

XLRI IN NEWS

JULY 2016

एकता के लिए आगे

1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26

The IT sector already confirmed its fast growth is undeniable today and ongoing influx of skilled and experienced professionals in the administrative management area. Titled *Nodes*, may not integrate to Karnataka but because these professionals are in high demand.

In fact, trade union organizations in Karnataka have been lobby with their government for similar provisions. Legitimate effects need not be only on the salary cap, they could be for the salary cap with Labour law is more a complex of Labour law on productivity or when labour standards are higher.

(The writer is Professor, IT & Software Management, Ambedkarite)



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XLRI welcomes new batch of students

Village Exposure Programme made compulsory

PNS ■ JAMSHEDPUR

Xavier School of Management (XLRI) on Tuesday welcomed the new batch of students at a ceremony of commencement of the new academic session of 2016. A total of 537 students joined the illustrious XLRI student fraternity, including the three flagship programmes: Business Management (PGDM-BM: 2016-18 batch) — 183 students, Human Resource Management (PGDM-HRM: 2016-18 batch) — 182 students, Fifteen-months General Management Programme (PGDM-GM: 2016-17 batch) — 119 students, along with: Three years Postgraduate Diploma in Management (PGDM-BM, Part Time: 2016-19 batch) — 39 students. Students in new batch of Fellow Programme in Management (FPM) and Executive Fellow Programme in Management (EXEC-FPM) were also welcomed at today's ceremony.



Fr. E. Abraham, S.J., Director, XLRI, welcomed the students and said: "Many organisations consider their greatest asset to be their good name or reputation. Big and small firms and lately even educational institutions should nurture their organizations and brands in a sustainable and responsible manner, day-in-and-day-out, or else one fine morning decades of brand-building might suddenly collapse. Having a high disposable income in your hands does not in any way justify irresponsible celebration thereby harming yourself and other innocent

people, and consequently wrecking one's career and bringing a bad name to one's organization or educational institution."

"XLRI views ethical and responsible behavior as being an integral part of their graduate's attributes. A student's ethical awareness includes the ability to understand ethical standards and professional conduct both within the classroom and outside. It is expected that you will hold and nurture personal values and beliefs consistent with your role as responsible members of local, national and professional communities," he added.

The new students will be taken through a Special Orientation Programme drawn up by XLRI to update their knowledge before regular classes commence. The first year students will also be taken for XLRI's compulsory Village Exposure Programme and the Outbound Programme. Both the programmes have been specially designed for the students to create awareness about the realities rural India.

Introducing the new batch of students to the accomplished faculty members of the institute, Prof. Pranabesh Ray, dean [academics], XLRI commented: "XLRI is known for its academic excellence as well as instilling in its students the right values through courses, activities, events and the environment it creates. A unique feature in the first term will be the Village Exposure Programme and the Outbound Programme. Both the programmes have been designed to create awareness among the students of life in rural India, as well as the importance of team spirit. Such an integral and value-based formation will impel the future managers to be innovative, competent and creative leaders."

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New academic session at XLRI

Around 537 students joined XLRI in programmes including Business Management (PGDM-BM: 2016-18 batch) (183 students); Human Resource Management (PGDM-HRM: 2016-18 batch) (182 students); 15-month General Management Programme (PGDM-GM: 2016-17 batch) (119 students) along with the three-year Postgraduate Diploma in Management (PGDM-BM, part time: 2016-19 batch) (39 students). The new students were welcomed at a solemn, inaugural prayer service function at XLRI campus in the presence of all current students, faculty and staff members. The welcome ceremony was addressed by Fr: E Abraham, SJ, director, and Prof Pranabesh Ray, dean (Academics) at XLRI.



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NEW BATCH STARTS AT XLRI JAMSHEDPUR

A TOTAL of 537 students have joined the latest batch at XLRI Jamshedpur for its three flagship programmes: Business Management (183 students); Human Resource Management (182 students); General Management Programme (119 students) and Post Graduate Diploma in Management (39 students). The students were welcomed at the campus by E. Abraham, director, and Pranabesh Ray, dean, XLRI. The students will attend a special orientation programme before the classes begin.



