी नहीं है। शुरुआत में जरूर थोड़ा संघर्ष है। आपको पैसे लगाकर बाजार तक अपना प्रोडक्ट पहुंचाना है। वहां इन्वेस्टर तैयार बैठे हैं। देश में 3000 लोग फंडिंग के लिए तैयार बैठे हैं, इसमें भी ये साल में पांच फंडिंग कर सकते हैं। बात आइडिया की है। आइडिया अच्छा हो तो सफल होने से कोई रोक नहीं सकता। सरकार

सीधे तौर पर तो फंडिंग नहीं कर रही लेकिन कई योजनाओं के तहत अच्छी संख्या में फंडिंग हो जाती है। सरकार को भी अपने रुख में थोड़ा बदलाव करना चाहिए। अगर कहीं थर्मल पावर प्लांट लगाया जाता है तो एक हजार करोड़ रुपए का खर्च आता है और रोजगार मिलता है 300 लोगों को। जबकि एक हजार करोड़ से एक हजार स्टार्टअप की फंडिंग हो सकती है।

कोरोना... लॉकडाउन... बाजार...
मंदी... इन सबके कारण बाजार में खुलकर पैसा नहीं निकल रहा था। अभी अब देखिए अचानक से बिना वजह से स्टॉक मार्केट में तेजी आ गई है। निवेशक घर में बैठकर ऊब गए। बाजार कोरोना काल से पहले की स्थिति में आ रहा है। यही वजह है कि स्टार्टअप में भी इन्वेस्टमेंट बढ़ गया। एक साल के आठ महीने में ही 2000 से अधिक इन्वेस्टमेंट हो चुका है। जो स्टार्टअप दो से तीन महीने तक सर्वाइव कर बाजार तक पहुंच रहा है, उन्हें इन्वेस्टमेंट मिल ही रहा है। भारत की ही

स्टार्टअप कंपनी बोट ने इतना जबरदस्त परफॉर्मेंस किया कि लॉकडाउन के दौरान भी दुनिया की टॉप-5 स्टार्टअप में शामिल हो गई। कोरोनाकाल में ई-कॉमर्स कंपनियों का प्रदर्शन बहुत ही शानदार रहा है।

बात करें कि आने वाले साल में किन सेक्टर के स्टार्टअप में ग्रोथ दिखेगी तो इन्हें चार हिस्सों में बांट सकते हैं। 1. ई-कॉमर्स, 2. एडुटेक, 3. हैल्थ टेक और 4. ऑर्टिफिशियल इंटेलिजेंस समेत तकनीक आधारित स्टार्टअप। न्यू नॉर्मल की वजह से इन सेक्टर में ग्रोथ है। जो आदतें इन 10 महीनों में पड़ गई हैं, उनमें से कुछ रह

जाएंगी और अधिकतर चली जाएंगी। छोटे आकार के बिजनेस ने इस दौरान अच्छा किया और आगे इनमें काफी संभावना है। एक बात और, अब नौकरी में अनिश्चितता रही, ऐसे में लोग अपना कामकाज शुरू करने पर जोर दे रहे हैं। बड़ी कंपनियां भी टेम्परी वर्कफोर्स को मिलाकर चलना चाहती हैं।

टेम्परी वर्कफोर्स का प्रचलन हाल के दिनों में काफी बढ़ा है। छोटे-छोटे प्रोजेक्ट या काम के लिए स्थायी कर्मचारी रखने की जगह बाहरी वर्कफोर्स का उपयोग किया जा रहा है। इस वजह से आगे स्टार्टअप का

भविष्य बहुत ही उज्ज्वल है। सॉफ्टवेयर उपलब्ध करवाने वाली कंपनी, अकाउंट सर्विस समेत अन्य सेवाएं उपलब्ध करवा रही हैं। इनका रिव्यू भी आसानी से ऑनलाइन मिल जाता है। ग्रोथ की बात करें तो हैल्थ सेक्टर में बहुत ही तेजी देखने को मिलेगी। वहीं ऑनलाइन शिक्षा उपलब्ध करवाने वाली कंपनियों की संख्या कम हो सकती है। अभी इतनी कंपनियां आ गई हैं कि अच्छे और खराब में अंतर नहीं हो पा रहा है। रीयल एस्टेट और उससे जुड़े सेक्टर के इम्पैक्ट के लिए अभी प्रतीक्षा करनी होगी।

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PGDM (GM) XLRI hosts 4th Annual GMP Alumni Meet - Confluence 2020

MI NEWS SERVICE

JAMSHEDPUR: XLRI, the oldest B-school in India and one of the finest in Asia, has an illustrious network of alumni, working and serving reputed institutions across the world.

PGDM(GM) Alumni committee recently organized the 4th Annual GMP Alumni Meet - Confluence 2020 on a virtual mode.

The meet is conducted every year to reconnect with GMP alumni and celebrate their success and achievements.

The event provides a platform for the current batch to interact with the illustrious alumni of the flagship General Management Programme.



It also provides a golden opportunity for the GMP alumni to reminisce their XL days.

The previous three meets were organised in Bangalore, Delhi-NCR and Mumbai.

Confluence 2020 was kicked off by the Keynote address by Fr P Christie ,

director of XLRI, following which Prof. Debashish Pradhan, Associate Dean of Executive Programmes and Prof Sabyasachi Sengupta addressed the audience.

The event also included interactive sessions and online quizzes, but the key highlight of the event was the

stand-up performance by eminent stand-up comedian, Vipul Goyal.

The evening saw over 250 participants taking part in the fun-filled event that provided a platform for a rekindling of anecdotes of remarkable journeys, poignant stories, and interactive sessions. Illustrious alumni that participated in the event included several COOs and several top management executives from illustrious companies like Google, BCG, PwC, KPMG, Accenture Strategy, Infosys Consulting, Deloitte, ZS Associates, Wipro, HCL, Deutsche Bank, TCS and Barclays among others.

The meet concluded with the closing address of A Kanagaraj, GMP Placement Chairperson.

