



XLRI in News

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Govt plugs gap in contract work rules

EASING THE WAY

- In March, the Union labour and employment ministry issued a notification allowing fixed-term employment for workers in all industries
- Notification is, however, only applicable to industries under the Centre's ambit
- Central public sector units and private firms in civil aviation, banking and finance, telecom, insurance,

ports, dock and mines come under this category

- Centre has urged states to issue similar notifications for allowing fixed-term employment in all other sectors, including jewellery, automobiles, construction, and health care



States asked to issue own notifications allowing fixed-term employment in all private firms

SOMESH JHA
New Delhi, 16 October

The government has asked states to issue separate notifications allowing fixed-term employment in all private sector companies, seeking to plug a gap that prevented most firms from taking the benefits of one of the biggest labour law reforms in recent years.

In March, the government notified the Industrial Employment (Standing Orders) Central (Amendment) Rules, 2018, allowing industries to hire fixed-term employment workers — a form of contract system with a fixed tenure. Such workers are entitled to all statutory benefits available to a permanent worker in the same establishment.

However, industry bodies soon sought clarity from the Union labour and employment ministry on the implementation of the notification, as the central government can frame rules for industries belonging to the central sphere under the Industrial Employment (Standing Orders) Act, 1946. This includes all central public sector units and private

sector units in the civil aviation, banking and finance, telecommunications, insurance, ports, dock, and mines sectors.

So, all the private sector firms not belonging to the central sphere were left clueless about the Centre's new rules concerning contract workers, an industry association executive said, requesting anonymity. Industries such as steel, gems and jewellery, construction, and automobiles have, therefore, not benefited from the Centre's fixed-term employment notification.

"The Union labour secretary has written to the chief secretaries of all states earlier this month, urging them to issue notification allowing fixed-term employment for private sector workers in the states' sphere. The secretary said it was a positive move for both industry and workers," a source said. An industry executive said private sector firms felt a disconnect with regard to the central government's March notification as many states were unsure about the course of action — whether they were supposed to issue a separate notification or not. Turn to Page 6

Govt plugs...

"The states' sphere is much larger than the central sphere. The fixed-term employment notification issued by the Union labour ministry will be applicable to industries in the central sphere. So, every state will have to issue its own orders to implement the fixed-term employment rules," said K R Shyam Sundar, professor of human resource management at XLRI. He added that industries in Maharashtra, Tamil Nadu and Jharkhand were awaiting the state government's notification.

Another industry executive said the fear of getting into legal troubles at the time of factory inspection was one big reason why the industry was hesitant to implement the central government's order till states issued a similar notification.

In an interview in August, Prime Minister Narendra Modi had termed the introduction of fixed-term employment as a "major reform". However, all central trade unions, including the RSS-affiliated Bharatiya Mazdoor Sangh (BMS), are up in arms against the government's move. While the BMS organised protests across the country in August against fixed-term contracts, other unions have announced a two-day nationwide strike in January 2019.

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5th Verghese Kurien Memorial Oration held at XLRI



CARRYING DR. Kurien's legacy forward

The Xavier School of Management, XLRI, Jamshedpur Campus, recently organised the 5th 'Dr. Verghese Kurien Memorial Oration on Sustainable Development'. The event was organised in memory of the founder of AMUL Dr. Verghese Kurien, otherwise known as "the Milkman of India". The oration was aimed to provide a platform to learn from thought leaders, social entrepreneurs, development sector professionals and policymakers who have made a significant contribution to the idea of an empowered, prosperous and a sustainable society. This year, the oration was delivered by noted development activist and economist, Dr. Jean Dreze. The event was also graced by Fr E Abraham, SJ Director of XLRI, Dr. Ashis K. Pani, Dean (Academics), Dr. Madhukar Shukla, Chairperson, and Fr Arrupe of Center for Ecology & Sustainability, XLRI Jamshedpur. Dr. Jean spoke on the topic of "Economic Growth and Social Development".

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एक्सएलआरआई में ज्वॉय ऑफ गिविंग का शुभारंभ

जमशेदपुर | एक्सएलआरआई में मंगलवार से 10वें ज्वॉय ऑफ गिविंग वीक की शुरुआत हुई। यह अभियान आठ अक्टूबर तक चलेगा। इसके तहत आम उपयोग की चीजों को एकत्रित कर जरूरतमंदों के बीच वितरित किया जाएगा। संस्थान के सोशल इन्हींशिएटिव ग्रुप फॉर मैनेजरियल असिस्टेंस (सिग्मा) की ओर से प्रो. मधुकर शुक्ला के नेतृत्व में यह आयोजन शुरू हुआ है। इस साल का थीम डोनेट फॉर डिग्नटी रखा गया है। प्रो. शुक्ला ने कहा- इस आयोजन में दान की वस्तुओं से श्रमिकों को वित्तीय साक्षरता, अभिवृत्तित वर्ग को स्वास्थ्य जागरूकता, एनीमिया जांच, ओल्ड एज होम में एक दिन गुजारने जैसी गतिविधियां होंगी। इन वस्तुओं का लिया जा रहा दान : वस्त्र सम्मान : कपड़े, कंबल, शॉल, बेडशीट इत्यादि। अन्न दान : सूखा अनाज। डोनेट ए स्कूल किट : बच्चों की पढ़ाई में काम आने वाली पूरी किट।

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टिपिकल इंडियन डैड, डेटिंग और पॉलिटिक्स पर अपने तीखे व्यंग्य बाण के लिए जाने जाते हैं विपुल

XLRI के ऑन्सम्बल-वालहल्ला का आगाज विपुल की कॉमेडी से होगा

सिटी रिपोर्टर • जमशेदपुर

एक्सएलआरआई जमशेदपुर के सालाना कल्चरल और मैनेजमेंट फेस्ट ऑन्सम्बल-वालहल्ला-18 का आगाज 2 नवम्बर को कॉमेडी नाइट से होगा। 4 नवम्बर तक चलने वाले इस फेस्ट में देश के 30 अग्रणी प्रबंधन संस्थानों के भागी मैनेजर विरक्त करेंगे।

आयोजन समिति की अंशिका गुप्ता ने बताया कि फेस्ट का आगाज जहाँ कॉमेडी नाइट से होगा, वहीं सम्मान

बॉलीवुड नाइट से होगा। बॉलीवुड नाइट 4 नवम्बर को होगा, जिसमें देश के मशहूर सिंगर और कम्पोजर अमित त्रिवेदी अपना परफॉर्मेंस देंगे। फेस्ट के दूसरे दिन 3 नवम्बर को बैंड नाइट होगा, लेकिन अभी तक तय नहीं हो पाया है कि इस बार देश का कौन सा बैंड अपना परफॉर्मेंस देगा। कॉमेडी नाइट में देश के मशहूर स्टैंड अप कॉमेडियन विपुल गोयल अपनी कॉमेडी से भावी प्रबंधकों को गुदगुदाएंगे। विपुल गोयल अपनी वेब सीरिज ह्यूमसलेटी थोर्स के लिए दुनिया

भर में जाने जाते हैं। उनके प्रोडक्शन हाउस वायरल फीवर द्वारा बनाई गयी इस वेब सीरिज को देश में पांच करोड़ लोगों ने देखा है।

राज श्रीवास्तव को शैली को अपनाने वाले विपुल की कॉमेडी में टिपिकल इंडियन डैड, फैसलुक, सचिन तेंदुलकर, डेटिंग और पॉलिटिक्स संसंदेह विषय होते हैं। आईआईटी बॉम्बे से इलेक्ट्रिकल इंजीनियरिंग की पढ़ाई करने वाले विपुल की कॉमेडी नाइट एक्सएलआरआई के टाटा ऑडिटोरियम में होगा।



स्टैंडअप कॉमेडियन विपुल गोयल

पहली बार कल्चरल गली इवेंट

अंशिका गुप्ता ने बताया कि इस साल पहली बार कल्चरल गली नामक इवेंट को शामिल किया गया है। इसके तहत विभिन्न एनजीओ को अपना स्टॉल लगाने का मौका मिलेगा। हमारी कोशिश है कि समाज में बदलाव का कारक बन रहे इन एनजीओ की पहुंच ज्यादा से ज्यादा लोगों तक हो। इस साल इस इवेंट में लगभग 10 हजार विद्यार्थियों का जमावड़ा होगा। हमने जमशेदपुर के स्कूल-कॉलेज विद्यार्थियों को भी फ्यूचर लीडर्स प्रोग्राम (एफएलपी) के तहत आमंत्रित किया है, ताकि उनमें लीडरशिप के गुर विकसित हों।

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सामर्थ्य संस्था के दिशा सत्र में शहर के 12 स्कूल के 500 विद्यार्थियों ने लिया हिस्सा अपनी ही कमजोरियों से सीखने वाले एक्सलर्स ने बच्चों को महत्वाकांक्षा की राह तलाशने में की मदद

सिटी रिपोर्टर | जमशेदपुर

शैलेश होता ने एनआईटी त्रिची से इंजीनियरिंग की पढ़ाई की। एक मल्टीनेशनल कंपनी में दस लाख के सालाना पैकेज पर काम कर रहे थे, लेकिन एक दिन नौकरी छोड़ स्टैंड अप कॉमिडियन बनने का फैसला लिया। फैसला आसान नहीं था, लेकिन दिल की आवाज सुनी और अब एक्सएलआरआई से प्रबंधन की पढ़ाई कर रहे हैं।

एक्सएलआरआई की सामर्थ्य संस्था की ओर से रविवार को संस्थान में आयोजित दिशा नामक कैरियर सत्र में शहर के स्कूली विद्यार्थियों की महत्वाकांक्षा की राह तलाशने में मदद कर रहे शैलेश ने कहा-कई बार कैरियर के बारे में हम इस उम्र के थे, तो ऐसा मंच और बजाय दूसरे कारकों को ध्यान में

50 से ज्यादा कैरियर की मिली जानकारी



रखकर कर लेते हैं। सामर्थ्य टीम के नमन अग्रवाल और प्रज्ञा साहू ने बताया इस सत्र का मकसद शहर के स्कूली स्टूडेंट्स को कैरियर के विविध विकल्प के बारे में जानकारी देना है। बकौल नमन अग्रवाल, जब हम इस उम्र के थे, तो ऐसा मंच और कैरियर का विकल्प नहीं था। इस सत्र

में 50 से ज्यादा वैसे करिअर के बारे में जानकारी दी गई, जो इंजीनियरिंग और मेडिकल सरीखे परंपरागत करिअर से अलग है। जानकारी देने वाले स्टूडेंट्स संबंधित क्षेत्र में काम कर चुके हैं। 12 स्कूल के 500 से ज्यादा स्टूडेंट्स को विभिन्न करिअर के बारे में जानकारी दी गई।