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एक्सएलआरआई में नए छात्रों का स्वागत

जमशेदपुर | वहीव संवाददाता

एक्सएलआरआई जमशेदपुर में गुरुवार को नए एकेडमिक सत्र 2016 का उद्घाटन हुआ। इस अवसर पर एक्सएलआरआई विश्व टाटा इंस्टीट्यूट ऑफ मैनेजमेंट में नए सत्र के 532 छात्रों का स्वागत किया गया। कार्यक्रम की शुरुआत प्रार्थना सभा के साथ हुई। वहीव पर कॉलेज के अन्य छात्र-छात्राएं, शिक्षक-शिक्षिकाएं और कार्यकारी कौन्सिलरों ने इस दौरान कॉलेज के भविष्यक फ्यूचर ई एग्जाम्पल और टीन प्रो. एब्राहम ने नए छात्रों को संबोधित किया। इस दौरान एक्सएलएम (फेलो प्रोग्राम इन मैनेजमेंट) और एक्सएलएम (एग्जीक्यूटिव फेलो प्रोग्राम इन मैनेजमेंट) के छात्रों का स्वागत किया गया।



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एक्सएलआरआई. नये बैच की हुई शुरुआत
रिस्पॉन्सिबल लीडर
तैयार करता है संस्थान



खबर प्रभात, 15 जून 2016, पृष्ठ 21।
एक्सएलआरआई में नए बैच की शुरुआत 15 जून को हुई। इस अवसर पर प्रमुख अतिथि डॉ. सरोश कुरुविला ने संस्थान की 50 वीं वार्षिक वर्षा समारोह में संबोधित किया। उन्होंने कहा कि संस्थान का उद्देश्य है कि छात्रों को न केवल तकनीकी ज्ञान, बल्कि नैतिक और सामाजिक जवाबदारी का भी विकास करे।
डॉ. कुरुविला ने कहा कि संस्थान का लक्ष्य है कि छात्रों को न केवल तकनीकी ज्ञान, बल्कि नैतिक और सामाजिक जवाबदारी का भी विकास करे।
संस्थान के अध्यक्ष डॉ. सरोश कुरुविला ने कहा कि संस्थान का लक्ष्य है कि छात्रों को न केवल तकनीकी ज्ञान, बल्कि नैतिक और सामाजिक जवाबदारी का भी विकास करे।

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Stop brain drain to ensure
development : Dr. Kuruvilla



Jamshedpur, June 8:
On day two of the management research methodology workshop at XLRI on Tuesday, a research paper was presented on future of management. Dr. Sarosh Kuruvilla, industrial relation, Asian studies and public affair professor at New York's Cornell University, informed the PhD students about the importance of research.
"There is a need to increase the number of superior institutes like NIT, IIM and XLRI in India which would help increase the resource person who would help provide global platform to higher education," he added.
The workshop organized jointly by XLRI Jamshedpur and Cornell University of New York focused on finding out the quality methods for management research. Dr. Kuruvilla and Dr. Shubha Patvardhan, assistant professor of management at University of Delaware are present as a resource person. Dr. Shubha informed the students about research quality, research productivity and prospective qualitative methodology, which would help facilitate management mode.
The professors also informed the management students' data gathering. They were told as to how big research can become influential just by the data.
Dr. Kuruvilla said that he himself is from India and is currently living in the US "India has the best young brain, but the issue is that all good scientists and researchers associated with management and doctor migrate to foreign countries and India faces a lot of problem due to this. If India can stop the young brain drain then fast development will take place in every sector of the country," added Dr. Kuruvilla.
A group discussion was also held on the interesting research done in field of human resource management, labor relation and organizational behavior.

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Kalaari Cap Adds
Three More to Its
Leadership Team

