THE PRISM
ANNUAL REPORT 2016

Dr. CA P. K. Jain

Dr. CA Prashant Jain

Dr. Mona Tawar

Dr. Isha Jain

PIONEER

N

**Diligence & Excellence
Since 1996**

Table of Content

Table of Content

Table of Content

The Institute

Pioneer Institute of Professional Studies, Indore was founded in the year 1996 with visualization of endowing eminence and education in the field of IT and Management. Within the short span of its naissance, the institute has carved a niche for itself amongst the top reputed business schools in India. Its reputation is fast growing in not only the Under Graduate and Post Graduate programmes but also for Academic Research, National Level Students Convention, National Level Workshops, Seminars and Projects, Teaching Developmental Activities and National and International Conferences. **The Institute is conferred with permanent affiliation from Devi Ahilya Vishwa Vidhyalaya, Indore and is recognized as a repute Research centre in Management.**

We at PIPS believe in the all round development of the apprentice, which includes the fortitudes of prodigy like Vivekananda and Bill Gates. We want to create an environment where our ethnicity and traditions go hand in hand with the material world. In broader aspects, we intend to bring out the best of both the material and spiritual sides of a student.

At Pioneer, we are tenacious in bringing out the best in all students by acceding them to explore their full potential, resulting in a confident, committed and a successful individual.

Pioneer Proffers

1. Autonomous Institute

2. Highest Certifications

3. Updated &Spirited Syllabus

4. Distinct Web Presence

5. Idiosyncratic Co-Curricular Activities

6. Experienced & Assertive Faculty

7. 360 degree Growth of Students

8. Significant Placements

9. Timely Examination & Award of Degree

10. Constructive, Vigorous & Participative Management

11. Strong Institute Industry Interface

12. Remarkable Methodology of Summer Internship Program

13. Frequent Industrial Visits

14. Experts Lectures from Business Magnets & Prominent Academicians

15. Substantial Entrepreneurship Development cell

Special Achievements/Recognitions

- Autonomous Status
- NAAC "A" Grade Accreditation
- College with Potential for Excellence (CPE) Status
- ISO 9001-2008 Certification
- AICTE Approval
- AICTE Approved PGDM
- Permanent Affiliation with DAVV, Indore
- Research Centre for Ph. D. in Management
- Recognition Under Section 2(f) by UGC, New Delhi
- Recognition under Section 12(B) by UGC, New Delhi
- Ranked amongst Top 40 B- Schools of Country (Grading of the best B-schools in India, by Just Careers)
- Placement in Top fortune 500 Companies.
- Institutional Membership of CSI
- Institutional Membership of IMA
- Institutional Membership of ISTE
- Institutional Membership of AIMS
- CSI Student Branch
- Institute is largest Examination Centre of DAVV, Indore
- Won best Library Award
- Chapter of ISTE
- Examination Centre of Institute of Chartered Accountants of India
- Examination Centre of AIEEE, CBSE, New Delhi
- Examination Centre of VYAPAM, Bhopal for MET
- Examination Centre of Annamalai University
- Examination Centre of UGAT (AIMA, New Delhi)
- Recognition of Faculty members at National and International Level. as faculty are on Review Panel of International Journal, Ph. D. Guide for DAVV, Indore and BITS, Mesrax, Ranchi and Bharthiyar university, Coimbatore

Vision

"To establish ourselves as one of the biggest learning solution organizations of the country by offering educational services of the highest quality matched by none. The focus is not just on academics but also on personality enrichment to enable future leaders to take shape."

Mission

"To professionalize Indian management through teaching, research, training and Institution building to achieve dynamic and challenging positions."

<u>Dapartments</u>

- Department of Management, Established in 1996
- Department of Computer Application, Established in 2001
- Department of Commerce, Established in 2006

TWO DAYS NAAC SPONSORED NATIONAL SEMINAR

ON

TEACHING, LEARNING & EVALUATION

(ORGANIZED BY IQAC)

APRIL 8-9, 2016

Pioneer Institute of Professional Studies, Indore organized National Seminar **Sponsored by NAAC (Organized by IQAC)** on the theme **"Teaching, Learning & Evaluation"**. The eminent guest for the seminar were **Dr. Ashutosh Mishra, Hon'ble Vice Chancellor, DAVV Indore; Dr. B. V. Babu, Hon'ble Vice Chancellor, Galgotia University Noida; Dr. Narendra Dhakad**, **Former Additional Director Higher Education; Dr. Asha Mathur, Former IG Bhopal; Dr. Sumant Katiyal, DCDC, DAVV Indore; Dr. Ram Shrivastava, Renowned Educationist and Well-known Personality;** in presence of **Dr. CA P. K. Jain**, **Principal Pioneer Institute of Professional Studies Indore**, **Dr. CA Prashant Jain**, **Seminar Convener & Executive Director Pioneer Institute of Professional Studies Indore** and **Dr. Mona Tawar**, **Director Pioneer Institute of Professional Studies Indore**.

Day 1: Inaugural Session

Inaugural Session started as per the program schedule by welcoming all the guests, lightening lamp and various address by renowned people.

Welcome Address by Dr. CA Prashant Jain

Education is the vehicle of understanding, self-preservation and achievement. Education should be such that it gives each student, a stage to flourish, gives awareness of social behavior, strength, character and self-respect.

The greatest gift education, apart from knowledge, should be unconditional love and a set of values. These values include the difference between right and wrong, belief in God, the significance of hard work and self-respect. Education should be an uninterrupted learning

experience, learning from people, learning from leaders and followers and then growing up to be the person we are meant to be.

Value-based education is a tool which not only delivers us a career which we can pursue but also a drive in life. The resolution of our life is unquestionably to know oneself and be ourselves.

The objective of education in our country, having glorious value system, diversity in culture, values and beliefs is very rarely seen in the world. The aim of education should be to educate student about the value system which is indispensable to live successful life.

About the Seminar by Dr. Mona Tawar

This seminar is an opportunity in bringing together agents, specialists and staff for informal networking, program planning and formal educational opportunities that meet the needs of Management, Faculty, and Students.

This is a time for reflection and futuristic thinking for the dimensions of diversity include Faculty Members, Industrialists, Students, and Directors. The change agents catalyst team is a combination of eminent personalities, to discuss educational initiatives that address key issues or strategies for the purpose of this seminar is to elevate the discussion of current, developing concepts on the sustainability of education and management, towards possible future use in improving contemporary practices.

Dr. Mona briefed that the seminar will examine three theme areas, each of which focuses three areas of high current interest. It will further help in increasing the knowledge and skills; who are all working towards the common goal to build the capacity of Teaching, Learning and Evaluation, to function inclusively and effectively in a Global world. She concluded by saying that we are very thankful to NAAC, and our extraordinary speakers to expose and open us to the transformative power of real learning.

Address by Dr. Ashutosh Mishra, Chief Guest

Dr. Mishra focused on students' perspective. Institutions must invite well renowned teachers and gurus to deliver lectures and interact with students. He said that learning comes first than teaching.

He explained the concept of CBCS and highlighted on important feature. A student is never satisfied by teachers' evaluation. Dr. Mishra made a comparative analysis of the teachers' and students' of old generation with the new generation. It is appreciable that we follow few guidelines of foreign universities; but one must not forget our environment while following other universities.

NAAC also gives due significance to Teaching, Learning and Evaluation. A teaching does not get complete just within the four walls of classroom; but a major part should be devoted to

research. Apart from the above, interaction among students' plays a vital role in the same. A student and a faculty must always be curious to learn and share among all.

Address by Dr. Asha Mathur, Guest of Honor

Value education can take place at home, as well as in schools and colleges. There are two main lines to values education; inculcating or transmitting a set of values which often come from societal or religious rules or cultural ethics. With reference to a video clip on value education shown, she said that love, compassion, tolerance and justice should be the basic teachings. With mention to her mother, she continued that mother is the first teacher for her child. But the role of schools and teachers are very important.

Value Education need to be taught through mutual interaction and inter-communion. While illustrating her service in police department for last many years, she said that discipline is a great lesson that has to be imparted. The youth should learn what is moral and what is immoral.

She continued by stating the example of her teacher and mentor and spoke that her guide was very humble, patient and whenever she thinks of tremendous patience, intellect and learned man, she thinks of her Great Teacher, who always recognized the value and worth of each student and tried to understand his students' perspective.

Address by Dr. B. V. Babu, Key Note Speaker

Dr. Babu started his address by illustrating the great Srinivasa Ramanujan, a great mathematician of all times in the world and in the country, has made immense contribution to mathematics. He embodies the great example of teaching & learning. Without the exposure to the modern world mathematics, he developed several theorems on his own and won the accolades from the Western mathematicians. Ramanujan was such a genius that he solved a very complicated problem during his visit to abroad.

He pointed out to the gap in teaching & learning & the gap of linkage from primary school to university education & the key role to be played by the teachers for quality education implementation. He talked about the disparity in B-school education in terms of uneven teacher's student ratio, lack of infrastructure & the involvement of all stake holders to play a pivotal role for quality outcome.

Address by Dr. Narendra Dhakad, Guest of Honor

Dr. Dhakad focused on learning and started by saying that we need to focus on skill based education, reward creativity, original thinking, research and innovation. It is the need of the hour to get intellectual people to teach.

Apart from the same we need to implement massive technology infrastructure for education. Institutions must re-define the purpose of the education system, personalize education – one size does not fit all, so a teacher's responsibility is to consider each single student of his/her class. The present education system focuses more on scores rather than knowledge. The students are not allowed to experiment on their own. In the end, students are coming out of schools and colleges with bookish knowledge alone as the method of learning doesn't connect to reality. Also there is an increased pressure on students due to much competitive spirit among the private institutions.

Address by Dr. Sumant Katiyal, Guest of Honor

Dr. Katiyal said that students play a very significant and vital role in making a modern and progressive India. Though the prime duty of students is to study, they have many other social and political activities in our society. Thus, an ideal student becomes the bright citizen of future India. The most important duty of a student is to study regularly and work hard to improve his performance in examination. But his objective of studying should not be just limited to only score good marks or secure a high rank. He should have a thirst for knowledge, an interest to learn more about everything he observes. Apart from studies, he need to get involve in other activities. Along with the same, kindness, compassion, respect, sincerity, honesty, politeness are equally important in today's world. His behavior towards his parents, teachers and elders along with a high code of conduct is also important in teaching, learning and evaluation.

Address by Dr. Ram Shrivastava, Guest of Honor

Quoting the example of Dr. W. B. Bhargav, Dr. Ram Shrivastava said that a great teacher is one, a student remembers and cherishes forever, who have long-lasting impact on the lives of their students, and the greatest teachers inspire students toward greatness.

Teaching is one of the most complicated jobs today. It demands broad knowledge of subject matter, curriculum, and standards; enthusiasm, a caring attitude, and a love of learning; knowledge of discipline and classroom management techniques; and a desire to make a difference in the lives of young people. With all these qualities required, it's no wonder that it's hard to find great teachers.

He illustrated the example of C V Raman and said that the genius who won the Nobel Prize for Physics, with simple equipment barely worth Rs. 300. He was the first Asian scientist to win the Nobel Prize. He was a man of boundless curiosity and a lively sense of humor. His spirit of inquiry and devotion to science laid the foundations for scientific research in India. And he won honor as a scientist and affection as a teacher and a man.

Address by Dr. CA P. K. Jain

It may seem noticeable that only lecturing isn't the best system and the best technique to get students thinking and learning. Practical approach through Project-based learning and other interactive approaches have been widespread in any institution for a long time. But lecturing is still the dominant teaching method in large classes at the college level. We need to adopt and adapt to different approaches to teaching large classes that can help more students learn, and help them learn better.

Innovative instructional tool should be embedded in teaching and learning that will liven up the classroom, promote student discussion, and aid in on-the-spot assessment of student learning. A student is never wrong; each student is a unique combination of experiences and identities, most of which will be invisible to us.

A teacher is a facilitator that helps students, define their own values and identity, make educated choices, evaluate options, create new knowledge, and become lifelong learners.

We have been illustrating the examples of great teachers so far, but now it is our responsibility to make Teaching, Learning and Evaluation with Excellence so that the coming generation illustrate our examples. Real learning must happen for students.

Session I: Brig. Dr. K. K. Thacker

The first session was taken by Brig. Dr. Thacker on "Enhancing Teaching Effectiveness". In his session, he stressed on how to enhance teaching through various styles. He discussed on various facts related to Indian Education System. He also pin-pointed on the classroom management and discussed various classroom technique like: Corporal Punishment; Rote Discipline; Preventive Techniques; Systematic Approaches; Good Behavior Game; Discipline with Dignity; Positive Classrooms; Assertive Discipline; Punishment or Rewards. Dr. Thacker then discussed about various teaching styles and discusses various available technologies for teaching.

Being an Indian Army Officer Dr. Thacker also discussed an Army perspective related to teaching & methodology. He gave various suggestions to improve education level in B schools like use of technology, improved and relevant syllabus, have proper monitoring and reporting system on students' performance, review grade system etc. further a good teacher need to maintain good communication skills, get students engagement, use humor, be clear and precise in instructions, give room to individualized learning, give positive feedback, involve students in decision making and finally love their subject and job.

Session II: Dr. B. V. Babu

Dr. Babu focused on Teaching-Learning and Evaluation and explained the relevance of What, Why, When, Where, Who and How, the 5 Ws & 1 H. He highlighted on the following:

- Teaching

Noble Profession, Concern towards students, Gurukul System, Trust building, Pedagogy, Mentoring and Counselling
- Learning

Life Long Learning, Ambience for Passionate Learning, Flexibilities, Overall development, Student-centric Experiential Learning,
- Evaluation

Continuous and Transparent, Choice Based Credit System
- Various Components of Evaluation

Continuous Assessment Tests, Quizzes, Surprise Quizzes, Group Discussion, Group Tasks, Case Studies, Role Plays, Assignments, Class Participation/Attendance, Projects

Session III: Dr. V. B. gupta

With reference to the Teaching, Learning & Evaluation related activities, he devoted his session to the Academic Performance Indicator (API) which is very important to the teaching, learning & evaluation of Faculty & Students. The scores for teaching, learning and evaluation related activities are based on the teacher's self-assessment.

The API scores for co-curricular, extension and professional development related activities are based on the teacher's self-assessment. The self- assessment score are based on verifiable criteria and will be finalized by the Screening / Selection Committee. The API scores applies for research and academic contributions also.

Session IV: Dr. Raj Kamal

Teaching and learning, irrespective of the method, should be such that students can be guaranteed that they are getting a value education with ultimate flexibility. Teachers need to blend different modes of learning to accommodate each single student. There are many alternatives including guidance and independent study, where a student works one-on-one with a faculty mentor, online courses, study groups, which are periodic small-group meetings with other students, weekly seminars to explore topics in depth in a group setting.

The field projects and research orientation in students will make them rigorous and reflective thinker, along with a sound value system, certain ethical bearing, a generous attitude towards parents, teachers, society as a whole, respecting the views of others, and a recognition that getting to the bottom of things together always matters more than winning a dispute. Critical thinking should be developed that will ultimately be responsible thinking.

While the standard informal logic course is an essential part of any college curriculum, all three of these elements of critical thinking—pattern recognition, vocabulary, and the ethical stance—can be taught.

Teachers need to concentrate on students to give an opportunity to model certain aspects of critical thinking: about patterns in their reasoning, use logical vocabulary to talk about their work, present their arguments. Teachers also need to have the understanding of the subject matter they demonstrate.

Day Two

Session V: Dr. Sangeeta Jain

Dr. Sangeeta Jain, Professor, IMS, DAVV Indore started her session by explaining the philosophy behind the accreditation by NAAC. She explained that education plays a vital role in the development of any nation; Therefore, NAAC has been set up to facilitate the volunteering Institutions to assess their performance vis-a-vis set parameters through introspection and a process that provides space for participation of the institution.

Dr. Sangeeta also explained different Criteria for Assessment, difference between "assessment" and "evaluation".

She further addressed that Evaluation is the process of observing and measuring a thing for the purpose of judging it and of determining its "value," either by comparison to similar things, or to a standard. Evaluation of teaching means passing judgment on it as part of an administrative process.

She also related her session to the learning approaches of cclassical conditioning, operant conditioning, cognitive learning and social learning.

She also explain different paradigm shifts methods in teaching learning. At last she ended her session with a quote of Cheung Chin-Ming "When I stand in front of a class, I don't see stupid or unteachable learners, but boxes of treasures waiting for us to open".

Session VI: Dr. M. L. Gangwal

Dr. M. L. Gangwal, a Renowned Professor in academics associated the accreditation with hard work and perseverance. His session was focused on the theme "Teachers Quality & How to Teach". He also insisted on the value system of management, faculty and students. He said eyes without vision is equal to blindness. Experience is the great teacher. He focused on high discipline among students but also stressed on liberty and freedom. A teacher is a mentor and a guiding spirit to the student. So it is very important for a teacher to inspire and influence students

in a right sprit and direction. He said knowledge is power; whatever be the language of the expression. The confidence in delivery of a teacher is visible only when he or she has a thorough knowledge about his or her subject.

Session VII: Dr. S. L. Gargh

Dr. S. L. Gargh, Vice Chancellor, Oriental University, Indore highlighted the seven criteria of NAAC. He said that Institution should do its SWOT through a meticulous review process. It should also identify the internal areas of planning, resource allocation, and infrastructure, initiate innovative and modern methods of pedagogy. An Institute should search for new sense of direction together with intra and inter-institutional interactions. He further explained step by step seven criteria that NAAC has identified to serve as the basis of its assessment procedures:

- Curricular Aspects
- Teaching-Learning and Evaluation
- Research, Consultancy and Extension
- Infrastructure and Learning Resources
- Student Support and Progression
- Governance, Leadership and Management
- Innovations and Best Practices

Apart from the above, a light was thrown on assigning the different weightages to these criteria under different key aspects.

Session VIII: Dr. CA Prashant Jain

Dr. CA Prashant Jain, Seminar Convener & Executive Director shared his views on Challenges in Teaching, Learning and Evaluation. He highlighted various challenges: Regulatory Bodies, Intake Level, Link with Industry, Evaluation System, Values and Ethics, Teacher Norms, Focus More on Infrastructure than Quality, Perception.

Keeping in mind an education which is quality oriented we need to have the following: Uniform Education Policy; Proper Link / Co-Ordination between Central and State Governments; Streamlining Needed For State and Central Acts / Statutes; Uniformity in Syllabus; Curriculum, Other Matters; Ease Needed In Approval and Affiliation Systems; Uniform Parameters Needed For Evaluation and Credit Systems; Single Point Accreditation Agency.

Dr. Prashant also focused on to redesign the Academic Structure to fulfill the need of industry and to bridge the gap between industry and academics.

Session IX: Mr. Sumit Zokarkar

Mr. Sumit Zokarkar focused on Student Evaluation: Are we Meeting the Purpose? He explained that evaluation is any effort to use assessment evidence to improve effectiveness in Learning. Evaluation is the utilization of information for institutional and individual improvement. Evaluation has to do with motivation and the rendering of value judgments

When we assess, we make inferences about students' current and future performance. One type of inference is evaluation, which is an interpretation of assessment in terms of marks, grades (A, B, C etc.) or qualities (very good, good, fair, poor etc.).

He explained the inter-relation among teaching, learning, assessment, evaluation and feedback. He also explained various methods for prevailing evaluation in Higher Education

He explained the Purpose of Evaluation by following points: To measure the Learning of student, to see up to what extent the goal of Teaching has been achieved, To classify the students on the basis of their learning and finally giving him certificate of achievement of certain knowledge or skill.

He also focused on good practice for evaluating student learning, interpretation of evaluation, and limitations in present evaluation pattern.

Session X: Mrs. Shweta Mogre

Mrs. Shweta Mogre took a session on Effective Teaching in Higher Education. She started her session with a quote of the most famous teacher Dr. A. P. J. Kalam "Teaching is a very noble profession that shapes the character, caliber and future of an individual. If the people remember me as a good teacher that will be the biggest honor for me". She explained the present scenario of higher education through various facts and figures.

She said that teaching means interaction of teacher and students. They participate for their mutual benefits. Both have their own objective and target is to achieve them. Teaching includes all the activities of providing education to other. Teaching may be regarded as providing opportunities for students to learn. It is an interactive process as well as an intentional activity.

She also explained relationship between teaching and learning and discussed the importance of learning in teaching. She explain that one need to be update and use technologies in his teaching style to attract students and for better understanding. At last she discussed various teaching methodology.

Session XI: Dr. Mona Tawar

Dr. Mona Tawar took a session on the need of Entrepreneurship integration in curriculum. There should be no gap between methods applied. It is also sometimes observed that the experience-based methods, which are crucial, are sometimes not very effective. The traditional pedagogies (lectures) should be more concentrated upon to make them the most effective.

Most effective methods indicated: group techniques for new business ideas, case studies, and business planning workshops and the essential element must include crossing boundaries between disciplines, and multi-disciplinary collaboration.

It is the need of the hour to set up a strategy or action plan, create an entrepreneurial hub, offer introduction to entrepreneurship to all, and opportunities to follow more specific courses, set up incentives to motivate and reward staff, encourage the spontaneous initiative of students, award credits for activities and practical work etc.

