

XLRI IN NEWS

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A longer-than-usual wait for jobs at business schools

WIMU BHASKAR
Jamshedpur, 28 February

A slump in information technology (IT) and e-commerce sectors as well as sluggish economic sentiment has led to a protracted placement season in management institutes this year.

The placement process, according to some business schools, could be extended by 15 to 20 days. Not all students of these institutes have been placed yet. So, the institutes are reaching out to more recruiters as well as different sectors.

"We have a few days to go. With the IT crackdown on 1000 visas and demonetisation, things have been a bit delayed. We are trying to find alternatives as the placement process has been longer this year," said Subhojit Mohanty, faculty coordinator — placements at Xavier Institute of Management, Bhubaneswar (XIMB).

In a batch of 300 students, XIMB is yet to place at least 20. At Indian Institute of Management, Indore (IIM-I), out of the 400 students in its flagship postgraduate programme have been placed yet. The number of offers per recruit is also down.

The placement process began in January and we are still wiggling it up. While the IT sector has been good, e-commerce has not been recruiting many. The number of recruiters has gone up but the number of offers per recruit has been slightly on the lower side this year. We do have a few more recruiters to go," said a placement committee member at IIM-I, adding the institute was not particular about the duration of the placement process.

IIM-I has also seen number of recruiters rise by at least 25 per cent over last year, with 100 firms confirming participation, the member added.

In schools, the number of offers per recruit is down 30-50 per cent. At XIMB,

SLOW SEASON
Demonetisation, possible rise in IT visa fees are likely reasons for fewer job offers at business schools this year

PLACEMENTS 2017

No. of students

No. of recruiters

yet to be placed

	Xavier Institute of Management, Bhubaneswar	IIM, Indore	IIM, Udaipur
No. of students	360	455	100
No. of recruiters	100	150	30
yet to be placed	20	30	10

placement, the final process, which began in the first week of February, is "almost complete". said Raju Mishra, chairperson — placement at the institute. He added, "We are yet to place a few students. The process has been more or less the same as last year with no significant change. However, e-commerce companies are less this year though the IT sector

has had some presence such as IBM, among others." According to the placement chairpersons of a handful of management institutes, uncertainties over possible rise in prices of IT visas coupled with demonetisation, has meant the placement process has been longer than anticipated. "Last year the process was completed by this time. The scenario is sluggish this year," said the chairpersons of the institutes. IIM Udaipur, too, is yet to place some of its students. It began the placement process in November 30, 2016, for a batch of 144. The institute had hoped to wrap up placements early. According to sources at IIM Udaipur, some recruiters have also cancelled job offers.

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आईटी नरम, नई नौकरियां कम

विनय उमरजी
अहमदाबाद, 27 फरवरी

...करना होगा इंतजार

सूचना प्रौद्योगिकी और ई-कॉमर्स क्षेत्रों में आई सुस्ती के अलावा नोटबंदी से ठपड़ी प्रतिकूल कारोबारी धारणाओं के चलते इस साल प्रबंधन की शिक्षा ले रहे युवाओं का नौकरी का इंतजार थोड़ा लंबा खिंच सकता है। प्रबंधन संस्थानों का मानना है कि इस साल प्लेसमेंट प्रक्रिया पूरी होने में दो-तीन हफ्ते का विलंब हो सकता है।

विजनेस स्टैंडर्ड ने प्लेसमेंट प्रक्रिया के संबंध में जब देश के कुछ प्रमुख संस्थानों से बात की तो यही पता चला कि अभी तक उनके सभी छात्रों को नौकरी के ऑफर नहीं मिल पाए हैं। इसकी वजह से प्लेसमेंट प्रक्रिया पूरी होने में सामान्य दिनों की अपेक्षा 15-20 दिन और लग सकते हैं।

भुवनेश्वर के जेवियर इंस्टीट्यूट ऑफ मैनेजमेंट में कुल 360 छात्र पढ़ रहे हैं जिनमें अब भी 20 से अधिक

- प्रबंध संस्थानों के 5-10 फीसदी छात्रों को नौकरी का इंतजार
- नौकरियों की पेशकश में 8-10 फीसदी की कमी दिखाई
- आईटी, ई-कॉमर्स क्षेत्र में सुस्ती का असर



आकाश मोहंती

छात्रों का प्लेसमेंट नहीं हो पाया है। संस्थान में प्लेसमेंट प्रक्रिया की संयोजक सविता मोहंती कहती हैं, 'अमेरिका में एच1बी वीजा पर पाबंदियां लगने और भारत में नोटबंदी की वजह से रोजगार परिदृश्य थोड़ा धुंधला हुआ है। हम अपने प्लेसमेंट लक्ष्य को हासिल करने के लिए कुछ विकल्पों को आजमा रहे हैं।' भारतीय प्रबंध संस्थान (आईआईएम)

इंदौर में भी प्लेसमेंट का काम अभी पूरा नहीं हो पाया है। एक और खास बात यह है कि पिछले साल की तुलना में इस बार कंपनियों की तरफ से की जाने वाली नौकरियों की पेशकश में गिरावट आई है। संस्थान की प्लेसमेंट कमेटी के एक सदस्य ने कहा, 'प्लेसमेंट के लिए आने वाली कंपनियों की संख्या तो बढ़ी है लेकिन इस बार उनकी तरफ से अधिक

नौकरियों की पेशकश नहीं देखने को मिली है।' देश के अन्य प्रबंध संस्थानों का भी यही मानना है कि इस साल कंपनियों की तरफ से नौकरियों की पेशकश में 10 फीसदी से लेकर 20 फीसदी तक की गिरावट आई है। एएसएलआरआई के स्कूल ऑफ मैनेजमेंट में प्लेसमेंट प्रमुख राजीव मिश्रा कहते हैं कि पिछले साल की तुलना में इस बार ई-कॉमर्स कंपनियों की मौजूदगी में कमी आई है जबकि आईटी कंपनियों की संख्या भी घटी है।