Firm strengthens investment and ops teams

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At the Top

PRASHANTHALUNI
Former partner, Bain & Company
Kalaari Partner

POOJA GUPTA
Former HR head, Myntra
Kalaari Head - portfolio HR

MUTHAN VENKATESWARAN
Consultant, Spencer Stuart
New Partner, Kstart

VANI KOLA
Managing Director, Kalaari

Bengaluru: Venture capital firm Kalaari Capital has strengthened its leadership team with three appointments in the investment and operations teams.
The Bengaluru-based firm has roped in Prashanth Aluru, a former partner at consulting firm Bain & Company, as a partner and Pooja Gupta, a former human resources head for fashion retailer Myntra, has joined the fund as head - portfolio HR. In addition, Kalaari has made the first senior hire for its seed programme Kstart, by appointing Muthiah Venkateswaran as partner.
The new hires come after Kalaari, an early investor in e-commerce firms Snapdeal and Myntra, raised \$200 million (₹1,922 crore) last year. The venture fund is now building an operations team, just like others in the industry such as Sequoia Capital India and Accel India, have already done.
"As our portfolio companies have grown, both in numbers and size, the help that we can offer and make a difference often becomes more complex. We have been thinking how at each functional level we can help them," said Vani Kola, managing director at Kalaari.
Kalaari has Prasanna HK and Karthik Nageswaran who work with portfolio companies in finance. With Gupta now leading HR, the VC firm also plans to add executives for functions like legal, technology and marketing but "not immediately as it takes time to hire the right people," according to Kola.
Gupta was with Myntra for over five years, where Kalaari was an early investor. She has also worked with software maker SAP and is an MBA from XLRI Jamshedpur. Aluru, a BTech from IIT-Kharagpur and MBA from Kellogg School Management, was with Bain for over nine years leading technology, media & telecom and digital practice across Asia Pacific. At Kalaari, he will focus on investments across enterprise software, consumer internet, cloud, big-data analytics, healthcare tech and logistics.
Venkateswaran has joined as the first partner at Kstart, where Kalaari plans to invest about \$20 million (about ₹135 crore) in up to 40 startups over the next two years. He helped set up Spencer Stuart's Bengaluru office and led their digital and leadership advisory practices in India. Venkateswaran has also worked with McKinsey and Texas Instruments.
Kalaari had also added several new advisors last year. Microsoft's former India chairman Ravi Venkatesan and Silicon Valley veteran Ram Gupta were roped in to work with startups in Kalaari Capital's portfolio, the venture firm already has Tata Group chairman emeritus Ratan Tata as a special advisor.



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'Trade Unions Unlikely to Hurt IT in Short Term'

Experts say decision to form union under Industrial Disputes Act 1947 may affect industry in long term

Call for Unity

The calls for unionisation grew louder after TCS began cutting jobs early last year. TN has now decided to allow IT staff to form trade unions.

The IT sector has so far been free from unionisation. Experts say with automation, demand for labour will fall and that could spur creation of unions.

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Mumbai: Tamil Nadu's decision to allow information technology workers to form unions is unlikely to hurt the domestic industry in the short term, but it may have a long-term impact on automation, experts said. Earlier this week, Tamil Nadu's principal secretary for labour and employment Kumar Jayaram clarified that the IT sector is covered by the Industrial Disputes Act 1947, which allows workers to form unions.



When the industry is growing rapidly, there are above average wage hikes of about 10% for junior employees and high mobility - attrition is 15-20% - there is no incentive for employees to form unions.

SAGAR RASTOGI
Analyst, Ambit Capital

"In the past, there was high labour demand, so employees could quit rather than raise their voice. But now, with automation, demand for labour will fall and that could spur creation of unions," said KR Shyam Sundar, professor of human resources management at XLRI Jamshedpur.

The IT sector has been free from unionisation, a factor that analysts said has helped the industry grow over the past three decades. So long as the sector maintains its growth momentum, trade unions will not attract many workers, they said.

"When the industry is growing rapidly, there are above average wage hikes of about 10% for junior employees and high mobility - attrition is 15-20% - there is no incentive for employees to form unions," said Sagar Rastogi, analyst with Ambit Capital.

Industry veterans said that while IT companies are covered under the Act, several states, including Karnataka, have issued exemptions that prevent the forming of unions. In any case, efforts to unionise the sector have failed in the past, they said.

"These are white-collar workers with global skills. The concern for IT companies has been to retain them and lower attrition, not send them home. I don't see employees jumping to set up unions," said V Bakkarajin, former chief financial officer of Infosys.

The calls for unionisation grew louder after the industry leader TCS began cutting jobs early last year. Though TCS said it had slashed only 1% of its workforce, the company con-

tinued to battle claims that it was laying off 25,000 employees, setting off a media and public relations firestorm.

Bakkarajin said Tamil Nadu will have to face the impact of the clarification. "Most IT companies will stop increasing incremental hike (in the state unit) this situation is clarified," he said.

The National Association of Software and Service Companies said in a statement, "Our initial discussions with the legislature are not new, it will be important to understand changes, if any to the implementation process."

Experts on industrial disputes, however, said the clarification by Tamil Nadu could embolden workers in other states to set up unions and to challenge exemptions such as those issued in Karnataka.

Professor Sundar said that while IT companies have been designated as public utilities, making it harder for IT employees to go on strike, this is not impossible.

"Even if they don't set up trade unions, they could form associations and that is the way the IT sector is headed," he said.