Technical Session

Following participants present their research paper in the session:

S. No	Name	Paper Title	Institute Name
1	Achal Hardia	Identifying Factors Affecting Information Communication Technology Enabled Teaching and Management in School	Research Scholar, IMS, DAVV, Indore
2	Dr.Kshama Ganjiwale	Student Attendance Influences Performance: Everyday Counts	Shri Vaishnav Institute of Management, Indore
3	Ranu Mandhanya (Student)	Student Attendance Influences Performance: Everyday Counts	Shri Vaishnav Institute of Management, Indore
4	Dr.Kshama Ganjiwale	Classroom without Walls	Shri Vaishnav Institute of Management, Indore
5	Ranu Mandhanya (Student)	Classroom without Walls	Shri Vaishnav Institute of Management, Indore

6	Dr. Monika Bapat	Innovative Methods of Teaching	M.K.H.S. Gujrati Girls College, Indore
7	Dr. R.Malliga	A New paradigm in Education: Student Centered Learning -A Case Study	Periyar Centenary Polytechnic College, Vallam –Thanjavur - Tamil Nadu
8	Dr. H.Parveen	A New paradigm in Education: Student Centered Learning -A Case Study	Periyar Centenary Polytechnic College, Vallam –Thanjavur - Tamil Nadu
9	Priya Sharma	Spiritual Learning and Training: A Dimension of Quality Human Resource Development in Higher Education Institutions	Research Scholar, DAVV, Indore
10	Dr Sarita Mundra	Role of Group Discussion in Education and Skill Development	Shri Cloth Market Kanya Vanijya Mahavidhyalay, Indore
11	Dr. Aparna Banik	Semester System: Prospects and Avenues	Shri Cloth Market Girls' Commerce College, Indore
12	Dr. Hema Ladha	Teaching Styles in Physical Education	Shri Cloth Market Girls' Commerce College, Indore
13	Dr. Hema Mishra	Skill Education- A Tool for Human Capital Formation	Shri Cloth Market Girls' Commerce College, Indore
14	Dr. Sangita Maheshwari	Group Discussion as a Teaching Tool	Shri Cloth Market Kanya Vanijya Mahavidyalaya, Indore
15	Krishn Chandra Tripathi	Effect of ICT to Improvement of Teaching System	Research Scholar
16	M Munshi	Educational Data Mining and Learning Analytics for Enhancement of Online Education a Review Brief	Government Polytechnic, Barwani
17	Utkarsh Shrivastav	Educational Data Mining and Learning Analytics for Enhancement of Online Education a Review Brief	Government Polytechnic, Barwani
18	Neha Maheshwari	Integration of English Language in Education: It's Importance in Achieving Business Excellence and Suggestions to Improve the Skills	Acropolis Technical Campus, Indore
19	Dr. Sunita Totla	Annual System v/s Semester System of Education: Students' Perspective	Shri Cloth Market Girls' Commerce College, Indore
20	Dr. Deepa Katiyal	Acknowledging Modern Methods of Teaching in B Schools	IMS, DAVV, Indore

21	Ms. Manpreet Kaur Bhatia	An Empirical Analysis of the Leadership Effectiveness Relative Importance of Leadership Style in the Educational (Teaching) Institutes and their Heads	Indore Institute of Law, Indore
22	Ms. Manpreet Kaur Rajpal	An Empirical Analysis of the Leadership Effectiveness Relative Importance of Leadership Style in the Educational (Teaching) Institutes and their Heads	Indore Institute of Law, Indore
23	Dr. Madulika Verma	Study of Concept Mapping Strategy for Teaching Science Concepts at Middle Level in Terms of Creativity	School of Education (IASE), D.A.V.V., Indore
24	Ms. Prerna Jain (Student)	Study of Concept Mapping Strategy for Teaching Science Concepts at Middle Level in Terms of Creativity	School of Education (IASE), D.A.V.V., Indore
25	Dr. Sadhna Zanzari	मध्य प्रदेश मे सेमेस्टर पद्धति: एक मूल्यांकन	Shri Cloth Market Kanya Vanijya Mahavidhyalaya, Indore

Valedictory Session

A major portion of the valedictory session covered the speech of the Principal. An open forum that covered renowned and eminent personalities, various delegates from other institutions summed up with their feedback on two days NAAC sponsored national seminar along with various fruitful suggestions regarding Teaching, Learning & Evaluation.

One of the prominent address was given by Dr. Pramod Kumar Jain where he said that a thorough interaction with students through presenting lectures, leading discussions, making students' understand and remember the basic content of the course, terms, concepts, principles is necessary.

The practical application through use of content and engagement in effective and appropriate kinds of thinking, along with the integration of diverse disciplines, key ideas, and dominions of life is significant. But one must not forget the human dimension.

He concluded his speech by saying that a student should keep on learning about the subject even after the course is over. Learning is a lifelong process and must never be stopped.

NATIONAL CONFERENCE

22ⁿᵈ National Conference

On

Youth: "Grey Matter of the Nation"

Saturday, October 15th, 2016

On 15th October, 2016 Pioneer Institute organized Youth Conference on the theme **YOUTH: "GREY MATTER OF THE NATION"** in the auspicious presence of eminent personalities Ms. Marlina Ramchandaran, Entrepreneurship Consultant and representative NEN in Western India, Dr. Sandeep Atre, Founder Director CH EdgeMakers, Mr. Anurag Tagde, Press Reporter, Dr. Punit Kumar Dwivedi, Faculty PIMR, Indore, Mrs. Ratna Juneja, Principal Thandla School and Mrs. Kala Mohan, Educationist and Director (Academics) CBSE Schools of Madhya Pradesh in presence of Dr. CA P. K. Jain, Dr. CA Prashant Jain and Dr. Mona Tawar.

The Youth Conference is a wonderful occasion that helps the students associate with other like-minded students who have the same objectives and ambitions. Students come with a determination to change their world, and with the skill-set and tools to make a difference. As a teacher it is awesome to see the change that they undergo in such a short space of time, and how much they learn.

The Program started with lamp lighting by the dignitaries and their welcome thereafter. Institute presentation was shown to the guests and participants Dr. CA P.K. Jain enlightened the theme of the conference by showing some pictures and asking questions to students, speak up their opinion about the social economics and political issues and what are their preparation about it. Students actively participants and showed their aggression on issues like dowry, political vote Bank, women safety and MTV rowdies too reservations.

The house then witnessed the Panel Discussion of invited guests. "Is youth really a grey matter", was the first question raised. Grey is between black and white neither good or bad, but we all materialistic? Said Ms. Marlina Ramchandaran.

Ms. Kala Mohan, said it is important that the youth should realize what they have and what they can do. She also suggested to activate the neurons in the all changes will start with the youth of the nation.

Mr. Sandeep Atre pointed out an anecdote Einstein and said that the youth is not reaching to the real knowledge, they are only gaming the superficial knowledge. He pointed that every one of us has a grey matter, each one has some good and bad things, and it's ok and completely normal. He insisted that the youth should not reach to conclusion very fast, and understand that every person has a positive and negative trait, before forming an opinion about him/her.

Mr. Anurag Tagde talked about intelligence in youth. He suggest that youngest should not walk with the crowd but, set their own path apart from the crowd. He also said that do not focus on what others are down but to concentrate on what we are doing.

Mrs. Ratna Juneja said that education plays an important role in development youth and confidence in theme. She said youth has lot of energy and this energy should be utilized in a proper manner.

Dr. Punit Diwiedi shared that we should create meaning in our business and not money. Money will automatically come when asked about the secrets of entrepreneurship. We should first follow the ethics in business the recited the small part of Ramayana, where Hanuman went to Lanka, rescued Sita ji as a business strategy. He insisted to follow our culture and tradition instead of the fresh business models.

Mrs. Ratna Juneja added that being materialistic is not a bad thing, but we should limit ourselves to, know the deference between being selfish and being materialistic.

Mrs. Kala Mohan insisted that the bringing up of a child matters most the family environment plays an important role in shaping the future of our country. She asked the youth to think about what makes them happy and also asked not to bring down your moralities to beat the cut throat completer.

Dr. Punit then said that whenever you realize that you are wrong, you should stop then and there and correct yourself.

Mr. Sandeep Atre said that you must achieve everything in life, but not at the cost of moralities. He also explained the difference between moralities and spirituality by giving example of Mohammad Ali, and Bill Gates.

Then the school student Mahima Jain presented her view on today. Youth in a very impresses manner.

Lastly Dr. P.K. Jain summarized. The entire session and the session ended with giving away the mementoes to the guests.

After lunch, the house gathered again for panel discussion between students. The first panel discussion was about the materialistic world and its impact on our relationship.

Students from Prestige Institute, Guajarati Professional College, Vaishnav Institute and Pioneer Institute and IMS, DAVV Indore participated.

The topic of the II Panel Discussion was impact of materialistic on Indian economy. The Third and the Fourth Panel Discussion was on the Impact of Materialistic on Education System and Impact of Materialism on Spirituality respectively**.**

SUB THEMES

Perspectives on Evidence in Youth and Community Work	Youth and Family Life	Issues of Child/Youth Poverty
The Youth Voice: Youth and Development/ Youth in Development	Youth and the Role of Government, Business and Society	Networking for Advocacy and Collaboration on Joint Campaigns for Change
Youth Development, Empowerment and Mainstreaming	Youth, Gender, Sexual and Reproductive Health	Rights-Based Approaches to Change
Youth Values and Attitudes	Youth Care and Protection	The role/impact of Religion in Organisations Working with Children and Youth
Youth and Education	Global and Regional Experiences with Youth: Lessons for India	Including a Practitioner Voice in Research to Inform Policy
Youth and Health	Meeting the criteria of Evidence-Based Policy (and whether we should)	Working Children
Youth Livelihoods, Entrepreneurship and Employment	Measuring the Impact of our Work	Participatory Research
Youth in Business and Management	Monitoring and Evaluation of Work with Children and Youth	Counting Children/Youth (Census Data)
Youth, Climate Change, Community and the Environment	Effective Social Work Programming	Youth & Demographic Dividend
Youth, Democratic Governance and Human Rights	Including Child/Youth Voice In Program Planning	Employment & Employability of Youth
Youth Inclusiveness, Participation, Empowerment	Models of Alternative Care	Human Development for Demographic Dividend

↓ Youth, Crime, Violence, Deviance and Corruption	↓ Effective Reintegration	↓ Bridging Essential Gaps for Demographic Dividend
↓ Youth Knowledge, Digital Technologies, Innovation and Creative Potential	↓ Counselling and Psychotherapy	↓ Sectoral Tracks (ST) on Prospects and Challenges of Young Workforce
↓ Youth, Life Choices and Lifestyles	↓ The economic effects, at local, national and global levels of including marginalised children and youth in society?	↓ Youth Online: Anonymity, Peer Interaction and Linked Subjectivity in Social Media
	↓ Inclusive Education	

PANEL DISCUSSION TOPIC
"GREY MATTER IS NOW BEING MATERIALISTIC"

↓ Impact on Religion and Spirituality	↓ Impact on Society and Relationship
↓ Impact on Indian Economy	↓ Impact on Education System

RESEARCH & DEVELOPMENT CELL

MINOR RESEARCH PROJECTS

The Minor Research Projects and the Major Research Projects have the following learning outcomes:

- A chance to interact with diverse people dedicated to a common goal related to system improvement or research and development in a given environment.
- It is a beginning for personal growth, development of insights and standpoints for students. The critical thinking problems involves complex and current issues waiting to be solved.
- Students' involvement in community development increases that would not otherwise become possible.
- It is a growth in writing and communication skills – critical verbal and writing skills; increased use of Statistical Applications.
- Created pleasurable learning involvement.
- A technique towards incorporation of theories and evidence from various disciplines.
- A step towards increased knowledge and broadened understanding of the domain and its mechanisms.
- Integration of introductory and advanced principles of R & D becomes promising.
- Students gain professional experience, required by various related jobs.
- It is an increased access to current research, community development.
- Teamwork activities in Minor Research Projects result in enhanced learning outcomes for students. It teaches learning, living and working with others, supporting each other during group learning activities.
- It provides an opportunity to learn and practice professional sampling and field collecting techniques.
- Research Projects equip students to understand illustrations of real world complexities.
- It provides opportunities for personalized learning.
- It teaches and improves observational skills.
- Research & Development provides a direct exposure to businesses, and other centers of learning.

S. N.	Roll No.	Name of Student	Group No.	Name of Guide	Topic
1	15011001	AARADHANA VENUGOPAL	1	Dr. Mona Tawar	A Study of Impact of Monetary and Non-Monetary incentives on Employees
2	15011002	AJAY SONI			
3	15011004	AMAN JAISWAL			
4	15011005	APURVA YADAV			

5	15011006	ASHMI AGARWAL			Performance
6	15011007	ATEET BISEN	2	Varun Keshri	A Comparitive Study of Service Quality Provided by Bank of India and SBI
7	15011008	AYUSH JOSHI			
8	15011009	BALENDRA KUMAR KUSHWAHA			
9	15011010	DEEPAK FARKIYA			
10	15011011	DEEPAK SARAF			
11	15011012	DEEPAK SOLANKI	3	Radheshyam Acholiya	A Study of Impact of Gender on onlie buying behaviour
12	15011013	DEEPANSHI WANLE			
13	15011014	DEEPIKA GUPTA			
14	15011015	HEMANT CHADOKAR			
15	15011016	HIMANI PADGIL			
16	15011017	KANCHAN KUSHWAHA	4	Aditi Bhawsar	A Study on Customer Perception towards Credit Cards offered by Nationalized Banks and MNC Banks
17	15011018	KHUSHAL UMARAIYA			
18	15011019	KRATIKA CHOUBEY			
19	15011021	LOVISH HOTWANI			
20	15011022	MAHESH BHATI			
21	15011023	MANVI GUPTA	5	Dr. Tanu Srivastava	A Study of Impact of Economic Status on buying of Cosmetic Products
22	15011025	OLISHA DUBEY			
23	15011027	PANKAJ PATEL			
24	15011028	PRIYA CHAUHAN			
25	15011029	PRIYA WANKHEDE			
26	15011030	PUNIT CHAURASIYA	6	Kumkum Sinha	A Study of Promotional Activities at Mall on Consumer's Behaviour at Shopping Mall
27	15011031	PURVI AGRAWAL			
28	15011032	RAHUL DUBEY			
29	15011033	RAHUL RAJEEV			
30	15011034	RITESH JAISWAL			
31	15011035	ROHIT SHARMA	7	Suchi Modi	A Comparative Study of Job Satisfacton of Faculty Members of Management Institutes
32	15011036	SAHAMUDDIN KHAN			
33	15011038	SHARIQ SOHEL KHAN			
34	15011039	SHIVANGEE CHOBEY			
35	15011040	SHIVANGI GUPTA			
36	15011041	SHIWANGINI JAISWAL	8	Shweta Mogre	A Study on Impact of Social Media on Eduction of Youth
37	15011042	SOMESH KUMAR JAMLIYA			
38	15011043	SOURABH SAHU			
39	15011044	SRIJAN SAGAR			
40	15011045	SWATI PATEL			
41	15011046	SWATI SHAHI	9	Sumit Zokarkar	A Study of Consumer Attitude towards Mobile Advertisments
42	15011047	TAHA HASAN			
43	15011048	UDAY GANGULY			
44	15011049	USHA NAPIT			
45	15011050	YOGENDRA KUMAR URKUDE			

46	15011051	YOGESH PATIL			
47	15011052	YOGESH SINGH SISODIYA	10	Sandeep Kumar	Impact of Brand Image on Customer Loyalty: A Study of Packaged Milk Brand
48	15011053	SAKET JAIN			
49	15011054	SONI SALOTRE			
50	15011055	RANVEER SINGH CHOUHAN			
51	15011056	USHED SHEIKH			
52	15011057	MOHD. RIZWAN			

FACULTY IMPROVEMENT PROGRAM

SHARPEN THE EDGE

DAY 1: May 3, 2016

SPEAKER: Dr. Mona Tawar

Topic: What Makes a Leader by Daniel Goleman

Dr. P K Jain, introduced the concept of the program by initiating the questions related to reading the HBR. Many faculty members gave inputs regarding the updating of knowledge, few said that it will give us the new vision for the research, while some said that it will help them in the classroom to share insights with the students. Although, Dr. P K Jain stated that it is compulsion for us to think for ourselves and must thrive for knowledge and hence "sharp the edge". With this exercise the target is to publish research work in international journal with good repute.

The session started with introduction of Dr. Mona Tawar by Ms. Kumkum Sinha. Dr. Mona Tawar sated the importance and key learning of the paper. She beautifully introduced the research work done by Mr. Daniel Goleman and started with an exercise with the participants to write about the kind of leader they look for. Another point was to write about the expectations from the follower from Leader.

Many views on leadership were introduced in the house with support of different situations. Few said that Leader should lead by example, some stated that leadership is about mentorship. About the expectations from the follower commitment, dedication and trust are of prime importance.

Though Dr. Mona Tawar, explained the Leadership in terms of Business and Management. A Leader may not have vision, intelligence, IQ, knowledge, but EQ. Emotional Intelligence is the one which can make any individual an great leader in every aspect of life situations.

The high degree of EQ contains:

- Self -Awareness
- Self -Regulation
- Motivation
- Empathy
- Social Skill

Dr. Tawar explained that emotional intelligence is not about being nice, being emotional or touchy but being honest, smart and manage your emotions.

This quality of leader brings out best out of individuals. A leader must be open to feelings both pleasant and unpleasant. He is able to moderate negative emotions. The intellectual functioning is divided into 3 parts:

1. Abstract
2. Mechanical and
3. Social

Apart from the first 2 Social Intelligence has gained importance for the competitive environment. Social Intelligence is further divided in sub parts:

1. Intrapersonal
2. Interpersonal

She emphasized deeply on quality of an ideal Leader with varied examples of classroom teaching. An ideal leader is one which encourages his team to thrive, they show the way to take people somewhere they might otherwise not have gone voluntarily. An ideal leader is able to create leader. He does not have EGO and is thus open for suggestions and advice. With an ideal leader the followers feel protected, motivated, happy, and willingness to work comes naturally. After discussion of the points in brief Dr. Mona Tawar shared the video of book review of Mr. Daniel Goleman on Emotional Intelligence. The book focuses on 4 key lessons.

1. THE VENTILLATION FALLACY
    a. DEEP BREATHS
    b. GO FOR WALK
    c. RE-FRAME THOUGHTS

2. DON'T RUMINATE WHEN YOU ARE SAD, DISTRACT YOURSELF INSTEAD
    a. EXERCISE
    b. COMPLETE SMALL TASKS
    c. RE-FRAME THE SITUATION
    d. HELP OTHERS
3. THE ARTFUL CRITIQUE: HOW TO CRITICIZE THE RIGHT WAY?
    a. BE SPECIFIC
    b. OFFER SOLUTION
4. EMOTIONAL CONTAGION

The session was concluded with the use of EQ in various aspects and situations of work and life. Dr. Mona Tawar suggested many use of emotional intelligence not only to be a successful leader rather to be a good employee, follower or just to say a good human.

DAY 2: May 4, 2016

SPEAKER: Dr. Prashant Jain

Topic: Leadership Lessons from Great Family Businesses

Dr. Prashant Jain started with explaining the importance of the topic and its relevance to his profile being the Executive Director of the Family Owned Businesses. He stated that Poor talent management and succession planning is the key reason for failure of a business. The article discussed is based on 50 leading family firms with data being collected by interview method across geographical regions. The solution primarily came out with different possibilities which shall be discussed later in the report.

FACTS IDENTIFIED:

- Key role in global economy
- Largest source of employment
- Failures in succession planning
- Failure in Talent Identification

It was found that only 30% business carried to the II generation, while only 12% is carried by III Generation and 3% by the IV Generation. The research methodology considered by the authors to reach the solution was covered by Dr. Prashant Jain in detail. The sample clearly represented that the firms selected had 50% of voting rights reserved with them in the business. He also discussed about the Family's perception and view in process of selection of successor.

FAMILY GRAVITY
The concept of FAMILY GRAVITY was given lot of significance. With this concept the author wanted to convey the bonding among family members, trust among others and many more.

- What makes the family special?

- Key Family members

- Personify the corporate identity

- Align differing interest around

- Clearly defined values and common vision

- Focus on next generation and not on the next quarter

A Governance Baseline

- Uncertainty about levels of autonomy

- Irrational Decisions

- Hidden Agendas

- Lack of Dynamism

FINDING FUTURE LEADERS

Dr. Prashant Jain highlighted various competencies to be looked upon for finding a future leader. The highest factor rated by the author is Cultural FIT and Values. It was the most rated factor as a result of which family businesses are gaining acceptance and are successful in the corporate surrounded environment.

The values comprises of:

Respect	Integrity	Quality
Humility	Passion	Modesty
Ambition		

THE DISCIPLINED SUCCESSION PROCESS

Dr. Prashant explained the process and highlighted the importance though he stated that the process looks good still it requires strong fundamental governance structure framework.