आईआईएम उदयपुर ने तो अपने 144 छात्रों के बीच के लिए प्लेसमेंट की प्रक्रिया 30 नवंबर को ही शुरू कर दी थी लेकिन अभी तक वह पूरा नहीं हो पाया है। सूत्रों ने बताया कि कुछ कंपनियों ने अर्थव्यवस्था की हालत को देखते हुए अंतिम समय में प्लेसमेंट प्रक्रिया में शामिल होने से इनकार कर दिया। हालांकि पिछले साल की 39 कंपनियों की तुलना में इस बार 45 कंपनियां इसमें शामिल हुई हैं।

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एक्सएलआरआई- वॉर्ल्ड प्रोफेशनल्स के कोर्स के लिए आवेदन की अंतिम तिथि 14 मार्च

जमशेदपुर। एक्सएलआरआई जमशेदपुर ने विजनेस और काम करने वालों के लिए पोस्ट ग्रेजुएट डिप्लोमा इन मैनेजमेंट प्रोग्राम में दाखिला के लिए आवेदन पर आमंत्रित किया है, जिसका अंतिम तिथि 14 मार्च है। तीन वर्षीय पाठ्यक्रम को एआईसीटीईए भी मान्यता मिली है। नौ री घंटे से ज्यादा क्लासरूम डेटेक्शन के इस कोर्स को इंटरमीडियट की मांग के अनुरूप बनाया गया है। संस्थान के निदेशक फादर ई अनाहम ने बताया कि यह कोर्स वॉर्ल्ड प्रोफेशनल्स के लिए क्वलिटी मैनेजमेंट प्रोग्राम उपलब्ध करता है। इसमें दाखिला के लिए निश्चित परीक्षा 9 अप्रैल को होगी।

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बेहतर प्रबंधन और लीडरशिप के साथ दिखेंगे ग्लैमर के रंग

विनय उमरजी
अहमदाबाद, 10 फरवरी

एक्सएलआरआई के तीन दिवसीय एकेडमिक, कल्चरल और स्पोर्ट्स फेस्ट एक्सलरेट-17 का आरंभ

जमशेदपुर। एक्सएलआरआई जमशेदपुर ने विजनेस और काम करने वालों के लिए पोस्ट ग्रेजुएट डिप्लोमा इन मैनेजमेंट प्रोग्राम में दाखिला के लिए आवेदन पर आमंत्रित किया है, जिसका अंतिम तिथि 14 मार्च है। तीन वर्षीय पाठ्यक्रम को एआईसीटीईए भी मान्यता मिली है। नौ री घंटे से ज्यादा क्लासरूम डेटेक्शन के इस कोर्स को इंटरमीडियट की मांग के अनुरूप बनाया गया है। संस्थान के निदेशक फादर ई अनाहम ने बताया कि यह कोर्स वॉर्ल्ड प्रोफेशनल्स के लिए क्वलिटी मैनेजमेंट प्रोग्राम उपलब्ध करता है। इसमें दाखिला के लिए निश्चित परीक्षा 9 अप्रैल को होगी।

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AGE: 2

एक्सएलआरआई में चल रहे एकेडमिक-कल्चरल फेस्ट एक्सलरेट-17 के तहत लीडरशिप टॉक का आयोजन

एक्सएलआरआई के भावी प्रबंधकों को संवेदनशील बनने के गुर बताए विद्यार्थी ने सरल जिंदगी

[illegible][illegible][illegible]

गण ने बेटे के नाम को उपनाम प्रमाणित करने के लिए कहा।

सामूहिक सहयोग जरूरी

आपके अंदर हीरा हैं

[illegible]

विद्यार्थी में लाना कि आपकी अगर होत है
अपना है उसे बहुत लोभ ली। वह हीन
आपका अवधिबन्धन और अवधिबन्धन
होने लगे हैं बहुत लोभ ली है। जब वह
आपकी मुक्त वह मुक्त वह मुक्त लोभ
होना, वह लोभ और लोभ लोभ लोभ
विद्यार्थी लोभ लोभ लोभ लोभ लोभ
लोभ लोभ लोभ और लोभ लोभ लोभ लोभ
लोभ लोभ लोभ

थिंक टैंक दिया जोर

अखिल विद्यार्थी ने कहा कि अगली बार सम्भव होना कि अगर लोक-पक्षी ने अपना मुखोद्धार है। विद्यार्थी यह है कि हम लोक-पक्षी के दोरे अपना मुँह पर लेते हैं। मेरे हाथों में मैंने अपने के पंख अखिल नहीं किया। अखिल हाथों में जो मिल रहा, उसे नहींकर कर दिया। अखिल-पक्षी ने अपने के उस लम्बेनी ही वह पंखों-के अपने में व लोकार्थ हाथ अपना जो बारी है।

[illegible]

थिंक टैंक दिया जोर

[illegible]

सामूहिक सहयोग जरूरी

अधिकांश विचारों में वे कहते हैं कि हमारा अधिकतम वैयक्तिक विकास व्यक्तिगत रूप से ही संभव है। हमें अपने स्वयं के विचारों और भावों को समझना और उन पर नियंत्रण रखना पड़ेगा। हमें अपने स्वयं के विचारों और भावों को समझना और उन पर नियंत्रण रखना पड़ेगा। हमें अपने स्वयं के विचारों और भावों को समझना और उन पर नियंत्रण रखना पड़ेगा।

फिल्म अभिनेता विद्यार्थी ने छात्रों को सिखाए संवेदनशीलता के गुर



जम्मोदपुर फिल्म अभिनेता आशीष विद्यार्थी
हलिवुड को शहर आए। उन्होंने एक्ससलआरआई के
एकेडेमिक-कल्चरल फेस्ट में हिस्सा लिया और युद्ध
रहने के लिए छात्रों को संवेदनशील बनने के गुरु
बताने।
-हावर डीबी स्टार पेज 2 पर

पिजीडीएम की नामांकन प्रक्रिया शुरू

[illegible]



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XLRI launches programmes for professionals

HT Education Correspondent
* hindustantimeseducation.com

XLRI, Jamshedpur, has collaborated with Hughes Global Education India Ltd. (HGEIL) to launch Direct to Desktop (D2D) Executive Development Programmes for working professionals and self-employed.