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DATE: 22 December 2020

EDITION: Jamshedpur

PAGE: 8

एक्सएलआरआइ

160 बिजनेस स्कूलों में एडमिशन के लिए होगी परीक्षा

तीन जनवरी को होगी जेट, एडमिट कार्ड जारी, एक लाख उम्मीदवार होंगे शामिल

लाइफ रिपोर्टर@जमशेदपुर

एक्सएलआरआइ के अलावा देश के करीब 160 बिजनेस स्कूलों में एडमिशन के लिए होने वाली जेवियर एप्टीट्यूड टेस्ट (जेट) तीन जनवरी को होगा. इस परीक्षा में शामिल होने के लिए सोमवार को एडमिट कार्ड जारी कर दिया गया. उम्मीदवार अधिकृत वेबसाइट www.xatonline.in से एडमिट कार्ड डाउनलोड कर सकते हैं. जेवियर एसोसिएशन ऑफ मैनेजमेंट इंस्टीट्यूट्स की ओर से होने वाली इस परीक्षा का आयोजन देश के कुल 46 शहरों में किया जा रहा है. परीक्षा के लिए कुल 185 परीक्षा केंद्र बनाये गये हैं. सभी परीक्षा केंद्रों पर



ऑनलाइन परीक्षा होगी. परीक्षा के लिए खास तौर पर तैयारियां कर ली गयी हैं. परीक्षा सुबह 9.30 बजे से लेकर 12.30 बजे तक होगी. जानकारी के अनुसार इस परीक्षा में कुल 99 प्रश्न पूछे जायेंगे. सभी प्रश्नों को चार सेक्शन में बांटा गया है. क्वांटिटिव एबिलिटी, डाटा

इंटरप्रेटेशन, वर्बल एंड लॉजिकल एबिलिटी एवं डिजीजन मेकिंग एबिलिटी से संबंधित सवाल पूछे जायेंगे. इस परीक्षा का रिजल्ट जनवरी के अंत में ही जारी किया जायेगा. लिखित परीक्षा के रिजल्ट के बाद ग्रुप डिस्कशन व पर्सनल इंटरव्यू के आधार पर

अंतिम रूप से उम्मीदवारों का चयन किया जायेगा. बताया गया कि इस बार करीब एक लाख आवेदकों ने आवेदन किया है. जिसमें टॉप स्कोरर का एडमिशन एक्सएलआरआइ में किया जायेगा. एक्सएलआरआइ में बिजनेस मैनेजमेंट के लिए कुल 180 सीट जबकि ह्यूमन रिसोर्स मैनेजमेंट के लिए 180 सीटें हैं. इस परीक्षा में कोविड 19 के नियमों का पालन करने का आदेश दिया गया है. सभी उम्मीदवारों को तय समय से करीब एक घंटे पहले परीक्षा केंद्र पर रिपोर्ट करने को कहा गया है. ताकि परीक्षा केंद्र में प्रवेश करने से पूर्व सभी के शरीर के तापमान की जांच करने के साथ ही सैनिटाइजेशन की प्रक्रिया पूरी की जा सके.

PUBLICATION: The Avenue Mail

DATE: 22 December 2020

EDITION: Jamshedpur

PAGE: 2

XLRI hosts 4th Annual GMP Alumni Meet

Mail News Service

Jamshedpur, Dec 21:

XLRI, the oldest B-school in India and one of the finest in Asia, has an illustrious network of alumni, working and serving reputed institutions across the world. PGDM(GM) Alumni committee recently organized the 4th Annual GMP Alumni Meet, Confluence 2020 in virtual mode. The meet is conducted every year to reconnect with GMP alumni and celebrate their success and achievements. The event provides a platform for the current batch to interact with the illustrious alumni of the flagship General Management Programme. It also provides a golden opportunity for the



GMP alumni to reminisce about their XL days. The previous three meets were organised in Bangalore, Delhi-NCR and Mumbai.

Confluence 2020 was kicked off by the Keynote

address by Fr P Christie SJ, Director of XLRI, following which Prof. Debashish Pradhan, Associate Dean of Executive Programs and Prof Sabyasachi Sengupta

addressed the audience. The event also included interactive sessions and online quizzes, but the key highlight of the event was the stand-up performance by eminent stand-up

comedian, Vipul Goyal.

The evening saw over 250 participants take part in the fun-filled event that provided a platform for a rekindling of anecdotes of remarkable journeys, poignant stories, and interactive sessions. Illustrious alumni that participated in the event included several CXOs, COOs and several top management executives from illustrious companies like Google, BCG, PwC, KPMG, Accenture Strategy, Infosys Consulting, Deloitte, ZS Associates, Wipro, HCL, Deutsche Bank, TCS and Barclays among others. The meet concluded with the closing address of Dr A Kanagaraj, GMP Placement Chairperson. (W-pb)

PUBLICATION: Hindustan
DATE: 23 December 2020
EDITION: Jamshedpur
PAGE: 7

खबरनामा

एक्सएलआरआई में एल्युमिनाई मीट संपन्न

जमशेदपुर। एक्सएलआरआई के पीजीडीएम (जीएम) विभाग की ओर से प्रायोजित चौथा वार्षिक जीएमपी (जनरल मैनेजमेंट प्रोग्राम) एल्युमिनाई मीट मंगलवार को सम्पन्न हुआ। कोरोना के मद्देनजर इस वर्ष कार्यक्रम का आयोजन वर्चुअल माध्यम से किया गया। कार्यक्रम की शुरुआत एक्सएलआरआई के निदेशक फादर पी क्रिस्टी एसजे ने स्वागत भाषण प्रस्तुत कर की। इसके बाद एकजीक्यूटिव्स प्रोग्राम के एसोसिएट डीन प्रो देवाशीष प्रधान और प्रो सभ्यसाची सेन गुप्ता ने कार्यक्रम को संबोधित किया।

PUBLICATION: The Economic Times
DATE: 29 December 2020
EDITION: Kolkata
PAGE: 1,10

Labour Min to Clear the Air on Work Hours

Likely to specify daily shift timings of 8 hours proposed under new codes and overtime

Yogima.Sharma@timesgroup.com

New Delhi: The government will soon specify the cut-off for daily work hours, likely limiting this to eight, after which overtime starts, said people with knowledge of the matter. This is aimed at ending the misconception that the new labour laws allow a 12-hour workday, they said. The overtime wage rate is twice that of regular daily pay.