A Disciplined Succession Process

PHASE 1 DISCUSSION AND COMMITMENT BY THE SHAREHOLDERS

Briefing on succession by owner family and/or the board, and analysis of possible scenarios	Shareholder workshop to strategize about the future and design the succession process	Creation of an ideal successor profile based on strategic goals, values, and desired competencies

PHASE 2 CANDIDATE SELECTION

Identification and evaluation of a long list of suitable internal and external candidates	Short-listing and obtaining references for a select group of qualified candidates	Agreement on one or two finalists and contract negotiations with the chosen successor

PHASE 3 INTEGRATION AND DEVELOPMENT OF THE SUCCESSOR

Establishment of an agenda for the first six to 12 months and selection of the top management team	After 12 months, 360° feedback and, if needed, creation of a development plan to meet strategic and business targets after roughly two years	Discussion and decision about renewing the CEO's contract when due

SOURCE CLAUDIO FERNÁNDEZ-ARÁOZ, SONNY IQBAL, AND JÖRG RITTER FROM "LEADERSHIP LESSONS FROM GREAT FAMILY BUSINESSES," APRIL 2015

© HBR.ORG

THE NON FAMILY CEO ARCHETYPES

- The Counterpart
- The Steward
- The Governor

He explained the traits of each of the archetypes. The counterpart bears the traits as independent, confident, proactive an ambitious.

Three Nonfamily CEO Archetypes

THE COUNTERPART

A true successor, who actively participates in shaping corporate strategy, works as an equal partner to the leading family members, and, over time, replaces them

Counterparts will create their own momentum and drive change in a family business while also helping to maintain its values and skillfully manage it

Key traits: Independent, confident, proactive, ambitious

THE STEWARD

A manager who is never on an even playing field with the family but adds enormous value by executing its vision in an effective, professional manner

Stewards are ideal for business owners whose primary concern is to maintain their legacy and keep the existing operations running smoothly

Key traits: Respectful, flexible, cooperative, communicative

THE GOVERNOR

A leader who runs the business within a carefully crafted framework of governance

Governors prioritize day-to-day management over preserving the family's values or spearheading strategic moves. The least common type, they are usually found in conglomerates and companies held by dispersed families with low equity

Key traits: Pragmatic, operational, hardworking

SOURCE CLAUDIO FERNÁNDEZ-ARÁOZ, SONNY IQBAL, AND JÖRG RITTER
FROM "LEADERSHIP LESSONS FROM GREAT FAMILY BUSINESSES," APRIL 2015

© HBR.ORG

TAKE AWAY

- Keep it simple

- Be realistic, and highlight the real aspects. It is not required to use complex calculations, jargons and statistical tests.

- Write your own perspective, and your experience.

- A large sample is not always needed to conduct a research.

To conclude, Dr. Prashant emphasized on writing such papers and articles. He put forward many examples for writing such article and conducting research. Though the Indian context was not much focused in the research work, but the replication may hold true. Thus the work provides significant inputs to the business and also to the fraternity.

DAY 3: May 5, 2016

SPEAKER: Mr. Sumit Zokarkar

Topic: How Samsung became design power house?

The third day of the program started with another great initiation with the R&D topic related to Samsung. Mr. Sumit Zokarkar, introduced the topic and the author, the subject head was the Change Management keeping the design as the driver for change by Samsung. He put light on the past 20 years of the Samsung wherein they were focusing on the speed, scale and reliability. Earlier Samsung were not into consumer retail, they were suppliers to OEM. After the shift in the leadership, Mr. Lee decided to move into consumer electronics like TV and Cell Phones. But still the problem was same, the company was not focused on design of the product.

THE TURNING POINT
In 1996, triggered by a consultant report, Samsung's innovation deficiencies were caught upon.

For 21st century Lee Kun-Hee instigated a design revolution in the company.

THE CHALLENGES FACED
- To build competency in design

- Shifting to an innovation focused culture without losing an emerging edge

- To handle the resistance from no design operations

THE SOLUTIONS
The key success factor was to develop in house competency development for design. Another key input was to empathize with the engineering department. The flip phone was one of the result of such solutions applied by the company. Thus empathizing with the whole organization has significant impact in bringing the change.

Another change agent was to work on Supply Chain to increase the efficiency of the suppliers. The key learning which can be taken away is that for an innovation to be performed by the company all departments must be synchronized and shall accept the change for better results.

Visualizing the future and reframing the problem helped in consumer connect. Another design was introduced by the R&D department keeping in mind the use of the products. Since, many departments were reluctant with the idea, thus a smart cover was also introduced and rest is history. Samsung Galaxy was a big success for the brand.

Experimenting in the Market Place, was another fundamental which company focused on. For the changing consumer market, TV was more of a show product in the living room rather than merely an entertaining box. Thus the design changed and features like front speakers, better audio quality and finished looks created spaces in the lavish living rooms of the high class, and higher middle class across the country.

Sustaining the culture of innovation and flexible operations was another target to be hit by the company for keeping the pace developed so far. The story so far discusses the success of Samsung from 1996 till 2011.

Thus Samsung is another company after apple which was focused on speed, reliability and then shifted to innovation and sustainability. Though the article seems to be a positive boost for Samsung (a paid form). The article had many online replies which forces us to think the former statement.

Dr. Rashmi Badjatya summarized the presentation and vote of thanks was given by Ms. Kumkum Sinha.

DAY 4: May 6, 2016

SPEAKER: Dr. Rashmi Badjatya

Topic: Find Innovation Where You Least Expect It

The presentation started with an exercise by showing the image of the famous Titanic, and the speaker asked the other ways of saving the passengers apart from what was used in the movie. The other exercise was to attach a candle to the wall so that the wax should not litter the floor once the candle is blown.

Barriers in Innovation

- Functional
- Design
- Goal

When the functions are fixed for a particular object or tool, then it creates a barrier to think about other work which can be used to perform by the tool. The traditional thinking is outcome of functional fixedness. This causes people to overlook other solutions available. She said that functions shall not be fixed if you want innovations to happen. The author of the article had a worm eye view on the Titanic incident, he emphasized that if some time would have been given to break down the things around and use their natural properties rather using them as a product, can be of more helpful in nature and for several purposes.

How to Overcome Functional Fixedness?
Breaking an object down into its component pats can reveal new uses. She explained it with examples.

THE RESEARCH
There were two groups formed to solve a problem. The first group was told to sue the traditional ways while the other was told to use other than traditional ways.

II Design Fixation

GOAL FIXEDNESS
 Using specific words

Visualize Innovative Thinking
Breaking down goals and moving downwards to meet resources

Accumulate the list of resources in upward direction to meet the goal.

Thus making a decision tree for multiple solutions.

Dr. Badjatya concluded her presentation by emphasizing on innovative thinking. One must move out of the comforts and traditional concepts to find innovation where it is least expected.

DAY 5: May 9, 2016

SPEAKER: Mr. Varun Keshari

Topic: When Culture Doesn't Translate: How to expand abroad without losing your company's mojo. By Erin Meyer

Mr. Varun Keshari started his presentation with a brief note about the speaker Erin Meyer. The article "when culture doesn't translate" talks about the challenges faced by the organization to deal with different culture rather people and their workings for the common objective of the company.

The major challenges identified in the article are"

- Implicit Communication Breaks Down
- Fault Lines Appear
- Corporate Culture Clashes with Local Culture

In his presentation he explained how people from different culture when worked together faced problems with implicit communication. Breakdown of implicit communication makes it harder to understand the individual, and thus requires a clean written communication for every statement we exchange.

He also explained that it is easier for an individual to share his ideas with the person he sees regularly in the office. There are lunch groups, work groups, shopping groups of an individual and thus creates a fault line indicating us Vs them relationship.

Also for a company to enter into a new market the corporate culture clashes with the local culture and the designing of the product is affected. Although it is suggested that if the company is strong enough then they can surpass the local culture with the strong corporate culture such as Google.

Measures to overcome challenges

- Planning for Your International Culture
- Identify the dimensions of difference.
- Give everyone a voice.

While using these measures it is important to learn that various jobs and tasks require ambiguity to enhance the space for creativity. Thus following factors need to be kept in mind before making every communication explicit in its own way.

- Protect your most creative units.
- Train everyone in key norms.
- Be heterogeneous everywhere.

To conclude he stated that getting culture right should never be an afterthought. Companies that don't plan for how individual employees and the organization as a whole will adapt to the realities of a global marketplace will sooner or later find themselves stumbling because of unnoticed cultural potholes. And by the time they regain their balance, their economic opportunity may have passed.

DAY 6: May 10, 2016

SPEAKER: Dr. Nirmal Jain

Topic: Why organizations don't learn?

Dr. Nirmal Jain started his presentation with his short yet enriching experience with the institute. He stated that Dr. P K Jain has an honest desire to work for the development of the student, and "Sharpen THE EDGE" is one such outcome of the same. He explained the importance of learning in daily life with common examples and then related it with the organizations. He discussed the example of Toyota, the largest automobile company and the handling of consumer complaints. The complaints were a reason for exiting from the mode of learning in becoming world's best automobile company. The reason for the same was only one.

Leaders are Biased

Towards Success

   o   Leaders across organization……

CHALLENGES

1.   Fear of Failure
2.   A Fixed Mindset
3.   Over Reliance on past performance
4.   The Attribution Bias

OVERCOMING CHALLENGES

1.   De stigmatize failure
2.   Teach a growth mindset
3.   Use a data driven approach

Towards Action

   o   Sometimes doing nothing may be better course of action.

CHALLENGES

1. Exhaustion: Exhausted workers are tired to learn new things or apply what they already know.
2. Lack of reflection: Being "**always on"** doesn't give workers time to reflect on what they did well and what they did wrong.

OVERCOMING

1. Build breaks in to the schedule.
2. Take time to just think.
3. Encourage Reflection after doing.

Towards fitting in

   o When we join an org its natural to fit in.

CHALLENGES

1. Believing we need to conform. This limits new ideas into the organization.
2. Failure to use one's strengths.

OVERCOMING

1. Encourage people to cultivate their strengths.
   a. Do I know what my employees' talents and passions are?
2. Increase awareness and engage workers.

Towards Expert
The Scientific management introduced the notion that expert are the most useful resource.

CHALLENGES

1. An overly narrow view of expertise.
2. Inadequate front line involvement.

OVERCOMING

1. Encourage workers to own problems that affected them.

2. Give workers different kinds of experience.

3. Empower employees to use their experience.

CONCLUSION

Dr. Jain concluded his presentation with mentioning many approaches and suggestions for the organization to learn. He stated that the biasness should be tackled in an effective way by each one of us and not only by the authorities. The frontline workers should also be involved into the decision making process as they are the one who deal with the customers. We see symptoms around us, it is required to diagnose the problem and not just discuss the symptoms.

DAY 7: May 11, 2016

SPEAKER: Ms. Avani Trivedi

Topic: Role of Organization Culture and Employees Commitment in Employee Retention

Ms. Avani Trivedi started the presentation by raising the question on importance of retention to the house. The responses were quick on training of new employee is expensive, and retention helps in growth of organization to achieve excellence.

The presentation outline covered organization culture and its impact on employee retention. She explained the importance of implicit communication which can be gained by retained employees and not with the new ones. She gave inputs on both internal and external adaptation. She introduced the various frames through which the culture can be understood. Structural, Human Resource, Political and Symbolic.

STRUCTURAL

HUMAN RESOURCE

POLITIAL AND

SYMBOLIC

She says that an employee's loyalty can be expressed by his way of working. The commitment of an employee can be divided into 3 types.

1. Normative Commitment
2. Continuance Commitment
3. Affective Commitment

The commitment is a result of Emotion Based, Cost Based, and Obligation Based. Feelings play a very important role in commitment. Employees leave the organization due to feelings, which includes the behavior of supervisor. Though the real reason is not clear, the ambiguity still sustains. There are certain limitation such as:

No Incentive to explain the reason of leaving the organization.

Fear of a bad feedback on reference from the previous employer.

She discussed the findings of a survey on employee retention which displays a high level of correlation between organizational culture and employee retention.

So the foremost question is how to keep your employees happy? The only way was to ask the employee, but the responses should be collected by a third party and not he employer.

Ms. Avani concluded her presentation by endorsing the results of the survey and she opened the house for their inputs on the topic by suggesting one thing for which they would stay in the organization. Organizational culture directly or indirectly was the single factor unanimously spoken by all for employee retention.

DAY 8: May 12, 2016

SPEAKER: Ms. Shweta Mogre

Topic: Critical success factor for implementation of Supply Chain Management (SCM) in Indian Small and Medium Enterprises and their impact on performance.

The paper presented by Ms. Shweta Mogre comes from IIM Bangalore's reviewed journal. Since the audience was diverse and not known too much about SCM, thus she explained the SCM in brief with some elegant definitions of the subject. The presentation was outlined as under:

1. Problem Identification
2. Identification of Critical Success Factors (CSF) (Review of Literature)
    a. Top Management Commitment
    b. Development of effective strategy
    c. Resources of SCM
    d. Logistics
    e. Forecasting POS
    f. Trust Development
    g. JIT
    h. Suppliers
    i. Production System
    j. Core Strengths
3. Research Methodology
    a. Empirical study
    b. Expert opinion
    c. Survey instrument
    d. 1500 SME data
4. Framework of the study
5. Findings of the Survey

The result of the research suggested that the Indian SMEs major decisions are taken by top management only with consulting in marketing and purchasing department. The main CSFs which came out as most important were commitment of top management, vision, core strengths, devoted resources for SCM, and development of effective strategy for SCM.

The CSFs have positive impact on different categories of performance areas. To conclude this statement they used many statistical tools and high standard tools for calculation. The study is focused on electrical and electronic goods sector only. The improvement sectors were customer satisfaction, implementing new technology, competing based on quality and competitive price. This has resulted in better net profit, revenues and return on investment.

Ms. Shweta Mogre concluded that SMEs should develop their supply chain effectively for better future plan. It is imperative to focus on the SCM for long term growth. The only limitation she felt with the paper was the perceptual data provided by the production managers and business heads.

DAY 9: May 13, 2016

SPEAKER: Dr. Tanu Srivastava

Topic: Increase Returns on Failure

Dr. Tanu started her presentation with world known failures, Thomas Edison, Walt Disney and many others. She quoted that Thomas Edison while working for the bulb in making failed 1000 times and took them as 1000 ways things will not work to make a bulb. The core of the research says that if people understand that they can and should fail, then can achieve more on their life. The author of the paper has divided the assets and liabilities in Numerator and Denominator. The problem identified is that the leaders must tolerate and even embrace the failure in pursuit of innovation and growth, rather avoiding it. To increase the returns we must increase our acceptance of failures.

The 3 steps

1. **LEARN FROM EVERY FAILURE**
   o Reviewing past problems is painful, prefer to invest time in looking forward
   o Learn how to respond to opportunities
   o Failure is a temporary condition.
   o Being able to recognize failure is a sign of moving towards success.
2. **SHARE THE LESSON**
   a. Build a review cycle.
   b. Triple F reviews.
   c. Include formal and informal approaches.

ASSESING PROJECT RETURN ON FAILURE
   d. What were the strengths?
   e. Weakness
   f. What did we achieve?
   g. What we learn?

  h. The real payoff comes when the lessons are spread across the organization.

  i. Make stories from the failure and share it.

3. **REVIEW YOUR PATTERN OF FAILURE**

  a. Take a bird eye view

  b. Learning from unsuccessful endeavor

  c. Celebrate your failure.

Dr. Tanu stated the many organizations share their failure in terms of celebration. Also there are many awards for failure being received by the highest standard organizations. She gave example of failure reviews at ROCHE, a pharmaceutical company working in a high stakes environment. She insisted on failure review process followed at many organization can be implemented to taste success.

She concluded the presentation with the statement, "mistakes and failures are our best teachers". Through difficulties and problems, god gives us golden opportunity to grow.

DAY 10: May 14, 2016

SPEAKER: Ms. Aditi Bhawsar

Topic: Managing Yourself: Learn to Love Networking.

Considering todays era of digital marketing, social media has played a very crucial role in networking. The session however talks about formal networking rather just social. It concerns with career, opportunities, success, relationships and many more to follow.

The misconception

1. Networking is a waste of time, when one is not experienced to use the network and decide the media.
2. To believe that networking is for extrovert, or for gifted people. In fact people have started working on writing skills and have easily pen down their thoughts with a large base of humans.
3. Relationship should form naturally. It is not about homogeneity but being heterogeneous helps in creating a better relation.
4. Our strong ties are most valuable. This is another misconception because if we discuss our problems with people who are not so related to us may give us an unbiased suggestions.

The Advantage of Networking
1. Job search
2. Inside information

WHY Networking?
The speaker explained that research shows the importance of networking to lead for a better career options. She discussed various strategies for networking.

1. **Focus on learning**: When you start seeing at something as an obligation to do nothing can be gained out of it. The prevention mindset never helps in learning. Better to have a

promotion mindset and be open to others. This strategy helps in building a repo with individuals and create a space for you.

2. **Identify Common Interest**: Align your goals with people around and start discussion. The Common interests helps you in initiating talks and thus breaking the ice. It is proved from research that people establish most collaborative and long lasting relation when they are require to work together on same tasks. Such networking are more authentic and meaningful.

3. **Think broadly about what we can give**: Every relationship is about what we can give and not we can get out of it. Give and Take helps in building networking and thus developing a healthy relationship. Even if we don't share common interest then also we have common way of working and we can be helpful for others in other way too. Expressing a gratitude for the help received from others can also be a part of network setup.

4. **Find a higher Purpose**: Don't take networking as an objective while creating network. Be selfless and talk to people. Once you identified that someone has hidden motive behind showing interest in you, you are no more interested in sharing time with the individual. Thus be selfless and look for common welfare for developing a better network.

She concluded her presentation with suggesting that the strategies are helpful in creating a network. But this should not be used for accomplishing hidden motives. This breaks trust among individual and will surely affect the social interactions of the individual.

DAY 11: May 16, 2016

SPEAKER: Mr. Sandeep Kumar

Topic: Work Life Balance and Commitment among Academicians in Higher Educational Institutions

"You will never feel truly satisfied by work until you are satisfied by life". The quote stated by Mr. Sandeep Kumar justified the topic for the day. The paper explains about the work culture and work life balance among academicians in higher education institutions. It greatly affects the commitment level on an employee. Sandeep Kumar explained the concept of work life balance and organizational commitment. Various definitions to explain the concept were brought in by the speaker. He explained the Component Model of commitment.

Affective Commitment

Employee's positive emotional attachment to the organization.

Continuance Commitment

Perceiving high cost of losing organizational membership which includes pension etc.

Normative Commitment

Commitment due to feeling of obligation.

The Concept
During 1960s and 70s, the concept of work life balance came into existence, especially for working mothers. In mid of 1980s men also began to voicing for work life balance. The 1990s solidified the recognition of work life balance as a vital issue for everyone, women, men, parent, singles and couples.

Research Methodology
Exploratory study has been done with convenient sampling and Correlation is used as a tool for establishing relationship. The variables used were age, gender, and work tenure. The maximum

respondent lies in the age of 33-39. It was also noticed that employees stay in an organization has a higher limit as 5years.

Recommendations

- Organization should allow flexible working and job sharing.

- Adequate breaks should be allowed during the working day.

- Adequate resources for academicians help them to undertake their jobs properly.

- Provisions of leaves for opportunities to grow example Sabbatical leaves.

- Providing health and well-being opportunities such as gymnasium or sports club etc.

Mr. Sandeep Kumar concluded his presentation with the calculated statistics of correlation coefficient and gave due weightage to organizational commitment and positive affect. He shared a visual on Importance of Work Life Balance. He quotes that "Balance is not better Time Management but better Boundary Management".

DAY 12: May 17, 2016

SPEAKER: Ms. Kumkum Sinha

Topic: The New Science of Customer Emotions

Ms. Kumkum Sinha started her presentation with an audio visual form Adani Wilmar, the advertisement for fortune oil featuring conversation between the grandmother of a patient and the nurse taking care of him. She defined emotion with the help of the advertisement. The shift of Marketing from logical to emotional advertisement can be clearly seen in recent years. Rather focusing on the USP of the product, consumer emotions are targeted more logically. The paper presented by her is an outcome of an 8 year extensive research. The paper collected the emotions form various population and it took 6years to collect 1billion data and to come out with rough 300 emotions and then funnel down to niche 10 to be worked upon.

THE PROBLEM

Companies know that emotion drive people and they are motivated to reflect the desired behavior. The process is more of a guess work than science. Thus companies are into gambling of emotions and thus the research helps in authenticating the guesswork.

The STUDY

The idea is to focus on winning hearts than sharing wallets. Mind share is the new and only touch felt point when you can steal a penny from them. It was important to drive customer behavior and the need of emotional motivator was created.

THE EMOTIONAL MOTIVATOR

Any individual who can perform the job can be an emotional motivator. There is no such fixed definition. It is complicated to identify them, though some examples can help us identifying them. For example:

"Stand out from the crowd"

"Have confidence in the future" etc.

Further discussion moved towards emotional connection. This suggests that buying decisions with a rational approach are no longer existing in the market. Emotional connection is the new marketing strategy. The impact of emotional connection is high because it is helpful in attracting and retaining the most valuable customer. It has emerged has the real competitive advantage and growth and thereby increase revenue and market share.