फेल होने से कभी डरे नहीं उससे सीखें : राहुल शुक्ला

संस्थान के प्रोफेसर राहुल शुक्ला ने इस करिअर सत्र का उद्घाटन किया। उन्होंने विद्यार्थियों के क्रिटिकल थिंकिंग पर जोर दिया और कहा आपका जोर रिजल्ट की बजाय प्रोसेस (प्रक्रिया) पर होना चाहिए। शुक्ला ने कहा जिंदगी में अधिकतर फैसले हम पूर्व धारणा की वजह से लेते हैं। हम बने बनावे रास्ते पर चलने में विश्वास करते हैं, जबकि ढांचे के बाहर (आउट ऑफ बॉक्स) सोचना जरूरी है। यह तभी होगा, जब आप रुक कर, समझ कर और सोच कर फैसला लेंगे। प्रोफेसर शुक्ला ने कहा कि आपकी जिंदगी का एक लक्ष्य होना जरूरी है। फेल होने से डरे नहीं, क्योंकि इससे ज्यादा सीखा जाता है।

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एक सप्ताह चलेगा दान देने का आनंदोत्सव

जासं, जमशेदपुर : एक्सएलआरआई-जेवियर स्कूल ऑफ मैनेजमेंट की ओर से 10वें दान उत्सव (ज्वाय ऑफ गिविंग वीक) का आयोजन मंगलवार दो अक्टूबर से किया जाएगा। इसके जरिये आम उपयोग की चीजों को एकत्रित कर जरूरतमंदों के बीच वितरित किया जाएगा। संस्थान के सोशल इनिशिएटिव ग्रुप फोर मैनेजेरियल असिस्टेंट्स (सिम्मा) की ओर से प्रो. मधुकर शुक्ला के नेतृत्व में यह आयोजन किया जा रहा है। दो से आठ अक्टूबर तक चलने वाले दान उत्सव की थीम डोनेट फोर डिमिटी (सम्मान के लिए दान करें) है। इसमें समुदाय, कारपोरेट, गैर सरकारी संगठन, शैक्षिक संस्थानों के अलावा आम लोगों को जोड़ा गया है।

दान उत्सव की प्रमुख गतिविधियां

दस्त्र सम्मान : इसके तहत कपड़े, कंबल, शॉल, बेडशीट इत्यादि को दान में एकत्रित किया जाएगा।

अन्न दान : गरीबों को वितरित करने के लिए सूखा अनाज।

डोनेट ए स्कूल किट : बच्चों की पढ़ाई में काम आनेवाली पूरी किट।

खिलौना एकत्रीकरण अभियान : विभिन्न प्रकार के खिलौने और बोर्ड गेम को इकट्ठा किया जाएगा। इन्हें आंगनवाड़ी केंद्रों के बच्चों, अनाथालय व स्कूल के बच्चों को दिया जाएगा।

ग्रामीण सुविधा : ग्रामीण क्षेत्र में रहने वाले गरीब लोगों की जरूरत को सामग्री जैसे प्लास्टिक शीट, मच्छरदानी, कंघी, हेयरब्रश, नेलकटर, सिलाई किट, आवरन, मल्टी विटामिन टेबलेट इत्यादि।

दान उत्सव के बारे में जानकारी देते हुए प्रो. मधुकर शुक्ला ने बताया कि इस आयोजन में हमें विभिन्न संगठनों, स्कूल व आम लोगों का सहयोग मिल रहा है। हालांकि दान देने और एकत्रित करने के अलावा एक ऐसी चीज भी है जिसे देने की खुशी काफी बड़ी है। वह है कौशल व ज्ञान। इसे देकर खुद को सम्मानित किया जा सकता है। कम संसाधनों वाले शिक्षण संस्थानों में कैरियर गाइडेंस दिया जा सकता है। इसके अलावा श्रमिकों को वित्तीय साक्षरता, अभिवृत्त वर्ग को स्वास्थ्य जागरूकता, एनएमिया जांच, ओल्ड एज होम में एक दिन गुजारे जैसी गतिविधियों का आयोजन भी किया जाएगा। इसके अलावा एक्सएलआरआई के विद्यार्थी शहर के विभिन्न स्थानों पर नुककड़ नाटकों के जरिए जागरूक करेंगे।

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एक्सएलआरआई में ज्वॉय ऑफ गिविंग वीक शुरू

जासं, जमशेदपुर : एक्सएलआरआई में मंगलवार से दसवां दान उत्सव (ज्वॉय ऑफ गिविंग वीक) की शुरूआत हुई। इसके जरिए आठ अक्टूबर तक आम उपयोग की चीजों को एकत्रित कर जरूरतमंदों के बीच वितरित किया जाएगा। संस्थान के सोशल इनिशिएटिव ग्रुप फोर मैनेजेरियल असिस्टेंस (सिग्मा) की ओर से प्रो. मधुकर शुक्ला के नेतृत्व में यह आयोजन शुरू हुआ है। दान उत्सव का थीम डोनेट फोर डिग्नटी रखा गया है। इसमें समुदाय, कारपोरेट, गैर सरकारी संगठन, शैक्षिक संस्थानों के अलावा आम

लोगों को जोड़ गया है। दान उत्सव की शुरूआत करते हुए प्रो. मधुकर शुक्ला ने कहा कि इस आयोजन में हमें विभिन्न संगठनों, स्कूल व आम लोगों का सहयोग मिलता है। दान की वस्तुओं से श्रमिकों को वित्तीय साक्षरता, अभिवृद्धि वर्ग को स्वास्थ्य जागरूकता, एनमिया जांच, ओल्ड एज होम में एक दिन गुजारने जैसी गतिविधियों आयोजित होंगी। इसके अलावा एक्सएलआरआई के विद्यार्थी शहर के विभिन्न स्थानों पर नुकड़ नाटकों के जरिए जागरूक करेंगे।

PUBLICATION: Dainik Jagran, City
DATE: 29 October 2018
EDITION: Jamshedpur
PAGE: 2

कॅरियर के लिए किया जागरूक

जासं, जमशेदपुर : एक्सएलआरआई में रविवार को कॅरियर काउंसलिंग पर 'दिशा-2018' नामक कार्यशाला हुई। इसका उद्घाटन एक्सएलआरआई के प्रोफेसर राहुल शुक्ला ने किया। इसमें मोटिवेटर के तौर पर राहुल शुक्ला ने अभिभावकों को टिप्स दिए।

PUBLICATION: Dainik Jagran
DATE: 3 October, 2018
EDITION: Kolkata
PAGE: 3

एक्सएलआरआई जमशेदपुर टीम विजयी

जागरण संवाददाता, कोलकाता : एक्सएलआरआई जमशेदपुर ने स्वीडन-भारत नोबेल मेमोरियल क्विज, 2018 का कोलकाता क्वालिफाइंग दौर जीता। इस क्विज का आयोजन कोलकाता मेडिकल कॉलेज परिसर में किया गया था। सोमवार को हुए इस क्विज में तीन सदस्यीय टीम में कुल 145 अंक हासिल किए। वहीं आइआईटी खड़गपुर को दूसरा स्थान प्राप्त हुआ। इस क्विज के कोलकाता क्वालिफाइंग दौर में कुल 74 टीमों ने हिस्सा लिया था। मिशन के उप प्रमुख व स्वीडन के राजदूत गौतम भट्टाचार्य ने क्विज प्रतियोगिता के हिस्सा लेने वाले विभिन्न शहरों के प्रतिष्ठित तकनीकी संस्थानों व कालेजों के विजेताओं को बधाई दी। उन्होंने एक बयान में कहा कि इस क्विज के क्वालीफाइंग दौर में जीतने जीतने वाली टीम अब एक नवंबर को दिल्ली में आयोजित फाइनल में हिस्सा लेंगी। क्विज का अगला क्वालिफाइंग दौर बेंगलुरु, चेन्नई और हैदराबाद में होगा। फाइनल में जिस शहर की टीम विजेता बनेगी वह देश का प्रतिनिधित्व करेगी।

PUBLICATION: The Economic Times

DATE: 22 October 2018

EDITION: Mumbai

PAGE: 7

More summer stipend for B-school students

Stipends of over ₹1 lakh are being offered to interns.

Recruiters are paying more than ever before to get interns from leading business schools on board, resulting in stipends shooting up at campuses such as MDI Gurgaon, **XLRI**, IIM Kozhikode and TISS Mumbai that have completed summer placements for the 2018-20 batch.

This is because companies are increasingly using summer internships to assess candidates for eventual recruitment, said HR executives and placement officials. Monthly stipends of more than ₹1 lakh are becoming increasingly common at premier B-schools, according to placement sources, with several recruiters nearly doubling internship amounts from just two years ago. Data from institute placement cells reflect this jump.

Over the past two years, stipends at Axis Bank have risen to ₹1.1 lakh from ₹60,000 per month; to ₹1 lakh from ₹30,000 at Becton Dickinson; to ₹1.25 lakh from ₹85,000 at



PHOTOS: GETTY IMAGES

Pidilite; to ₹1.5 lakh from ₹90,000 at Godrej, and to ₹1.6 lakh from ₹85,000 at L'Oréal, said Gurgaon's Management Development Institute (MDI). The war for talent is what is driving this trend, said placement cells. An increasing number of companies now prefer to hire tried-and-tested talent through the pre-placement offer (PPO) route, based on summer internship performance, rather than rely on a 15-30 minute interviews during final placements.

—Sreeradha Basu

PUBLICATION: Dainik Jagran
DATE: 28 October, 2018
EDITION: Jamshedpur
PAGE: 2

स्कूली बच्चों को दिशा देगा एक्सएलआरआई का सामर्थ्य

जासं, जमशेदपुर : आज के प्रतियोगी माहौल में खुद को साबित करने में सबसे बड़ी बाधा ज्ञान और जागरूकता की कमी है। वहीं अपडेट सूचनाओं की अनभिज्ञता भी एक बड़ी वजह है। इस बात को बखूबी समझते हैं जेवियर स्कूल ऑफ मैनेजमेंट-एक्सएलआरआई की संस्था सामर्थ्य के छात्र। सामर्थ्य संस्था की ओर से रविवार को स्कूली बच्चों के लिए कैरियर काउंसелиंग कार्यशाला का आयोजन किया जाएगा। इस कार्यशाला का नाम दिशा रखा गया है।

PUBLICATION: The Economic Times
DATE: 18 October, 2018
EDITION: Kolkata
PAGE: 1

It's a Summer of Contentment at B-Schools

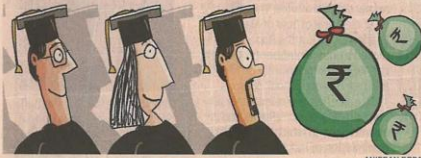
Stipends of over ₹1 lakh on the rise as summer internships become recruitment avenue

Sreeradha.Basu@timesgroup.com

Kolkata: Recruiters are paying more than ever before to get interns from leading business schools on board, resulting in stipends shooting up at campuses such as MDI Gurgaon, XLRI, IIM Kozhikode and TISS Mumbai that have completed summer placements for

the 2018-20 batch. That's because companies are increasingly using summer internships to assess candidates for eventual recruitment, said HR executives and placement officials. Monthly stipends of more than ₹1 lakh are becoming increasingly common at premier B-schools, according to placement sources, with several recruiters nearly doubling internship amounts

from just two years ago. Data from institute placement cells reflect this jump. Over the past two years, Axis Bank stipends have risen to ₹1.1 lakh from ₹90,000 per month; to ₹1 lakh from ₹30,000 at Becton Dickinson; to ₹1.25 lakh from ₹85,000 at Pidilite; to ₹1.5 lakh from ₹90,000 at Godrej, and to ₹1.6 lakh from ₹85,000 at L'Oréal, said Gurgaon's Management Development Institute (MDI). "The focus has shifted — companies are becoming more aggressive on summer interns hiring than finals, demanding good slots and paying higher stipends," said Kanwal Kapil, dean of placements, MDI Gurgaon. The institute saw 55% of its 359-strong 2018-20 batch get monthly stipends of ₹1 lakh or above in just concluded summer placements. Two years ago, just about 15% of the batch had managed as much.