Admissions have started for the executive development programme in strategic management (EDPSM). The short duration e-MDP course intends to explicate the role of industry analysis, innovation focus and resource based thinking in strategising for growth. Many leaders and managers implicitly use the resource based logic in making strategic decisions. The last date of application for the course is February 27, 2017.

The fees of the programme amounts to ₹77,000 plus taxes, payable in two installments.

The registration details are available at: For EDPSM: <http://www.hugheseducation.com/xlri-jamshedpur/edpsm>. Prof Ram Kumar Kakani, associate dean (VH), XLRI said, "The virtual interactive learning programmes have been designed for working

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'Save autonomy, legal identity of PGDM institutions'

Bharti Kulkarni
* govtnews@hindustan.com

The Indian Institutes of Management (IIMs) Bill 2017 was approved by the Union Cabinet last week. The IIMs will now be declared as Institutes of National Importance and will be able to grant degrees to their students.

However, the private B-schools, including postgraduate diploma in management (PGDM) institutions, will be affected too. According to Prof Horwath-Chatterjee, alternate president, Education Promoters Society of India, an organisation which has been fighting for the autonomy of these B-schools legally the passing of the Bill is going to create a big anomaly by dismantling an equilibrium between IIMs and over 500 self-financed PGDM institutions which have been functioning for more than 35 years.

"In the interim, private B-schools were allowed to be set up by the ministry of human resource development after it was thought that the three IIMs (Ahmedabad, Bangalore and Calcutta) will not be able to fulfil the needs of the Indian industry. PGDM institutions like XLRI, SP Jain Institute of Management and Research, and International Management Institute, were allowed by the MHRD to be run under the aegis of the All India Council for Technical Education (AICTE) as autonomous business schools," he says.

It is imperative that the MHRD looks into the matter of autonomy of these PGDM institutions as, after the passage of the IIM Bill, the members and foreign universities will have doubts about the legal identity of a postgraduate diploma in management, says Prof Chatterjee. In 2013, the AICTE had to curtail autonomy of over 500 PGDM institutions but the Supreme Court did not allow it to happen by issuing interim orders in the last six years.

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Against the tide

GENDER DISPARITY The Indian Institutes of Management are aiming to have women make up at least 33% of the student population. The highest they've achieved is 30%, and even that is very rare. The key, they say, is the CAT exam

Leela Mehta-Kulkarni
* www.hindustantimes.com

• In its 2016 post graduate batch, 21.21% of students at IIM Ahmedabad were women

• At IIM Rohtak, that number was 27%

• At IIM Calicut, there were only 15 women students in a batch of 402

When Kabana Shetty 21, arrived at IIM Rohtak for the group discussion round of the admission process last year, she felt intimidated. "I was the only girl in a group of 30," she says. "The moderators were all men."

Shetty is currently in the second year of her post graduate management course and the semester, she says, is not too different from her B-school days. Through Indian Institutes of Management (IIM) have been trying for years to have more women in their classrooms, top Indian B-schools remain a pitiful 20% of students. In its 2014 batch, women accounted for only 20.8% of the student population at IIM Bangalore; in the 2013 batch, that figure was 21% at IIM Calicut.

The aim, says Janet Shah, director of IIM Calicut, is for at least a third of the students to be women. This has never happened, even in a single batch.

"Some years we get close to 30%, but that is rare," Shah says. At the Xavier School of Management (XSLM) in Ranchi, however, 25% of the students are women.

"Our fellow programme in management has more girls than boys and other courses have close to 30% girls, because our entrance exam, XAT, has been following a multidimensional testing format that gives equal weightage to aptitude and language skills," says spokeswoman.

That difference between the CAT and XAT takes IIM professors and former faculty say. In the CAT 2016 results declared last month, 30 candidates scored a 100 percentile. All were boys and all were engineers. "Overall, 67% of the candidates were male," says Rajendra K. Thakur, co-founder of CAT 2016.

TURNING BACKWARDS The trouble, says P Ramakrishna, former director of IIM Rohtak and professor at IIM Kozhikode, begins with the low representation of women at the Common Entrance Test stage. The primary reason for girls not taking the CAT is the exam pattern, says Shah. "The pattern favours engineers and there are fewer girls in engineering, so consequently fewer women take the CAT and even fewer end up joining B-schools," CAT being every engineering

The CAT exam pattern favours engineers and there are fewer girls in engineering, so consequently fewer women take the CAT and even fewer end up joining B-schools.

JULIE SHAH, director of IIM Calicut

ing aptitude tests engineers, and discourage aspiring managers like Vaidhi Panchal, 21, a third-year Arts student at St Xavier's College, Mumbai.

"I would not want to join a B-school, though I would like to study management," she says. "CAT is much better, as it will be difficult for me to crack. Had the test been more rounded, I would have applied."

GT Thakur, principal of Chennai Student Engineering College, Chennai, points out that fewer girls opt for engineering and CAT because, in these years, the environment is not welcoming to engineering colleges. Another social factor that

results in fewer women in IIMs is that the number of women pursuing higher education is still very low, Ramakrishna adds. "Though there are comparatively more women pursuing higher studies today, social

By giving less weightage to CAT scores, since last year, the IIMs want to encourage more non-engineers and women to opt for management education.

KAJAL K. KULKARNI, co-founder of CAT 2016 and professor at IIM Bangalore

ties and social norms," says a spokesperson from Xavier School of Management (XSLM) in Ranchi.

Even the family expectations from women in our society seem to be a lot of them opt to take up low responsibility jobs. "Since they do not prefer taking on low managerial roles, they do not study management," says Shikha Pillai, business head at Chennai-based Management Institute (CBMI), who points out that it is still considered non-conformist when a woman heads a company, as she does.

SILVER LINING Since last year, IIMs have been giving less weightage to quantitative aptitude in admissions, says Shah. "Through the move, we want to open up more non-engineers and girls opt for management education."

Several B-schools are also practising self-motivation of women among engineers and non-engineers. "At the time of short listing students for the next level of selection, we women to have a good number of girls," says Shikha Pillai, business head at Chennai-based Management Institute (CBMI), who points out that it is still considered non-conformist when a woman heads a company, as she does.