HOW TO BUILD AND STRENGTHEN THESE CONNECCTION?

1. Put the customer at the forefront of everything you do
2. Get closer to customers emotionally
3. Listen, Really listen
4. Demonstrate respect
5. Target the feelings that drive customers behavior
6. Identify the **emotional motivators**.

HIGH IMPACT MOTIVATORS

- Inventory you existing market research and customer insight and data
- Analyze your best customer
- Make the organizational commitment to emotional connection a key for growth

Ms. Kumkum Sinha discussed the pathway for emotional connection.

There are 4 steps to focus on as suggested in the paper.

1. Being Unconnected
2. Highly Satisfied
3. Perceiving Brand Differentiation
4. Fully Connected

Variations

- By Category and Brand

- Variations across customer segments.

- Persons position in the 4 pathways.

HOW TO LEVERAGE EMOTIONAL CONNECTION

- Target connected customer

- Quantify key motivator

- Systemize measure and learn

- Optimize investment across the function

The speaker further explains the areas of investment. She says, Stores, Online experience, merchandising and Message Targeting are major areas of concern to be worked upon for better connectedness. Emotional Connection Score (ECS) can be sued as a tool to measure the connectedness with the brand. Various companies are already using the tool and are constantly working to accelerate the scores to compete others. The emotional motivators provide an opportunity to create touch point with various demographic segments around the world.

She concluded her presentation with some more visuals confirming on the discussion that emotions help in connecting the most valued customer. Visuals from Titan, Vodafone, Voltas concentrating on selling emotions rather giving logic to buy the product. The USP is put up very silently in the consumer mind. Thus emotional connection as the paper suggests is the new dawn in marketing.

DAY 13: May 18, 2016

SPEAKER: Ms. Suchi Mody

Topic: Manage Your Emotional Culture

Ms. Scuhi Mody started her presentation by asking everyone about how they feel and does the feeling has an impact on the quality of the work. The emotions an individual play an important role in developing work quality. Most leaders focus on how employee think and behave but feeling matters just as much. She says that the article focuses on how employee think and behave? The idea in brief about the article is divided into 3 parts.

1. **The Problem**
   Companies pay little attention to the emotions of employee
2. **The Reason**
3. **The Solution**
   Different methods to understand and adopt the new techniques to motivate employees.

The author identified 3 basic emotions and created a framework. He defined them as culture of joy, culture of companionate love, and culture of fear. An example, she quotes is of company Ubiquity wherein employees registers his emotions at the end of the day. Employees punched whether they felt sad or happy today with the kind of work he did. The company collected the data and identified the responses and reasons for the emotions registered. The analysis can be done monthly, weekly or even daily basis too. Though the companies using such analysis are too rare to find.

Corporate Culture – Cognitive Culture

It sets the tone for how employees think and behave. This is generally followed by the majority of the organizations. What need to be discussed today is emotional culture. The key distinction is thinking Vs feeling. Following a routine is a part of cognitive culture but how the day passes is a part of emotional culture. Emotional culture has a positive impact on the performance of an

employee. It is apparent and any individual can identify the existence of emotional culture. While interacting with an employee one can easily find out that whether the cognitive culture subsides the emotional culture, the behavior of the employee gives you warmth to stay at the premises which confirms that emotional culture exist in the organization.

Ignoring emotional culture means you are avoiding a vital component that makes people organizational fit. Ms. Suchi Mody discussed the *culture model by Edgar Schein.*

THE REASONS
The conduction of SURVEY

Emotional Culture in Action

Culture of Joy   **Culture of Companionate Love**   **Culture of Fear**
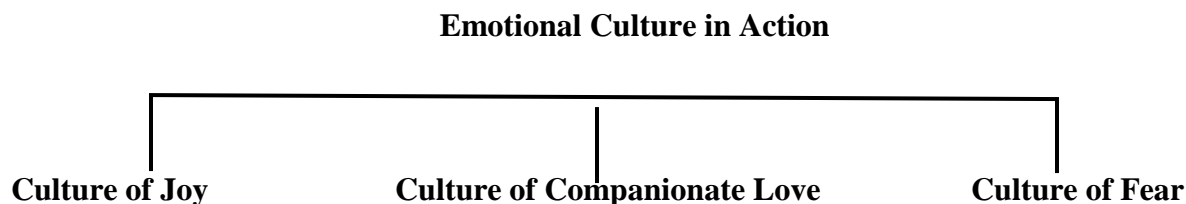
She gave examples of many companies where fun awards are part of a calendar year. This way they promote culture of JOY. Based on the performances they promoted the culture of joy and improved the performance of the employees. Cisco Finance was one of the company chosen for survey. The culture of joy has a positive impact on the productivity, creativity and many other parameters of performance.

Culture of Companionate Love.
The example she quoted was from Large Long Term Facility at East Coast. This was 16month study which suggest that the absenteeism rate was too low and the families of the patients in the units had more satisfaction. The culture of companionate love is not only restricted to helping industries rather this can be applied to real estate, higher education, biopharmaceutical and public utilities. Such a culture leads to lower absenteeism, greater teamwork, less burnout, job satisfaction and improved work performance.

Culture of Fear

It is an unpleasant emotion caused by threat of danger, pain or harm. She uses the example of a book captioned *turn the ship around*. The book focuses on turning follower into leaders. Under this organizations are driven by negative emotions. The idea is to accomplish missions by extreme control on the employees. Transformation is required at this hour. Fear leads to reduction in creativity, low self-confidence and increases job dissatisfaction. Thus this can be also called as toxic culture.

Ms. Suchi says that it is important to balance the three culture. There has to be fun at work, love among companions but control needs to be a part of the both. This balances the culture and the organization can sail smoothly in the present scenario.

THE SOLUTIONS

1. Harness what people feel
2. Model the emotions you want to cultivate
3. Get people to fake it till they feel it.

She concluded that the importance of organizational culture and the cognitive culture is much more to achieve the targets set, yet managers must track it closely to motivate their teams and reach the goals.

DAY 14: May 19, 2016

SPEAKER: Mr. Radheshyam Acholiya

Topic: 15 Rules for Negotiating a Job Offer

Mr. Radheshyam Acholiya started the presentation with a warm welcome and introduction of the author, Deepak Malhotra, a renowned writer on the subject. He throws a situation for the house which asked: A company you like has made an offer to you in the final round, while at the same time a firm you admire calls you for another opportunity. What should be the course of action?

Another situation he put forth situation related to job profile and as compared to the desired salary.

Another situation he puts for a working employee constantly being contacted by another employer with a better pay. Since you love your job what will be your plan of action?

Thus managing such situation can create confrontations if not dealt smartly. Deepak Malhotra suggested 15 rules to negotiate the job offer.

#Rule 1

Never underestimate the importance of likability.

The first impression is always important while appearing for an interview. One has to create likability in the first few minutes in order shift the balance in the positive situation.

#Rule 2

Help them understand why you deserve what you are requesting.

Always put your requests with the detailed reasons on why you deserve it. It is always good to support your statements with reasons and examples. Although one should understand what requests can be make.

#Rule 3

Make it clear they can get you.

He explains that one must not open the other offers in hand to get a leverage. This might show your interest in other organization and might let you lose the negotiation.

#Rule 4

Understand the person across the table.

If you can read the body language and understand the mindset of the interviewer than it is the place to negotiate and put your point. The moment you do this it helps you in further rounds to happen.

#Rule 5

Understand their constraints.

Before making any request, you should understand the constraints of the organization. The profile for which you have applied would have been offered to many others across the branch offices. In such cases you cannot negotiate as an individual as the benefits will have to be given to all at same post.

#Rule 6

Be prepared for the tough questions.

The idea is to be honest to deal with such situations. Honesty pays in longer run, never lie in such questions.

#Rule 7

Focus on the questioner's intent, not the question.

#Rule 8

Consider the whole deal.

#Rule 9

Negotiate multiple issues simultaneously, not serially.

#Rule 10

Don't negotiate just to negotiate.

#Rule 11

Think through the timing of offers.

#Rule 12

Avoid, Ignore, OR Downplay ultimatums of any kind.

#Rule 13

Remember they are not out to get you.

#Rule 14

Stay at the table.

#Rule 15

Maintain a sense of Perspective

The speaker explained all the rules with an intense discussion with the audience. The session was full of ideas and suggestions in terms of responses from the audience. Each faculty member raised situations from their experience which were beautifully solved by using the 15 rules by the speaker. Ideal answers for situations were discussed and at the same time, it was very well explained the every question is not just a question but a situation to handle in such a way to win the negotiation.

DAY 15: May 20, 2016

SPEAKER: Dr. CA Pramod Kumar Jain

Topic: Engineering Reverse Innovation

Dr. P K Jain started his presentation with the comparison of Low Income Country and High Income Country. Faculty members provided inputs on various parameters to compare. The economic condition of both the country gets affected by expenditure pattern, demography, lifestyle and more importantly constraints. A problem was discussed to understand the difference. A handicapped person looking for a solution in a developed country as compared to developing country. The audience came up with many solutions, such as medical aids, insurance. Many suggested to come up with low cost products in developing economy, *jugad* also came up as a solution in the developing country.

In general there are products launched by the companies, for different income groups, by means of differentiating features. Dr. Jain discussed the challenges faced in addition and deletion of the features in a product while shifting the product from developed to developing economy. There may be chances of product failure which might led to incur huge loss to the company. Few in the house suggested for experimentation on a small group, commonly known as test marketing.

Dr. Jain beautifully explained the various issues related to the challenges and asked for solutions. He discussed many examples to prove the point that the product can be developed in a developing country and shall be taken to developed country and hence introduced the topic for the presentation; Reverse Innovation. The term so given uses the word *reverse* because the idea is against the traditional approach of developing the product.

The concept
Despite of all the benefits the reverse innovation projects are not successful. Many Indian companies have failed in doing so. The research says that these failures are due to ignorance of unique features of Low Income Country.

1. Economic Condition

2. Social Condition
3. Use of Technology
4. Consumer Behavior
5. Spending Habits
6. Perception of Habits

These failures were defined as TRAPS by the researcher.

1. Trying to match market segments to existing product.
2. Trying to reduce the price by eliminating features.
3. Forgetting to think through all the technical requirements of the emerging markets.
4. Neglecting stakeholders.
5. Refusing to believe that products designed for emerging markets could have global appeal.

Based on the TRAPS identified so far, the researcher came up with 5 design principles.

1. Define the problem independent of the solution.
2. Create an optimal solution, not a watered down one using the design freedom available.
3. Analyze the technical landscape behind the consumer problem.
4. Test the product with as many stakeholders as possible.
5. Use emerging market constraints

Each of the traps was discussed with the problem and solutions available considering the design principle was diligently explained by Dr. Jain. He says that it is human tendency to drive the mind in a single way. The moment we come out of it, we are able to think multi dimensions attached to a problem and we will be able to define it in a better way for an optimal solution which will be feasible with the technical landscape and affordable too. The example of Renault, John Deere were few who have used these design principles to taste success in developing economy.

He shared the success story of Gillette. The company developed product for 400 million middle income Indians. Gillette avoided traps by concentrating on various issues.

1. Affordability
   a. The price would be critical constraint, since Gillette's main competitor, the double edge razor, costs just INR 1.00 (less than 2cents).

2. Safety
   a. The product designers surveyed and interviewed Indian shavers and found that Indian shavers could not relax or talk during shaving.

3. Ease of Use
   a. Indians shave with less running water at disposal, it was difficult to clean the shaver with a twin blade system.

Another concept Frugal Engineering commonly known as '*jugad*' in India was discussed and many examples were quoted to understand the concept of reverse engineering.

He concluded his presentation with a brief note on the problem, analysis and the solution. The take ways for the day was to think in reverse direction and to let ourselves open to multi thinking rather moving or following the standards set by the developed houses.

FACULTY IMPROVEMENT PROGRAM

SHARPEN THE EDGE II SERIES

Corporate Governance 2.0

Presented By – Dr. Tanu Srivastava

12th November 2016

Dr. Tanu Srivastava discussed Corporate Governance 2.0 an article published in HBR by Guhan Subramanian. She started with the meaning and core concept of Corporate Governance. The basic definition or in simpler words she says that "Corporate Governance is the system by which companies are directed and controlled." The fundamental objective of corporate governance is the 'enhancement of the long-term shareholder value while at the same time protecting the interests of other stakeholders."

During her presentation she covered various aspects of Corporate Governance, such as Why Corporate Governance, Objectives of CG, Principles, Suggestions and Conclusion. International scenario of CG and Indian scenario of CG was very well defined with clear and crisp objectives of good Corporate Governance.

Dr. Tanu also discussed the loopholes of governance and the instruments used to take advantage of the loopholes by Harshad Mehta. She explained further that Mehta used two instrument in this scam.

❖ Ready forward deal

❖ Bank receipts

Harshad Mehta was brave stock broker. He knew the loopholes in banking system as well as how to exploit that loopholes. His whole intension to do this was to rise in SENSEX. Something similar was done by erstwhile Satyam Chairman B Ramalinga Raju to gain Sensex points. The company however later got merged under Tech Mahindra in June 2013.

In her session she also discussed the drawbacks of Corporate Governance in Tata Sons. Tata Sons is the promoter (or controlling shareholder) of several listed companies within its fold, and which in the aggregate represent about 7.5% of the market capitalization on BSE. In that sense, the conduct of affairs on the Tata Sons board has a considerable impact on the governance of all of those listed companies. Promoters themselves may have a governance framework (as Tata Sons did), and decisions taken through such a framework would have implications for all listed

companies under it. Decisions taken by promoters (being either individuals or unlisted companies) are not subject to the same level of transparency and governance norms.

Basic Principles of CG 2.0

PRINCIPLE 1

Board should have the right to manage the company for the long-term. CG 2.0 would return to this old pattern and now directors would be accountable for their actions, but only as judged by a corporate law expert.

PRINCIPLE 2

Board should install mechanisms to ensure the best people in Boardroom. As per Clause 49 of listing agreement, the board of directors should be optimum combination of executive and non-executive directors. CG 2.0 would approach the issue of board composition in a tailored manner, focusing more on making sure that board really engage in meaningful selection and evaluation process.

PRINCIPLES 3

Board should give shareholders an orderly voice. In CG 2.0, the directors would campaign hard for their point of view but leave the decision to the shareholders. Under a CG 2.0 system, boards would get early warring of lightning- strike attacks. It's like can "Advance Notice" Poison Pills - a pill with a 5 % threshold but also an exemption.

She concluded her presentation by stating that Corporate Governance & CG 2.0 have become very important for corporate to perform and remain in competition in the era of liberalization and globalization. It achieve a balance between providing protection to investors and fostering fair and efficient capital markets and confidence in capital markets. It also includes a strong culture of core values, ethics, integrity, reliability and fair dealings amongst corporate, and promote sustainable and inclusive growth of the corporate sector.

Why Leadership Training Fails—and What to Do About I

Presented By: Ms. Suchi Mody

16th November 2016

It was another session of Faculty Improvement Program, wherein Ms. Suchi Mody opened the session with need of training as an opening question for the session. Many among the audience felt the need of the training but the desired output from the training is not being achieved was the common observation. The causes stated by the audience were duration of the training, intensity of the training, relevance with the job profile and job description and many others.

She explained the idea of training and the lack of strategic clarity for the failure of the same. She gave an example of SMA where management style led to conflicts and hence created a politically charged environment resulting in poor output of the training.

She quoted another example of a research study conducted in 1980, showing that training program did not facilitate organizational change. Results show that the companies that launches transformations by training are lagged behind the companies that didn't start this way. Three quarters of nearly 1500 senior managers at 50 organizations interviewed in 2011 were dissatisfied with their companies learning and development function. Only one in four reported that it was critical to achieving business outcomes.

During her session she emphasized on results which shows that initially training programs were succeeded in changing the attitude of supervisor following to reveal that most of the supervisor regressed to their pre training views. Only exceptions were those bosses who practiced and believe in new leadership style.

She gave a worm eye view to understand what goes wrong? Companies are not getting good return on investment still companies are spending enormous amount on employees training and development. The corporate leaders fool themselves in to believing that they are implementing change through corporate education.

6 Common barriers which she discussed for getting the desired outcome are:

1. Companies consistently struggle with unclear direction on strategy and values, which often leads to conflicting priorities.
2. Senior executives who don't acknowledge to a new direction or necessary changes.
3. A top-down approach by the leader, which prevents honest conversation about problems.
4. A lack of coordination across businesses, functions, or regions due to poor organizational design.
5. Inadequate leadership time given to employee issues.

6. Employees' fear of telling the senior team about obstacles to the organization's effectiveness. Because of that fear, we call these barriers "silent killers."

THE SOLUTION

- Redesigning the organization bring the desired result.

- Some basic steps to talent development.

- Developing the organization unit by unit.

- Organization need fertile soil before training seeds can grow.

With effective implementation of the training and keeping in mind the solutions for effectiveness the desired output can be generated by the organizations. With this the session was concluded.

Performance Management

By: Dr. Rashmi Badjatya

30th November 2016

It was another afternoon when Institute's board room was ready for another session to add to Faculty Improvement Program series. The session speaker, Dr. Rashmi Badjatya was ready to discuss the most important topic among any employee; Performance Management. The session started with the key bullets of measuring performance with definition.

She discussed Performance Management on following aspects:

- Systematic Planning of performance

- Monitoring of Performance

- Identifying KPA

- Reviewing, Developing and Enhancing of performance.

Performance defined:

- Performance is what is expected to be delivered by an individual within a time frame.

- What is expected to be delivered could be stated in terms of

  - Result or effort

  - Task or Quantity

  - With specifications or terms

Performance Management Defined:

- PM is an ongoing process, undertaken in partnership, between an employee and his immediate supervisor that involves establishing clear expectations and understanding about:

  - The essential Job function that an employee is expected to do

  - How the employee's job contributes to the goals of the organization

  - What "doing the job well" means in concrete terms

  - How the employee and supervisor will work together to sustain, improve or build on existing employee performance

Further she added that Performance Management is concerned with performance improvement, employee development, satisfying needs and expectations of stakeholders, communication and involvement, ethical considerations which include respect for individual, Procedural fairness and Transparency

Performance Management; she says is a shared process between managers and individuals which is based on

- Agreement of Objectives,
- knowledge, skill and capability requirement
- Performance improvement and personal development Plans
- Joint and Continuing review of performance
- Implementation of Improvement and further development plans

Principles of PM

- Translates corporate Goals into individual Goals
- It helps to clarify corporate goals
- It is a continues and evolutionary process in which performance improves over time
- It relies on consensus and cooperation rather than control and coercion
- It creates a shared understanding of what is required to improve performance and how it will be achieved
- It encourages self-management of individual performance
- It requires a management style that is honest and open and encourages two way communication between superiors and subordinates
- It requires continues feedback
- It should apply to all staff and is not primarily concerned with linking performance to financial rewards.

Balanced Scorecard

Balanced Scorecard essentially is a:

- Communication Tool
- Measurement System
- Strategic Management System

Balanced scorecard methodology is an analysis technique designed to translate an organization's mission statement and overall business strategy into specific, quantifiable goals and to monitor the organization's performance in terms of achieving these goals. BSC retains emphasis on achieving financial objectives, but includes performance drivers of these Financial Objectives

Conclusion

She concluded that Balance Score Card is unique technique for Performance Management at all level in any organisation. It translates a business unit's mission and strategy into tangible objectives and measures. The measures represent a balance between external shareholders and customers and internal measures of critical business processes, innovation and learning and growth. The measures are balanced between the outcome measures-the result from past efforts and measures that drive future performance. The balanced scorecard approach provides a clear prescription as to what companies should measure in order to 'balance' the financial perspective.

QUALITY IMPROVEMENT PROGRAM

Day 1: 10-11 October, 2016

Speaker: Dr. CA P. K. Jain

Topic: Finance for Non Finance Managers

The Quality Improvement Program was started by the session of Dr. CA P. K. Jain. Dr. Jain discussed in his session about the importance of finance and how non finance managers in organization can still benefit from understanding finance.

Dr. Jain covered the following:

Understanding Balance Sheet, Assets-Liabilities

Understanding PL Statement

Shareholder's Wealth Maximization

Basic & Important Accounting Principles

Day 2: 13 October, 2016

Speaker: Mr. Sandeep Kumar

Topic: Competency Mapping

Competency Mapping is a process to identify key competencies for an organization and/or a job and incorporating those competencies throughout the various processes (i.e. job evaluation, training, recruitment) of the organization.
According to Boyatzis (1982)

"A capacity that exists in a person that leads to behaviour that meets the job demands within parameters of organizational environment, and that, in turn brings about desired results"

STEPS IN COMPETENCY MAPPING

METHODS OF COMPETENCY MAPPING

- Assessment Centre
- Interview Techniques
- Questionnaires
- Psychometric Tests
- Assessment Centre
- Group Discussions
- In Tray
- Interview Simulations/Role Plays
- Case Studies / Analysis Exercises
- Interview Techniques
- Questionnaires
- Common Metric Questionnaire (CMQ)
- Functional Job Analysis
- Multipurpose Occupational System Analysis Inventory (MOSAIC)
- Occupational Analysis Inventory
- Position Analysis Questionnaire (PAQ)
- Work Profiling System (WPS)

Day 3: 15 October, 2016

Speaker: Mr. Sumit Zokarkar

Topic: Spreadsheet Modelling using MS Excel

Financial modelling is creating a complete program/ structure, which helps you in coming to a decision regarding investment in a project/ company.