ANURBAN BOHA

War for Talent >> 3

War for Talent Intensifies

>> From Page 1

The war for talent is what is driving this trend, said placement cells. An increasing number of companies now prefer to hire tried-and-tested talent through the pre-placement offer (PPO) route, based on summer internship performance, rather than rely on a 15-30 min interview during final placements. As companies get more serious about summer internships being part of their core hiring process, stipends are set to rise as more recruiters play catch up. The idea is to get a good pool of applicants at the internship stage itself.

At Mumbai's Tata Institute of Social Sciences (TISS), average stipends during summer placements crossed the ₹1 lakh mark for the first time to ₹1.02 lakh per month from ₹80,000 for last year's batch. TTC, Hindustan Unilever and Reckitt Benckiser offered the highest monthly stipends of ₹1.5 lakh each. At MDI

Gurgaon, the highest stipend, from L'Oréal, was ₹1.6 lakh a month; at XLRI, it was ₹1.65 lakh monthly. At IIM Kozhikode, summer placements saw a 43% increase in the median stipend to ₹1 lakh a month. As many as 27 students got the highest monthly stipend of ₹1.5 lakh, three times the figure last year. The top 100 students got an average stipend of ₹1.28 lakh, a 14% increase over last year.

"A decade back, internships were seen as a favour done by companies to B-schools. Now, as more recruiters prefer to hire through the internship route, stakes are getting higher," said Uday Damodaran, chairperson of placements for the two-year post graduate diploma in management (PGDM) programme at XLRI. Companies are paying more because they are much more serious than before, he said. Some even provide accommodation

in addition to the stipend, or even transport costs.

Damodaran estimated that well over half the batch at XLRI got monthly stipends of ₹1 lakh-plus. A few years ago, this would have been around 20% of the batch, he said. "What companies are doing now is assessing students for employment during their internships."

That's why interns get to work on important projects, engaging closely with, or even being mentored by top management according to placement cells. This shows how seriously companies are taking the whole summer internship exercise.

"Over the last few years, we have made considerable progress towards our aim of recruiting majority of our Gallop Management Trainee batch through our Gurukul internship programme," said Sumit Mitra, head group HR and corporate services, Godrej Industries Ltd and associate companies.

PUBLICATION: The Economic Times
DATE: 23 October 2018
EDITION: Mumbai
PAGE: 8

UK-Based App Co Yoti Steps Up India Focus



KOLKATA UK-based digital identity app Yoti, which entered India in February, has appointed tech veteran Shantaram Jonnalagadda as its country head and is looking to hire over 100 people in the next few months across its technology and identity verification verticals. The hiring will be for product development and identity verification teams in India. Some of the senior profiles that the company is looking to hire in India are engineering head, project lead, product lead, developers (frontend, backend, iOS and android) and QA managers. "While most of our people are UK-based, India is the next centre of focus," said Jonnalagadda, an alumnus of Kellogg School of Management, Northwestern University and XLRI, Jamshedpur.

PUBLICATION: Hindustan Times
DATE: 24 October 2018
EDITION: Jamshedpur
PAGE: 11

Top B-schools see up to 15% rise in salaries from last year

Prashant K. Nanda
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Companies are offering 10-15% more salaries than the previous year as the summer placement season in business schools began on a positive note with some of the top schools completing the process in less than four days.

B-schools said more companies are showing interest in campus hiring, with consulting, sales and marketing, consumer durables, and financial firms leading the pack.

Schools like Indian Institutes of Management (IIMs) at Lucknow, Kozhikode, XLRI Jamshedpur, Indian Institute of Foreign Trade (IIFT), Birla Institute of Management Technology (BIMTECH) in Greater Noida and Fore School of Management at New Delhi said they witnessed strong demand for their students.

"This has been a good year for summer," said Uday Damodaran, a professor and chairperson of placement at XLRI. He said consulting firms are a key driver of XLRI's campus placement with some hiring more than 10 students. Boston Consulting Group was the top recruiter with 13 offers.

Harkirat Singh, a professor in charge of placement at IIIT in New Delhi, concurred. "The placement season shows a lot of promise."

Despite our batch size growing by 15%, we saw good response from top recruiters and it is a good sign before the final placement begins in a couple of months."

IIM Lucknow, which placed 445 students in 140 companies as part of its summer placement, said it is becoming a destination for hiring talent for consulting, marketing and financial roles.

Sales and consulting alone comprise half of total offers made at the business school.

Though summer placement at the B-schools does not reflect the overall jobs scenario in India, it is indicative of the hiring sentiment among recruiters.

To be sure, a bigger picture about campus hiring will emerge by the end of October when most of the top schools end their summers.

Mint reported on 12 September that India's top five software services companies including Tata Consultancy Services Ltd and Infosys Ltd added 24,947 people in the June quarter, compared with the 13,772 net additions in the same period last financial year.

At IIM Lucknow, some of the top recruiters include Accenture Management Consulting, McKinsey & Co., Aditya Birla Group, Amazon, Hindustan Uni-

lever Ltd and ITC Ltd.

At IIIT IMK said other than consulting and e-commerce giants, financials like Citl, Goldman Sachs, JP Morgan, and Axis Bank were the top recruiters.

Rajneesh Chaudhan, head of placement at Fore School of Management, Delhi, said while 20 companies have already visited his school for summer placements, 50 more are scheduled to arrive over the next few days. He said a robust summer placement indicates better final placement season.

Harivansh Chaturvedi, director at BIMTECH said both companies and B-Schools are taking summer placement seriously as it gives companies time to evaluate candidates to hire them permanently.

"Instead of coming for interviews again and again- it works as a spring board for assessing capability of a candidate for jobs on offer."

PUBLICATION: Hindustan
DATE: 2 October, 2018
EDITION: Kolkata
PAGE: 2

एक्सएलआरआई में 2-8 तक चलेगा दानोत्सव

जमशेदपुर (सं.)। एक्सएलआरआई में 2 से 8 अक्टूबर तक दसवां

दानोत्सव मनाया जाएगा। इस दौरान

एक्सएलआरआई की सिग्मा कमेटी के

नेतृत्व में जरूरतमंदों के लिए अन्न,

कपड़े, खिलौने, शैक्षणिक सामान और

जरूरत की वस्तुएं दान जमा करने का

अभियान चलाया जाएगा। कमेटी के

सदस्यों ने आम लोगों को भाग लेने का

आह्वान किया है।

PUBLICATION:Mail Today
DATE: 2 October 2018
EDITION: New Delhi
PAGE: 23

■ XLRI ORGANISES EVENT ON SUSTAINABLE DEVELOPMENT

XLRI-XAVIER School of Management recently organised the 5th Dr Verghese Kurien Memorial Oration on Sustainable Development. Dr Jean Dreze, eminent development activist and economist, delivered the oration on the topic "Economic Growth and Social Development" on September 22 at the XLRI campus in Jamshedpur. The event was also attended by Fr E Abraham, SJ, director of XLRI, Dr Ashis K Pani, dean (academics), XLRI and Dr Madhukar Shukla, chairperson, Fr Arrupe Center for Ecology & Sustainability, XLRI.



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DATE: 31 October, 2018
EDITION: Kolkata
PAGE: 21

Why does govt peddle statistics not reflective of jobs growth?

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The recent payroll report mentions that there were 11.56 million "new" Employees' Provident Fund (EPF) subscribers during September 2017-August 2018, while 9.1 million members "ceased" their subscriptions and of the later 1.86 million subscribers "rejoined" the scheme.

What could have accounted for the rise in the EPF database? The government views that new net subscribers show jobs created but this does not inspire confidence for two primary reasons.

One, the administrative measures to promote case of doing business, such as the Unified Shram Suvidha measure, the Universal Account Number (UAN) linking and the 2017 Amnesty Schemes which could have led to more "formalization" rather than actual jobs being created.

This is because of the fantastic figures that Employees' Provident Fund Organisation throws at the public and the high incidence of fraud on the part of small firms and contractors and the latter account for more than one-third of the formal factory sector employment. The EPFO website boasts that 171.4 million accounts (both operative and non-operative, one would assume) are being maintained by it, according to the annual report for 2015-16.

This is understandably a very tall claim as it accounts for more than one-third of the total workforce of 474.1 million in 2011-12 and the share could decline with updates of workforce for 2015-16. Still, this is a fantastic figure.

A report by Prof Radhicka Kapoor of the Indian Council for Research on International Economic Relations cites government submission to Lok Sabha to show that of the claimed 171.4 million accounts, only 22% received contributions during 2015-16.

Two, there could be "threshold crossing" effects of firms that could overstate the numbers. Even if 123,000 firms that have been counted by the Economic Census 2013 employing 15-19 workers (which need not be a correct estimate) cross the threshold of 20, some amount of formalization can exist.

On the other hand, the EPF subsidization schemes (the government will pay EPF contribution in the case of new employees) could have generated some jobs.

What is puzzling is that accessions (new subscribers) have shown higher but generally constant trend while subscribers could exit and rejoin accounts (both operative and non-operative, one would assume) are being maintained by it, according to the annual report for 2015-16.

because of Aadhaar coding. But calculations of proportion of exited subscribers rejoining and resubscribing has shown a steep rise over September 2017-August 2018 period. At the same time, given that EPF payments have been made online, these discrepancies do not make sense. Then, there is something wrong in the administrative system as without UAN number, accessions cannot take place in a machine-driven system and the report says rejoining members are based on UAN and Aadhaar number. Then, is it reflecting formalization of records? The statistics beg a lot of questions.

Why does the government keep peddling these statistics though they are not even marginally reflective of jobs growth? Given the vast ambiguity that surrounds this data base, this is a desperate attempt by the government in these electorally hot times to impose on the middle classes and possibly others a kind "corrective political discourse" to those flagged by opposition parties. What could pass as byproducts of administrative churning by social security agencies cannot be flagged as growth in jobs.

What could pass as byproducts of administrative churning by social security agencies cannot be flagged as growth in jobs.

K.R. Shyam Sundar is a labour economist and professor at XLRI, Jamshedpur.

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EDITION: Mumbai
PAGE: 16

Top B-schools see up to 15% rise in salaries from last year

Prashant K. Nanda
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NEW DELHI

Companies are offering 10-15% more salaries than the previous year as the summer placement season in business schools began on a positive note with some of the top schools completing the process in less than four days.

B-schools said more companies are showing interest in campus hiring, with consulting, sales and marketing, consumer durables, and financial firms leading the pack. Schools like Indian Institutes of Management (IIMs) at Lucknow, Kozhikode, XLRI Jamshedpur, Indian Institute of Foreign Trade (IIFT), Birla Institute of Management Technology (BIMTECH) in Greater Noida and Fore School of Management at New Delhi said they witnessed strong demand for their students.