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बजट में जीडीपी की बेहतरी के लिए रोडमैप नहीं: प्रबल सेन

जयपुर, २ फरवरी

प्रधानमंत्री नरेंद्र मोदी के बजट में जीडीपी की बेहतरी के लिए रोडमैप नहीं है। प्रबल सेन, जो जीडीपी के बारे में विचार-विमर्श के लिए एक बैठक में शामिल थे, ने कहा कि बजट में जीडीपी की बेहतरी के लिए रोडमैप नहीं है।

प्रबल सेन, जो जीडीपी के बारे में विचार-विमर्श के लिए एक बैठक में शामिल थे, ने कहा कि बजट में जीडीपी की बेहतरी के लिए रोडमैप नहीं है।



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इनोवेटिव सोच जरूरी : अमोल पाराशर निजी कॉलेज

जमशेदपुर | दृष्टी संवाददाता

बेहतर बदलाव के लिए कुछ हटकर इनोवेटिव सोचना जरूरी होता है। उक्त बातें टीवीएफ सेशन के अमोल पाराशर ने रविवार को एक्सलआरआई, जमशेदपुर में आयोजित टेड एक्स 2017 के दौरान बतौर वक्ता कहीं।

एक्सएलआरआई के बी-स्कूल के विद्यार्थियों द्वारा रविवार को चौथा टेड एक्स टॉक 2017 आयोजित किया गया। इसमें इस वर्ष आईडिएट, इनोवेट, इमपैक्ट- आईडियाज वर्थ स्प्रेडिंग विषय पर देश के विभिन्न कोने से आये छह वक्ताओं ने अपने वक्तव्य दिये।

दो चरण में आयोजित हुए इस कार्यक्रम के दौरान वक्ताओं ने मैनेजमेंट समेत सभी क्षेत्रों में नए विचार के महत्व और उसके फायदों के बारे में जानकारी



एक्सएलआरआई में रविवार को आयोजित कार्यक्रम को संबोधित करते अतिथि। • हिन्दुस्तन

दी। साथ ही अपने अनुभव साझा किए। मौके पर संस्थान के कई शिक्षक व विद्यार्थी मौजूद रहे।

रॉक बैंड की धुन पर देर रात तक झूले एक्सलर

एक्सएलआरआई, के वार्षिक खेलकुद एक्सएलरेंट-2017 का रविवार को एक्सएलआरआई के टाटा ऑडिटोरियम में रंगारंग समापन हुआ। इससे पूर्व अलग-अलग श्रेणी के खेलों के फाइनल मैच खेले गये। कार्यक्रम की शुरुआत विभिन्न खेलकुद के साथ हुई। मौके पर विभिन्न श्रेणी के खेलों में महिला व पुरुष दो वर्ग में मैच आयोजित हुए। प्रतियोगिता में 3 कॉलेज एक्सएलआरआई, आईआईएमसी, कार्यक्रम के दूसरे चरण में समापन समारोह के दौरान एकल व समूह श्रेणी में नृत्य प्रतियोगिता आयोजित हुई। मौके पर बड़ी संख्या में युवा मौजूद थे।

जमशेदपुर | मुख्य संवाददाता

देश के अनेक निजी शिक्षण संस्थानों ने संकल्प लिया है कि वे बेटी बचाओ-बेटी पढ़ाओ अभियान के तहत अपने यहां नामांकन लेने वाली बेटियों को 90 प्रतिशत तक छूट देंगे। उन्होंने यह संकल्प रविवार को एनएच 33 स्थित वेव इंटरनेशनल होटल में लिया।

असल में एसोसिएट्स ऑफ बिहार के तत्वावधान में मैटर्न समिट 2017 का आयोजन रविवार को किया गया था। इस कार्यक्रम में देश के उच्च शिक्षा संस्थानों से जुड़े कई दिग्गजों ने भाग लिया और इस विषय पर अपने विचार रखे।

एक्युरेट कालेज ग्रेटर नोयडा के नामांकन प्रमुख संदीप शर्मा ने कहा कि बेटियां समाज की धरोहर हैं, बेटियां पढ़ेंगी तभी समाज आगे बढ़ेगा। इसी

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'Reform labour laws, give tax breaks to create jobs'

Economic Survey identifies apparel, leather, footwear as sectors that provide the best 'bang for the buck' in job creation, says India should take advantage of labour cost competitiveness

BY PRASHANT K. NANDA
prashant.n@mint.com
NEW DELHI

Accepting that job creation is India's central challenge, the Economic Survey has identified apparel, leather and footwear as key sectors to boost employment and provide 'bang for the buck' at a relatively low cost.

The survey recommended reforms to labour laws and lower taxes on such sectors to boost employment. It said India should take advantage of the low-wage structure in several states to accelerate job creation in sectors like apparel and leather.

The survey said that the apparel and leather sectors offer tremendous



opportunities for creation of jobs, especially for women. It said every \$1 lakh investment in the apparel sector had the potential to create 23.9 jobs, including 8.2 jobs for women.

... the apparel sector is the most labour-intensive, followed by footwear. Apparel are 80-fold more labour-intensive than auto and 240-fold more than steel, the survey said.

Like the apparel sector, which received a stimulus package from the central government last year, the survey said that "corresponding policy initiatives for leather products are a subject of discussion".

It said India has the opportunity to push exports in sectors such as leather and apparel "since rising wage levels in China have resulted in China stabilizing or losing market share in these products". India's lower wage costs

mean it is well positioned to take advantage of China's "deteriorating competitiveness", it added.

For example, the minimum monthly wage for a semi-skilled worker in Tamil Nadu is just \$93 as against \$250-\$300 in China. Tirupur town in the state is one of the textile and apparel hubs in India (see chart).

"The survey indicates that the government is focusing on quantity of jobs. While the perspective if executed may add to export revenue, there is a danger—we are ready to compromise the workforce and become another Bangladesh. On one hand, we are talking about skill development and on the other we are not legislating from promoting low-skilled work. Casual jobs may give you numbers but will not improve the living standard of the workers," said K.R. Shyam Sundar, a

labour economist and professor at XLRI, Jamshedpur.

The Economic Survey, tabled in Parliament on Tuesday by finance minister Arun Jaitley, also listed some of the challenges that these sectors face.