Now this could be on a simple piece of paper or in excel. The advantage with excel is that, even if you do not have calculation speed and accuracy, then also you would be able to come to the right conclusion!

Financial modelling is the task of building an abstract representation (a model) of a real world financial situation.

This is a mathematical model designed to represent (a simplified version of) the performance of a financial asset or portfolio of a business, project, or any other investment.

Financial modelling is a general term that means different things to different users; the reference usually relates either to accounting and corporate finance applications, or to quantitative finance applications.

APPLICATIONS IN ACCOUNTING

In corporate finance, investment banking, and the accounting profession financial modelling is largely synonymous with financial statement forecasting. This usually involves the preparation of detailed company specific models used for decision making purposes and financial analysis. Applications include:

▶ Business valuation, especially discounted cash flow, but including other valuation problems
▶ Scenario planning and management decision making ("what is"; "what if"; "what has to be done")
▶ Capital budgeting
▶ Cost of Capital (i.e. WACC) calculations
▶ Financial Statement Analysis (including of operating- and finance leases, and R&D)
▶ Project Finance
▶ Mergers and Acquisitions (i.e. estimating the future performance of combined entities)

APPLICATIONS IN QUANTITATIVE FINANCE

APPLICATIONS INCLUDE:

► Option pricing and calculation of their "Greeks"

► Other derivatives, especially interest rate derivatives, credit derivatives and exotic derivatives

► Modelling the term structure of interest rates and credit spreads

► Credit scoring and provisioning

► Corporate financing activity prediction problems

► Portfolio optimization

► Real options

► Risk modelling (Financial Risk Modelling) and value at risk

► Dynamic financial analysis (DFA)

SOME EXAMPLES

► Personal Finance

► Car Loan Calculator

► Break Even Analysis

► Business Valuation

► Insurance Premium Calculator

► Inventory List

► Family Budget

► Loan Comparison

► Project Tracking

Day 4: 16 October, 2016

Speaker: Mr. Varun Keshari

Topic: Breakthrough Solutions using Theory of Constraints

The Theory of Constraints is a methodology for identifying the most important limiting factor (i.e. constraint) that stands in the way of achieving a goal and then systematically improving that constraint until it is no longer the limiting factor.

Mr. Keshari covered three activities namely
  ❖ ACTIVITY 1: JOHNY
  ❖ ACTIVITY 2: CROSS THE BRIDGE
  ❖ ACTIVITY 3: THE BOTTLENECK

THE PROCESS
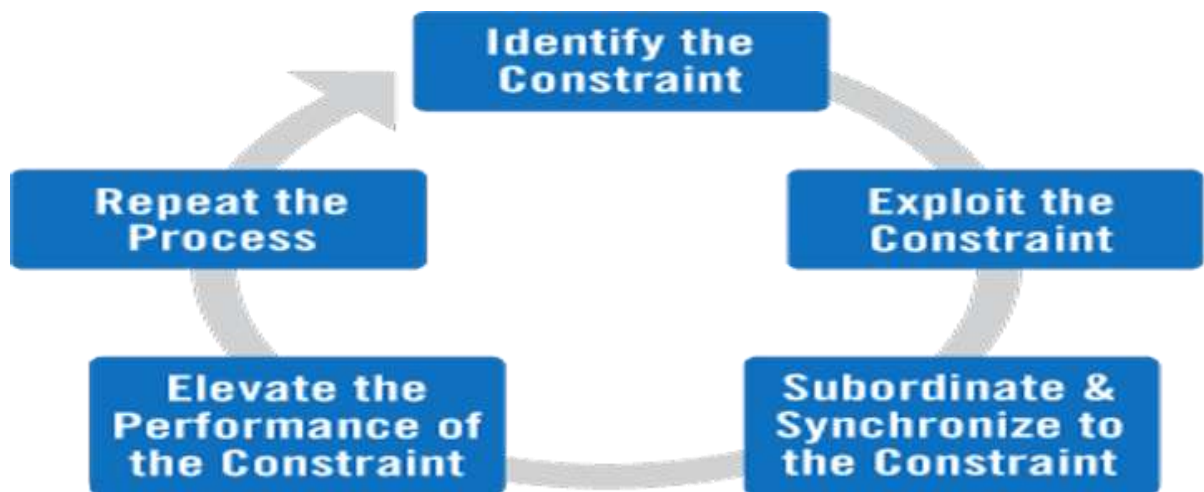
Day 5: 21 October, 2016
Speaker: Mr. Radheshyam Acholiya
Topic: Lean Thinking & Management

Eliminate Waste, Create Value

Lean thinking is not a set of tools. It is a continuous improvement mindset using PDSA cycle.

Plan: Create a plan for change, identifying specifically what you want to change.

Do: Carry out the plan in a trial or test environment, on a small scale, under controlled conditions.

Study: Examine the results of your trial. Verify that you have improved the process.

Act: Implement the changes you've verified on a broader scale. Update your standard operating procedures.

Lean thinking is set of principles, concepts & techniques designed for a elimination of waste & continuous improvement.

Lean thinking is methodology that aims to provide a new way of think about how to organize human activities to deliver more benefits to society & value to individuals while eliminating waste.

Giving our customer exactly:
* What they want
* When they want it
* In the quantity they want it
* At the price they want to pay for it

The following issues was also taken into consideration:
* Safe working condition
* Challenging work opportunity
* Focus on skills rather than qualification
* Job security
* Job that adds value (no busy work)

Value Added Activity
* Transforms or shape material/information/people
* It's done right form the first time
* And the customer wants it

Non-Value Added Activity (Necessary Waste)
- No value is created but cannot be eliminated based on current technology, policy or thinking
- Example: Project Coordination, Regulatory, Company Law

Non-Value Added Activity (Pure Waste)
- Consume resources, but creates no value in the eyes of customer
- Example: Wait time, Inventory, Rework

Day 6: 22 October, 2016

Speaker: Mrs. Shweta Mogre

Topic: Managing Diversity in Work Place

Organizations employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing, and allocation of resources. Employees from diverse backgrounds bring individual talents and experiences in suggesting ideas that are flexible in adapting to fluctuating markets and customer demands.

Managing Diversity
- It means understanding that "each individual is unique" and recognizing our individual differences.
- It is the exploration of these differences in a safe, positive, and nurturing environment.
- It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Benefits of Diversity at Work Place
- Increased Adaptability
- Broader Service Range

  A diverse collection of skills and experiences (e.g. languages, cultural understanding) allows a company to provide service to customers on a global basis.
- Variety of Viewpoints

- A diverse workforce that feels comfortable communicating varying points of view provides a larger pool of ideas and experiences. The organization can draw from that pool to meet business strategy needs and the needs of customers more effectively.
- More Effective Execution
- Companies that encourage diversity in the workplace inspire all of their employees to perform to their highest ability. Company-wide strategies can then be executed; resulting in higher productivity, profit, and return on investment.

Focus on Inclusion:
- Organizations are walking the trail of improving their inclusivity by focusing on initiatives to implement formal inclusion.
- Companies are also scrutinizing whether they are open to accepting fresh ideas and different perspectives of managing various tasks.
- Emphasis is being laid on creating a flexible work environment and accommodating different and innovative views and ideas.

Day 7: 3 November, 2016

Speaker: Dr. Rashmi Badjatya

Topic: Creativity, Problem Solving & Decision Making

The following issues were discussed:

What is Problem

- Scenario not matching the desired situation needing improvement- Challenge / Opportunity
- Anytime actual performance does not match expectations
- Problems don't occur without a reason.
- In any situation with a problem, there must be an historical point; when actual performance started to deviate.
- Something happened at the time x which caused the problem to occur.
- It is important to distinguish between symptoms of a problem and its causes.

Common Barriers to Problem Solving

- Confirmation Bias
- Mental set
- Functional Fixedness
- Irrelevant Information

Barriers to Problem Solving

- Failure to recognize the problem- not sure what the problem is
- Conceiving the problem too narrowly, not sure what is happening
- Making a hasty choice, not sure what you want
- Failure to consider all consequences, not enough resources
- Failure to consider the feasibility of the solution
- Failure to define what YOU did that was responsible for your success
- Team attitudes like complacency, ridiculing others' ideas, lack of accountability, dysfunctions, fear of change, lack of trust and doubts
- Too many chefs in the kitchen
- Value judgment: Members afraid to be judged based on their skills

Decision Making

- In psychology, **decision-making** is regarded as the cognitive process resulting in the selection of a belief or a course of action among several alternative possibilities.
- Every decision-making process produces a final choice.

Day 8: 4 November, 2016

Speaker: Ms. Aditi Bhawsar

Topic: Managerial Training for the First Time Managers

Ms. Aditi Bhawsar covered the following:

WHAT A MANAGER NEEDS TO DO?

CHALLENGES FOR THE FIRST TIME MANAGERS

An initial challenge most first-time managers' face is learning to shift their perspective from:

- ◉ Collaborating with others
- ◉ Getting their work done through others
- ◉ Being the manager of the team

FIRST TIME MANAGER

- ◉ Managing people is both a huge responsibility and a great honor.
- ◉ For the first-time manager, making the transition from being an individual contributor to a manager can be a dramatic shift.

The following themes were also taken into attention:

- o ORGANIZATION'S MISTAKES
- o ESSENTIAL SKILLS FOR THE FIRST TIME MANAGERS
- o SET PERSONAL AND PROFESSIONAL GOALS
- o TAKE ACTION TO GET IDEAS AND PLANS ACCEPTED
- o EFFECTIVE BEHAVIORS
- o DECISION MAKING
- o QUESTIONS TO ASK BEFORE MAKING A DECISION
- o DON'T BE AFRAID TO TAKE A RISK
- o CHANGE MANAGEMENT, TIME MANAGEMENT
- o EFFECTIVE MEETING SKILLS, MOTIVATION
- o PRAISE, CRITICISM, DELEGATION SKILLS
- o HOW TO DELEGATE BETTER?
- o HOW TO DEAL WITH THE NEEDS OF YOUR EMPLOYEES:

    o   ADDITIONAL CONSIDERATIONS FOR FIRST-TIME MANAGERS

Day 9: 7 November, 2016

Speaker: Dr. Tanu Srivastava

Topic: Managing People & Performance in Organization

This applies to all managers and team leaders who manage people.

It covers work allocation and the methods to review performance, reward excellence and provide feedback where there is a need for improvement.

This makes the link between performance management and performance development, and reinforces both functions as a key requirement for effective managers.

WHAT IS PERFORMANCE MANAGEMENT?

▶ The Performance Management Process

▶ Annual Appraisals are Different but Part of Performance Management

▶ Differences between performance management and appraisal

PERFORMANCE MANAGEMENT IS NECESSARY, AND EVEN DESIRABLE. WE ALL WANT TO KNOW:

1. Am I doing the right things?
2. Are my contributions helpful to others?
3. Should I be focusing elsewhere?
4. Am I adding value?

MANAGERS MUST ALSO TAKE RESPONSIBILITY FOR THE FOLLOWING ELEMENTS:

▶ Maintaining a positive relationship between the employee and the organization.

▶ Ensuring employees understand their 'fit' within the organization.

▶ Encouraging a culture of performance.

▶ Helping to build networks amongst talented employees.

▶ Demonstrating commitment to employee development.

What motivates you in the work that you do? Do you think these are the same motivators for the staff that you manage?

▶ Need to know the direction of the business

▶ What is it that you have to achieve as a manager with the resources you have

▶ Harnessing people resources – identifying key work priorities; matching skills and capabilities; bringing out the best in staff

▶ Tracking performance of the individual , team and business unit

TAKE AWAY

▶ People are the backbone of commercial aviation, and people management is crucial for ensuring business performance. With this topic, we gained the knowledge needed to bring out the best in the people we manage. It will have the opportunity to assess our strengths and development areas, to make better at communicating and giving feedback, motivating the varying personalities in our team, and managing change.

Day 10: 8 November, 2016

Speaker: Mrs. Kumkum S Modak

Topic: Personal Branding

WHAT IS A "BRAND"?

WHAT IS BRANDING?

▶ The process involved in creating a unique name and image for a product in the consumers' mind, mainly through advertising campaigns with a consistent theme.

▶ Branding aims to establish a significant and differentiated presence in the market that attracts and retains loyal customers.

▶ People are discovering newer ways to adorn their bodies and one such method is human branding.

▶ The main goal of all types of branding is the same - to establish a personalized identity and/or be recognized for an association with something.

PERSONAL BRANDING:

▶ Personal branding is the practice of people marketing themselves and their careers as brands.

▶ Personal branding is essentially the ongoing process of establishing a prescribed image or impression in the mind of others about an individual, group, or organization.

WHAT IS A PERSONAL BRAND AND WHY IS IT IMPORTANT?

▶ Personal brand can be defined as the total experience of someone having a relationship with who you are and what you represent as a leader.

▶ It's like a personal trademark that informs and guides how you conduct yourself in order to deliver the "experience of you".

▶ Your personal brand should represent the value you are able to consistently deliver to those whom you are serving.

▶ It is not about self-promotion, but instead built on the value you deliver to others in your leadership role.

TAKE AWAY:

▶ Your personal brand is defined not by what you tell people it is, but -By how you conduct yourself and what others tell each other about you.

▶ Many people do what you do.

▶ Some of them do it similarly to how you do it. But nobody does it for the reasons you do it.

▶ Inspiring thought leadership is about building a compelling personal brand around why you do what you do.

▶ People are attracted to and trust people with whom they have an emotional connection.

▶ Human emotions play a large role in driving engagement in social networks and leadership in organizational settings.

▶ Personal branding done right not only demonstrates your knowledge and values, but does so in an engaging and quite personal way.

HOW TO BUILD A PERSONAL BRAND STRATEGY AND COMMUNICATION PLAN

- ► Building your Personal Brand
- ► Questions that define your personal brand
- ► Key elements of your personal brand communication plan
- ► Build an audience of influencers
- ► Align your social networking profiles
- ► Curate great content
- ► Write and publish great content
- ► Give until it hurts

Day 11: 10 November, 2016

Speaker: Ms. Suchi Mody

Topic: Winning Your Customer with Quality

The quality as perceived by a customer depends upon the money he has invested. The higher the investment, the higher is the expectation on quality. If that is not meet, we have a dissatisfied customer on our hands.

Quality is the Business of doing business. Quality is the buzzword these days and everybody talks about it. The politicians from public platforms, the company executives from business, and of course, the common man on the street.

Quality as Perceived by Customers depends upon the Money he has invested

- Mercedes Benz luxury car owner expects safety, smooth noiseless ride, many features like GPS, top class music system and the list is endless.
- On the other hand, a Maruti 800 car owner has fewer expectations. Yet he too expects some features that would make his drive smooth and with no problems.
- We have to remember that a Mercedes Benz vehicle costs many times more than a simple Maruti 800 car.

Day 12: 11 November, 2016

Speaker: Dr. Mona Tawar

Topic: Managing Difficult People at Workplace

The last day of Quality Improvement Program was taken by Dr. Mona Tawar on topic "Managing Difficult People at Workplace". Dr. Mona Tawar started the session by discussing **Two Primary Sources for Difficult Behavior:**

❖ Hereditary Characteristics
❖ Formative Life Experiences

Heredity also determines the way in which we process input and information, in other words, the way we learn. The basic learning styles are:

❖ Visual
❖ Auditory

Heredity can also be the source of mental disorders and mental illness:

❖ Such as passive-aggressive, manic-depressive, paranoia, and schizophrenia; extreme hostility, addiction, depression, hyperactivity, etc.

She further discussed that sometimes we adopt difficult behaviors because they help us achieve the results we want. We may also adopt difficult behaviors when they help us avoid something unpleasant.

STUDENT DEVELOPMENT PROGRAM

Orientation Program

An Orientation Program was organized from **4 July to 9 July**, 2016 for UG I semester students under which following session were taken:

Computer Awareness by Mr. Sumit Zokarkar

Group Discussion by Mr. Varun Keshari

Economic Issue and how to read a News Paper by Dr. Tanu Srivastava

OBJECTIVE: The objective was to equip students with all the orientation benefits, by providing an opportunity to introduce to the fundamentals of all the above covered topics.

OUTCOME: The Student Orientation Programs was very significant for them. The programs made a substantial impact on connecting them, as it was changeover to them. More importantly, these orientations introduced students to the resources they will need when they are in personal or academic life – resources that many students overlook or forget are available to assist with their success in college life.

Seminar on Basics of Finance

On **27 July, 2016** a Seminar on Basics of Finance was taken by CA Rohit Jain.

The financial literacy seminars covered holistic topics such as investments, business, personal growth, and money management. The tips given during this seminars helped students on financially and in many other aspects of everyday life. Learning these skills prepares students to recognize and seize important opportunities as they arrive. And seizing opportunity is one of the best ways to reach the academic excellence.

He explained the following topics:

BANKING ORGANISATION

Deposit Accounts: Saving, Current, Fixed Deposit & Recurring Deposit

Advances Accounts: Cash Credit Limit, Term Loan, Documentary Credit & Treasury Operations

INSURANCE: Life Insurance, General Insurance

MUTUAL FUND: Systematic Investment Plan, Entry Load and Exit Load

STOCK MARKET: Primary Market, Secondary Market, Shares & Stock Exchange

Income Tax:

Heads of Income: Income from Salary, Income from House Property, Income from Business and Profession, Income from Capital Gains, Income from Other Sources, Return Filing Mechanism

Different ITR Forms: ITR 1, ITR 2, ITR 3, ITR 4, ITR 5, ITR 6 & ITR 7

Investor Awareness seminar by ICICI Prudential

An Investor Awareness Seminar was organized on **30 July, 2016** by ICICI Prudential. The objective of the seminar is to make clear understanding of what investment is and how to do investment at right place. Mr. Pramod Jain from ICICI Prudential address about how efficiently we can invest our money for the betterment of future. The seminar was very helpful and knowledgeable to make a right decision for investment.

Seminar on Importance of Insurance by Indore Insurance Institute

On **22 September, 2016** A Seminar was taken by Indore Insurance Institute on "Importance of Insurance" by Mr. Mohan Vatnani. The objective of the seminar was to make understanding of insurance and aware students about it various aspects. Mr. Vatnani address students about what insurance is and what are the different areas of insurance which are important.

One of the many benefits of purchasing insurance plans for students is that they are offered at affordable prices and are designed to fulfill the needs of each student's situation. Although every university may have their own requirements, these college student health insurance plans are set up to fulfill the majority of conditions required.

Seminar on EBSCO

On **29 September 2016,** a seminar was organized on EBSCO with an objective to create interest and awareness amongst students and faculty members about the research database EBSCO. The agenda of the workshop was to inform about the databases availability at EBSCO, how to access the databases, what the basic are and advanced search strategies and the advantages of EBSCO.

EBSCO offers resources accessible to any researcher at any time. It offer premium content through databases, e-books, journals and magazines, and library resources. The content and

feature-rich technology platforms serve the needs of students, faculty members, researchers at all levels.

He made them understand that how easy and user friendly is the entire procedure to search databases on the EBSCO and how it helps them in their research work.

He showed the official site to search the databases availability i.e. on www.ebscohost.com and explained that all the necessary information is easily available on the home page.

The information that he provided was very useful and will help the students, faculty and staff members for their academic advancement and growth. Overall the workshop was very informative and educated on a necessary procedure that everyone should know while doing a research work.

Seminar on J-Gate

Internet and the Web are continually influencing the development of new modes of academic communication, including discussion forums, preprint documentations, institutional Web sites and home pages. The scholarly journal remains to be the most preferred and treasured medium. The scholarly journal has become a vital part of the practiced progression of researchers. J-Gate is one such major initiative in India. J-Gate is an electronic gateway to global e-journal literature that provides seamless access to millions of journal articles available online. It has a massive database of journal literature, from e-journals to full text. J-Gate also support online subscription to journals.

Keeping the above in view, a Seminar was organized on **30 September, 2016.**

The audience understood the various advantages J Gate Offers from flexibility in terms of time to complete works, assignments, or researches in anytime and anywhere to easily searching, to save time related to scanning of articles, journals, newspapers etc.

ACTIVITIES UNDER NATIONAL SERVICE SCHEME

SEMINAR BY CONSUMER GUIDANCE SOCIETY OF INDIA

February 27th 2016

The Consumer Guidance Society of India, conducted a seminar for students of UG and PG in collaboration with the NSS SFU of the institute.

Founded in 1966, CGSI has been actively championing the rights of consumers for more than 40 years. The Society was founded by women activists in the year 1966. Their aim was to protect the rights of consumers, who found themselves helpless whenever they were supplied with defective goods or services. The efforts of CGSI and other Consumer Organizations of our country bore fruit when the Consumer Protection Act was enacted in the year 1986 and the Consumer Courts were set up thereafter.