Summer placements began on a positive note. HT

"This has been a good year for summer," said Uday Damodaran, a professor and chairperson of placement at XLRI. He said consulting firms are a key driver of XLRI's campus placement with some hiring more than 10 students. Boston Consulting Group was the top recruiter with 13 offers.

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Though summer placement at the B-schools does not reflect the overall jobs scenario in India, it is indicative of the hiring sentiment among recruiters. To be sure, a bigger picture about campus hiring will emerge by the end of October when most of the

top schools end their summers. Mint reported on 12 September that India's top five software services companies including Tata Consultancy Services Ltd and Infosys Ltd added 24,047 people in the June quarter, compared with the 13,772 net additions in the

same period last financial year.

At IIM-Lucknow, some of the top recruiters include Accenture Management Consulting, McKinsey & Co., Aditya Birla Group, Amazon, Hindustan Unilever Ltd and ITC Ltd.

At IIFT, IIM K said other than consulting and e-commerce giants, financials like Citi, Goldman Sachs, JP Morgan, and Axis Bank were the top recruiters.

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Consulting, sales and marketing, consumer durables and financial firms are lead recruiters this year

PUBLICATION: Morning India
DATE: 30 October, 2018
EDITION: Kolkata
PAGE: 9

XAT 2019 exam analysis

XAT Exam Analysis 2019 - XIRI on behalf of XAMI will conduct the national level exam on January 6, 2019. The Xavier Aptitude Test is conducted for admission to XIRI and other B-schools accepting XAT 2019 scores. The entrance exam is scheduled to be held in online mode in as many as 46 test cities across India. Over the years, XAT has undergone several changes either in terms of exam pattern, its duration or registration process among others. From 2019, onwards, the conducting body has decided to exclude Essay Writing Test from the XAT 2019 exam, meaning the essay writing test is no longer a part of the XAT exam. Currently, the registrations for the exam is open, interested candidates may apply until November 30, 2018.

After XAT 2019 is conducted on its scheduled date, we will conduct an analysis of the XAT exam. The main objective behind XAT 2019 exam analysis is to make future XAT aspirants familiar with the exam pattern and the difficulty level of the exam. The XAT 2019 exam analysis will give aspirants a reality check of their preparation strategy that they must acquire to maximise their overall scores.

For now let us take a look at previous years XAT exam analysis, since the XAT 2019 exam is yet to be conducted, so you can prepare accordingly.

XAT 2018 Exam Analysis
XAT 2018 was conducted on January 7, 2018 for admission to Business Management and Human Resource Management at XIRI and other participating institutes. In 2018, for the first time ever the entrance test was conducted in online

mode. Apart from this, it was mandatory for candidates to submit the essay writing question in online mode only. Since this was the first time XAT was conducted in online mode, therefore many test takers reported of severe technical glitches where some could not operate their computer system while some reported their system shut down during the essay writing test that caused them to write their answers again. There were also cases where a few test centres cancelled the exam.

XAT 2018 exam was divided into two parts. The first part comprised of Decision Making, Verbal and Logical Ability and Quantitative Aptitude & Data Interpretation. Whereas, the second part comprised General Knowledge and Essay Writing Test. The overall difficulty level of the XAT 2018 exam was higher than previous year.

XAT 2017 Exam Analysis
The XAT 2017 exam was conducted on January 7, 2017 from 10 am to 1:30 pm. Compared to last year, this year XAT exam could be termed as moderate to easy. The entrance exam as divided into three sections: Verbal and Logical Ability with 24 questions, Quant & DI with 27 questions and Decision Making with 21 questions. The Verbal and Logical ability section witnessed high difficulty level whereas Quant and Decision Making sections were on the easier side. According to the expert analysis of XAT exam, the overall exam difficulty level was moderate to difficult and those who managed to attempt the test with precise time management could expect to score a high percentile.

PUBLICATION: Pioneer
DATE: 3 October 2018
EDITION: Jamshedpur
PAGE: 14



In order to ace the changed format of XAT exam scheduled for January 2019, one needs to keep a few pointers in mind, says GAUTAM BAWA

The XIRI conducts the XAT exam for admission into Xavier Association of Management Institutes (XAMIs). For this academic session XAT will be conducted on January 6, 2019 in an online mode like last year. The only change that the exam undergoes this year is the exclusion of essay writing. But, before we delve into the exam-taking strategy, let us look at a few pointers that one needs to keep in mind.

■ There won't be two papers spanning five sections. There will be just one paper comprising four sections. The four sections are Verbal Ability (VA) and Logical Ability (LA), Decision Making (DM), Quantitative Ability (QA) and Data Interpretation (DI) and General Knowledge (GK).

■ The duration for the exam is 180 minutes.

■ There is no sectional time limit but there are sectional cutoffs.

■ It is unclear at this point at which stage of admission, the first shortlisting stage or during final admissions, the marks scored in the GK section will be considered.

■ The DM section of XAT is one of a kind. There will be a mix of behavioural, managerial and mathematical questions. These questions require meticulous analysis.

These questions mostly pose ethical, management or IIR related dilemmas.

■ The scoring pattern can be a little perplexing. Each question carries 1 mark, for every wrong answer, 0.25 marks are deducted. Also, 0.25 marks are deducted for every un-attempted question, beyond 8 questions.

■ The XAT offers 5 options for each objective question.

The best way to tackle the differences is to take notes and solve previous year papers in the online format. This will help the students get better acquainted with the format of the paper.

ONCE ALL THE SECTIONS HAVE BEEN ATTEMPTED, TIME SHOULD BE SPENT ON THE SECTION WHICH HELPS IN MAXIMISING OVERALL SCORE. IT IS BETTER TO LEAVE A QUESTION UNANSWERED, IF YOU ARE NOT SURE ABOUT IT, THAN FETCHING NEGATIVE MARKING

these topics.

The XAT is known to throw in a surprise by setting a comprehension type question on a poem. Try to focus on the inference here since questions wouldn't generally be factual here. This section comprises 24-26 questions. An attempt of 18-20 with 80% accuracy, in 40 minutes, would be close to a 90% plus. The cutoff would be around 11-12 or more.

DM & AR

This section tests the student's ethical bend and contrary to perception and is the easiest section to score in. The best practice for this section is from the previous year XAT question papers, and the trick is to get into the mindset of the paper setter and analyse the logic behind the mentioned scenarios. Each DM case carries an objective that needs to be fulfilled. While attempting the question, you must look for an option that fulfils this objective and not the option that sounds best.

It is ideal to spend around 40 minutes on this section. This would span about 7 situational cases and one of them would be mathematical in nature while the others would be situational. Aim to attempt 18-20 questions with 80% accuracy. A score of 11-plus would ensure that the cutoff is cleared.

QA & DI

The final section in this saga is QA and DI. The best way to attempt this section is to tell yourself that you have 65 minutes to answer 15 of the 26-28 questions in this section. Yes, an attempt of 15 with 80% accuracy will help you scale 40 cutoffs with ease.

Start by first solving questions from your area of strength. Solve questions from Arithmetic and Algebra and then move to Numbers. In DI there may appear some unseen graphs and pictorial depictions, but they may not be as complex. Attempt the DI caseload and see if you can solve it without taking an excess amount of time. I would recommend spending around 6-8 minutes per section and aim to solve a couple of questions from each.

The last section that is GK, the aim should be to score more than 5 marks. The way to prepare for this section is to be thorough with the current affairs of at least the last 6 months. The time one should spend on this section is 10 minutes.

The time remaining should be spent on the section which helps in maximising your overall score. It is better to leave a question unanswered, if you are not sure about it, than fetch a negative marking.

The writer is Group 'Pilot' Head, Career Launcher

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PAGE: 3

A yummy spread of Steel City heritage

BRUBECK BAKERY GIVES
A PEEP INTO THE
GLORIOUS PAST OF CITY

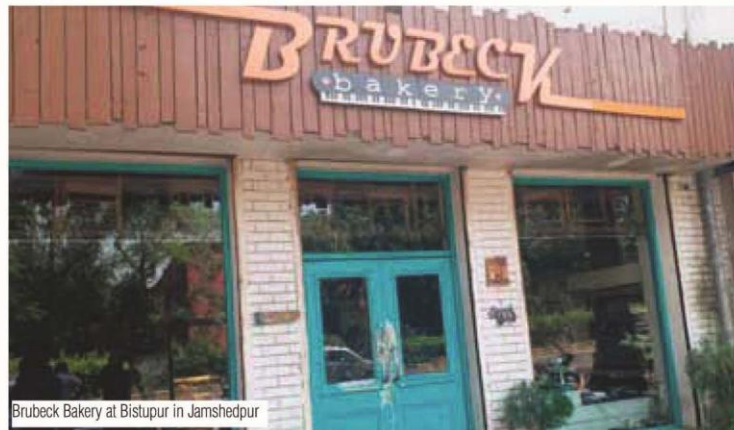
PARVINDER BHATIA ■
JAMSHEDPUR

Did you know which café in Jamshedpur has furniture that survived drunken brawls between American and British troops during World War II or which café is named after renowned jazz artist, Dave Brubeck? It is none other than Brubeck Bakery.

Brubeck Bakery at Main Road, Bistupur not only specialises in a variety of cakes, breads, Pizzas, coffee but also gives a peep into the glorious past of the city.

During World War II, there were regular drunken brawls between American and British troops. The chairs and tables that survived the fights have been used in Brubeck Bakery. Named after renowned jazz artist, Dave Brubeck, the place is an ideal hangout for the Gen X.

Ronald D'Costa, the brain behind the cafe recalls, "There were regular drunken brawls between American and British troops. The chairs and tables



that survived the fights have been used in the Boulevard hotel and the attached Brubeck Bakery." Even today, the exposed bricks bear the family's initials—DC.

Brubeck Bakery the very name invokes a sense of Gen Next, fun and frolic! A premium bakery and cake shop, it is a must visit place for all. Situated in the heart of the city at Bistupur, it is a most happening hangout for the youth. Amid the hustle and bustle Brubeck is a place of comfort and solace.

"The ambience is warm and friendly and the service is at its best. The best part of it is that it is centrally located and we can easily drop in to spend some quality time with our friends," said Nikhita Jaiswal, a student of Sacred Heart Convent School.

"You start your day with a cuppa and the endless brimming sips keep you clicking all day long. There are different varieties of pastries you don't have to settle for just one." Ankit Jain, a student of XLRI, who frequents with his friends.

Not only this amidst the gently lit surroundings, the bakery provides an idyllic setting to escape the hubbub of urban living. The hot cuppa helps visitors to forget their troubles.

D'Costa, proprietor of the outlet says, "We wanted a different name and image for this bakery. Being diehard fans of jazz music, we decided to name it after the legendary singer". He added that the response to the outlet has been overwhelming and youths from every corner of the city love to meet here.

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PAGE: 2

Amit Trivedi to perform live at XLRI's Ensemble

PNS ■ JAMSHEDPUR

As the preparations for Ensemble-Valhalla, the flagship annual festival at XLRI Jamshedpur, enters the final phase, the curtains on a number of much-anticipated events have been lifted and are adding to the growing fervor. The fest will be held from November 2 to 4. The oldest B-school of the country is happy to announce that it would be holding Amit Trivedi for its final professional show night on November 4.