After the Wistron episode, policymakers are keen that working hours be clarified explicitly to avoid ambiguity under the new labour codes that are likely to go into effect on April 1, a senior government official told ET.

Violence broke out at the Apple contract maker's Karnataka plant earlier this month after wages and overtime payments to workers were said to have been delayed.

The labour ministry has proposed an eight-hour workday in the draft rules under the code on Occupational Safety, Health and Working Conditions (OSH&WC code). However, the draft rules under the code, also provide that the working hours in a day can be modified subject to weekly cap of 48 hours.

Besides this, the code has also allowed a working day 'spreadover' of 12 hours

as against the current practice of nine hours of work or 10 ½ hours of spreadover under the Factories Act to facilitate shift changes and breaks. That has created the impression the regular workday can stretch to 12 hours, subject to the cap of 48 hours a week.

Companies are of the view that with weekly hours capped at 48, they can allow employees to work for four days a week and extend the weekend to three days. That's incorrect, said the people cited above. "This is not the intent of the current proposal," one said. "The idea was to allow companies the flexibility to get the orders in hand finished on time in case of

tight deadlines and not make it a norm."

The first official cited said, "We are seeing how we can clarify the overtime and work hours in the final rules." The rules under the code are likely to be finalised by next month.

While the draft rules don't explicitly state the hours after which overtime starts, they provide details in other areas. Currently, anything less than 30 minutes is not counted as overtime. Under the draft rules, any period between 15 and 30 minutes will be counted as 30 minutes of overtime.

'Need to Avoid Litigations' >> 8

Grey Area

Labour ministry may define overtime in final OSH&WC Rules

Confusion persists on daily work hours of 8 and spreadover of 12 hrs

Not enough clarity on when will the overtime kick in

Overtime has to be paid twice the regular wages



HOW WILL IT HELP
Labour forces won't be overworked
Will get statutory wage when working overtime
Move to prevent future labour disputes

'Need to Avoid Litigations'

>> From Page 1

"There is no clarity in the current draft rules on the components of eight hours of work in a day. It is important that the components as well as when the overtime kicks in are clearly explained to avoid any labour litigations in this regard in future," said labour expert and professor at XLRI, KR Shyamsundar.

Vijesh Upadhyay, former general secretary of the Bharatiya Mazdoor Sangh, said the provision of 'spreadover' is misleading. "Government should spell out overtime and the wage rates beyond eight hours to be paid during the overtime worked by the workers," he said. Under the current Factories Act 1948, an adult cannot work for over 48 hours in a week and not over 9 hours in a day. Section 51 of the Act stipulates that the spreadover time should not exceed 10 ½ hours.

PUBLICATION: Dainik Bhaskar

DATE: 31 December 2020

EDITION: Jamshedpur

PAGE: 8

16 को एक्सएलआरआई में कार्यक्रम

जमशेदपुर। दुग्ध क्रांति के जनक डॉ. वर्गिस कुरियन की याद में एक्सएलआरआई में 16 जनवरी को कार्यक्रम आयोजित होगा। इस अवसर पर स्पीकर के रूप में पर्यावरण को लेकर लंबे समय तक आंदोलन करने वाले प्रसिद्ध पर्यावरणविद् आशीष कोठारी शामिल होंगे। वे इको स्वराज टॉपिक पर अपनी बातों को रखेंगे। एक्सएलआरआई के डायरेक्टर फादर क्रिस्टी ने इसकी जानकारी दी।

PUBLICATION: Hindustan

DATE: 31 December 2020

EDITION: Jamshedpur

PAGE: 4

डॉ. वर्गीज मेमोरियल भाषण 16 को

जमशेदपुर। एक्सएलआरआई की ओर से सातवां डॉ. वर्गीज कुरियन मेमोरियल भाषण 16 जनवरी को होगा। इस बार यह कार्यक्रम वर्चुअल मोड में होगा। यह जानकारी बुधवार को प्रेस विज्ञप्ति के माध्यम से देते हुए एक्सएलआरआई के निदेशक फादर पी क्रिस्टी ने दी।

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DATE: 31 December 2020
EDITION: Ranchi
PAGE: 2

7th Dr VergheseKurien memorial oration on virtual platform

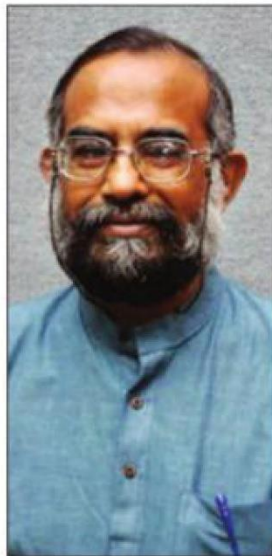
MI News Service

Jamshedpur: XLRI- Xavier School of Management is set to organise the 7th Dr.VergheseKurien Memorial Oration in memory of the Founder of AMUL Dr.VergheseKurien, popularly known as "the Milkman of India" on January 16, 2021.

This year, the oration is to be delivered in virtual mode by noted Environmental Activist Ashish Kothari Founder-member of Indian Environmental group, Kalpavriksh. He would deliver the oration on the topic "Ecoswaraj: Recovery Towards Justice and Sustainability".