Mr. Santosh Shukla, Secretary Consumer Guidance Society of India then spoke on various issues related to consumer rights. He mentioned that it is often the lethargy of the common man which prevents us from fighting against injustice meted out to us as consumers, and assured the audience that the Consumer Guidance Society is there to help us fight for our rights whenever we are deprived of them.

Mr. Bipin Raje, Sr. Business Associate LIC of India, Navi Mumbai and Mr. R. S. Nayak, Sr. Zonal Manager, pointed out the benefits of being insured and also warned us from being fooled by agents who do not read out all the terms and conditions to us while making us their customers.

Mr. Varun Keshari, NSS Program Officer concluded by the vote of thanks to all the delegates for their efforts.

7 Days NSS CAMP at Kayasthkhedi, Sanwer

11ᵗʰ February – 17ᵗʰ February, 2016

Pioneer Institute of Professional Studies, NSS Unit 1 organized special 7 days camp from February 11ᵗʰ – 17ᵗʰ 2016 at Kayasthkhedi, Sanwer. The camp was attended by 44 students with the program officer. The students of UG as well as PG participated in the camp. Many activities were performed by the volunteers as a part of the camp which includes plantation, Swachh Bharat Abhiyan, Cleaning of Drainage, water conservation, importance of education, awareness of vaccination etc.

Day – 1 Swachh Bharat Abhiyan

The day one of the NSS camp was dedicated to the most captioned campaign of the country. Students created awareness among residents of the village and also involved them into cleaning the village. The activity started with the school in the village, moved on to wells, roads, hand pumps, and the busy streets. The activity drastically changed the look of the village and developed a rapport with the villagers for continuing the activity irrespective of any constraints.

Day - 2 Cleaning and Deepening of Drains

The next day was dedicated to deep cleaning of the village, which was causing problem in routine lives. Student deepened the drainages road side and cleaned the pipes for a better flow of the waste right out of the village. At many places the water from drains was moving into farms which was redirected by the students to save farms from the pollutant water.

Day - 3 Women Safety and Hygiene

This day volunteers invited females of village to gather at a common place. Anganwadi didi was also present to discuss the hygiene issues among girls and at the same time educated females to support girls. Safety issues were also dealt appropriately by female faculty and officers which helped females to gain confidence among themselves. Basic safety techniques were taught to females in terms of self-defense and also using safety apps in mobile to students moving out of village for higher studies.

Day - 4 Anti -Tobacco Campaign

Volunteers organized a rally to create awareness about harms from tobacco. They urged all the residents to stop using tobacco. Kids were involved to participate in the rally and aware their parents about the harmful effects. With the help of posters and banners rally moved out into every corner of village and later the posters were pasted in the school premises for long term effect.

Day - 5 Patch work on Roads

The day volunteers reached the village, they knew it was really difficult for vehicles to reach the village due to bad road conditions. Thus, the 5th day of the NSS camp was devoted to development of road and patch work wherever necessary. Students with the help of villagers sourced the raw material from nearby areas and made the approach road smooth for travel. Villagers were really happy with such initiatives of students. They whole heartedly participated and helped students to accomplish the task.

Day - 6 Plantation

The subject of the sixth day of the camp was "Plantation". All the volunteers formed several groups of 4-5 and were advised to plant two saplings in the gardens, courtyards and safe places of every house in the village. They also participated in awareness procession, sang slogan and played nukkad nataks on the concerned subject. Residents of Kayasthkhedi took pledge after plantation to save the plant from all bad energies and to take care of the growth and also to spread awareness for plantation.

Day - 7 Health Camp

Considering health as the most important factor for any individual, this year also NSS volunteers kept the last day of the camp reserved for health awareness. Dr. Ambrish visited the village and conducted physical health checkup for males, females and kids. Medicines were provided to all the patients from the institute. More than 200 residents came for health checkup which lasted till 5pm starting from morning 9am.

Apart from regular activities, students conducted cultural activities on a daily basis, where in kids also participated with full zest. Every morning the volunteers with Sarpanch and

government officials moved in the form of rally to create awareness for construction of washrooms and to use them. This was highly appreciated by the Sarpanch and declared the camp a successful in terms of effectiveness, as more than 400 homes had constructed washrooms while at many places it was under construction.

The last day of the camp, post completion of the health checkup closing ceremony was organized by the volunteers. The ceremony was attended by Dr. Mona Tawar, Director PIPS, Sarpanch and Senior citizens of village where in they congratulated students for the great accomplishment.

Swachh Bharat Abhiyan: Cleanness Activity on 2nd October

Swachh Bharat Abhiyan, also called as the Clean India Mission or Clean India drive or Swachh Bharat Campaign. It is a national campaign run by the Indian Government to protect the backward towns to make them clean. The campaign includes promoting sanitation programs in the rural areas, cleaning streets, roads and changing the infrastructure of the country to lead the country ahead.

This campaign was officially launched by the Honorable Prime Minister, Narendra Modi on 145th birth anniversary of the Mahatma Gandhi on 2nd of October in 2014 at Rajghat, New Delhi.

Keeping in line with the above, Pioneer Institute ensures the significance of cleanliness and inculcating hygiene necessary for every citizen of the country and so the students of the Institute came forward to be a part of the mega cleanliness drive.

The objective was to carry out the cleanliness mission and sensitize students and adults and make them aware of the different aspects of hygiene. The schedule included to clean Institute, clean surroundings, play area, ensuring pure drinking water facilities, proper toilets, safe and clean food and personal hygiene. The themes of this campaign was awareness related to Clean Institute/Surroundings/Play area; Clean Food; Clean Self, Personal Hygiene; Clean Drinking Water; Clean Toilet; Cleaning the Classrooms, Library, Labs, Hostel Mess and Canteen Kitchen and other areas.

As part of the programme, the students took an oath that they will not use plastic bags, will not waste any paper and use the dustbins for throwing garbage in the Institute.

TEACHING BEYOND ACADEMICS

AD MAD SHOW

AD MAD Show is an '**Advertisement Making Competition**' for B School students to showcase their creativity in Marketing products and services. Its objective is to acquaint the students about promotional strategies in marketing through advertisements. It comprises of humorous & conceptual ad presentation by the students. Students act out on various advertisement script and ideas relevant for different sectors including FMCG product, while goods, services, and social awareness etc. All the teams were given a time frame to showcase their talent. A team comprises of maximum 4-5 members. The teams were judged on following criterion—

- Advertisement's content – How humorous it is.
- Expressions
- The presenter's fluency

Overall 4 teams participated and wonderfully presented their ideas in front of the audience. The entire event was judged by Ms. Ratna Juneja

BEER GAME

Lack of Coordination in Supply Chain Management

The beer game is a role-play simulation game that lets students experience typical coordination problems of (traditional) supply chains, in which information sharing and collaboration does not exist. In more general terms, this supply chain represents any non-coordinated system in which problems arise due to lack of systemic thinking.

INNOVATIVE TEACHING PEDAGOGY

Partnering Presentation for Under Graduate and Post Graduate Students

Partnering Presentation Contest is a great way to have students practice all language systems areas (vocabulary, grammar, discourse) and skills (speaking, reading, writing and listening). It also build confidence, and presenting is a skill that most students' will need in the world of work. The students who are good presenters are better communicators all round, since they are able to structure and express their ideas clearly. The objective is to provide a channel to students to share with others what they have learned. It is also a chance to challenge and expand on their understanding of the topic by having others ask questions. It helps them to inform and persuade classmates effectively. Partnering Presentation also form a natural part of task based learning. By focusing on a particular language point or skill, the presentation is a very practical way to revise and extend book, pair and group work. The audience students can also be set a task, a set of questions to answer on the presentation, which is a way of getting students to listen to each other.

Outcome and Benefits of Partnering Presentation

➢ It help overcome the initial fear of facing public confidently and allow them to perform to their potential.
➢ Develops body language and eye contact with individuals and teaches the use of right postures to captivate the listeners
➢ Makes them understand and comprehend the audience better with control that enables to reach out to the audience better.
➢ Listeners are made to contribute more in the discussion and thereby increase the interaction.
➢ Enables use of contemporary communication tools like slides, power point presentation and visual aids that have more lasting imprint on the viewers than mere talk.
➢ Persuasive skills are improved in leaps and bounds.
➢ Increases Ability to face people either in person or in groups.
➢ Enhances the personal touch and the actual posturing at first sight makes the audience feel astonishment and captivates them to attend to the presentation in enthralled attention.

INSTITUTE INDUSTRY INTERACTION AND INDUSTRY VISITS

Pioneer Institute believes that Industrial Visits has its own importance in a career of a student who is pursuing a professional degree. It is an important part of college curriculum, mainly seen in engineering/MBA courses. The objectives of industrial visit is to provide students an insight regarding internal working of companies. The theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective on the world of work. It provides students with an opportunity to learn practically through interaction, working methods and employment practices. It gives them exposure to current work practices as opposed to possibly theoretical knowledge being taught at college.

Industrial visits provide a brilliant opportunity to interrelate with industries and know more about industrial environment. Industrial visits are arranged frequently with an objective of providing students functional opportunity in different sectors like IT, Manufacturing and services, finance and marketing. The visit helps to combine theoretical knowledge with industrial knowledge. Industrial realities are opened to the students through industrial visits.

The focus is on theoretical knowledge, practical knowledge and research. Such visits help students to gain hands-on experience of how industry operations. Also it helps to bridge the gap between theoretical training and practical learning in a real-life environment; provides an opportunity for active/interactive learning experiences in-class as well outside the classroom environment; able to better identify prospective areas of work in the overall organizational function; enhance interpersonal skills and communication techniques; students become more aware of industry practices and regulations during industry visits; broaden the outlook of students with exposure to different workforces from different industries.

Industrial Visit at Safexpress: 9 July, 2016

Industrial Visit at Gorani Industries: 4 August, 2016

Industrial Visit at Sun Pharma: 27 August, 2016

Industrial Visit at Tata International Ltd.: 13 October, 2016

Industrial Visit at Dainik Bhaskar: 14 October, 2016

Industrial Visit at Unosack Flexible Packaging Pvt. Ltd.: 17 October, 2016

STUDENT SUPPORT AND PROGRESSION

Anti-Ragging Meeting

On **25 July, 2016** an Anti-Ragging meeting was taken by Mr. Sumit Zokarkar where he address students about the general rules & regulation of Anti-Ragging Committee and how to fill online anti-ragging form. He also addressed students about the Members and Committee of Anti-Ragging Cell.

The students were told that about the roles of the Anti-Ragging Committee which is to ensure compliance with the provisions of UGC Regulations on Curbing of Menace of Ragging in Higher Educational Institutions, as well as the provisions of any law for the time being in force concerning ragging and also to monitor and oversee the performance of the Anti- Ragging Squads detailed for prevention of ragging in the Institute.

Functions:

- ➢ To secure all areas in the college i.e. canteen, parking places, different blocks, and play grounds etc.
- ➢ To ensure that Mentors and at least one faculty member is present at a particular time at all locations to avoid ragging.
- ➢ To take precautions to avoid ragging activities at various locations.
- ➢ To ask student's representative, volunteers and secret informers to be alert at various points.
- ➢ To conduct anti-ragging campaigns in the form of Flexes, Posters and Boards in college premises and surrounding areas.
- ➢ To coordinate with Grievances & Redressal committee and help them coordinate in anti-ragging activities.
- ➢ To conduct awareness programs on Anti - Ragging in the form of Mentor Meetings.
- ➢ To conduct meeting whenever required and discuss relevant issues, intimating the Director.

Online Anti-Ragging Meeting

A meeting was taken by Mr. Sumit Zokarkar on **6 August, 2016** to make students aware about the online filling of Anti-Ragging Form. He address students about the different rules and regulation and also explained how to fill an online anti-ragging form.

Students-Mentor Interaction

Different mentor meeting was taken by all mentors on **8 August, 10 August, 26 August and 27 August** of different courses to aware students about the general rules and regulations of the institute, anti-ragging rules and regulations. To aware students about different Cells like Entrepreneurship Development Cell, Student Grievance Cell, Women Empowerment Cell, Social And Entrepreneurship Cell and functioning of each Cell.

- All students (mentees) are assigned a mentor/ faculty
- Students are matched with their faculty mentors, which helps avoid conflicts of interest within their programs of study.
- Mentor and mentee assignments happen at orientation, so students begin the mentoring program as soon as possible.
- Mentors are trained faculty members who can adjust the frequency based on the needs of the mentee.

The Meeting was coordinated by all the Mentors of various courses like Dr. Shweta Mogre, Mr. Radheshyam Acholiya, Mr. Sumit Zokarkar, Ms. Kumkum Sinha and Mr. Varun Keshari.

INDUCTION PROGRAM

Induction Program for Under Graduate Students

The Induction Program for Under Graduates First Semester Students was held on **5th and 6th August, 2016.** The Program was held to welcome the aspiring students to Pioneer Institute of Professional Studies, Indore and help them to know the environment where they are going to spend their promising Years. The Program started with speech of Dr. P. K Jain where he welcomed the students to Pioneer. After this the students were briefed about the examination scheme, CCA Activity and other such academic details.

The second half was entirely devoted to the cultural activity were there were various games held like Damsharas, Funky Dress, Busting the Ballon, One Minute game, Antakshari, Chair Race, and Quiz etc.

The new students were greeted with a Welcome Package loaded with all the needed information they would need to incorporate into our Institute and the city of Indore. The detailed information about their study courses, schedules, Institute activities, on-line anti ragging filling, Mentors Meeting and general information about the city and getting around is given through college website. Various interaction helped students understand their coursework in detail and gave them a platform to raise questions if any. We were happy to discover that we have quite a curious bunch this time over, as students asked questions ranging from exam patterns to study schedules.

The following games were played in the program:

1) Focus to Balance
2) The Ghost Face
3) Throw it Right
4) Drape your Doll
5) The nail Art
6) Bolo Phatak
7) Dum Laga Ke Haisha
8) Light The Room
9) Chaat Patakha
10) Hungry Kyaaaaaa
11) Pehchan Kaun
12) Dress in Style
13) Style the Hair with Straw

DAY 1:

S. No	Time Schedule	Activity
1	9:00 A.M. – 10:00 A.M.	INTRODUCTION : 1) INSTITUTE PRESENTATION 2) DR. (CA) P .K. JAIN (MOTIVATIONAL LECTURE) 3) KYS* (If possible)
2	10:00 A.M. – 11:00 A.M.	GAMES
4	11:15 A.M. – 12:15 P.M.	GAMES
5	12:15 P.M. – 1:15 P.M.	SEMINAR

DAY 2:

S. No	Time Schedule	Activity
1	9:00 A.M. – 11:00 A.M.	FACULTY INTERACTION AND TALENT HUNT
4	11:15 A.M. – 12:15	ANTI- RAGGING

	P.M.	
5	12:15 P.M. – 1:15 P.M.	INTERACTION + GENERAL RULES AND REGULATIONS OF COLLEGE

The event was coordinated by Mrs. Kumkum S Modak, Mr. Sandeep Kumar and Ms. Aditi Bhawsar.

Induction Program for Post Graduate Students

The Induction Program for MBA I Semester students was held on **3rd September, 2016**. The Program was held to welcome the aspiring managers to Pioneer Institute of Professional Studies, Indore and help them to know the environment where they are going to spend their two promising years. The Program started with speech of Dr. CA P. K Jain, Principal where he welcomed the students to Pioneer and showed them a mirror of their future. After this, the students were briefed about the examination scheme, CCA Activity and other such academic details.

The second half was entirely devoted to the cultural activities were there were various games held like Damsharas, Funky Dress, Busting the Ballon, One Minute game, Antakshari, Chair Race, Quiz etc.

The event was coordinated by Mrs. Kumkum Sinha and senior students of MBA.

The following games were played in the program:
1)   Focus to Balance
2)   The Ghost Face
3)   Throw it Right
4)   Drap your Doll
5)   The nail Art
6)   Bolo Phatak
7)   Dum Laga Ke Haisha
8)   Light The Room
9)   Chaat Patakha
10)   Hungry Kyaaaaaa
11)   Pehchan Kaun
12)   Dress in Style
13)   Style the Hair with Straw

STAKEHOLDERS MEET

Parent Teacher Meeting

On 1st October, 2016 Parents Teachers Meeting was organized. The process started by sending personal letters and calling to notify parents for the meeting date. The Mentors outlined the agenda that emphasized the importance of the meeting to student's education. Parents were briefed on the following:

Students learning, their evaluation, strengths and weakness, tests and evaluations; students skills; participation in class discussions and activities; learning on social skills; stakeholders grievances and solutions, noticing any unusual behavior; reaching to student's potential; support services; academic progress.; Guidance for getting the job in Industry; Internship Programme for the students; Practical Training in industry etc.

Parents were informed about the curriculum; classroom procedures; syllabus; outline of general areas of study; list of broad academic goals for the year; classroom rules and procedures etc.

ALUMNI MEET

Established in 1996, Pioneer Institute creates and maintains a life-long connection between the Institute and its alumni, with an extremely dedicated Management and Alumni Association, that works to connect alumni, support students and build a unforgettable Institute experience through a diversity of events, programming and services.

The mission of the Association is to foster strong bonds between alumni, students and the Institute, to keep alumni informed, and create a network enabling them to remain engaged and help shape it's future through the alumni services.

The relationship once established is forever and as such the alumni are forever the part of the institution.

The alumni shared their experience as well as interesting moments of campus life to the audience. Many of the current students were also seen interacting with their pass out seniors and learning from their experiences. In all, the ambience was electric with people seen chatting and dancing in groups. It was decided to strengthen the link for the support to current students in the area of training, placement, career counseling and any other help.

The Alumni Meet closed at a very emotional note. However, everyone appreciated the efforts by the college in organizing the Meet. Everyone departed with the resolve to visit again next year and spread the message amongst all who could not visit this time.

Agenda
➢ To interact with the Alumni
➢ To Plan organize and coordinate alumni association activities.
➢ To plan association services for the students
➢ To take alumni feedback on academic activities

The event was thought-provoking and pleasurable and simultaneously rewarding as all members shared their views, ideas, information and insights came up. The association is hopeful to run and successfully structure and position itself into a fully functional platform. The Alumni Association sincerely expressed its gratitude to the Management for their guidance and support to make this event a grand success.

FELICITATION CEREMONY

Pioneer Institute of Professional Studies got an opportunity to felicitate Hon'ble Vice Chancellor Dr. Narendra Dhakad on **10th July, 2016**. The Institute felt honored to welcome and congratulate Hon'ble Dr. Narendra Dhakad as Vice Chancellor of DAVV, Indore.

To grace the occasion following eminent personality also present: Father Verghese, Dr. Janak Palta, Brig. Dr. Kiran Kumar Thacker, Dr. P. N. Mishra. The program was started by lightning lamp and then after welcoming of Hon'ble Vice Chancellor.

Plantation Drive was also carried by the Dignitaries.

It was marked by Achievers Day for the Diligence and Excellence; the Loyalty and Commitment of Staff who completed 10 years in Pioneer Institute. And so it was the right time to honor the employees who have completed more than 10 years.

The program was flowed by lunch.

CONVOCATION CEREMONY

On 8th October 2016, Convocation Ceremony was conducted in the premises of Pioneer Institute of Professional Studies, Indore. All Undergraduate and Post Graduate students from batch 2016 and 2015 (Pass outs) witnessed the event. The event started with lamp lightening and was followed by inspiring words from Shri. P. C. Jain, Group Chairman.

The function started with Speeches from management.

Dr. Mona Tawar, the Director in her speech touched upon the infrastructure developments and the achievements of the long cherished dream of the Institute. In her address, she congratulated the graduates on becoming professionals and urged them to do justice to their profession and said that the fresh graduates are the brand ambassadors of the Institute.

Dr. Prashant Jain, Executive Director said that this is one of the biggest milestone to date in the lives of the students. The Institute is proud that the students are placed in the reputed companies and are the brand ambassadors. The responsibilities on the shoulder is doubled, balancing between career and family. He added that, students must work hard to develop their skills and should unfailingly work with sincerity, which is the key to success.

Ms. Kumkum Sinha Mentor of MBA said that Believe in yourself. And all that you are, all that you can be and all that you stand for. She said this success is not a surprise; it's well deserved.

Mr. Sumit Zokarkar, Mentor of BCA said that graduation is a process that goes on until the last day of their life. He wished them all the best in the wonderful career they chosen.

Mrs. Shweta Mogre, Mentor of B.Sc. said that students need to be hardy and sincere and there can be no substitute for a strong value system, a fundamental towards achievement.

Mr. Varun Keshari, Mentor of BBA stressed on skill development, developing personality, improving communication skills, which is the need of the hour. He added we're assured you are going to make it a successful one with your intellect.

Mr. Radheshyam Acholiya Mentor of B.Com urged students to know the technical world in real time and working hard to develop skills and unfailingly sincerity, the key to success.

The convocation ceremony was formally opened by Dr. CA Pramod Kumar Jain, Principal who came forward to address the gathering. He encouraged the Alumni to take part in Institute's growth by sharing their know-how in real time projects, job and internship opportunities

available in industries. He congratulated the students for their achievements and reflected on what had been a remarkable day for each member of Pioneer Institute. Sir added that students need to prepare for the new challenges waiting in the new chapter of life and learning each single day is the key to success. It is certainly an achievement, but there is a lot more to come: aims, encounters, and openings.