Known for his distinct compositions & his series of hit Bollywood Songs, Amit Trivedi has composed music for the movies such as Dev D, English Vinglish, Queen, Shaandar, Bombay Velvet, Udta Punjab, Dear Zindagi, Secret Superstar, Manmarziyaan and Andhadhun. He has a number of accolades to his name, including National Award, Filmfare and GIMA among others. The hit music composer has also left audiences in awe all across the country with his live performances, #ItsAmitTrivediLive.

The event which promises to be bigger than ever before is already witnessing an overwhelming involvement, with the highest ever participant turn out for its pre-event competitions and the flagship event's prize money set to as high as Rs 1.2 lakhs. The fest's theme promises to be an extravagant stroll down the memory lane, encompassing all the spheres that fest stands for — management, culture and sports.

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PAGE: 2

XLRI provides 'Disha' to school students

PNS ■ JAMSHEDPUR

The student-run body of XLRI, Samarthya organised career guidance programme Disha 2018 on Sunday. The chief guests of the event were Rahul K. Shukla, General Management Area (Instructor-Communications) and Ronald D'Costa, a founding member of Samarthya. Disha saw the participation of 10 schools and over 300 participants including students, their parents, and teachers.

Disha was initiated with the intention to spread awareness about different careers available, among students and their parents considering their interests.

The event aims at bridging the gap that a lack of information has created and helped students in taking a wise decision and making an informed choice related to their career.

Rahul Shukla initiated his presentation with the question, "What is critical thinking?" He went on to emphasize the importance of critical thinking for career needs. "Our focus should be on the process and not the outcome."

He addressed the parents explaining that we don't accept



failures and look down upon them. He further said that it is the parents' responsibility to motivate their children and lay importance to the process rather than the final result. Professor Shukla said that our goals should also contribute to society and have a 'greater' purpose.

Shukla then went on to explain how to develop critical thinking. With a few practical engaging activities, he depicted how we develop a bias based on the information that we already know. It is important to 'empty the bucket' while learning new things and look

at things from a new perspective. It is also imperative to ask 'why'. When we have an experience, we just interpret what it means. Here it is essential to analyze, break down the experiences into pieces and think critically about it. He ended the speech with the importance of failures and how sometimes failures can teach us more than success.

Ronald D'Costa, through his life story, motivated the students to listen to their hearts and follow their dreams. He further emphasized the importance of giving back to society. The event included a psy-

chometric test which helped students understand their personality better. It also offered a wide gamut of career counselors that were 62 in total. These were handled by XLRI students who shared their experience to help the students.

The students and their parents were satisfied with Disha and were extremely thankful. A parent even asked Samarthya to conduct more sessions throughout the year. Some even wondered what their lives would have looked like had they experienced such a session in their youth.

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एक्सएलआरआई

दान उत्सव आज से

जमशेदपुर. एक्सएलआरआई में गांधी जयंती से आठ अक्टूबर तक दसवां दान उत्सव मनाया जायेगा. इस दौरान एक्सएलआरआई की सिग्मा कमेटी के नेतृत्व में जरूरतमंदों के लिए अन्न, कपड़े, खिलौने, शैक्षणिक सामान और जरूरत की वस्तुएं दान जमा करने का अभियान चलाया जायेगा. कमेटी के सदस्यों ने आम लोगों से इस अभियान में दानकर भाग लेने का आह्वान किया है.

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PAGE: 18

एक्सएलआरआई में ज्वाय ऑफ गीविंग सप्ताह शुरू



जमशेदपुर. एक्सएलआरआई में मंगलवार से दसवां दान उत्सव (ज्वाय ऑफ गीविंग वीक) की शुरुआत हुई. इसके जरिए आठ अक्तूबर तक आम उपयोग की चीजों को एकत्रित कर जरूरतमंदों के बीच वितरित किया जाएगा. संस्थान के सोशल इनिशिएटिव ग्रुप फोर मैनेजेरियल असिस्टेंस (सिम्मा) की ओर से प्रो मधुकर शुक्ला के नेतृत्व में यह आयोजन शुरू हुआ है. दान उत्सव का थीम डोनेट फोर डिग्निटी रखा गया है. इसमें समुदाय, कारपोरेट, गैर सरकारी संगठन, शैक्षिक संस्थानों के अलावा आम लोगों को जोड़ा गया है. दान उत्सव की शुरुआत करते हुए प्रो मधुकर शुक्ला ने कहा कि इस आयोजन में हमें विभिन्न संगठनों, स्कूल व आम लोगों का सहयोग मिलता है. दान की वस्तुओं से श्रमिकों को वित्तीय साक्षरता, अभिवृत्त वर्ग को स्वास्थ्य जागरूकता, एनिमिया जांच, ओल्ड एज होम में एक दिन गुजारने जैसी गतिविधियाँ आयोजित होंगी. इसके अलावा एक्सएलआरआई के

विद्यार्थी शहर के विभिन्न स्थानों पर नुक्कड़ नाटकों के जरिए जागरूक करेंगे.

इन वस्तुओं का लिया जा रहा दान

- वस्त्र सम्मान : इसके तहत कपड़े, कंबल, शॉल, बेडशीट इत्यादि को दान में एकत्रित किया जाएगा.
- अन्न दान : गरीबों को वितरित करने के लिए सूखा अनाज.
- डोनेट ए स्कूल किट : बच्चों की पढ़ाई में काम आनेवाली पूरी किट.
- खिलौना एकत्रीकरण अभियान : विभिन्न प्रकार के खिलौने और बोर्ड गेम को किया जाएगा. इन्हें आंगनवाड़ी केंद्रों के बच्चों, अनाथालय व स्कूल के गरीब बच्चों को दिया जाएगा.
- ग्रामीण सुविधा : ग्रामीण क्षेत्र में रहनेवाले गरीब लोगों की जरूरत की सामग्री जैसे प्लास्टिक शीट, मच्छरदानी, कंघी, हेयरब्रश, नेलकटर, सिलाई किट, आयसन, मल्टी विटामिन टैबलेट इत्यादि.

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ज्वाय फेस्ट में एमएनपीएस दी सामग्री

जमशेदपुर. एक्सएलआरआई द्वारा चलाये जा रहे अभियान ज्वाय फेस्ट के तहत शहर के लोगों से गरीब व जरूरतमंदों की मदद के लिए अन्न, वस्त्र समेत कई अन्य चीजें इकट्ठी की जा रही है. इसी कड़ी में मोतीलाल नेहरू पब्लिक स्कूल की ओर से भी मदद की गयी. स्कूल प्रबंधन द्वारा कुल 41 कंबल और 150 साड़ियां दान स्वरूप दी गयी. प्रिंसिपल आशु तिवारी ने उक्त सामग्री को एक्सएलआरआई के प्रोफेसर मधुकर शुक्ला को सौंपा. एक्सएलआरआई की ओर से कई अन्य संस्थानों से मदद ली जा रही है.

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एक्सएलआरआई. एकलव्य स्कूलों की टीम के बीच संगीत प्रतियोगिता

आगे बढ़ने को आत्मविश्वास की जरूरत

लाइफ रिपोर्टर जमशेदपुर

भारत सरकार के जनजाति कर्ता मंत्रालय के निदेशानुसार एकलव्य मॉडल आवासीय विद्यालय क्षेत्रीय स्तरीय संगीत प्रतियोगिता का आयोजन कुंजवर की एकलव्य आरआई ऑडिटोरियम जमशेदपुर में संपन्न हुआ। कार्यक्रम में राज्य के विभिन्न विभागों के एकलव्य मॉडल आवासीय विद्यालयों की सहा टीमें ने भाग लिया। कार्यक्रम उद्घाटन पूर्ण मिहिरा के उपस्थित अमित कुमार ने किया। उपस्थित ने छात्र-छात्राओं को संबोधित करते हुए कहा कि आपको अपने अंदर आत्मविश्वास को जगाने की जरूरत है। आपको अद्वितीय प्रतिभा और आत्मविश्वास से वाय संचय छोड़ा प्रोत्साहित करने में आपकी मदद में आगे बढ़ेंगे। आपकी उपस्थिति प्रदान करेंगे। उपस्थित ने कहा कि राज्य से चर्चित होने वाले बच्चों को राष्ट्रीय स्तर पर अपनी प्रतिभा प्रदर्शन करने का अवसर मिलेगा। इस कार्यक्रम के माध्यम से प्रमोशन व सुदूर दूरस्थों के स्कूलों की प्रतिभाओं को प्रोत्साहित व प्रदर्शित करने का मौका मिलेगा। उपस्थित अद्वितीय ने कहा कि प्रमोशन क्षेत्रों में प्रतीका की कमी नहीं है। प्रतिभागिता के विजेताओं का निर्णय 6



राष्ट्रीय निर्णायक प्रोडन द्वारा किया गया। 50,000 रुपये का प्रथम पुरस्कार एकलव्य मॉडल आवासीय विद्यालय, लेफ्टिनेंट, प्रोडन मिहिरा, चारुनारा की टीम ने प्राप्त किया। 35,000 रुपये का प्रथम द्वितीय स्थान पर रहे सिद्धी कान्ठ, एकलव्य मॉडल आवासीय बालक विद्यालय, भोगाडीह, चंडी, सांख्यिकी की टीम ने प्राप्त किया। प्रतीक स्थान प्राप्त करने वाली एकलव्य मॉडल आवासीय बालिका विद्यालय, कालीगोदरा, पुनका की टीम को 25000 रुपये पुरस्कार

राष्ट्रीय स्तर की प्रतियोगिता 29 को
जनजातीय कर्ता मंत्रालय, भारत सरकार द्वारा आयोजित क्षेत्रीय स्तरीय संगीत प्रतियोगिता का आयोजन देश भर के 12 स्थानों में किया जा रहा है। प्रतीक वर्ग की राष्ट्रीय प्रतियोगिता का आयोजन 29 अक्टूबर से जमशेदपुर में होगा। राष्ट्रीय स्तर की प्रतियोगिता में विभिन्न क्षेत्रीय स्तरीय प्रतियोगिता में प्रथम स्थान पर रही एकलव्य मॉडल आवासीय विद्यालय की 22 टीमें भाग लीं।

मॉडल आवासीय विद्यालय, चरिया, भुमरा, एकलव्य मॉडल आवासीय विद्यालय कुंजवर, लोहरावा, सिद्धी कान्ठ, एकलव्य मॉडल आवासीय बालक विद्यालय, भोगाडीह, चंडी, सांख्यिकी, एकलव्य मॉडल आवासीय बालिका विद्यालय, कालीगोदरा, पुनका, एकलव्य मॉडल आवासीय विद्यालय, लोहरावा, भुमरा, लेनी, एकलव्य मॉडल, लोहरावा, योद्धा तथा एकलव्य मॉडल चरिया टू बालिका विद्यालय लेफ्टिनेंट, चारुनारा की टीमें ने संगीत प्रतियोगिता में भाग लिया।

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राष्ट्रीय संगीत प्रतियोगिता के लिए पांच कोषांग गठित