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Business-friendly policy at labour's expense

The experience of different countries would suggest this is so — and India is no different

KR SHYAM SUNDAR

News that India jumped 13 points to rank second only to China in the Global Retail Development Index brought cheers to the business world and policymakers. India is slowly progressing in the World Bank's ease of doing business ranking. The World Bank, recognising the importance of de-centralisation and competitive federalism, in 2015 initiated the exercise of ranking the States in India. Not surprisingly, this has caught the attention of the chief ministers who are in a race to scale up their ranking. Not to be outdone, the think-tank of the Government last year set up an official initiative for ease of doing business in States on the labour front. This has led to competitive reform of labour laws. There are other exercises too to measure business friendliness. These ranking exercises are watched keenly by policymakers and industry. There is no consideration for labour welfare or rights.

Unions on the back foot
The ease of doing business exercises implicitly or explicitly argue for de-

regulation and reward countries/States that streamline, relax or deregulate labour regulatory policies and governance. A flood of these exercises has pushed trade unions on the backfoot in the corridors of lobbying, policymaking, and in the labour market. Also philosophically, 'flexibility', a pro-market ideological term, is seen to aid growth, which is opposed by trade unions; this is taken to amount to 'rigidity' which is perceived as 'rightly or wrongly' as 'anti-growth'. So in a basic sense, trade unions are on the 'wrong side'. There is no countervailing narrative on labour rights to tell the policymakers. The ratification of ILO conventions (international labour treaties) is a marker of labour rights, though the yawning gap between ratification and field realities cannot be ignored.

The International Trade Union Confederation (ITUC) has been collecting data on violations of trade union and collective bargaining rights for more than three decades. The exercise is contextualised in recent Work and Core ILO Standards. These rights codified are fundamental to achieving core and other labour standards and violations amount to a fundamental weaken-



Rank down: Compromising on democratic rights is a no-no for XLRI

ing of the collective power of the working class and dilution of democratic rights.

Respecting labour

The Global Rights Index (GRI) seeks to capture the degree of respect accorded to labour rights by government and industry, and ranks 161 countries against 97 international recognised indicators. Suffice it to say that the GRI is subject to rigor and hence is as credible as others. The countries are rated from 1 to 5+ and labour rights violation

are higher as we move up — 1 being the best rating and 5 the worst.

The GRI should interest India because even as it's working on the ease of doing business index, its labour rights violations record is worsening. India, along with Cambodia, Iran and Turkey joined the 'Yogues gallery' of ten worst countries for labour rights this year. It has been shown that countries with a good record of ease of doing business fare worse on the human rights front (for example, Saudi Arabia and Qatar). The drive for flexibil-

ity and incessant lobbying by pro-market institutions are forcing hapless governments to adopt measures to provide flexibility to business, which invariably weakens labour rights. It is not surprising that the conventional democratic space for trade unions is narrowing and a sense of insecurity is enveloping the working class.

According to the Global Slavery Index (by Walk Free Foundation), India accounts for almost 40 per cent of modern forms of forced labour, which simply means that persons are trapped in a job with no scope for free movement out of it. According to Child Rights and Index, the law allowing children to work in family occupations after school hours increases their potential risk of being employed into a full-time basis with little or no education. India has ratified important and relevant conventions of the UN and ILO, and is committed to ensuring basic labour rights. The Constitution also provides for the same. Simply put, ease of doing business measures are possibly inversely related to decent work and labour rights.

The writer is a professor at XLRI, Jamshedpur

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Batch of 537 aspiring achievers join XLRI; Curriculum includes Village Exposure Program

Jamshedpur, June 14: Xavier School of Management (XLRI) on Tuesday welcomed the new batch of students at a ceremony of commencement of 2016.

A total of 537 students joined the Barabanki XLRI studies program, including the three flagship programs: Management (PGDM-BM), 2016-18 batch - 343 students; Human Resource Management (PGDM-HRM), 2016-18 batch - 182 students; 15-month General Management Program (PGP-GM), 2016-17 batch - 119 students, along with Postgraduate Diploma in Management (PGDPM-BM), 2016-17 batch - 33 students.



Students in new batch of Management (FPM) and Executive Fellow Program in Management (E-FPM) were also welcomed by E. Ananth, XLRI, who said, "More opportunities await their graduates and to be their good name or reputation."



high disposable income in any family does not in any way justify irresponsibility. Being an integral part of student's ethical awareness, XLRI's curriculum includes the ability to conduct both within the classroom and outside. It is expected that you will build and sustain personal values and beliefs consistent with the core values of local, national and professional communities," he added.