Faculty Members, Staff, Students, and Alumni gathered for this very special event.
Honorary degrees were presented at the ceremony. All the students were handed over with degree and a Silver Medals. The meritorious students were awarded with Gold Medals, Personalized signed letters by the Principal.

Most of the students came up on stage and narrated their journey at Pioneer. They even spoke and appreciated the long hours they spent in the college along with the CCA activities that helped them groom continuously. Finally the event was summarized with lunch.

The students Alumni shared their experiences of the Institute and industry experiences with current students. A discussion was also conducted between Alumni and students of UG and PG.

The students cleared their doubts with Alumni and sought their guidance in choosing the right career option. The whole event was successfully coordinated by the students Volunteers and Faculty Members of the Institute who have been also their Course Mentors.
A ceremonial group photograph of all alumni graduates was clicked.
The lunch was attended by all the students and guests, which provided an opportunity to meet fellow graduates.

IN COGNIZANCE WITH THE NOTIFICATIONS OF REGULATORY BODIES

SOCIAL & ENTREPRENEURSHIP CELL

Kargil Diwas Celebration

Kargil Day 2016; a day to remember India's war victory and to commemorate our heroes. Kargil Day or Kargil Vijay Diwas is observed to mark the end of the Kargil War.

On 26 July, 2016 Pioneer Institute celebrated Kargil Diwas and remembered the contribution of our real hero's. On this day, 26 July 1999, India successfully took command of the high outposts which had been lost to Pakistani intruders. Every year Kargil Vijay Diwas is celebrated on 26 July in honor of the Kargil War's Heroes.

Remembering sacrifices of the soldiers during the war we bow to every brave soldier who fought for India till the very last breath. Their daring action motivate us. The Institute recalled with pride, the firmness proven by Indian soldiers.

Students were show the documentary and discussed the importance of freedom by their speeches and performances. The Program was coordinated by Mr. Varun Keshari and Mr. Radheshyam Acholiya.

Sadbhawna Diwas Celebration

The Institute celebrated Sadbhawna Diwas and Oath taking Ceremony on **23 August, 2016**. The Sadbhavana (means having good feelings for others) Diwas or Harmony Day is celebrated to commemorate the birth anniversary of the earlier Prime Minister of India named Rajiv Gandhi. Having good feelings for others was the only the mission of the government of Rajiv Gandhi.

Sadbhavana Day Pledge

"I take this solemn pledge that I will work for the emotional oneness and harmony of all the people of India regardless of caste, region, religion or language. I further pledge that I shall resolve all differences among us through dialogue and constitutional means without resorting to violence."

Mr. Sumit Zokarkar, Mr. Varun Keshari and Mr. Radheshyam Acholiya coordinated the program.

CELEBRATION OF "INDEPENDENCE70": YAAD KARO QURBANI

As per the instructions of the Ministry of Human Resource and Development the 70th Independence Day activities were being celebrated for a fortnight from **9th -23rd August, 2016**. Many events were organized in line with the theme of 70th Independence Day "Yaad Karo Qurbani".

Quit India Day Celebration

9th August, 2016 was celebrated as "Quit India Day". Students prepared a skit and gave tribute to the brave hearts who laid down their lives for the nation in the Jallianwala Bagh Massacre. Through their skit they showed that how this day became the defining moment of India's freedom struggle.

Elocution Competition

On **10th August**, an Elocution competition was organized where students discussed about the struggle of freedom fighters of India. Students described their lives and struggles on how they fought for their freedom.

Discussion on the successful 70 years of Independence

On **12th August, 2016** a Panel Discussion was organized on the topic "Successful 70 years of Independence". The Students of Undergraduate & Postgraduate Programs participated in discussion and expressed their thoughts related to science, technology, agriculture, women empowerment, literacy and cleanness. The objective was to make today's generation understand the value of the freedom we have secured after the sacrifices of many. It was pleasant to observe that the students think and feel about the freedom, necessary to inculcate within. The true freedom means when we make our country corruption free. This day reminded us of the untold sacrifices of the fighters of freedom. The Institute worshipped those patriots who shed their blood for achieving Freedom.

Freedom Quiz

In continuation of Azaadi70 Celebration program on **13th August, 2016** a Freedom Quiz was organized where various questions related to the journey of Independence of India were asked to the students.

Candle Light Freedom March

On **14ᵗʰ August, 2016**, evening a Candle Light Freedom March was organized. The March started from the Institute and covered the colony Mahalaxmi Nagar.

The Freedom March brought out the memories of the Great War Heroes and freedom fighters and expressed the pain the civilians faced during the foreign rule. The management & the students recalled the freedom fight of the brave men and women to win the Independence. The day was observed with great thankfulness and respect in the Institute by the students and teachers.

Independence Day Celebration

On Independence Day morning the whole campus was packed up with happiness of freedom. The Institute celebrated 70ᵗʰ Independence Day. Students performed with lot of enthusiasm. The Chief Guest of the program was CA Rizwan Khan. Mr. Khan addressed the audience with his great words and congratulated everyone to enjoy the feel of freedom without forgetting the duties for the nation.

Skit on Patriotism

An amazing skit was performed by students to feel the Patriotism. A clear message was given to all by skit that our first religion is Indian. We all are Indians.

A big salute to these wonderful students who reminded us of the true meaning of being a patriot.

Mass Recitation of National Anthem

On **23ʳᵈ August, 2016** a mass recitation of National Anthem was done by all students and management of Institute at 11:00 A.M. which is the terminal day of fortnight celebration of Azaadi 70.

The Program was coordinated by Mr. Varun Keshari and Mr. Radheshyam Acholiya.

SWACHHTA PAKHWADA

The Hon'ble Prime Minister has set the goal of achieving a clean India by October 2, 2019 under the "Swachh Bharat Mission". In view of the directions of Ministry of Human Resource Development, "Swachhta Pakhwada" was celebrated from **1st – 15th September, 2016** at Pioneer Institute of Professional Studies.

Under this program following events were organized:

Essay Writing Competition

An essay writing competition was organized on **9th September, 2016** on "Clean India" My Duty & My Rights". Students had to write an essay and share their thoughts on this issue.

Slogan Making Competition

On **10th September, 2016** a Slogan Making Competition was organized under the theme "Swachhta Pakhwada" where student had to write their own slogan related to the theme.

Painting Competition

A painting competition on the theme "Clean India" was organized on **17th September, 2016** where student participated and submitted their entries.

VIGILANCE AWARENESS WEEK

With reference to the observance of Vigilance Awareness Week, 2016 a Pledge was taken by all the members of the Institute on 25th October, 2016. The Pledge was aimed to reinforce commitment of Institute towards bringing about integrity and transparency in all spheres of their activities and to fight corruption with vigor.

CHATRA SURAKSHA MEETING

On 28 November, 2017, Charta Suraksha Meeting was conducted by Ms. Nirmala Talware, Nodal Officer, Lasudia Police Thana

➢ To have access to reports that include information about any number of violent/other unsafe incidents happened.

➢ To create awareness about the procedures for responding quickly to unsafe situations.

➢ To ensure the addressing ways to prevent and respond to crises.

➢ To ensure that the Principal, Directors, Staff, Parents and Students are all involved in these efforts.

➢ To coordinate activities to maintain a safe and healthy environment.

➢ To emphasize the promotion of self-esteem and respect for others in all aspects of the Institute program.

➢ To involve all the students in activities that promote Institute safety.

➢ To encourage positive physical, social, and emotional health.

➢ To create awareness on safety measures

➢ To ensure whether the Institute have fair, firm, consistent discipline policies.

➢ To safeguard Institute facilities and making them approachable and hazard-free.

➢ To verify and reconfirm whether safety is addressed in all aspects of the Institute's program-the cafeteria, physical education, classrooms, playgrounds, even when the Institute gets over.

<div align="center">

एक दिवसीय राष्ट्रीय कार्यशाला

श्री राम कथा से सीखें प्रबन्धन

दिनांक 18 :अक्टूबर,2016

</div>

पायोनियर इंस्टीट्यूट ऑफ प्रॉफेश्नल स्टडीज, इंदौर एवं शिक्षा संस्कृति उत्थान न्यास द्वारा **"श्री राम कथा से सीखें प्रबन्धन"** पर एक दिवसीय राष्ट्रीय कार्यशाला का आयोजन किया गया।

कार्यक्रम में बीज व्याख्यान माननीय श्री अतुल कोठारी जी , राष्ट्रीय सचिव शिक्षा संस्कृति उत्थान न्यास, नई दिल्ली द्वारा किया गया एवं डॉ प्रभुनारायण मिश्र द्वारा श्री राम कथा मे निहित प्रबंधन के सूत्रों का विश्लेषण किया गया।

PATRIOTISM AND VALUE BASED EDUCATION

Celebration of Gandhi Jayanti & Shastri Jayanti in collaboration with USM

In today's time feelings of nationalism, truth and nonviolence have taken a back seat. Our lives is facing misfortune because of our selfish needs and desires. We are in disgraceful condition because of so much of violence, killing, bomb blasts, riots, killing of innocent people all over the world. There is a need of a revolution like the Gandhian era, to remember and inculcate in ourselves the feelings of oneness and nonviolence, preached by **Mahatama Gandhi** who was a true patriot, true philanthropist in all wisdom because he not only thought about Indians but also was concerned about the complete humanitarian race.

On this day, Pioneer Institute conducted a program to remember the preaching of Bapu on 'ahimsa' and non-violence. We recalled historic events like Dandi Salt March, Civil Disobedience Movement, Non-Cooperation Movement and Quit India Movement. This concept not only helped India to win Independence but also inspired movements for civil rights and freedom across the world. Gandhi is remembered for his lessons on tolerance and respect for humanity.
The birth anniversary of Mahatma Gandhi is celebrated as Gandhi Jayanti.   2 October is also the birth anniversary of another great leader and freedom fighter, Lal Bahdur Shastri, who was the second prime minister of republic India.
He is the first person to be posthumously confrere with Bharat Ratna.

The Institute remembered him who gave the slogan *'Jai Jawan Jai Kisan'* to inspire the soldiers to defend India, to applaud farmers for doing their best and increase the production of food grains. It was the day to remember and pay tribute to father of the nation, Mahatma Gandhi and Lal Bahadur Shastri, for their valuable contribution in history of Indian Independence. Both the two great heroes born on this day dedicated their lives to the larger cause of the nation.

The day was celebrated as Peace Day in the presence of Father Varghese, Dr. Sangeeta Jain, Professor IMS, DAVV Indore, Management, Staff and Students.

There were Speeches that highlighted on being kind, tolerance, tremendous inner strength and resoluteness. Books were distributed that narrates the life and times of the great fighters, their ideals and vision. The inspirational stories, through speeches aimed at establishing a sense of national and political consciousness amongst the children and youth.

ENTREPRENEURSHIP DEVELOPMENT CELL

50 Rupees Venture: Entrepreneurial Activity

The Entrepreneurship Development Cell (EDC) is functioning in the Institute with the intention of nurturing entrepreneurship skills of the students. The cell provides a platform for the students to pursue entrepreneurial activities and also provide assistance to potential entrepreneurs. With the prime goal of developing responsible innovators, the EDC strives to assist every aspiring entrepreneur on every single step. With active involvement of students the cell promotes and revitalizes the entrepreneurial culture in the Institute.

Keeping in mind the above, the Institute organized 50 Rupees venture on **5th September, 2016.** 50 Rupees venture is an entrepreneurial activity in which students are provided an opportunity to do business in limited resources. Participants come with their ideas, implement them, sell them, earn and get the feel of what it takes to be an ENTREPRENEUR. Each team got fifty rupees and had to come up with a business idea, start and run the business and earn profit.

There was a very wide range of service and product ideas, ranging from serving tea to edible items to show pieces to offering computer installation. There were even potentially powerful novel product ideas too.

The slogan was: Want is to be a businessman? Here's an opportunity to showcase the businessman inside you!

OBJECTIVE OF THE ACTIVITY

> ➢ To understand the process of entrepreneurship
> ➢ To transform apprehensions into wild enthusiasm
> ➢ To fine tune presentation skills

The main idea was to promote entrepreneurship among the youth and to nurture a passion for self-employment. This will open gates for creation of new knowledge-based innovative hi-tech ventures, industries and new breed of managers and more avenues of employment opportunities thus turning job seekers into job creators and in the process, leading the nation towards industrial excellence and self-reliance.

CO-CURRICULAR ACTIVITIES

Field Work

- ➤ Field work help students to develop an attitude of developing ideas and making connections between learning & break.
- ➤ The learning outcome through Field Work is as follows:
- ➤ Students' learn how to apply work methods in the situation of given individuals, groups or community.
- ➤ Exposure to practice in systematically, preplanned methodology to solve problem such as study, analysis & management.
- ➤ It helps them to achieve self-awareness; foster and use relationship within a structure; gain insight regarding network of relationship in the organization.
- ➤ It helps the students to relate the theory and principle of work into real practice.
- ➤ Students gain an awareness and try multiplicity of work approaches, skills and technique.
- ➤ Field Work teaches students to become acquire with causes of the problem and relate them to its solution.
- ➤ They learn to acquire knowledge about community structure and process and learn the ability to utilize community resources in support of public welfare.

Schedule of Field Work Presentation & Viva: BBA VI Semester
Guide Name: Ms. Kumkum Sinha
S.No	Name of the Student	Group	Topics of Field Work	Date of Presentation & Viva
1	Jaya Goswami	1	The Impact of Malls on Students- (With reference to Indore)	7-January, 2016
2	Pooja Goyal			
3	Shivam Singh Parihar	2	The major causes of Traffic problem at Rajwara and their possible solutions	7-January, 2016
4	Ajitabh Singh Chauhan			
5	Anjali Solanki	3	Ban on diesel vehicles : Pros & Cons	7-January, 2016
6	Ankit Gupta			
7	Anshika Shrivastava	4	I Bus: A perfect solution for local transportation	7-January, 2016
8	Ashish Patidar			
9	Atul Shrivastava	5	Why do people prefer shopping	8-January, 2016

10	Avisha Joshi		from Organized Retail - Reasons	
11	Bhupendra K. Mishra	6	A survey on the most effective B School in Indore - State the Reasons of Success	8-January, 2016
12	Bhupendra Yadav			
13	Deepak Tiwari	7	Reliance Fresh a solution or a problem	8-January, 2016
14	Durga Prasad Patidar			
15	Ekta Jain	8	A study on the preference level of choosing I Bus or City Bus- with respect to Indoians	8-January, 2016
16	Harshed Kalal			
17	Khushbu Sirohiya	9	Possible measures that should be taken to protect Regional Park	9-January, 2016
18	Lokesh K. Yadav			
19	Mahima Bhati	10	Returning Sahitya Akademi Awards - Is it a right kind of protest by writers?	9-January, 2016
20	Neeraj Shah			
21	Neha Solanki	11	A comparative study of satisfaction amongst the customers of Best Price and Metro	9-January, 2016
22	Nidhi Pal			
23	Poonam Tiwari	12	A study on the problem of water wastage in Indore- Open Taps, Car Washing etc.	9-January, 2016
24	Priyanka Ambade			
25	Priyanka Dewliya	13	The possible reasons of decline in the level of interest in Management field- With special reference to Indore City	15-January, 2016
26	Rajat Pardhey			
27	Rohit Patidar	14	Make in India Campaign- Narendra Modi	15-January, 2016
28	Roshni Gupta			
29	Saif Ali Khan	15	The awareness of Safety factor amongst students while selecting a Hostel	15-January, 2016
30	Saloni Baser			
31	Shivam Dubey	16	The level of awareness amongst students related to Online Shopping	15-January, 2016
32	Shruti Choudhary			
33	Shubham Singh	17	The need of CRUSH facility for working women - A specific study on any crush	16-January, 2016
34	Suraj Jaiswal			
35	Umakant Painkara	18	The shifting of Bus Stand from the main city - Reasons and Consequences	16-January, 2016
36	Vijay Patidar			
37	Yatharth Pandey	19	The Impact of Swacchh Bharat Abhiyaan on Indorians - Reveal Facts	16-January, 2016
38	Yesh Bhanpuriya			

Subject Presentation

- Presentations are a great way to have students practice vocabulary, grammar, discourse and skills of speaking, reading, writing and listening. They learn better communication, are able to structure and express their ideas clearly. It gives them the chance to test and develop their understanding of the topic in the question answer round. It teaches the art of persuasion.
- Presentations can also form a part of task based learning. By focusing on language and skill, presentation is a practical way to revise and extend book, pair and group work. The students set questions to be answered by the presenter at the end of the presentation, is a way of getting students to listen to each other.
- It helps in the revision of key language areas. The example, quoted in the presentation is either taken from the textbook or by the faculty member.
- Students also learn to give a transcript or outline of the presentation.
- Students identify key stages of the presentation i.e. addressing the audience, introduction, main points in order of importance, conclusion.
- It facilitates to write down key points and make them learn to decide who is going to say what and how.
- Students prepare visuals to make presentation effective.
- Students deliver the presentations in front of the class and getting ready for the presentation is a practice task in itself.
- Faculty Member gives real feedback in the end, a scope for improvement.
- Presentations helps to inform and raise awareness of an important issue.
- Students learn the professional aspects like body language, eye contact, directing voice to all parts of the class room, using pitch and tone to keep attention and so on are all part of engaging an audience.

Schedule of Subject Presentation: BBA VI Semester		
Guide Name: Ms. Kumkum Sinha		
S.No	Name of the Student	Date of Presentation & Viva
1	Jaya Goswami	29/01/2016
2	Pooja Goyal	29/01/2016
3	Shivam Singh Parihar	29/01/2016
4	Ajitabh Singh Chauhan	29/01/2016
5	Anjali Solanki	29/01/2016
6	Ankit Gupta	30/01/2016
7	Anshika Shrivastava	30/01/2016
8	Ashish Patidar	30/01/2016

9	Atul Shrivastava	30/01/2016
10	Avisha Joshi	30/01/2016
11	Bhupendra K. Mishra	4/2/2016
12	Bhupendra Yadav	4/2/2016
13	Deepak Tiwari	4/2/2016
14	Durga Prasad Patidar	4/2/2016
15	Ekta Jain	4/2/2016
16	Harshed Kalal	5/2/2016
17	Khushbu Sirohiya	5/2/2016
18	Lokesh K. Yadav	5/2/2016
19	Mahima Bhati	5/2/2016
20	Neeraj Shah	5/2/2016
21	Neha Solanki	6/2/2016
22	Nidhi Pal	6/2/2016
23	Poonam Tiwari	6/2/2016
24	Priyanka Ambade	6/2/2016
25	Priyanka Dewliya	6/2/2016
26	Rajat Pardhey	11/2/2016
27	Rohit Patidar	11/2/2016
28	Roshni Gupta	11/2/2016
29	Saif Ali Khan	11/2/2016
30	Saloni Baser	11/2/2016
31	Shivam Dubey	12/2/2016
32	Shruti Choudhary	12/2/2016
33	Shubham Singh	12/2/2016
34	Suraj Jaiswal	13/2/2016
35	Umakant Painkara	13/2/2016
36	Vijay Patidar	13/2/2016
37	Yatharth Pandey	13/2/2016
38	Yesh Bhanpuriya	13/2/2016

Case Analysis and Case Formulation

Case Analysis and Case Formulation provide an excellent way of practicing and applying new concepts. They are very useful tools in learning. They are related to problem-based learning, where there is a situation that needs a resolution. As cases include a detailed account, or story, of what happened in a particular company, industry, or project over a set period of time, the learner learn the details about the situation.

Cases Analysis teaches the introduction of key players; outlining the objectives and challenges; following specific examples and data; analyzing the situation, determining what had happened, and making recommendations.

It makes the student think critically about the information presented, develop a thorough assessment of the situation, leading to a well-thought-out solution and giving recommendation.

It is a way to improve an understanding, getting students involved, encouraging immediate practice of newly learnt skills, as it differ from lectures or assigned readings. Case based learning at the Institute increases participation and deliberate application of a broad range of skills. It focus on the practical forms of learning scenarios and simulations, thus serving as powerful and effective training tool.

Students are made to learn on the tendency to focus on why and how to apply a skill or concept, not on remembering facts and details, as understanding the concept is more important than memorizing correct responses. The students also are very enthusiastic to use case analysis and case formulation to build problem-solving skills, that helps them gaining deeper insight through their research of the overall problem and often have success in problem resolution. Finally they are able to generate and evaluate numerous possible solutions.