लाइफ रिपोर्टर जमशेदपुर

30 एवं 31 अक्टूबर को एक्सएलआरआई प्रेक्षागृह में होने वाले एकलव्य मॉडल आवासीय विद्यालय राष्ट्रीय संगीत प्रतियोगिता के सफल आयोजन के लिए उपायुक्त अमित कुमार ने पांच कोषांग का गठन किया है। प्रतिभागिता में भाग लेने आ रहे देश के 12 राज्यों के छात्र-छात्राओं के लिए टाइटल कल्चरल सेंटर सोनारी एवं खेल छात्रावास जेआरडी कॉम्प्लेक्स में ठहरने की व्यवस्था की गयी है।



डीआरडीए की निदेशक उमा महतो के नेतृत्व में संगीत प्रतियोगिता आयोजन व

स्थल कोषांग का गठन किया गया है, जिसमें जिला शिक्षा पदाधिकारी, जिला सूचना एवं जन संपर्क पदाधिकारी समेत पांच लोगों को रखा गया है। जिला शिक्षा पदाधिकारी को सरकारी विद्यालयों के पांच सौ छात्र-छात्राओं और शिक्षक को कार्यक्रम स्थल में पहुंचाने की जिम्मेदारी दी गयी है। जमशेदपुर अंशेस के विशेष पदाधिकारी कृष्ण कुमार के नेतृत्व में आवास, खाद्य एवं पेयजल व्यवस्था कोषांग का गठन किया गया है, जिसमें जिला शिक्षा अधीक्षक, जिला खेल पदाधिकारी समेत पांच लोगों को रखा

गया है। सभी को आने वाले छात्र-छात्राओं के ठहरने और भोजन की व्यवस्था करने की जिम्मेदारी दी गयी है। एनडीसी डेविड बल्लार के नेतृत्व में निबंधन एवं यात्रा भत्ता कोषांग गठित की गयी है, जिन्हें सभी प्रतिभागियों का निबंधन कार्ड वितरित करने तथा यात्रा भत्ता की राशि के भुगतान की जिम्मेदारी दी गयी है। प्रतिभागियों को टाटा नगर स्टेडन से ठहरने के स्थान तक पहुंचाने और स्थानीय भ्रमण के लिए डीटीओ दिनेश कुमार रंजन के नेतृत्व में परिवहन कोषांग का गठन किया गया है, जिन्हें

चाह बस उपलब्ध कराने कहा गया है। सिविल सर्जन डॉ महेश्वर प्रसाद के नेतृत्व में स्वास्थ्य कोषांग का गठन किया गया है, जिन्हें प्रतिभागियों के ठहरने तथा कार्यक्रम स्थल पर मेडिकल टीम की व्यवस्था तथा आपात स्थिति से निपटने के लिए टीएमएच-एमजीएम को हार्ड अलर्ट पर रखने की जिम्मेदारी दी गयी है। पूरे कार्यक्रम के आयोजन की नोडल पदाधिकारी एनडीसी की निदेशक रंजना मिश्रा को तथा डीडीसी वी माहेश्वरी सभी कोषांग के वरीय प्रभार में रहेंगे।

एक्सएलआरआइ में दिशा 2018. 14 स्कूलों के 400 बच्चों को मिला करियर टिप्स

नयी चीज सीखने के लिए दिमाग को खाली रखें

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एक्सएलआरआइ में रविवार को सामर्थ्य के बैनर तले करियर काउंसलिंग वर्कशॉप 'दिशा-18' का आयोजन किया गया. इसमें शहर के अलग-अलग कुल 14 प्रतिष्ठित स्कूलों के कुल 400 छात्र-छात्राओं ने भाग लिया. विद्यार्थियों की क्षमता विकसित करने के उद्देश्य से आयोजित इस कार्यक्रम का उद्घाटन एक्सएलआरआइ के प्रोफेसर राहुल शुक्ला व पूर्व शिक्षक रोनल्ड डिकोस्टा ने किया. कार्यक्रम में विद्यार्थियों को छात्र जीवन में आने वाली चुनौतियों के बारे बताया गया और जीवन को सार्थक बनाने का लक्ष्य भी दिया गया. इस मौके पर विद्यार्थियों को अपने काम, जिम्मेदारी व शौक के बीच सामंजस्य स्थापित करने की प्रेरणादायी बातें बतायी गयी. कार्यक्रम के दौरान राहुल शुक्ला ने विद्यार्थियों को संबोधित करते हुए क्रिटिकल थिंकिंग से जुड़ी कई अहम बातें बतायी. इसमें बच्चों के साथ उनके अभिभावकों ने भी हिस्सा लिया. इस दौरान विद्यार्थियों को करियर के विभिन्न आयामों की जानकारी दी गयी. उन्हें मैनेजमेंट, फैशन, बैंक पीओ, टीचिंग, कॉमेडी, आर्ट एंड म्यूजिक, डॉस, रक्षा, सेल्स एंड मार्केटिंग समेत खेल व कई क्षेत्र में करियर बनाने से संबंधित जानकारी दी गयी. प्रॉसेस से पहले ही आउटकम के बारे में न सोचें वर्कशॉप के दौरान एक्सएलआरआइ के प्रोफेसर राहुल शुक्ला ने सभी को संबोधित करते हुए

फेलियर से डरें नहीं, कई बार फेलियर जितना सिखाता है उतना सफल होने के बाद भी सीखने को नहीं मिलता



शॉर्ट व लॉग टर्म गोल के साथ टाइमलाइन भी सुनिश्चित करें विद्यार्थी

राहुल शुक्ला ने कहा कि विद्यार्थी शॉर्ट टर्म व लॉग टर्म दोनों ही प्रकार के गोल सेट करें. दोनों ही गोल को हासिल करने के लिए टाइमलाइन भी तय करें. अपने गोल को वे प्रतिदिन लिखें, या फिर लिखा हुआ देखें जरूर. उन्होंने कहा कि अक्सर बच्चे परीक्षा या फिर व्यावहारिक जीवन में कई बार फेल हो जाते हैं. लेकिन इस वक्त निराश होने के बजाये खुद को सबल बनाने की आवश्यकता है. क्योंकि फेलियर हमें जितना सिखाता है उतना कई बार सफल होने के बाद भी आप नहीं सीख पाते हैं. उन्होंने कहा कि कंप्यूटर की तरह दिमाग में भी स्टोरेज क्षमता है. उदाहरण के तौर पर अगर एक बाल्टी में पानी भरा है, तो उसमें दुबारा पानी नहीं भरा जा सकता है. दुबारा पानी भरने के लिए बाल्टी में भरे पहले के पानी को फेंकना होगा. यानी अगर हमेशा कुछ नया सीखना है तो दिमाग में भरे अनुपयोगी चीज को बाहर निकालना होगा.

बौद्धिकता का लिया गया टेस्ट : वर्कशॉप के उद्घाटन सत्र व उद्घोषन के बाद बच्चों का साइको मेट्रिक टेस्ट लिया गया. बच्चों से उनके इंटेलिजेंस को पता किया गया. अलग-अलग 6 संस्करण में बच्चों को बांटा गया था. इस टेस्ट के बाद बच्चों का रुझान जिस क्षेत्र में हो रहा था. उसके बाद उन्हें अलग-अलग 57 डेस्क पर मौजूद एक्सपर्ट से करियर संबंधित जानकारी लेने के लिए भेजा जा रहा था.

कहा कि आज बच्चे हों या अभिभावक दोनों हर चीज में प्रॉसेस शुरू करने से पहले ही आउटकम के बारे में सोचने लगते हैं. बच्चे फड़ाई शुरू करने से पहले टॉपर बनने के बारे में तो फैंटसी अपनी

जिम्मेदारियों को सही प्रकार से निभाने के बजाये बच्चे का आउटकम क्या होगा, इस पर प्लानिंग करते हैं. इसका असर यह होता है कि वे अपने मूल कार्य को सही प्रकार से नहीं कर पाते हैं.

ग्रेटर गुड हो जीने का लक्ष्य : मौके पर रोनल्ड डिकोस्टा ने सभी को संबोधित करते हुए कहा कि करियर के चयन में कई बार बच्चे कन्फ्यूज हो जाते हैं. इस वक्त उन्हें बेहतर तरीके से सोचने की जरूरत है. उन्होंने कहा कि अगर आप पढ़ लिख कर सफल हो जाते हैं तो उसके बाद आप सोसाइटी के लिए भी सोचें. ग्रेटर गुड की थीम पर आगे बढ़ने का आह्वान किया.

उन्होंने कहा कि हम अक्सर वही करते हैं जो हमें बोला गया है. हम अलग से कुछ सोच ही नहीं पाते हैं. इस दौरान उन्होंने कहा कि अक्सर टीचर क्लास में अगर बच्चे को डांटती है तो बच्चे उस

टीचर के प्रति गलत धारणा बना लेते हैं. लेकिन हमें उस वक्त कोई भी धारणा तुरंत नहीं बनाया चाहिए. बल्कि उसके बारे में सोचनी चाहिए कि अखिर डांट क्यों पड़ी.

- अपना खुद का असेसमेंट करें, किसी दूसरे को देख कर करियर सेट करने के बजाये अपने मजबूत पक्ष व कमजोर पक्ष को जान कर गोल सेट करें.
- गुस्सा होने पर कोई भी निर्णय तुरंत लेने के बजाये थोड़ा टाइम लें.
- शहर के विद्यार्थियों में आर्ट एंड म्यूजिक व कॉमेडी के प्रति नहीं दिखा रुझान
- इंजीनियरिंग के साथ ही टीचिंग के प्रति भी बच्चों में दिखा क्रेज
- बिजनेस इंटरप्रेन्योर के साथ ही सोशल इंटरप्रेन्योरशिप पर भी ध्यान दें विद्यार्थी

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DATE: 5 October, 2018
EDITION: Mumbai
PAGE: 13

Kochhar quits ICICI Bank; Bakhshi new MD & CEO

New Delhi, Oct. 4: Facing enquiry over charges of nepotism and conflict of interest, ICICI Bank managing director and CEO Chanda Kochhar on Thursday quit the bank, six months before her current tenure was to end.

Ms. Kochhar, 57, has also resigned from all subsidiaries of the bank including ICICI Securities where she had sought reappointment as the chairperson.

The board elevated COO Sandeep Bakhshi as the new MD and CEO for five years until October 3, 2023, ICICI Bank said in a statement.

The bank further said that the external enquiry instituted by the board against Ms. Kochhar in May will continue and the benefits to her would be subject to the outcome of the probe.

Following the board's decision to institute an enquiry by retired Supreme Court Justice B.N. Srikrishna, she went on leave in May.

There are allegations of involvement of Ms. Kochhar and her family members in a loan provided to Videocon group on a quid pro quo basis.

"The enquiry instituted by the Board (against Ms. Kochhar) will remain

MEET SANDEEP BAKHSHI



AGE: 58

● **Education:** MBA from XLRI, Jamshedpur

POST HELD AT ICICI

● CEO, ICICI Lombard General Insurance (2007-09)

● Deputy MD, ICICI Bank (2009-10)

● MD & CEO, ICICI Prudential Life Insurance (August 2010- present)

HIGHLIGHTS:

- Since joining in 1986, he has worked across verticals within the group.
- Spearheaded India's first insurance IPO
- Appointed till Oct. 23, 2023

unaffected by this and certain benefits will be subject to the outcome of the enquiry. Ms. Kochhar will also relinquish office from the Board of Directors of the Bank's subsidiaries," the statement said.