Fr. P. Christie, S.J. Director of XLRI, commented,

"Dr.VergheseKurien was an ingenious thinker, a revolutionary, and a social entrepreneur who ideated the world's biggest agricultural development program. It was his "billion-litre idea" which made dairy farming India's largest self-sustaining industry, with benefits of employment, incomes, credit, nutrition, education, health, gender parity & empowerment, breaking down caste barriers and promoting grassroots democracy and leadership. XLRI instituted the oration in his memory to commemorate his legacy through propagating and disseminating the idea of an empowered, equitable and sustainable society." Fr. Christie further commented, "We are extremely



happy to have Mr. Ashish Kothari to deliver the 7th Dr.VergheseKurien Memorial Oration this year. His vast work on environmental issues like environment interface, biodiversity policy, and alternatives would help our students understand the current global environmental issues and inspire them to work for the greater good." "Dr.VergheseKurien Memorial Oration on Sustainable Development is our humble initiative to pay tribute to the great visionary," said Prof. Raghuram Tata, Chairperson of XLRI's Fr ArrupeCenter for Ecology & Sustainability. "With this annual oration, we aim to inspire and inculcate values of social entrepreneurial

spirit in budding business leaders and social entrepreneurs", he added.

Ashish Kothari is an Indian environmentalist working on environment & development issues. He is one of the founders of Kalpavriksh, an Indian environmental NGO. He has been associated with peoples' movements like Narmada BachaoAndolan and Beej BachaoAndolan. Kothari has also been a teacher of the environment at the Indian Institute of Public Administration, New Delhi. He has also been a guest faculty at several universities and institutes and Mellon Fellow at Bowdoin College, USA.

Ashish Kothari has been

a member of Steering Committees of the World Commission on Protected Areas (WCPA) and IUCN Commission on Environmental, Economic, and Social Policy (CEESP) from 1998 to 2008. He has also been a co-chair IUCN Inter-commission Strategic Direction on Governance, Equity, and Livelihoods concerning Protected Areas (TILCEPA) from 1998 to 2008. Ashish Kothari has also served on the steering group or governing board of the CBD (Convention on Biodiversity) Alliance, the ICCA Consortium, and Greenpeace International. At present, he is the chairman Greenpeace India's Board.

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DATE: 31 December 2020

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PAGE: 11

16 को एक्सएलआरआई में होगा डॉ वर्गिस कुरियन आरेशन

जमशेदपुर. एक्सएलआरआई में 16 जनवरी को दुग्ध क्रांति के जनक डॉ वर्गिस कुरियन याद किये जायेंगे. एक्सएलआरआई में 16 जनवरी को डॉ वर्गिस कुरियन आरेशन का आयोजन किया जा रहा है, जिसमें की-नोट स्पीकर के रूप में पर्यावरण को लेकर लंबे समय तक आंदोलन करने वाले प्रसिद्ध पर्यावरणविद आशीष कोठारी शामिल होंगे. वो इकोस्वराज टॉपिक पर अपनी बातों को रखेंगे. मौके पर एक्सएलआरआई के डायरेक्टर फादर क्रिस्टी ने बताया कि संस्थान द्वारा यह प्रयास किया जाता है कि बिजनेस स्कूल के विद्यार्थियों को इंडिया व भारत के बीच के दूरियों को वास्तविक रूप से दिखाने के साथ ही उन्हें ग्रामीण व समृद्ध भारत बनाने के लिए किए गये छोटे-छोटे प्रयासों को सभी को बताने के लिए हर साल कार्यक्रम आयोजित किये जाते हैं. इस बार ऑनलाइन मोड में कार्यक्रम होगा.

PUBLICATION: The Avenue Mail

DATE: 31 December 2020

EDITION: Jamshedpur

PAGE: 2

XLRI to organise 7th Dr Verghese Kurien memorial oration

Mail News Service

Jamshedpur, Dec 30 : XLRI- Xavier School of Management is set to organise the 7th Dr. Verghese Kurien Memorial Oration in memory of the Founder of AMUL Dr. Verghese Kurien, popularly known as “the Milkman of India” on January 16, 2021.

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Fr. P. Christie, S.J. director of XLRI,

commented, “Dr. Verghese Kurien was an ingenious thinker, a revolutionary, and a social entrepreneur who ideated the world's biggest agricultural development program. It was his “billion-liter idea” which made dairy farming India's largest self-sustaining industry, with benefits of employment, incomes, credit, nutrition, education, health, gender parity & empowerment, breaking down caste barriers and grassroots democracy and leadership. XLRI instituted the oration in his memory to commemorate his legacy through propagating and disseminating the idea of an empowered, equitable and sustainable society.”

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inspire them to work for the greater good.”

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PAGE: 2

एक्सएलआरआई जमशेदपुर मिल्कमैन की याद में डॉ. वर्गीस कुरियन त्याख्यानमाला 16 को

■ मशहूर पर्यावरणविद
आशीष कोठारी होंगे
मुख्य वक्ता



जमशेदपुर : श्वेत क्रांति के जनक और मिल्कमैन के नाम से मशहूर डॉ. वर्गीस कुरियन की याद में एक्सएलआरआई जमशेदपुर में होने वाले डॉ. वर्गीस कुरियन स्मारक व्याख्यानमाला का आयोजन आगामी 16 जनवरी को होगा। इस साल वर्चुअल प्लेटफॉर्म पर होने जा रहे इस आयोजन के मुख्य वक्ता मशहूर पर्यावरण कार्यकर्ता आशीष कोठारी होंगे। कल्पवृक्ष नामक संस्था के संस्थापक कोठारी इको स्वराज पर अपना व्याख्यान देंगे, संस्थान के निदेशक फादर पी क्रिस्टी ने कहा कि डॉ. वर्गीस कुरियन देश के ऐसे सामाजिक उद्यमी थे, जिन्होंने देश में श्वेत क्रांति के क्षेत्र में अहम भूमिका निभाई। उन्होंने अमूल की स्थापना कर को ऑपरेटिव की ताकत को दुनिया के सामने लाया। हमें खुशी है की डॉ. वर्गीस कुरियन व्याख्यानमाला में इस साल देश के मशहूर