XLRI views ethical and responsible behaviour as being an integral part of student's ethical awareness. A key to the ability to conduct both within the classroom and outside. It is expected that you will build and sustain personal values and beliefs consistent with the core values of local, national and professional communities," he added.

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Workshop to push research

OUR CORRESPONDENT

How can a research scholar publish a comprehensive thesis in a world class journal? Learn it from XLRI.

Organised by the B-school's department of fellow programme in management (FPM) in association with New York's Cornell University, a five-day workshop on research methodologies kicked off on Monday, drawing scholars and faculty members from institutes across the country.

The workshop, which will continue till June 10, aims at training PhD students and their guides on how to get their work published in top-rated journals in the world.

With more and more students opting for research degrees at B-schools over the past five years, XLRI has decided to hold this workshop annually. Students from other Jesuit institutes can also learn how to choose a research topic and do in-depth studies and analysis.

Last year, the workshop was organised only for students and faculty members of XLRI. However, this year, a total of 32 students, out of which 18 were from Xavier Association of Management Institutes (XAMI), took part in the event.

"Everybody researcher wants to get his or her papers published in the A-level research journals. Apart from acknowledgement, published papers provide a boost to the careers of PhD students as well as faculty members," said Pitabas Mohanty, in-charge of FPM programme, XLRI.

According to Mohanty, published research papers help future researchers learn and understand varied topics and work out their own course of action. "XLRI promotes a lot of research work. Research plays a pivotal role in development of the country. We do publish an annual research journal where we bring out the work of our faculty members and students," he added.

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NML HOSTS PLANET CRUSADERS

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Water war, rule of plastic among concerns at all-India meet at NML

Budding techies devise formulas for change

OUR CORRESPONDENT

Budding engineers don't just mull up long formulas, they also think on topical issues. This was proven when students of 24 engineering institutes from across the country and global concerns at the behind the Teacher's Desk, a seminar hosted at CSIR-NML in Jamshedpur on Thursday and Friday.

Along with CSIR-NML, the meet was jointly organised by Tata Steel, Indian Institute of Metals, Jamshedpur and Indian Society for Non Destructive Testing.

The most innovative session was held on Friday. Some 30 engineering students took part in an interactive session on "Cycle of Development: Innovation, Technology and Entrepreneurship".

In this, students were divided into five teams - Water for India, Make in India, Digital India, Skill India and Swachh Bharat Mission. The idea behind it was to get students to generate ideas for these themes, promote innovation, technology development and entrepreneurship.

Students had to analyse the programmes, find flaws and come up with solutions through their presentations. Last but not the least, they were also supposed to present their ideas with confidence. Here, the meet saw some of the most innovative ideas emerge on some of the most burning issues in India today as students spoke their mind. Harish Chandra, a second-year engineering student of NIT Jamshedpur, representing Water for India team, said how saving water was double on a daily basis. "We all know the next war will be on water. Therefore, the winning idea will be to harvest water whenever and wherever possible so that groundwater level increases. We can also use sensor tags at home to avoid wasting water. Finally, it is behavioural change that will save the planet," said Harish. Students of team Swachh Bharat Mission spoke on how to reduce the use of plastics and use more bio-degradable material in daily life. The team led by Shubham Jain from NIT Durgapur spoke on awareness programmes in rural areas to reduce open defecation. Finally, team Skill India, which spoke on arming youths with skills, was among the best competing in the session, followed by team Water for India. Judges panel comprised scientists from NML and faculty members from XLRI. Students who presented papers in technical sessions were also awarded on Friday.



The panelists at the seminar, behind the Teacher's Desk, at NML in Jamshedpur on Friday. Picture by Bhola Prasad

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No cars & bikes on XLRI's green campus

Aiming to be carbon neutral by 2020, B-school recycles food waste, plants solar lights



Green campus

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New XLRI's near Delhi, Mumbai

ANIMESH BISOEE

One of India's premier business schools, XLRI will soon have its campuses near Delhi and Mumbai.