It said that the space vacated by China was fast being taken over by Bangladesh and Vietnam in the case of apparel, and Vietnam and Indonesia in the case of leather and footwear.

Indian firms in these sectors are struggling to meet challenges related to logistics, labour regulations, taxes and tariffs. According to the survey, in these sectors, tax and tariff policies create distortions that impede India from gaining export competitiveness.

India imposes a 10% tariff on man-made fibres vis-à-vis 0% on cotton fibres. On the other hand, domestic taxes also favour cotton-based production rather than production based on man-made fibres.

Global demand for apparel is moving from cotton products to man-made fibres and similarly to non-leather footwear, the survey pointed out. India's competitors enjoy better market access by way of zero or lower tariffs in the two major importing markets, the US and the EU, the survey said.

Calling for labour reform, it prescribed making contributions to provident fund and employees' state insurance optional to help boost take-home pay for low-wage workers.

It said the goods and services tax offers an "excellent opportunity to rationalize domestic indirect taxes so that they do not discriminate in the case of apparel" and "against the production of non-leather footwear".

**एक्सएलआरआई में एनुअल
फेस्ट एक्सेलेरेट-2017 शुरू**



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PAGE: 4

शिक्षा व स्वास्थ्य के क्षेत्र में होंगे
दूरगामी असर : प्रो प्रबल सेन



PUBLICATION: Prabhat Khabar
DATE: 13 February 2017
EDITION: Jamshedpur
PAGE: 6

एक्सएलआरआइ. टेडेक्स 2017 में मैनेजमेंट गुरुओं ने दिया सक्सेस मंत्र
लीक पर न चलें, नयी लकीर खींचें

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PUBLICATION: The Avenue Mail
DATE: 12 February 2017
EDITION: Jamshedpur
PAGE: 8

XLRI salutes excellence with Xlerate 2017



Jamshedpur, Feb. 11: XLRI-Xavier School of Management (XLR) has announced admission to the 4th Edition of "Xlerate" - XLRI's flagship national level sports, leadership and cultural festival organized by PGDM-GM (1 year full time MBA program). Kick-starting today, "Xlerate 2017" is being held from 10th to 12th February, 2017 at XLRI Campus, Jamshedpur.

With this year's theme 'Experience Matters' the 3-day fest is nothing short of a carnival of stimulating events with a touch of glamour. The event started today with an inspiring Leadership talk by Mr. Param Saxena- VP- SCM & Strategy at Electrostee.

Committee, PGDM-GM 2017 batch, XLRI.

Organized by the PGDM (GM) students of XLRI, Xlerate started in 2014, with the aim to serve as a connecting platform for all the one year MBA students who come with extensive industry experience and to unleash the camaraderie among them. In the 3-days meet, 1-year MBA students from premier management institutes across India will be competing in various Sporting, Leadership, and Cultural events. There will be sporting events such as volleyball, basketball, cricket, and tennis, cultural events such as music, dance and drama, as well as a stand-up comedy shows and a rock band performance by Revolution.

XLRI-Xavier School of Management, Jamshedpur is a premier, private management institute in India founded in 1949 by Fr Quim Enright, S.J. in the 'steel city' of Jamshedpur. Over the last six decades, the institute has grown into a top-ranking business management school of international repute with a wide portfolio of management programs and research publications.

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PAGE: 5

XLRI announces admission to Management Programme for working executives

Jamshedpur : Xavier School of Management (XLR) has announced admission to the Postgraduate Diploma in Management (PGDM) for Working Executives & Business Owners for the batch 2017 to 2020. This Three-Year Part-Time Weekend Program, approved by AICTE, imparts the rigor of a full-time programme through 900+ hours of class room interactions.



approaches provide multiple opportunities for peer learning and application of knowledge to real-life business situations.

"The programme allows working professionals, who are willing to stretch out a bit, to acquire the highest quality management education while continuing with their current work. It has been exclusively designed to facilitate two-way learning; thus, while participating in the programme, the students can get many opportunities to apply the conceptual insights gained in the classroom to their respective workplace on a day-to-day basis," said Fr. E.

Abraham S.J., Director of XLRI.

The classes are to be held at XLRI Campus, Jamshedpur on the weekends to accommodate the time constraints of students who are working professionals. The classes will be scheduled to start from 12:00 Noon on Saturday and end by 16:15 hours on Sunday to allow students from outside Jamshedpur to attend the program.

The virtual classroom sessions shall be delivered over a direct-to-desktop mode and shall normally be around 25% of the total sessions for core courses only.

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PAGE: 8

XLRI announces admission to Diploma in Management for working executives

Jamshedpur : Xavier School of Management (XLR) has announced admission to the Postgraduate Diploma in Management (PGDM) for Working Executives & Business Owners for the batch 2017 to 2020. This Three-Year Part-Time Weekend Program, approved by AICTE, imparts the rigor of a full-time programme through 900+ hours of class room interactions.



ing in the programme, the students can get many opportunities to apply the conceptual insights gained in the classroom to their respective workplace on a day-to-day basis," said Fr. E. Abraham S.J., Director of XLRI.

Spreading over three academic years, the programme has been designed to accommodate working professionals to pursue their higher education without hindering their professional engagements. The program has been designed with a rich mix of core courses, elective courses, and dissertations to provide a holistic approach in both practical and conceptual aspects of management domains. Further, the course structures and choice of pedagogical approaches provide multiple opportunities for peer learning and application of knowledge to real-life business situations.

"The programme allows working professionals, who are willing to stretch out a bit, to acquire the highest quality management education while continuing with their current work. It has been exclusively designed to facilitate two-way learning; thus, while participat-

PUBLICATION: The New Indian Express, Cochin

DATE: 6 February 2016

EDITION: Chennai

PAGE: 12



XLRI hosts Int'l Conference

The Centre for Global Management and Responsible Leadership (CGMRL), XLRI - Xavier School of Management in collaboration with La Trobe Business School, Melbourne, Australia organised the International Conference on Responsible Marketing recently. Anand Sen, in his address, emphasised the need to promote responsible consumption and reduce wastage.

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PAGE: 8
Little about labour, less about jobs

BY SHYAM SUNDER
KOLKATA

The Economic Survey generally kindles expectations of what could figure in the Budget. The Universal Basic Income as a worthy replacement for generally inefficient subsidy schemes is a sort of a truster for consumption only.