पर्यावरणविद आशीष कोठारी मुख्य अतिथि होंगे, जिन्होंने पर्यावरण के क्षेत्र में काफी काम किया है।
कौन है आशीष कोठारी : आशीष कोठारी एक भारतीय पर्यावरणविद हैं जो पर्यावरण और विकास के मुद्दों पर काम करते हैं। वे एक भारतीय पर्यावरण एनजीओ कल्पवृक्ष के संस्थापकों में से एक हैं। वह नर्मदा बचाओ आंदोलन और बीज बचाओ आंदोलन जैसे लोगों के आंदोलनों से जुड़े रहे हैं। कोठारी भारतीय लोक प्रशासन संस्थान नई दिल्ली में पर्यावरण के शिक्षक भी रहे हैं। वह कई विश्वविद्यालयों और संस्थानों में अतिथि शिक्षक भी रहे हैं और बाल्टन कॉलेज अमेरिका में मैलोन फैलो हैं।

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DATE: 7 December 2020
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PAGE: 17

TKM: Union drives a hard bargain

A stand-off between workers and management could be a test case for India's labour reform programme



SHALY SETH MOHILE
Bengaluru/Mumbai, 6 December

ON A BREAK

July 2019: Union submits a note on workload issues to management
Nov 9, 2020: Workers resort to sit-in strike
Nov 10: Company declares a lockout, suspends 40 workers

The factory would have hurt TKM even more. (As part of the global alliance between Toyota Motor Corp and Suzuki Motor Corp, MSI supplies Baleno and Brezza models to TKM, which the latter sells under Glanza and Urban Cruiser brands. The two models account for half of TKM's sales.) The local arm of the Japanese carmaker controls less than 5 per cent of India's competitive passenger vehicle market.

At the core of the crisis is the globally venerated Toyota Production System (TPS), which TKM always followed but which is now under attack by the workforce. "The union has been going around discrediting the TPS. Toyota runs 57 plants globally and nowhere has it seen this kind of hostility," said a company official declining to be identified.

But the TKM Employee Union (TKMEU) alleges that the management has been "changing the production norms without any study and without any consultation with the recognised trade union".

The changes in workload, a TKMEU statement said, has been

Labour unrest appears to be embedded in the work intensification model that auto firms follow

for eventual ramp-up," an official statement said. Based on market demand and business forecast, production task time (the rate at which a model has to roll off the assembly line to meet customer demand) is modified and an increase in manpower required is also considered in case of an increase in production. According to the spokesperson, the same number of members would not be requested to work more since each process is scientifically designed so that working hours remain the same for the workers.

According to TKMEU, the issue of workload had been bothering workmen since July 2019 and the latter brought it to the management's notice through a note that, it says, was dismissed by the company in a "flippant manner".

TKM's management and the union signed an agreement in 2016 that determined the number of working hours and working days for the years 2017, 2018 and 2019. This settlement has been followed in 2020 but the union says it does not prescribe workload or work norms.

The company spokesperson dismissed the allegations and added that while the TKM management and union had signed an agreement for a five-day work week in December 2016 — the lowest among car manufacturers, he said — it was terminated by the former when the union declined to work on Saturdays when market demand improved. The factory had been closed for almost two months during the national lockdown. When requested to support the company by working Saturdays to clear the backlog when the lockdown ended, the union declined.

Matters appear to have escalated, with the management pointing to misbehaviour by one of the union office-bearers who was suspended pending an inquiry. This precipitated the strike.

"The union has been complaining of workload. But most of their issues are imaginary," Prabhakar contended. "TKM has to follow the standards it follows elsewhere; it cannot dilute global standards for this market. But the workers are not on the same page. So there are bound to be differences," he added.

Meanwhile, TKM has informed union members to submit a simple undertaking for a good conduct and report to work. So far, some 600 members have signed and reported back to work.

Whether this reconciliatory approach will solve a chronic problem at Bidadi is an open question. Labour unrest appears to be embedded in the work intensification model that auto companies follow. As Sundar pointed out, Honda Motor's Scooter India in 2004 and Maruti Suzuki in 2012 saw unrest, when a similar model was adopted.

Significantly, demand-led work intensification is a key aim of the new labour reform laws. "Unfortunately, this is gaining traction and being favoured by the labour experts and even law makers. This is a cause for concern, and doesn't even lead to increase in productivity," Sundar pointed out. Though the issue at the heart of the management and worker stand-off is not new, TKM could become a test case for India's labour reform programme now.

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PAGE: 2

XLRI receives AMBA re-accreditation

PNS ■ JAMSHEDPUR

XLRI (Xavier School of Management) has been re-accredited by the prestigious Association of MBAs (AMBA). The three flagship programs of XLRI, the PGDM (BM), the PGDM (HRM), as well as the Executive PGDM (General), are accredited by AMBA.

Upon receiving AMBA accreditation, all current students and alumni of XLRI - Xavier School of Management will get the opportunity to join AMBA's global member community of more than 55,000 students and alumni in more than 150 countries, which brings business school leaders from all over the world together and exchange insights, attend sessions relevant to business, leadership, and access to the latest research along with networking opportunities.

Accreditation from AMBA represents the highest standard of achievement in post-graduate business education. Its rigorous assessment criteria ensure that only the highest-



calibre programs which demonstrate the best standards in teaching, curriculum, and student interaction achieves AMBA accreditation.

Andrew Main Wilson, chief executive of the Association of MBAs (AMBA) and Business Graduates

Association (BGA) said: 'XLRI is a very prestigious Business School and one which is recognized globally for its quality. I am delighted that the School has achieved re-accreditation and look forward to working with the School in the future.'

Fr. P. Christie S.J., director, XLRI said, "We are delighted that our institution has been awarded re-accreditation by AMBA's International Accreditation Advisory Board. AMBA accreditation is international in scope and reach. AMBA works under the belief that accredited programs should be of the highest standard and reflect changing trends and innovation in post-graduate management education. Its accreditation process reflects this commitment to fostering innovation and demanding Business Schools to perform at the highest level continually and is earned only by the best programs. XLRI, with its singular philosophy of Magis, i.e., the pursuit of excellence in all endeavours, has continually focused on three interrelated areas: academic excellence, personal values, and societal concern. Our flagship PGDM programs are regularly revised to enable students to meet the business world's transformational business challenges and expectations.

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PAGE: 12



● **INTERNATIONAL ACCREDITATION**

Fr P Christie SJ, Director, XLRI- Xavier School of Management

“We are delighted our institution has been awarded reaccreditation by AMBA. It will further enhance the credibility of the management programmes offered by XLRI to prospective Indian and international students, ensuring them the finest business education available.”