SCHEDULE OF CASE ANALYSIS : MBA IV SEMESTER (2014-16 BATCH)		
MBA IV SEMESTER: MF SECTION		
S. NO	Student Name	Date & Time of Presentation
1	Aditya Apte	14th January 11:15 am- 12:15pm
2	Akash Patil	
3	Alfred Scott	
4	Ambrish Pratap Singh	15th January 12:15 - 1:15pm

5	Ashish Verma	
6	Dileep K Tiwari	
7	Harish K Chaturvedi	16th January 12:15 - 1:15pm
8	Harshit K Sharma	
9	Neeraj Verma	
10	Rohit Joshi	20th January 11:15 am- 12:15pm
11	Rohit Singh Parihar	
12	Rohit Tripathi	
13	Shahrukh Shaikh	21st January 11:15 am- 12:15pm
14	Shailendra Gour	
15	Shailendra Verma	
16	Shubham Bhatewara	22nd January 12:15 - 1:15pm
17	Swikriti Masih	
18	Tushar Shah	
19	Anshul K Tiwari	23rd January 12:15 - 1:15pm
20	Neha Gurung	
21	Rohit Chandelkar	
22	Yogesh K Chouhan	27th January 11:15 am- 12:15pm
23	Savan Naik	
24	Ashutosh Shukla	

MBA IV SEMESTER: MH SECTION		
S. NO	Student Name	Date & Time of Presentation
1	Aman Pratap Singh	20th January 12:15 - 1:15pm
2	Ameya Nasery	

S. NO	Student Name	Date & Time of Presentation
3	Brijraj Singh Singroul	
4	Deepika Yadav	21st January 12:15 - 1:15pm
5	Jitesh K Dubey	
6	Monika Lamba	
7	Nabeen K Mishra	22nd January 11:15 am- 12:15pm
8	Shalini Singh Baghel	
9	Shifa Jain	
10	Shubhi Sharma	23rd January 11:15 am- 12:15pm
11	Shweta Singh	
12	Vikas Kumar	
13	Raj Upadhyay	27th January 12:15 - 1:15pm
14	Sahil Khan	
15	Shivani Singh Parihar	
16	Vikas Kumar Mishra	28th January 12:15 - 1:15pm
17	Brajraj Singh Solanki	
18	Shubham K Kanungo	
MBA IV SEMESTER: HF SECTION		
S. NO	**Student Name**	**Date & Time of Presentation**
1	Anshu Singh	19th January 12:15- 1:15pm
2	Meen Bahadur Thapa	
3	Sarthak Jain	
4	Shweta Chourasiya	20th January 12:15- 1:15pm
5	Priyanka Shrivas	
6	Shalini Singh	
7	Samreen Niyazi (FI)	27th January 12:15- 1:15pm
8	Pallavi Chouksey(FI)	

Critical Analysis of Product

Schedule for Critical Analysis of a Product : MBA II Semester

S No	Name of Student	Date of Presentation	S No	Name of Student	Date of Presentation
1	HEMANT CHADOKAR	4th February 2016	27	DEEPAK FARKIYA	8th February 2016
2	MOHD. RIZWAN		28	PRIYA WANKHEDE	
3	OLISHA DUBEY		29	PUNIT CHAURASIYA	
4	RAHUL RAJEEV		30	SHIWANGINI JAISWAL	
5	SAKET JAIN		31	SONI SALOTRE	
6	SOMESH K JAMLIYA		32	SWATI SHAHI	
7	SRIJAN SAGAR		33	TAHA HASAN	
8	USHED SHEIKH		34	UDAY GANGULY	
9	PANKAJ PATEL	5th February 2016	35	ATEET BISEN	9th February 2016
10	ROHIT SHARMA		36	AYUSH JOSHI	
11	SAHAMUDDIN KHAN		37	BALENDRA K KUSHWAHA	
12	SOURABH SAHU		38	DEEPIKA GUPTA	
13	SWATI PATEL		39	MAHESH BHATI	
14	YOGENDRA K URKUDE		40	SHARIQ SOHEL KHAN	
15	YOGESH PATIL		41	SHIVANGEE CHOBEY	
16	YOGESH S SISODIYA		42	USHA NAPIT	
17	AJAY SONI	6th February 2016	43	AARADHANA VENUGOPAL	10th February 2016
18	AMAN JAISWAL		44	APURVA YADAV	
19	ASHMI AGARWAL		45	DEEPAK SARAF	
20	KRATIKA CHOUBEY		46	DEEPAK SOLANKI	
21	LOVISH HOTWANI		47	DEEPANSHI WANLE	
22	PRIYA CHAUHAN		48	HIMANI PADGIL	
23	PURVI AGRAWAL		49	KANCHAN KUSHWAHA	

24	RAHUL DUBEY		50	KHUSHAL UMARAIYA	
25	RANVEER S CHOUHAN		51	MANVI GUPTA	
26	RITESH JAISWAL		52	SHIVANGI GUPTA	

Market Survey Report

Schedule for Market Survey Report : MBA II Semester					
PANEL 1				PANEL 2	
S No	Name of Student	Date of Presentation	S No	Name of Student	Date of Presentation
1	AARADHANA VENUGOPAL	18/01/2016	5	ASHMI AGARWAL	18/01/2016
2	AJAY SONI		6	ATEET BISEN	
3	AMAN JAISWAL		7	AYUSH JOSHI	
4	APURVA YADAV		8	BALENDRA K KUSHWAHA	
10	DEEPAK FARKIYA	19/01/2016	14	DEEPIKA GUPTA	19/01/2016
11	DEEPAK SARAF		15	HEMANT CHADOKAR	
12	DEEPAK SOLANKI		16	HIMANI PADGIL	
13	DEEPANSHI WANLE		17	KANCHAN KUSHWAHA	
18	KHUSHAL UMARAIYA	20/01/2016	22	MANVI GUPTA	20/01/2016
19	KRATIKA CHOUBEY		23	OLISHA DUBEY	
20	LOVISH HOTWANI		24	PANKAJ PATEL	
21	MAHESH BHATI		25	PRIYA CHAUHAN	
26	PRIYA WANKHEDE	21/01/2016	30	RAHUL RAJEEV	21/01/2016
27	PUNIT CHAURASIYA		31	RITESH JAISWAL	
28	PURVI AGRAWAL		32	ROHIT SHARMA	
29	RAHUL DUBEY		33	SAHAMUDDIN KHAN	
34	SHARIQ SOHEL	22/01/2016	38	SOMESH K	22/01/2016

	KHAN			JAMLIYA	
35	SHIVANGEE CHOBEY		39	SOURABH SAHU	
36	SHIVANGI GUPTA		40	SRIJAN SAGAR	
37	SHIWANGINI JAISWAL		41	SWATI PATEL	
42	SWATI SHAHI	23/01/2016	48	YOGENDRA K URKUDE	23/01/2016
43	TAHA HASAN		49	YOGESH PATIL	
44	UDAY GANGULY		50	YOGESH S SISODIYA	
45	USHA NAPIT		51	SAKET JAIN	
46	SONI SALOTRE		52	USHED SHEIKH	
47	RANVEER S CHOUHAN		53	MOHD. RIZWAN	

EXTRA-CURRICULAR ACTIVITY

Janmashtami Celebration

The Institute celebrated Janmasthmi on **24 August, 2016** where "Matki Phod" competition was held. The campus had festive ambiance with students dressed up as Indian mythological God to cherish the day. Students celebrated Janmashtmi in an ardent and energetic way. The student community was divided into groups, which participated in the traditional "Matki Phod" competition.

Dance and music followed. A Bhajan Sandhya was also performed by students. Lord Krishna is known to be fond of butter and butter-milk, and the stories of Krishna's childhood and youth talk about his numerous mischievous pranks as Makhan Chor (butter thief).
Events of this type plays an important role in developing coordination and management skills among the student, as well as it always develop leadership skills among students for handling various situations as well as taking lead roles in organizing any event.

Mr. Varun Keshari and Mr. Radheshyam Acholiya coordinated the program.

Teacher's Day celebration

On **7th September** Teacher's Day was celebrated by Institute. Various students participated and showcased their talent.

September 5th, birthday of Dr. Sarvapalli Radhakrishnan, was celebrated in the Institute. His footsteps, the teachers follow, are being proved on Teacher's Day. The performance of students on stage exclusively for faculty members was a memorable one. Students exhibited their talents as a treat to the teachers. Dance, music, mimicry and skit made the day explicable. An amazing skit was performed by student named "Ujjawal Charitra".

The students took great effort and ensured that teachers enjoy every minute. Followed by the cultural programme, games like musical chair was conducted for the teachers by the students. All the students from expressed their thankfulness to see their teachers and were full of beans.

On the same day the Institute remembered Late Dr. A. P. J. Abdul Kalam and paid a tribute to the real teacher and true inspiration for all teachers. Dr. P. K. Jain congratulated and praised the efforts of students for organizing the program and paying tribute to Dr. A. P. J. Abdul Kalam and celebrating Teacher's Day. Dr. Prashant Jain addressed the gathering with vigor and enthusiasm. Dr. Mona Tawar highlighted the qualities of a good teacher like punctuality, respecting the students, identifying the hidden talents of students and exploiting them to bring out the inner

genius. She reminded the importance of teacher in our society and their role and responsibility in nation building.

Hindi Diwas Celebration

Hindi Diwas is celebrated across the country at **14th September, 2016** every year to remember the historic occasion of the Hindi. It was started celebrating as a Hindi Diwas as Hindi written in Devnagari script was approved as an official language by the Constituent Assembly at 14th of September in the year 1949.

Pioneer Institute also celebrated the same on 14th September, 2016 to celebrate the importance of our National Language. The Management and the Faculty Members emphasized the students to be in tune with the national language in connection with the needs of 21st century. They motivated students with the way they use their national language, and also for not forgetting their roots. They discussed the importance of our national language, and that it is the best way of communication. The students show cased their talent through participation in unique programs and competitions, skit, debate, and group discussion, Hindi poems, story recitations, vocabulary quizzes, essay writing, Hindi poem recitation, recitation of Dohey, songs singing, dance, general knowledge quiz competition in Hindi, drama play, slogan writing, etc.

A wonderful skit was performed by student to pay tribute to mother language of India and show importance of Hindi.

SPORTS ACTIVITIES

PIONEER KABADDI LEAGUE 2016

An Inter-School and Inter-College Tournament

Pioneer Institute with Pioneer Convent organized "Pioneer Kabaddi League" on **27-28 August 2016.** It was an Inter-College and Inter-School tournament. More than 20 teams from various institutes and schools were participating the event. The competition will be played on mat kabaddi court. This court is specially prepared for this kabaddi league.

The sport kabaddi calls for a number of skills for successfully playing the sport. Some of the skills learned are Raids, Holding one's breath, Dodging, Formation, Movement of hands and feet, Holding, Safe Raids, Offensive skills, Starting a Raid, Body position during raid, Defensive Skills, Taunting, Touching with the hands. The students demonstrated both skill and power that combined the characteristics of wrestling and rugby.

Inter College Participation in Sports District Level Kabaddi Tournament at MRSC

On 11th November, 2016 Students of Pioneer Institute participated in Inter college District Level Kabaddi Tournament held at MRSC.

Kabaddi is often seen as one of the ancient wrestling sport. Actually, it can be called a wrestling sport, but along with it plenty of other things are also involved. The word Kabaddi has come from a Tamil word, Kai-pidi which means "holding hands". Kabaddi is popular not only in India but it is a National Game of Bangladesh as well. Most of the Indian states do play this game, but it is far more popular in the villages of Punjab, Tamil Nadu, Andhra Pradesh, Uttar Pradesh, Bihar, Maharashtra, Madhya Pradesh and Gujarat. Many of these states even call Kabaddi as 'Hu Tu Tu'.

- Students develops Stamina, Agility, Speed, Endurance (from breath-holding and moving), Running, Dodging, Kicking, Defensive skills through this game.

PUBLICATION DETAILS

SHODH: PIONEER JOURNAL OF IT & MANAGEMENT VOLUME 12 (1) JUNAUARY-JUNE, 2016

1. Dr. Kshama Ganjiwale, Dr. Vishnu Mishra, Ranu Mandhanya, Classroom without Walls, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 1-9 (ISSN-0974-8954-SHODH).

2. Dr. R. Malliga, Dr. H. Parveen, A New Paradigm in Education: Student Centered Learning -A Case Study, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 10-13 (ISSN-0974-8954-SHODH).

3. Dr. Hema LAdha, Teaching Style in Physical Education, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 14-17 (ISSN-0974-8954-SHODH).

4. Dr. Deepa Katiyal, KAvita Sharma, Acknowledging Modern Methods of Teaching in B Schools, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 18-22 (ISSN-0974-8954-SHODH).

5. M Munshi, Educational Data Mining and Learning Analytics for Enhancement and Standardization of Online Education Platform a Review Brief, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 23-26 (ISSN-0974-8954-SHODH).

6. Priya Sharma, Spiritual Learning and Training: A Dimension of Quality Human Resource Development in Higher Education Institutions, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 27-30 (ISSN-0974-8954-SHODH).

7. Achal Hardia, Identifying Factors Affecting Information Communication Technology Enabled Teaching and Management in School, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 31-40 (ISSN-0974-8954-SHODH).

8. Dr. Hema Mishra, Skill Education-A Tool for Human Capital Formation, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 41-45 (ISSN-0974-8954-SHODH).

9. Dr. Aparna Banik, Semester System: Prospects and Avenues, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 46-48 (ISSN-0974-8954-SHODH).

10. Manpreet Kaur Bhatia, Manpreet Kaur Rajpal, An Empirical Analysis of the Leadership Effectiveness Relative Importance of Leadership Style in the Educational (Teaching) Institutes and their Heads, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 49-52 (ISSN-0974-8954-SHODH).

11. Dr. Sangeeta Maheshwari, Group Discussion as a Teaching Tool, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 53-55 (ISSN-0974-8954-SHODH).

12. Dr. Kshama Ganjiwale, Dr. Vishnu Mishra, Ranu Mandhanya, Student Attendance Influences Performance: Everyday Counts, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 56-66 (ISSN-0974-8954-SHODH).

13. *कृष्णा लढ़ा, महाविध्यालयीन ग्रंथालयों मे उपलब्ध पाठ्य सामग्री के प्रति (टीचिंग मटेरियल) पाठकों का दृष्टिकोण,* Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 67-69 (ISSN-0974-8954-SHODH).

14. Krishna Chandra Tripathi, Effect of ICT to Improvement of Teaching System, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 70-72 (ISSN-0974-8954-SHODH).

15. Dr. Monika Bapat, Innivative Methods of Teaching, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 73-75 (ISSN-0974-8954-SHODH).

16. Dr. Madhulika Verma, Prerna Jain, Study of Concept Mapping Strategy for Teaching Science Concepts at Middle Level in Terms of Creativity, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 76-82 (ISSN-0974-8954-SHODH).

17. Neha Maheshwari, Integration of English Language in Education: It's Importance in Achieving Business Excellence and Suggestions to Improve the Skills, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 83-85 (ISSN-0974-8954-SHODH).

18. *डॉसाधना झांझरी ., मएक मूल्यांकन - मे सेमेस्टर पद्वति .प्र .,* Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 86-88 (ISSN-0974-8954-SHODH).

19. Dr. Sarita Mundra, Role of Group Discussion in Education and Skill Development, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 89-93 (ISSN-0974-8954-SHODH).

20. Dr. Chandrashekhar Katju, Role of Supply Chain Management in E-Commerce, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 94-96 (ISSN-0974-8954-SHODH).

21. Dr. Tanu Srivastava, Importance of Effective Curriculum Development, Published in SHODH Pioneer Journal of IT & Management, Volume 12(1) January-June, 2016 pp 97-99 (ISSN-0974-8954-SHODH).

SHODH: PIONEER JOURNAL OF IT & MANAGEMENT VOLUME 12 (2) JULY-DECEMBER, 2016

1. Ankita Jain, Anukool Manish Hyde, Manisha Singhai, Work Life Balance: A Conceptual Study, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 1-5 (ISSN-0974-8954-SHODH).

2. Anukool Manish Hyde, Manisha Jharia, Satnam Ubeja, Ranjana Patel, Young Employees' Perception on Organizational Climate in Banks, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 6-9 (ISSN-0974-8954-SHODH).

3. CA Rohit Jain, Dr. Pramod Kumar Jain, Unemployment in India and Government Flagship Programmes to curb it, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 10-12 (ISSN-0974-8954-SHODH).

4. Dr. Mona Tawar, Dr. Isha Jain, Indian Youth Migration: Education and Employment, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 13-16 (ISSN-0974-8954-SHODH).

5. Dr. Namita Soni Sugandhi, Aparna Vashistha, Brand Engagement: Creating Relationship through Social Networking Sites, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 17-28 (ISSN-0974-8954-SHODH).

6. Dr. Raksha Chouhan, Dr. Swaranjeet Arora, Dr. Manisha Singhai, Dr. Sukhjeet Matharu, Prof Farahat Ali, A Review on Cyber Crime and Its Associated Risk, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 29-34 (ISSN-0974-8954-SHODH).

7. Dr. Tanu Srivastava, Dr. CA Pramod Kumar Jain, Youth Development and Family Life, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 35-39 (ISSN-0974-8954-SHODH).

8. Kumkum Sinha, Harish Cahturvedi, Unemployment among Educated Youths: A Study of India, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 40-44 (ISSN-0974-8954-SHODH).

9. Kumkum Sinha, Shailendra Gour, Dr. Pramod Kumar Jain, The Worth of Youth in Business & Management, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 45-49 (ISSN-0974-8954-SHODH).

10. Kumkum Sinha, Shifa Jain, Dr. Pramod Kumar Jain, Indian Youths victimized by Western Culture, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 50-52 (ISSN-0974-8954-SHODH).

11. Kumkum Sinha, Shubham Bhatewara, Dr. Pramod Kumar Jain, How does a Child's Environment Affect Their Development?, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 53-54 (ISSN-0974-8954-SHODH).

12. Mrs. Meera Chordia, Dr. Kapil Sharma, Prof. P. N. Mishra, A Study of Impact of Liberalization Privatization and Globalization on Youths of Madhya Pradesh, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 55-62 (ISSN-0974-8954-SHODH).

13. Mohamamd Alam, A Study of Effects of Value Systems on the Young Managers and Employees, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 63-68 (ISSN-0974-8954-SHODH).

14. Ms. Neha Godbole, Dr. Ranjana Patel, Dr. Manisha Singhai, Dr. Satnam Ubeja, A Demographic Study of Work Life Balance of Young IT employees with special reference to Indore Region, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 69-76 (ISSN-0974-8954-SHODH).

15. Prof. Prayatna Jain, Dr. Satnam Kaur Ubeja, Prof. Arpit Loya, Experiential Marketing - A case of Tata Salt at Simhastha 2016, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 77-82 (ISSN-0974-8954-SHODH).

16. Radheshyam Acholiya, Dr. Pramod Kumar Jain, An Insight on Consumer Impulse Buying Behavior among Youth, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 83-86 (ISSN-0974-8954-SHODH).

17. Ranjana Patel, Anuj Gupta, Bus Rapid Transit System (BRTS) In Indore Region: An Analysis of Indore's Youths Perception, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 87-93 (ISSN-0974-8954-SHODH).

18. Ranjana Patel, Neha Godbole, Export Potential of Hides and Leather from India: An Empirical Study, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 94-97 (ISSN-0974-8954-SHODH).

19. Sandeep Kumar, Dr. Pramod Kumar Jain, A Study on Impact of Social Networking Site on Youth, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 98-101 (ISSN-0974-8954-SHODH).

20. Dr. Satnam Ubeja, Effectiveness of Logistics through Safexpress, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 102-107 (ISSN-0974-8954-SHODH).

21. Shweta Mogre, Shalini Singh, Dr. Pramod Kumar Jain, A study on impact of Maggi controversy on eating habits of Youth of Indore, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 108-113 (ISSN-0974-8954-SHODH).

22. Suchi Mody, Subhi Mody, Dr. Pramod Kumar Jain, A Descriptive Study on Factors Affecting Job Satisfaction of Youth, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 114-116 (ISSN-0974-8954-SHODH).

23. Sukhjeet Kaur Matharu, Swaranjeet Arora, Raksha Chouhan, Manisha Singhai, Farhat Ali, Age and Income as a Determinant of Satisfaction towards Housing Loans, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 117-120 (ISSN-0974-8954-SHODH).

24. Sumit Zokarkar, Shalini Singh Baghel, Dr. Pramod Kumar Jain, Acceptance of Mobile Marketing Tools among the youth of Indore, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 121-124 (ISSN-0974-8954-SHODH).

25. Swaranjeet Arora, Sukhjeet Kaur Matharu, Manisha Singhai, Raksha Chouhan, Farhat Ali, Credit Risk Management- A Review, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 125-130 (ISSN-0974-8954-SHODH).

26. Varun Keshari, Dr. Pramod Kumar Jain, Impulsive Buying of Apparels among Youth, Published in SHODH Pioneer Journal of IT & Management, Volume 12(2) July-December, 2016 pp 131-137 (ISSN-0974-8954-SHODH).

Pioneer Institute of Professional Studies^{TM}

SECTOR-R, MAHALAXMI NAGAR, OPP. SAI KRIPA COLONY, RING ROAD, INDORE-10

Ph: 0731-2570645. Fax: 0731-2550866. Mobile: 94253-22230, 98939-360465

E-MAIL: pioneer@pioneerinstitute.net

VISIT US AT:

www.facebook.com/pioneerindore | www.youtube.com/pioneerindore

PIONEER

Diligence & Excellence
Since 1996