The survey is a shocker for two reasons. One, while advocating the possible reclamation of the low skilled-labour-intensive manufacturing space in the global trade—since a dominant player such as China has vacated it thanks to rising wages—it does not reflect indignation that minimum wages even in the progressive States in India hover around what prevails in Bangladesh and is lower than what it is in Vietnam.

Two, in another chapter, it recognises that the growth in vulnerable categories such as contract and casual. Starring labour regulation for failure on the economic front does not sit well with this reality. The Budget, however, indicates a slight change for the better at least in the policy rhetoric.

Worsening situation
The situation is grim. The Employment and Unemployment surveys of the Labour Bureau show rising unemployment and poor quality of jobs even during 2016-2015. Reports indicate that the demonetisation drive worsened the plight of the vulnerably placed in the labour market in several ways, the most serious arising out of closure of establishments.

For a change, both the working class and the salaried class were frustrated by demonetisation and the policy signal of new FDI policies, have raised hopes of

additional horizon of labour laws, has not been doing well of late. And the mood of labour law reforms has been over the working class perennially. These factors rendered this year's Budget more interesting. On the job front, the Budget has taken less explicit measures. For example, the peak level allocation of ₹48,000 crore for MGNREGS is surely expected to boost work (not jobs) rates and hence rural incomes, even at the poor current income levels of ₹18 or more days of work in drought-prone areas as well.

The farmers' lobby has lashed at the Government's insensitivity to the continuing woes in the agricultural sector. The farm sector is least likely to provide jobs in rural areas. The rural sector is not likely to witness much job creation in the near-term segment, apart from construction of roads. Migration from rural to urban areas is unlikely to be contained in this context.

fuzzy and focussed
High and rising public investment, especially in the infrastructure and the affordable housing sectors, will create jobs both directly and indirectly. The rural thrust in the Budget will enhance the market base of FMCG companies, but this may not contribute as much to employment figures as it would to its financial curves.

While the Budget lacks focus on manufacturing, save its mention of encouragement to the three sectors just mentioned, this sector is hoping to cash in on the rise in public investment.

Further, the abolition of the Foreign Investment Promotion Board which anybody became irrelevant with the high share of automatic routed foreign investment, and the policy signal of new FDI policies, have raised hopes of



Back breaking to what end? more work.

prizes could result in a surge in investment which in turn could generate jobs.

Significant matter
Interestingly, perhaps for the first time, over a decade after the passage of the need to ensure a labour rights regime and harmonious labour relations to enhance productivity as opposed to juggling the usual skill on the dire need to have a flexible labour regime to boost productivity. This is a significant recognition of

the role of the "mutual survival" thesis widely known and taught in the field of industrial relations: capital requires labour cooperation as much as labour needs investment for the creation of jobs.

Further, the minister stressed the need to simplify, rationalise and amalgamate the existing labour laws into four codes. It is interesting, though, that he did not mention the labour flexibility agenda in the restructuring programme. It indicates an important change in the policy language.

It is another question as to how the Government (at the Centre and the States) will ensure a regime of labour rights when the enforcement machinery has been systematically diluted in the post-reform period, and how industrial harmony can be maintained with this rising incidence of contract and casual labour.

The outlay on the enforcement and training regime in particular and the labour ministry in general ought to witness a steep rise in budgetary allocation; this does not appear to be the case. The special thrust on labour-intensive industries needs to be seen in the context of high reported labour rights violations and poor labour standards.

It is interesting to note that the Railway Board recently barred "safety officials" from becoming union members. This measure is expected to hurt the two recognised trade unions in the Railways. That's how much significance the Budget attaches to enhancing safety. The too tangle labour rights activists. Clearly, Budget 2017 offers little cheer to workers.

Sunder is a professor at XLRI, Jamshedpur. Sagari is an assistant professor at the same college. National Law School, Mumbai

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Keep the student in you alive:
Ashish Vidyarthi at XLERate 2017



Jamshedpur, Feb. 12 : In its fourth edition, XLERate - XLRI's flagship national level sports, leadership and cultural festival organized by PGDM-GM (1 year full time MBA program) included a mélange of events ranging from dance, drama and leadership events to various sporting spectacles of gladiatorial proportions and were participated by students from other leading

B-Schools in the country including the IIMs, SP Jain, Mumbai and XIM Bhubaneswar along with the host school. The formal inauguration of XLERate 2017 was held on 10th February. The Day 1 of 'XLERate 2017' witnessed a gamut of cultural, leadership and sports events ranging from competition, Paryus - A case study competition, sports events like cricket, Football and basketball competitions. The highlight of day 2 remained a leadership talk by renowned theatre actor and personality Ashish Vidyarthi.

Mt. Vidyarthi spoke about how to see creativity in leadership and how to stand out and keep the student in yourself alive. Stand-up comedy by Anshu Dasgupta kept everyone in splits and saw

an overwhelming an enthusiastic participation. With this year's theme 'Experience Matters' the 2-day fest is nothing short of a carnival of stimulating events with a touch of glamour.

Organized by the PGDM (GM) students of XLRI, XLERate started in 2014 with the aim to serve as a connecting platform for all the one year MBA students who come with extensive industry experience and unleash the camaraderie among them.

In the 3-days meet, 1 year MBA students from premier management institutes across India are competing in various Sporting, Leadership, and Cultural events such as volleyball, basketball, cricket, an e-sports, cultural events such as music, dance and drama as well as a stand-up comedy shows and a rock band performance.

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Creating value by investing in people

Jharkhand is pursuing an equitable model of development that can cater to the needs of different sections of society



RAGHUBAR DAS

I come from a state as vibrant as Jharkhand and with a mission to empower the state to make a difference in the quality of lives of our people. This is not to say that there exists with us a magic wand. There are challenges along the way, but acting as the good is clear. It becomes easier to stay steady and firm, taking small steps and at times giant strides for effective change. Inherent leadership issues at the state level, which could not cope with growth and aspirations of the people, become gains-who lose when people cast votes for change.