PUBLICATION: Hindustan
DATE: 4 December 2020
EDITION: Jamshedpur
PAGE: 5

एक्सएलआरआई ने स्वास्थ्य के नुस्खे बताए

जमशेदपुर। एक्सएलआरआई ने गुरुवार को शहर के स्कूली बच्चों को कोरोना महामारी के दौरान मानसिक रूप से स्वस्थ रहने के नुस्खे बताए।

एक्सएलआरआई की स्टूडेंट विंग सामर्थ्य की ओर से गुरुवार को ऑनलाइन माध्यम से वार्षिक कांफ्रेंस 'रिफ्लेक्शन-2020' का आयोजन किया गया। कांफ्रेंस में दयानंद पब्लिक स्कूल, डीएवी पब्लिक स्कूल और तारापोर स्कूल एग्रीको के करीब 150 विद्यार्थियों ने भाग लिया। कांफ्रेंस को बतौर वक्ता संबोधित करते हुए एक्सएलआरआई की साइकोथेरेपिस्ट डॉ. पूजा मोहंती ने कहा कि इस समय पूरा विश्व कोरोना महामारी से गुजर रहा है। जिसका असर लोगों के मानसिक स्वास्थ्य पर भी पड़ रहा है।

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DATE: 5 December 2020
EDITION: Kolkata
PAGE: 9

XLRI - Xavier School of Management receives AMBA re-accreditation

30th November 2020: XLRI - Xavier School of Management, one of India's premier B-Schools, has been re-accredited by the prestigious Association of MBAs (AMBA). The Three flagship programs of XLRI the PGDM (BM), the PGDM (HRM), as well as the Executive PGDM (General), are accredited by AMBA. Upon receiving AMBA accreditation, all current students and alumni of XLRI - Xavier School of Management will get the opportunity to join AMBA's global member community of more than 55,000 students and alumni in more than 150 countries, which brings business school leaders from all over the world together and exchange insights, attend sessions relevant to business, leadership, and access to the latest research along with networking opportunities. Accreditation from AMBA represents the highest standard of achievement in postgraduate business education. Its rigorous assessment criteria ensure that only the highest-calibre programs which demonstrate the best standards in teaching, curriculum, and student interaction achieves AMBA accreditation.

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PAGE: 8

एक्सएलआरआई में मोटिवेशनल टॉक कोरोना काल में बच्चों से भावनात्मक लगाव जरूरी

जमशेदपुर। एक्सएलआरआई में टीम सामर्थ्य की ओर से एक मोटिवेशनल टॉक का आयोजन किया गया। जिसमें शहर के अलग-अलग तीन स्कूलों के कुल 159 विद्यार्थियों ने हिस्सा लिया। मुख्य वक्ता एक्सएलआरआई की मोटिवेटर पूजा मोहंती ने स्कूली बच्चों के साथ कई बातें साझा कीं। खास तौर पर कोविड-19 महामारी के दौर में उनके मन में उत्पन्न हुए किस प्रकार की बातें चल रही हैं। बच्चों की पढ़ाई के साथ ही शारीरिक व मानसिक स्थिति पर कोरोना का किस प्रकार असर पड़ा है। इस दौरान कई बच्चों ने सवाल भी किये। जिसमें उन्होंने वर्तमान दौर में कोर्स पूरा नहीं होने से लेकर लगातार घर में रहने के बाद उत्पन्न हुई स्थितियों के बारे में बताया। साथ ही बताया कि कई बार उनमें चिड़चिड़ापन भी आ जाता है। इस प्रकार के सवालों का मनोचिकित्सक पूजा मोहंती ने बखूबी जवाब दिया। कहा कि वर्तमान दौर में हर किसी की लाइफ़ स्टाइल पर बुरा प्रभाव डाला है। उन्होंने अभिभावकों के साथ भावनात्मक रूप से लगाव रखने की आवश्यकताओं पर बल दिया। साथ ही बच्चों को भी इस दौर में कोरोना संक्रमण से बच कर अपने पढ़न-पाठन के साथ ही अन्य गतिविधियों को भी सुरक्षित तरीके से करने पर बल दिया। गौरतलब है कि टीम सामर्थ्य की ओर से हर साल इस प्रकार की पहल की जाती है।

PUBLICATION: Prabhat Khabar

DATE: 10 December 2020

EDITION: Jamshedpur

PAGE: 8

एक्सएलआरआई में 'ग्लोसिस 2020' का आयोजन कल से

जमशेदपुर. एक्सएलआरआई में दो दिवसीय ग्लोसिस 2020 का आयोजन किया जा रहा है. 11 व 12 दिसंबर को होने वाले इस आयोजन में देश के दर्जन भर अर्थशास्त्री के अलावा देश के अलग-अलग क्षेत्रों के दिग्गज शामिल होंगे. 11 दिसंबर को उद्घाटन सत्र में मुख्य अतिथि भारत सरकार के मनिस्ट्री ऑफ फाइनेंस के ज्वाइंट सेक्रेटरी डॉ मंदेश कुमार मिश्रा शामिल होंगे. दो दिवसीय इस आयोजन में फाइनेंसिल सर्विसेस इंडस्ट्री पर कोविड 19 या फिर लॉकडाउन का क्या असर पड़ा है, इस विषय पर सभी अपनी-अपनी बातों को रखेंगे. सारा कार्यक्रम ऑनलाइन मोड में आयोजित किया जायेगा. इसकी सारी तैयारियां पूरी कर ली गयी है. यह जानकारी कॉलेज प्रबंधन की ओर से दी गयी.