XLRI director Father E. Abraham addresses students at the institute auditorium on Tuesday. (Bhola Prasad)

XLRI director Father E. Abraham said if their B-school had campuses near metro cities with proper air connectivity, it would help facilitate better placement opportunities from foreign companies. "A campus in close proximity to metro cities with good air connectivity augurs well for our institution," Abraham said on the sidelines of an event to mark the start of the new academic session on Tuesday. Currently, Jamshedpur does not have air connectivity. Commuting between Ranchi and Jamshedpur is a nightmare on the crater-riddled NH-33, which has further worsened due to the snail's pace of road widening work. Long train journeys are often the only option of outstation students. Abraham said they had acquired 60 acres at Navi Mumbai, an urban township of India's financial capital. "There was a charitable institute on the plot. But we will renovate it to make our new building. Therefore, much construction work will not be required. However, there are some issues over registry of land. We are hopeful of sorting out the issues and opening the campus by six-seven months," he added. The second one will come up at Jhajjar district of Haryana, 73km from Delhi, on 30 acres at a cost of around Rs 165.20 crore to be funded by the Haryana government. "The Haryana government gave its nod to XLRI in November 2015 to set up campus on 30 acres. Construction work will start soon after the building plans are cleared by the government," said Abraham. Earlier in the day, the B-school extended a warm welcome to its new batch of 537 students who have enrolled in its three flagship programmes — business management (183), human resource management (182) and general management (119), besides the three-year postgraduate diploma in management (39) at the Tata Auditorium. Addressing freshers, Father Abraham asked them to be ethical and responsible inside and outside the campus.

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Watch the talk

TED Talks are entertaining and educative. Prasun Choudhuri and Manasi Shah zero in on six inspiring lectures that no student should miss



Think laterally

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NEW BATCH

XLRI - Xavier School of Management recently welcomed new batch of students for the academic session of 2016. In all 537 students joined, including the three flagship programmes: Business Management (PGDM-BM: 2016-18 batch) - 183 students; HR Management (PGDM-HRM: 2016-18 batch) - 182 students; 15-months General Management Programme (PGDM-GM: 2016-17 batch) - 119 students and three-years PG Diploma in Management (PGDM-BM, Part Time: 2016-19 batch) - 39 students. The new students were welcomed at an inaugural prayer service at the campus. The ceremony was addressed by Fr E Abraham, SJ, director and Prof Pranabesh Ray, dean (academics), XLRI. Students in new batch of Fellow Programme in Management (FPM) and Executive Fellow Programme in Management (EXEC-FPM) were also welcomed.

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Go go-karting, ride ATVs & laser-tag your friends at resort on NH-33, all at prices you wouldn't mind

A world of thrills just a short drive away from city

ANTARABOSE



Youths enjoy go-karting and ride ATVs at Wave International on NH-33, 12km from Jamshedpur, last week. Telegraph picture

If you are up for adventure, head to Wave International on NH-33, 12km from Jamshedpur.

Pvt. Odyssey Wonders, an adventure tourism company started by XLRI alumnus Shudab Akhter along with his partner Jagdeep Singh Bhatia has introduced go-kart racing tracks, laser tag arenas and all terrain vehicles (ATV) at the resort on NH-33.

The facilities have come up on an area of around 100 acres. "We opened these facilities on June 19. Already, we have had 100 visitors and they are liking it because the steel city did not have such avenues until now. Go-kart racing and laser tagging are new concepts in the steel city. Sports enthusiasts can also try driving the ATVs," said Shudab Akhter, owner of Odyssey Wonders.

Go-karting is riding a small four-wheeled vehicle, while the ATVs are vehicles that handle a wide variety of terrains. An ATV trail has not been developed yet but Akhter said it would come up soon.

Laser tag is a tag game played with lasers. Infrared-sensitive targets are worn by players, four in each team, and are targeted by the players of the opponent team. The players shoot their opponents with laser lights, which when comes in contact turns the jacket white. The idea is to score

as many points as possible to win the game that continues for 15 minutes. "The go kart vehicles and ATVs are all Indian-made with Honda engines. We are working on developing an ATV trail so that visitors can experience driving them," Akhter said.

People will be given proper instructions before they go for go-karting or ride the ATVs. They will also be made to sign an indemnity bond that says if anything happens to a person while trying out adventure games, the company will neither be responsible for it nor pay any damages.

So, how much will it cost?

For laser tagging, two players will pay Rs 500 in all for 15 minutes. Go-karting and riding ATVs will set one back by Rs 300, for 10 and 15 minutes, respectively.

Those who have tried out the adventure games at Wave International are excited.

"We need such hangouts. I loved the laser tagging as it gives you a feeling of being in a war zone. It is better than paintball. You try to shoot the other team members and gain points. Great fun," said Abhay Maurya, an RJ who lives in Adityapur.

Raja Singh, director of Wave International on whose property the facilities have come up, said he was sure this would become one of the favourite hangout spots for adventure junkies on weekends.

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Have app, do good

A hero can be anyone, said Batman. Cut to India today and the same holds true for any person armed with a thinking smartphone app, says **Prasun Chaudhuri**