For those not too familiar with my state, Jharkhand is endowed with 40% of India's natural resources. It is the coal capital of India with a third of the reserves. It ranks first in coal, second in

iron ore, third in copper ore, fourth in bauxite and limestone, fifth in chromite and vermiculite... and there is much more to enlist with bauxite, dolomite and kelp. And yet we suffer the pangs of plenty or more popularly known as 'resource curse'.

For a long time now, we have lived in the shadow amongst the BIMARU states, which, in itself, undermined the confidence of people to take their destiny in their own hands. In this context, the role played by Prime Minister Narendra Modi to inspire belief in people to take charge of their destiny for future and progressively move forward towards betterment has been critical. Despite the kind of injury we suffered, the task didn't seem easy, but at the same time the overwhelming faith reposed by the people in us has allowed us to move ahead and plan development with their participation.

Jharkhand has not only been the first state to table the Budget this year, but there has also been every attempt to make it of the people, by the people and for the people in the true sense. Inputs and suggestions have been taken for the

first time in the state right from the gram panchayats to the district administrations. In fact, we received over 1,800 suggestions and we have made every effort to as much as possible take on board these inputs in the state's financial statement this year.

It may come as a surprise to our readers to know how much difference a recently launched single pilot project of distribution of eggs to children attending anganwadis has made to the health of our children. In fact, the health of our children, the future of the state, has been a critical concern for us. We intend covering 30,000 anganwadis across 24 districts by April 1, 2017. Women in our society traditional have been relegated to traditional roles. This obviously has changed at the more urban level, but much more support is required in states like ours to help them come out of their own. We are trying to empower, engage and enable our women to become economically independent and respond to their health needs. Various women-centric schemes like distribution of mashing machines, 25% reservation of women in state police

forces and providing entirely free-of-cost LPG and stove connection under the Pradhan Mantri Ujjwala Yojana are some of the steps in this direction. At the same time, we have underlined the importance of industry and business in Jharkhand's growth journey. The state needs to engage with businesses that can be partners in its growth and development. The development of the state is directly linked to the development of agriculture and industry. We would like to directly engage with industry and businesses that see their future in the future of our people.

Even long this statement that our motto has been aptly found expression in "Invest in Jharkhand. In Your Success, We Shall Measure Ours." This first Global Investors Summit that took place on February 18-17 in Ranchi was planned with this thought in mind. Jharkhand offers a variety of opportunities across industries and we have picked sectors for discussion and debate at the summit, which not only helped us get new ideas from our very eminent speakers, but also identified the determining blocks

linked to the development of the state. Some of these sectors are mines & minerals, urban development, infrastructure, make in Jharkhand, agriculture & food processing, textiles, IT & ITES and more. It is a balanced combination of the traditional and the new. The famed Tassar silk from our state and Jharkhand, the latest steel, aerospace, art, craft and traditions of Jharkhand. For us, developing the textiles sector is an ever-evolving endeavour to empower the traditional weavers of our people and nurturing new skills in keeping with changing technologies. This brings me to the fact that we realise we live in a fast-paced technology-driven world. The youth of the state need to acquire new skills to stay apace with this changing world. IT & ITES and skill development acquires significance in the new scheme of things. I am impressed by the entrepreneur zeal and contribution of our youth, who are charting new territories. My government is seized of this changing environment and look to offer all kind of support to create a dynamic Jharkhand in which start-ups can take a lead.

I need I remind you, we have many renowned educational institutions which have been powering the destiny of not only of our country, but are also significantly contributing to economic ahead. The alumni graduating from prestigious institutions like XLRI Xavier Institute of Social Service, Indian School of Mines, IIM, IITs (Mumbai) are a talent pool to be nurtured. However at some level, we have not been able to engage the graduates from these institutions enough to work with us. Creation of new opportunities that can leverage the benefits of talent demands a change in vision and policies to enable us meet the aspirations of this very dynamic youth.

It has been our vision, to harness the talent to create a more balanced and equitable model of development that can cater to the needs of people of different sections of society, but more importantly nurture these without opportunities and bring them into the mainstream for an inclusive growth.

In their future, however.

The author is the chief minister of Jharkhand

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Global conference

The Centre for Global Management and Responsible Leadership, Xavier School of Management in collaboration with the La Trobe Business School, Melbourne, Australia recently organised 'International Conference on responsible marketing'. The conference discussed about the theoretical underpinnings of the multi-dimensional nature of sustainability, the ethical issues of buyer and seller information asymmetry, the consumer awareness, knowledge and behaviour towards sustainable consumption "Sustainability has become a major concern for the UN. Marketing is being blamed for all the ills in society - be it excessive consumption, environmental degradation or unethical behaviours such as price wars, selective advertising, and deceptive marketing. It is in this context, we had organised the conference with the aim to consolidate research in this area and develop a framework for Responsible Marketing," said Pingali Venugopal, co-ordinator, Centre for Global Management and Responsible Leadership.



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HOW BIZ-KIDS RATE IT

The Telegraph puts five questions to students of some of the country's top B-schools

(a) How do you rate the budget on a scale of 1-10?

IIM CALCUTTA

a) 7.5-8

b) Reforms focusing on rural infrastructure development is one of the highlights. Plan to achieve 100% rural electrification by 2018, highest ever allocation for MGNREGA, and rural road development are some of the positive aspects. The decision to integrate the existing state-owned oil and gas companies into a single entity will help India compete globally.

c) Mr. Jaitley has scored with financial sector reforms such as abolishing FIPB and listing of railway PSUs like IRCTC (which will bring public accountability). Promising reforms for the social sector include deduction of taxation for individuals with income below Rs 5 lakh and health-footprint bearing smart Aadhaar cards for senior citizens.

d) More spending was expected for the manufacturing sector. Income tax simplification through direct tax code is another reform that has not been mentioned. The budget's aim to generate additional 20,000MW of solar power may fall short of the power ministry's earlier target to achieve 1,75,000MW of renewable power by 2022.

e) The budget mentions two new schemes to promote the BHIM app, Aadhaar Pay for people without smart phones and merchant-enabled Aadhaar payments are positive moves. Increased allocation for MGNREGA is a welcome step. However, the budget doesn't mention reforms towards rural financial inclusion. Extra benefits for card payments could have been given.