PUBLICATION: Prabhat Khabar

DATE: 11 December 2020

EDITION: Jamshedpur

PAGE: 10

एक्सएलआरआई का वर्चुअल मैराथन 13 दिसंबर को

जमशेदपुर. स्पोर्ट्स कॉम एक्सएलआरआई की ओर से 13 दिसंबर को वर्चुअल मैराथन का आयोजन किया जायेगा. 'इग्नॉस्ट 2020' के नाम से आयोजित होने वाली इस प्रतियोगिता में पांच व दस किलोमीटर की दूरी में प्रतिभागी हिस्सा लेंगे. इस इवेंट में शामिल होने वाले प्रतिभागी अपने मोबाइल फोन पर पेसर एप्लिकेशन इंस्टॉल करके दौड़ की अधिक जानकारी हासिल कर सकते हैं. वर्चुअल दौड़ की शुरुआत 13 दिसंबर को सुबह छह व सात बजे होगी.

PUBLICATION: The Avenue Mail

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PAGE: 12

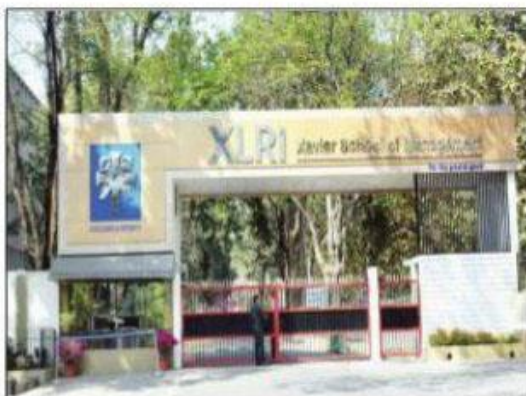
XLRI's Annual Finance Symposium goes virtual

Mail News Service

Jamshedpur, Dec 9 : The Finance Association of XLRI (FINAX) is organising the 11th edition of GNOSIS 2020 on December 11 and 12, the flagship national finance symposium of XLRI. For the first time ever the event is scheduled to be conducted virtually owing to the pandemic.

This year's theme will be 'Ripples of COVID in the Financial Services Industry'. The event will touch upon various issues that have come to the forefront in the pandemic and would influence the future of the industry.

There will be discussions around the economic outlook of India in the new normal, evolution of investment decision-making strategies in a post COVID world, changes in lending practices of banks and government bodies and the emergence of technol-



ogy and digitalization in the BFSI sector.

The symposium is hosted by XLRI every year to promote a platform for academia to connect and interact with industry stalwarts, top level executives and regulators to discuss their views on current financial happenings and issues that would be the next big catalysts in re-shaping the Indian Financial System.

Eminent speakers will be Dr. Madnesh Kumar Mishra, Joint

Secretary, Ministry of Finance, GOI, Abraham Chacko, Former Executive Director, Federal Bank, Navneet Munot, MD & CEO, HDFC AMC, Alok Bansal, Co-Founder & Group CFO of PolicyBazaar.com, Nitin Chugh, Managing Director & CEO of Ujjivan Small Finance Bank, Abhijeet Harolikar, Global Head, Large Enterprise and Mid-Market, PayPal, Vetri Subramaniam, Group President & Head, UTI AMC, Prasun Gajri, Chief Investment Officer, HDFC Life, Abheek Barua, Chief Economist and Executive Vice President, HDFC Bank, Soumya Kanti Ghosh, Group Chief Economic Advisor, SBI, Sachchidanand Shukla, Chief Economist, Mahindra Group, HK Pradhan, professor of Finance and Economics at XLRI Jamshedpur Bidhan Chaudhari, ex-President & COO, Jana Financial Services, S Ranganathan, CFO, Edelweiss Financial Services and Koushik Chatterjee, Group Executive Director, Tata Steel. (W-pb)

PUBLICATION: The Indian Express

DATE: 11 December 2020

EDITION: New Delhi (All Edition)

PAGE: 1,2

Flexible schedules, work from home option planned in service sector rules

Service rules

AANCHAL MAGAZINE
NEW DELHI, DECEMBER 10

WITH THE Covid-19 pandemic forcing changes in the way workplaces are structured, the Centre plans to bring new rules for the service sector to incorporate, among other things, flexibility of work timings and the option to work from home.

In a first, the Labour Ministry proposes to bring a model standing order — rules of conduct for workers employed in establishments — for the services sector.

Along with the existing weekly working-hours cap of 48

EXPLAINED
E Some may be out of the ambit

EXPERTS SAID the model standing order may leave out a large number of establishments, given the high threshold for applicability of 300 workers, and that service sector establishments are mainly covered under the ambit of state-level shops and establishments legislation.

hours, the proposed order for the services sector is likely to provide for work flexibility and an explicit work-from-home provision for service sector companies.

"We will soon come out with the model standing order for public feedback. This time we are expanding it. We are coming out with a model standing order for the services sector also, which was not there earlier. Work flexibility and work from home will be incorporated in it. The 48-hour weekly working hours limit will remain, but there will be flexibility for whatever way you want to work," Labour

CONTINUED ON PAGE 2

Secretary Apurva Chandra told *The Indian Express*.

Experts said a model standing order is an overall guiding legal instrument, with specific details left to be worked out between employers and employees. It incorporates scope for ambiguity, as working conditions are dynamic — with workplaces choosing from a full work-from-home model and a hybrid of work-from-home and physical workspace models.

The Industrial Relations Code passed by Parliament in September had raised the threshold for requirement of a standing order to over 300 workers from 100 workers earlier. This implies industrial establishments with up to 300 workers are not required to furnish a standing order — something that has been criticised as giving space to com-

turing, and mining sectors, what is the practical utility of this when the law excludes thousands and lakhs of establishments," labour economist and professor at XLRI Jamshedpur, K R Shyam Sundar, said.

PUBLICATION: The Pioneer

DATE: 4 December 2020

EDITION: Jamshedpur

PAGE: 2

Budding managers reach out to school kids amidst lockdown

PNS ■ JAMSHEDPUR

Samarthya, a student body of SXLRI in order to help school students realise their full potential by focusing on social and emotional learning, successfully conducted Reflections 2020 on a virtual platform. The event focused on 'Mental Health and the Pandemic: Its implications and how to cope.'

Reflections 2020 emphasised the importance of mental health, especially during these challenging times, and

initiated discussions amongst students, teachers, and parents on various issues that affect school children, like their social connections, physical health, and performance in studies. It is imperative to help students and their families deal with the anxiety and confusion that the current pandemic has brought about.