"The Board of Directors of ICICI Bank accepted the request of Chanda Kochhar to seek early retirement from the Bank at the earliest," it said. Ms. Kochhar's current

five-year tenure as CEO was to end on March 31, 2019. After she went on leave, ICICI Bank appointed Mr Bakhshi, who was MD and CEO of ICICI Prudential Life Insurance, as the chief operating officer of the bank with effect from June 19. Mr Bakhshi has now been elevated as managing director and CEO.

— PTI

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EDITION: Kolkata
PAGE: 9

SHORT TAKES

XLRI team wins qualifying round of Nobel quiz

Kolkata, Oct. 2: XLRI Jamshedpur has won the Kolkata qualifying round of "The Sweden India Nobel Memorial Quiz 2018" held at the Calcutta Medical College campus. The three-member winning team secured 145 points at the qualifying round held on Monday. IIT-Kharagpur secured the second position followed by Maulana Azad College, Kolkata, a statement by the organisers read. A total of 74 teams participated in the Kolkata round. Deputy head of mission, embassy of Sweden, Gautam Bhattacharyya, handed out the prizes at the inter-collegiate quiz competition which saw quizzers from across reputed colleges and technical institutes of the city and from elsewhere in the region, the statement read. The winning team will now represent the city at the national finals which will be held at New Delhi on November 1. The other qualifying rounds will now be held in Bengaluru, Chennai and Hyderabad. Launched in 2008, the Sweden India Nobel Memorial Quiz assesses a student's knowledge about the Nobel prize, Nobel laureates and their achievements apart from knowledge about Sweden, its people, culture, Swedish innovations and inventions. It is organised by the embassy of Sweden in collaboration with leading Swedish firms in India and other partners as well as the consulate general of Sweden in Mumbai. It forms part of the Sweden India Nobel Memorial programme. The quiz is open to all Indian students currently enrolled at a college/university in India. — PTI

PUBLICATION: The Avenue Mail
DATE: 7 October 2018
EDITION: Jamshedpur
PAGE: 8

Daan Utsav at MNPS

Jamshedpur, Oct 6: Motilal Nehru Public School (MNPS) faculty and staff participated in Joy of Giving this morning. The school donated 41 new blankets along with 105 good wearable sarees to be distributed amongst the needy to promote joy and happiness during this festival season for the underprivileged segment in society. All the material was handed over to Prof. Madhukar Shukla of XLRI.



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DATE: 27 October, 2018

EDITION: Jamshedpur

PAGE: 8

Career counselling session at XLRI on Sunday

Jamshedpur : XLRI students' organization Samarthyaa is organising the fifth edition of Disha - Jamshedpur's biggest career counselling workshop for school students on Sunday at XLRI.

Lack of knowledge and awareness is an issue that is prevalent in our society and leads to uninformed decisions which in turn causes a plethora of problems. Disha aims to tackle this issue by the horns. A huge information gap exists when students make career related decisions. This gap between their awareness of the careers open to them, the careers which are uniquely right for them, and the career the society leads them to think is their only alternative - is a major cause of concern. This not only expands the horizon of possibilities for the youth but



also helps the cause of a developing country like India. Many schools from Jamshedpur are invited to participate in this event.

Any number of students can be accompanied by their teachers and parents. To throw more light on the diversity of career paths, students of XLRI will be there to help by answering all questions and concerns of students and their parents regarding various careers. The students will be guid-

ed through the requirements of various courses and the requisite preparation for their entrance examinations. Disha will also conduct profiling tests that will help in understanding one's persona and will aid in making career related choices. Teachers who play a crucial part in developing the youth are important guests to the event.

Growing leaps and bounds every year, Disha promises to be bigger than last year. The event celebrates compassion and love for the community. We hope to reach out to more students so as to bring a change in the lives of the young adults of our country. A career can be a major source of satisfaction in our fleeting lives - we are working to increase the percentage right from the very beginning of the career choices.

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DATE: 29 October, 2018

EDITION: Jamshedpur

PAGE: 8

XLRI provides 'Disha' to school students

Jamshedpur, Oct. 28: The student-run body of XLRI, Samarthya organised career guidance programme Disha 2018 on Sunday. The chief guests of the event were Rahul K. Shukla, General Management Area (Instructor-Communications) and Ronald D'Costa, a founding member of Samarthya. Disha saw the participation of 10 schools and over 300 participants including students, their parents, and teachers.

Disha was initiated with the intention to spread awareness about different careers available, among students and their parents considering their interests. The event aims at bridging the gap that a lack of information has created and helped students in taking a wise decision and making an informed choice related to their career.

Rahul Shukla initiated his presentation with the question, "What is critical thinking?" He went on to emphasize the importance of critical thinking for career needs. "Our focus should be on the process and not the



outcome". He addressed the parents explaining that we don't accept failures and look down upon them. He further said that it is the parents' responsibility to motivate their children and lay importance to the process rather than the final result. Professor Shukla said that our goals should also contribute to society and have a 'greater' purpose.

Shukla then went on to explain how to develop critical thinking. With a few practical engaging activities, he depicted how we develop a bias based on the information that we already know. It is important to 'empty the bucket' while learning new things and look at things from a new perspective. It is also imperative to ask 'why'. When we have an

experience, we just interpret what it means. Here it is essential to analyze, break down the experiences into pieces and think critically about it. He ended the speech with the importance of failures and how sometimes failures can teach us more than success.

Ronald D'Costa, through his life story, motivated the students to listen to their hearts and follow their dreams. He further emphasized the importance of giving back to society.

The event included a psychometric test which helped students understand their personality better. It also offered a wide gamut of career counselors that were 62 in total. These were handled by XLRI students who shared their experience to help the students. The students and their parents were satisfied with Disha and were extremely thankful. A parent even asked Samarthya to conduct more sessions throughout the year. Some even wondered what their lives would have looked like had they experienced such a session in their youth.

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DATE: 5 October, 2018
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PAGE: 9

NEW ICICI CEO is credited with building the life insurance unit and its growth

Sandeep Bakhshi, A People Person with Wide Experience

ET PROFILE

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Mumbai: Sandeep Bakhshi, the 58-year old executive who has spent the best part of his professional career at various ICICI units, enjoys great rapport with the people he works with, earning for himself the nickname 'cultivator'.

With more than three decades at ICICI, Bakhshi brings a wealth of experience to the job. He has the experience of running all parts of the group businesses—retail, corporate, life or general insurance.

"He is someone who believes in empowering the team," said Ritesh Kumar, MD and CEO, HDFC Ergo. Kumar had worked with Bakhshi in ICICI Lombard a decade ago. "He has rich experience. His track record is excellent. He is a man for details."

Bakhshi started his career at computer marketing company ORG Systems in 1983, and comes from a Services background. He likes to spend a lot of time beyond the world of finance, tracking wildlife.

His love for adventure and the uncharted is reflected in his growth within ICICI. In the past, he was brought in to get the bank out of a crisis in 2008, when delinquencies rose in the retail book. In 2010, he took over as head of ICICI Prudential Life when not much was going right for the life insurance industry; growth had slowed down, and profitability plunged.

The company has since seen its AUM grow from ₹57,319 crore at the end of March 2010 to ₹1.5 lakh crore at the end of March 2018. He is credited with successfully listing the first life insurance company.

Having joined in 1986, Bakhshi has seen ICICI grow from a development financial institution into a full-fledged financial services powerhouse. He built the general insurance business from scratch, having joined it in 2002. He groomed a start-up, when nobody understood insur-



VEERAN SAIHU

VETERAN BANKER
Bakhshi, during his 30-year association with ICICI, had stints in all verticals of the group

ance, and it is today the largest private sector general insurer. Watching every step and realising how every step has a requirement was exciting, Bakhshi said in an interview recently.

"He is one of my favourites, I would say. I am associated with him for over 30 years and he is the most appropriate person—the fittest as well—to head the bank at this juncture. I am sure he will do well," said N Vaghul, former chairman of ICICI Bank.

An MBA from **XLRI, Jamshedpur**, Bakhshi believes in empowering people and delegating work.

"Sandeep is a very unconventional thinker in the way he analyses a situation," said an executive who has worked with him. "He comes across as a humble and simple man. His way of simplifying things in the midst of complex scenarios makes him different."

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Companies Step Up Demand for People with Niche Skills

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Mumbai: IT companies in India have stepped up hiring this year amid improvement in business outlook, but the talent mix is witnessing a churn as adoption of evolving and cutting-edge technologies spurs demand for professionals with niche skills.

Industry estimates suggest that recruitment has gone up 8-10% in 2018 over that in the previous year. However, employees with niche skills account for about 40% of the total staff recruited this year, double the proportion in 2017, as IT companies are reshaping organisations and reorienting business models, said Pankaj Bansal, chief executive officer at PeopleStrong, a leading human resources technology organisation.

"While net hiring might not have changed much, there has been a significant shift in the type of hiring organisations do," he said. CK Gurugross, consultant at executive search firm Spencer Stuart, said the days of mass hiring and huge bench strengths were over. "There is a sharper focus on newer skills, as client companies across industries are going through their own digital journeys and IT companies are helping them navigate this transformation," he said.

IT companies are willing to pay a premium to people with niche skills, he said. Although hiring continues to take place in traditional roles in areas such as application maintenance and infrastructure services, there is a focus on automating these services or moving them to the cloud, which is also increasing demand for new skills such as cloud, artificial intelligence (AI), machine learning and robotics. AI could add \$857 billion to the Indian economy by changing the nature of work to create better outcomes for businesses and society, said a report, 'Rewire for Growth', by Accenture. The report said that AI has the potential to increase India's annual growth rate of gross value added (GVA) by 1.3 percentage points, lifting the country's income by 15% in 2035.

Vamsi Karavadi, senior consultant at Aon Hewitt, said although overall hiring and salary had not seen a sharp increase, there was a surge in demand for niche skills in areas such as cybersecurity, information security, risk and digital technology. "IT firms are a lot more focused now and conscious about the ROI (return on investment) of a hire," he said.

There are 10,000-15,000 open jobs related to cybersecurity across tech and non-tech roles, according to data from Teamlease Services. Within the technology sector the demand is spread between ITes (25%), software product (non-security) or shared services or captives (24%) and security companies (9%). The bulk of the demand is from Delhi, Mumbai, Bengaluru, Hyderabad and Pune, as per the data.

"Growth will continue in analytics space (data and big data), artificial intelligence that is percolating in just about every aspect of business, and machine learning that goes hand in hand with AI," said Shashank Khanna, head of human capital management (HCM) applications-Asia Pacific at Oracle.

Khanna said there was a huge momentum in blockchain, with organisations looking at building bandwidth, and a shift

in programming languages, with Java in hot demand and new languages such as Python becoming increasingly popular. "Overall Oracle continues to build capacity in new age technologies and expanding all possible man-

ners—investing in infrastructure and people," he said.

Skill set-wise there is greater demand for 'full-stack' programmers, who are comfortable with all layers of software development, and generic programmers are facing the push to update their skill set with niche skills.