(b) What is the budget's big idea?

XLRI JAMSHEDPUR

a) 7.5

b) Digitising the economy and providing relief to the rural sector and middle class. Emphasis has been given to infrastructure.

c) Reduction of the tax slab from 10% to 5% will allow each individual to enjoy Rs 12,500 benefit. Creation of a dairy processing infrastructure fund and strengthening the digital payment infrastructure, not to mention doubling the irrigation corpus, are some of the brilliant steps taken. The FM has also scored in FDI reforms, and the housing, agriculture and rural sectors. Infrastructure status to affordable housing is a big plus.

d) Political funding required more transparency and strict regulations. This was more qualitative than quantitative — while the huge allocations for MGNREGA, Ruband, and Mahila Shakti Kendras sound good on paper, major steps are needed to ensure effective use of the funds. There is also lack of clarity on how the increased budget expenditure, combined with limiting fiscal deficit to 3.2%, will be met.

e) The budget indicates the government's commitment to digitising the economy. While it has taken a good direction, only time will tell if it will be enough. While the digital payment infrastructure is good enough for urban areas, those in the remote and disconnected rural areas need better options.

(c) Where has the FM scored?

IIM AHMEDABAD

a) 7.8

b) The budget has set the tone for revitalising the rural economy. With the emphasis on housing for all, incentives for digital payment, road and other infrastructure projects, the budget's big idea is "Small is the next big".

c) Made appropriate allocations to facilitate infrastructure, agriculture and rural sector (capital expenditure of 25%) while sticking to the roadmap of fiscal consolidation of 3% by fiscal year 2018. The listing of railway PSUs IRCTC, IRFC, IRCON will enable the government to unlock their big value. By granting infrastructure status to affordable housing, the government acknowledges that this industry is an important driver of the economy.

d) Corporate tax not reduced. No big capital infusion in the banking sector plagued by bad loans. No measures to increase internet penetration.

e) The budget eases the pain of demonetisation in some peripheral sense with the increased loan amount to farmers and the tax cut for MSMEs. Some steps will put more cash in people's hands.

(d) Where has he failed?

IIM SHILLONG

a) 7.5

b) A comprehensive budget, with focus on bringing down disparity in income distribution by reducing the tax slab, and rural development measures. Rs 10 lakh crore corpus for rural credit is a good move. The cap on cash donation for political parties to Rs 2,000 and purchase of electoral bonds through cheque and digital payment is a bold step in pursuit of curbing black money.

c) The FM has maintained balance between fiscal deficit and GDP growth, while scoring in the agriculture sector with favourable policies. The announcement of allocation of Rs 3.96 trillion for the infra companies is a big advantage. He has identified the right focus areas and substantially increased allocation.

d) Lack of focus on the railways. There is no clear roadmap for employment generation, and only minor announcements for education and healthcare sectors. It also fails to address the issue of non-performing assets. Just a passing reference to the GST.

e) Some steps have been taken to see effects of demonetisation do not spill over to the next fiscal. Revision of withdrawal limits from ATMs, introduction of BHIM app and Aadhaar pay, along with cut in direct tax rates, are likely to offer relief to the cash-starved economy.

Compiled by Chandreyee Chatterjee, Antara Bose, Basant Rout and Andrew Lyngdoh

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Hello. It's Saturday, February 11, 2017.

Events

■ Xlerate, a cultural and sports fest, on XLRI campus

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XLRI fest
■ Jamshedpur: Budding managers took part in cricket, football and badminton matches on the second day XLerate, the national sports and leadership festival of XLRI, on Saturday.

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Tips to nurture biz idea & build a team at XLRI session

Networking for start-ups

OUR CORRESPONDENT

Want a head start when you start your own start-up? Want to build an A-team with the right co-founder and others who feel as passionately about your venture as you? These questions and more were addressed at Startup Saturday Jharkhand at XLRI, Jamshedpur, on Sunday. The programme was originally scheduled on Saturday, February 11, hence the name, but held a day later due to XLerate on the B-school premises.

The maiden daylong session was held by Headstart Network Foundation, an organisation that supports entrepreneurship and one of the largest networks of early stage start-ups in India. The foundation organises over 200 Startup Saturdays a year across 20 cities.

On Sunday, David Levesque, entrepreneur, mentor and web marketer; Prasanjit Saha, serial entrepreneur; Santosh Sharma, visionary and author; and V.P. Srivastava, chief IT architecture and technical support at Tata Steel spoke on the theme “Building the A-team” at the first Startup Saturday in Jamshedpur.

They found an attentive audience in about 40 new and budding entrepreneurs.

“As human beings we are never happy with others’ achievements. So, if entrepreneurs can fit in (together), complement the business and achieve something, it will buy them happiness that will in turn motivate them to scale it up,” said Srivastava.

Technology mentor Saha said there was no set rule for



Serial entrepreneur Prasanjit Saha (left) and mentor David Levesque (right) at Startup Saturday, held at XLRI in Jamshedpur on Sunday. Telegraph picture

entrepreneurs. “What worked for me may not work for you. So, the idea is to keep trying with calculated risks. Once you start working with people, you will know their capacities and how you can build your team,” said Saha.

A panel discussion was held after the speakers shared their experiences.

In between, local flourishing organisations like Ad-Woop.com, a technology-based start-up that connects stores to customers, and La Gravitea, a tea café, were showcased as success stories.

Abhinav Jha, volunteer of Headstart Network Foundation, Jharkhand, said they were planning monthly meetings in Jamshedpur to help entrepreneurs network among themselves and with people who can mentor them. “Every session will have a different theme,” said Jha.

Headstart, which started operating in Jharkhand from January, is planning one such session every month.

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ADMISSIONS 2017-18
This month, Education Times is going to cover information technology, from course updates to emerging trends. **NEXT WEEK: PG options.**

NEWSBYTES
IIM Ranchi and XLRI, Jamshedpur winners
CFA Society India has announced Indian Institute of Management (Indian Association of Investment Professionals), Ranchi and Xavier School of Management, Jamshedpur (XLRI) as East zone winners of its CFA Institute Research Challenge in India. They will now participate in the India finale of the Research Challenge in Mumbai.