The event saw participation by over 150 students from three different schools Dayanand Public School, DAV Public School, and Tarapore



School in Jamshedpur. School students engaged in various fun-filled interactive activities to better understand emotions

and cultivate good mental health practices to fight the negative impacts of this pandemic and ensure mental well-being. Even the school teachers and parents who participated in the event got valuable insights on identifying difficult emotions and their impact on the kids.

Several engaging activities were conducted to make the children comfortable in sharing their thoughts about the topic. A video explaining mental health issues amongst students and what they can do to get support from each other was shown and discussed with the students to help break the stigma. The students could relate well to the instances shown and even cited examples of some of their favorite celebrities who have talked about their mental health.

PUBLICATION: The Statesman

DATE: 8 December 2020

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PAGE: 11

Academic support

Sigma-Oikos Jamshedpur– a social initiative student group at XLRI conducted Basic English Learning Programme (BELP) in online mode for students of SOS Youth Homes in Raipur for around four months starting from August. Each session was organised by team Sigma with the help of volunteers from XLRI, who had taken classes for the kids every weekend. The sessions were aimed at imparting basic knowledge of English grammar and improving their communication skills so the students would become more comfortable with the language, and it would help them in the future. On the last day of the programme, easy-to-read storybooks and chocolates were sent to the students as a small token from the team.

PUBLICATION: The Statesman

DATE: 11 December 2020

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PAGE: 11

Annual conference



Samarthya– a student body at XLRI to help school students realise their full potential by focusing on social and emotional learning – conducted Reflections 2020, its annual conference in online mode recently. The event focused on “Mental Health and the Pandemic: Its implications and how to cope”.

The conference emphasised the importance of mental health, especially during this challenging time, and initiated discussions amongst students, teachers, and parents on various issues that affect school children. It saw the participation of over 150 students from schools like Dayanand Public School, DAV Public School, and Tarapore School in Jamshedpur. Students engaged in various fun-filled interactive activities to better understand emotions and cultivate good mental health practices. Teachers and parents got valuable insights on identifying difficult emotions and their impact on the kids.

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PAGE: 9

WFH suits introverts more

A STAFF REPORTER

Calcutta: Startek, an NYSE-listed BPO company, is exploring the possibility of factoring in the personality traits of employees as part of a transition to a hybrid model of both brick-and-mortar offices and work-from-home option. Startek had taken over the operation of Indian BPO firm Aegis in 2018.

Speaking at Infocom 2020, the flagship event of ABP group, Mario Baddour, global chief operating officer, Startek Inc, said though firms have implemented a work-from-home model, not every employee is thriving at the home environment.

“There is an increase in an awareness of where our team members stand in terms of who is an introvert and who is an extrovert. Based on that we are making assessments on whether these types of employees will continue to work from home or come back to a brick-and-mortar offices as we build the hybrid setup. I think introverts are thriving, they are self learners and like to be at home and we are seeing the performance of that group that we



CHANGING TRENDS

have not seen in the past in a brick-and-mortar environment,” Baddour said while speaking at a session in conversation with Ambarish Dasgupta, senior partner and founder, Intueri Consulting LLP.

Baddour said that remote work requires a significant amount of self motivation for individuals accustomed to 8-9 hours of office work, without the social aspects of working in a team and without a manager to prioritise schedules.

“Extroverts are struggling a bit and we are helping them cope in that setup,” he said, adding video sessions on coping

mechanisms and split shifts with breaks in routine to help employees socialise are among some of the solutions the company is considering.

The company is also using technology based solutions available to gauge the mood of the employees throughout the day. “One of the things that we use is a sad face, happy face and neutral face and the employee can click on that in the pop-up screen. This gives us feedback on our different centres and leaders can see the level of mood for each team and each employee and can act on that,” said Baddour.

But critics point out that compartmentalisation of employees based on personality may turn out to be effective in the short run, but cannot constitute a sustainable human resource policy.

“This could be a kind of implicit and even explicit branding of employees and sending such a signal to the larger workforce will be detrimental. Sensitive people will react in a manner that might even be a productivity debilitating shock,” KR Shyam Sundar, professor at XLRI, Jamshedpur, told **The Telegraph**.

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PAGE: 11

**CAMPUS
BUZZ**

Green meet

XLRI, Jamshedpur, recently co-hosted the oikos Asia Meet 2020 virtually. A student-led non-profit organisation for sustainability, oikos International was founded in 1987. Participants from national and international chapters attended. The panel discussion on “Challenges for leaders of Sustainable Initiatives” featured Aditi Deodhar, co-founder of edible cutlery firm Planeteers; Wilma Rodrigues, founder of Saahas Zero Waste, a socio-environmental enterprise for waste management; and Tata L. Raghuram, associate professor of strategic management at XLRI.

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DATE: 10 December 2020
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PAGE: 5

एक्सएलआरआई जमशेदपुर में फाइनेंस सिंपोजियम कल से

जमशेदपुर : एक्सएलआरआई जमशेदपुर में फिनेक्स दो फाइनेंस एसोसिएशन ऑफ एक्सएलआरआई की ओर से 11वें वार्षिक फाइनेंस सिंपोजियम जूनोसिस-2020 का आयोजन 11 व 12 दिसंबर को किया जाएगा. इसमें एक्सिस बैंक के सीईओ सह प्रबंध निदेशक अमिताभ चौधरी पहले दिन शिरकत करेंगे. कार्यक्रम की शुरुआत 11 दिसंबर को 11.30 बजे होगी. वहीं 12 दिसंबर को विज्ञा के ग्रुप कंट्री मैनेजर टीआर रामचंद्रण हिस्सा लेंगे. यही नहीं पहले दिन समारोह में भारत सरकार के पूर्व सचिव रहें अरुणा शर्मा भी हिस्सा लेंगी. दो दिन के इस कार्यक्रम में फाइनेंसियल सर्विस इंडस्ट्री में कोविड के असर को लेकर चर्चा की जाएगी.