"That's why employees are investing themselves in skilling up," said Bansal. "New skills people have significant advantages and salary difference over others."

Leading IT companies are also expected to step up hiring from campuses this year. Zensar Technologies, for instance, is planning a 40% year-on-year increase in hiring from leading institutions such as Indian Institutes of Management and XLRI. This year, the company plans to visit campuses of leading Indian Institutes of Technology too.

"I have told my team to look for freshers who have done interesting things in technology and startups," said Supratik Bhattacharya, chief talent officer at RPG group, of which Zensar Technologies is a part. "For lateral hiring at Zensar, the skills that we are looking for include predictive analytics, AI, machine learning and blockchain."

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Corporates loosen purse strings for B-school summer interns

GARIMA SINGH

New Delhi, October 23

In what is seen as an attempt to identify and groom the best talent, corporates are offering management students attractive stipends for internships.

Most B-schools have seen an increase in the average stipend for summer internship placements for the 2018-2020 batch.

How they fared

The average stipend at Delhi's Faculty of Management Studies this time was ₹1,01,400, which is 17 per cent more than last year's. The highest stipend offered was ₹4 lakh for two months.

FORE School of Management from the NCR got the highest internship offer of ₹1.4 lakh for a two-month stint with ₹40,000 being the average. Institute of Management Technology (IMT), Ghaziabad, received highest stipend offer

of ₹2.5 lakh for two months. Summer internship placements provide a platform for both industry and students. It gives the corporate an opportunity to assess the candidate better than at an interview.

"One of the reasons for the increase in the stipend is that corporates want to assess more students. With this, they try to keep more options open," said Shovan Chowdhary, Associate Professor, IIM-Kozhikode.

Most colleges also complete the summer placements in short duration. IIM-K completed the placement in three and half days. On the other hand, Delhi's Faculty of Management Studies achieved 100 per cent placements in just a day and half. XLRI completed the placement in two days.

According to experts, companies have come up with a diverse portfolio, offering differ-

ent roles. Also, they are trying to bring more women on board.

"Corporates are consciously looking for female candidates to improve the gender diversity," said Rajnesh Chauhan, Chairman (Placements), FORE Institute of Management.

Marketing on top

Most number of internships were offered in sales and marketing sector. In IIM-Lucknow, sales and marketing accounted for 28 per cent internships, followed by consulting at 22 per cent, and e-commerce at 19 per cent. Finance and general management were at 17 and 11 per cent, respectively. Similarly, around 40 per cent of IIM-Kozhikode's batch was placed in the sales and marketing.

IIM-Ahmedabad will start its summer placements on October 29.

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Sandeep Bakhshi: An ICICI hand for more than 32 years

GEORGE MATHEW
MUMBAI, OCTOBER 4

SANDEEP BAKHSHI, who has succeeded Chanda Kochhar as the new managing director and CEO of ICICI Bank, is a veteran in banking and insurance sector having worked in the group in a career spanning over 32 years.

In June 2018, Bakhshi, who was heading ICICI's insurance arm, was brought in as wholetime director & chief operating officer of the bank, when Chanda Kochhar went on leave after Justice B N Srikrishna, former judge of the Supreme Court of India, was asked by the board of

the bank to look into the anonymous whistle blower complaint alleging non-adherence of code of conduct, conflict of interest and *quid pro quo* by Chanda Kochhar while dealing "with certain borrowers" of the bank.

Bakhshi, MD & CEO of ICICI Prudential Life Insurance Company since August 1, 2010, played a key role in the growth of the insurance firm and made it one of the leading private life insurance companies in the country. Prior to this role, Bakhshi was the deputy MD of ICICI Bank. In this role, he headed the retail and subsequently the wholesale business at the bank. Before moving to the bank, Bakhshi was MD & CEO of

ICICI Lombard General Insurance. Bakhshi has extensive experience of leading both corporate and retail businesses across the ICICI Group.

He started his career with ICICI in 1986. He looked after the corporate clients for the Northern and Eastern regions of ICICI before joining ICICI Lombard in 2002. His work responsibilities included business development, project appraisals, project monitoring and business re-structuring. Bakhshi is a Mechanical Engineer from Punjab Engineering College, Chandigarh and has a post-graduate degree in management from Xavier Labour Relations Institute (XLRI), Jamshedpur.

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Effective utilisation



XLRI- Xavier School of Management, Jamshedpur, recently organised a workshop on Resource Efficiency and Circular Economy in collaboration with Tata Steel and GIZ India as part of the European Union- Resource Efficiency Initiative.

Among the speakers at the workshop were professor Nelson D Silva, Dieter Mutz, Program Director, EU-REI; Rachna Arora, Deputy Program Director, EU-REI; Umesh P Singh, Corporate Sustainability, Tata Steel; professors Tata Raghu Ram and Kalyan Bhaskar while the workshop was participated by members of Tata Steel, JUSCO, NML Jamshedpur as well as students and faculty from XLRI.

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XLRI, SIKH STUDENTS' OUTFIT SHOW WAY TO ECO-FRIENDLY IMMERSIONS

Green adieu to Durga & her children



CRUSADERS: SIGMA volunteers from XLRI at Domuhani ghat in Sonari, Jamshedpur, on Friday. (Bhola Prasad)

OUR CORRESPONDENT

Jamshedpur: A social outfit and a bunch of B-school students showed what an ideal immersion could be at Domuhani ghat, Sonari, on Vijaya Dashami Friday.

Nine budding managers from XLRI's Social Initiative Group for Managerial Assistance (SIGMA), a students' society, along with 10 members of All India Sikh Students Federation, made Puja committees aware of the importance of removing inorganic idol decorations before immersion at Domuhani, a confluence of Subemarekha and Kharkai rivers.

XLRI SIGMA and AISSF students were a part of Clean India Green Festivals campaign under Swachh Bharat Mission initiated four years ago by city organisation Jampot Greens supported by Jamshedpur Durga Puja Kendriya

Samiti, Jusco and East Singhbhum district administration. For XLRI, this was a maiden venture.

These 19 youngsters, apart from six Jampot Greens and two Jamshedpur Durga Puja Kendriya Samiti members, requested Puja organisers not to choke the waterbody with inorganic items that were part of the idol décor or plastic bags.

Domuhani saw 15 immersions on Friday till 6.30pm. Till then, all 27 volunteers were seen standing at the ghat requesting organisers to segregate flowers, leaves, plastic, thermocol, tin and other items.

Asked if organisers listened, XLRI student Shreya Tripathi said she was pleasantly surprised. "Yes, it is a sensitive issue in India, but we told organisers to remove inorganic items such as thermocol and tin from idols before immersion as these would harm the river. One

plastic bag less also matters. Organisers did cooperate, I feel," she said.

Volunteers picked up wastes deposited by Puja committees, including earthen pots, flowers, dry leaves, clothes, thermocol and polythene bags. These were put in two large containers given by Jusco and three dustbins given by Jamshedpur Notified Area Committee.

"People will take water from the river for the next festival and expect it to be clean. A river won't stay clean magically. Each one of us is responsible for its clean-up," said AISSF (eastern India) president Satnam Singh Gambhir.

Many Puja committees liked this sincerity. Subhas Bose, a Puja committee member of Vijaya's Shatabdee in Sonari, said, "Volunteers did a wonderful job. It also feels good to immerse the goddess in clean water."

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CAMPUS BUZZ

SOCIAL DEVELOPMENT IMPROVES LIVES



Xavier School of Management, formerly XLRI, in Jamshedpur, recently organised the 5th Dr Verghese Kurien Memorial Oration on Sustainable Development. This year's speaker, development activist and economist Jean Dreze, said, "Over four decades, I have observed that India needs many more people's scientists and technicians — like Dr Kurien — who take interest in everyday technology and people's basic needs and not just sophisticated tech-

nology like biometrics and artificial intelligence."

Dreze cited the example of Jharkhand, where the rural sector is lost in some stagnant occupations. Despite having so much local resources such as mushrooms, honey, *tendu* leaves and *mahua*, the state hasn't used any technology for advancement. "To improve people's livelihood and well-being without causing environmental destruction, we need many more Dr Kurien's." Operation Flood, the world's largest agricultural development programme, was Kurien's brainchild.

Dreze professed that though economic growth is important, social development is a more imperative tool for nation building. He said, "Social development is about improving people's living conditions and quality of life." He advocated that through co-operation, non-profit activity and public spiritedness, which Kurien had pioneered, social development can be achieved even in today's India.

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300 SCHOOLCHILDREN ATTEND SESSION

Customised career tips from Team XLRI

OUR CORRESPONDENT

Jamshedpur: Choosing the right career option after passing out from school is often a tough call.

To help schoolchildren make the right career decision, Samarthyaa, a student society of XLRI, organised Disha, a career counselling programme on the B-school campus in CH Area on Sunday.

Over 300 students of Classes IX to XII from 15 schools like DBMS English School, St Mary's English School, Tara-pore School, Agrico, Little Flower School and Nartheram Hansraj English School attended the counselling session.

After a short inauguration ceremony attended by XLRI faculty members, the school-children appeared for a short profile test that helped the XLRI students, all from business management and human resource management



CLASS ACT: An XLRI student counsels a schoolchild in Jamshedpur on Sunday.
Telegraph picture

streams, assess their skills and interests and accordingly suggest possible career options.

As many as 34 kiosks of different career options like education, social work, engineering, biotechnology, dance, photography, agriculture, medical, chartered accountancy, music, journalism, sports, writing, law, public services, public policy making, finance and IT were

set up on XLRI premises.

"I aspire to become a doctor and the students here gave me tips on cracking NEET. If not a doctor then I would like pursue a career in research work and become a college professor," said Himpriya, a Class X student of Gulmohur High School.

Parents, who accompanied their children at the session, were seen focusing on three aspects — courses that are affordable, pay package for their wards and future prospects.

"It's important for us to guide our children in choosing the courses that we can afford. My son wants to pursue engineering but if he doesn't crack IIT or NIT, then we will have to bear with huge donations. So, here I am exploring all possible opportunities and have received some valuable guidance as well," said Shirish Kumar, a shop owner in Sonari.

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XSM internship: Xavier School of Management completed its summer internship placement (SIP) process for the batch of 2018-20 in just two days. The batch consisting 362 students has achieved 100% placement. The highest stipend offered being Rs1.65 lakh per month. The SIP process saw a participation of over 95 companies.

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एक्सएलआरआई ने छात्रों को प्रदान किया 'दिशा'



जमशेदपुर : एक्सएलआरआई द्वारा संचालित सामाजिक संस्था 'दिशा' के तत्वावधान में आज कॉलेज प्रांगण में छात्रों का मार्गदर्शन किया गया। इस मौके पर डॉ राहुल के शुक्ला एवं रोनाल्ड डी कोस्टा बतौर मुख्य अतिथि उपस्थित थे। इस अवसर पर शहर के 10 स्कूलों के 300 बच्चों का मार्गदर्शन किया एवं उनके भविष्य एवं शिक्षा हेतु टीप्स प्रदान किया। इस कार्यक्रम में सम्मिलित होकर स्कूल के बच्चे काफी उत्साहित हुए।