

Inside this issue

- ❖ *Mentor's Blessings*
- ❖ *Corporate Speak*
- ❖ *Alumni Speak*
- ❖ *Professor's Eye*
- ❖ *Student's Corner*
- ❖ *Guest Column*
- ❖ *Legal Lens*
- ❖ *Biz-buzz*
- ❖ *Tech Digest*
- ❖ *Talent of the Month*
- ❖ *New Joinings*
- ❖ *Jewels in the Crown*
- ❖ *Walk of Fame*
- ❖ *Quote of the Month*
- ❖ *Solar Plant Report*
- ❖ *Events@IUJ Jaipur*
- ❖ *From Placement Desk*
- ❖ *About The ICFAI Group*

Editorial Desk

Hello Everyone!

Here we are with fourth issue of our e-Newsletter '**Reflections**'.

We are extremely happy about the response '**Reflections**' has been garnering and is heartening to see the faculty members and students conjoining with each other for the benefaction of IUJ.

The new Academic Session for Faculty of Law and IcfaiTech has already commenced.

We welcome the new batches of BBA-LL.B (Hons.), LL.B and B.Tech students, bursting with new zeal...brimming with new hopes and aspirations in quest of their dreams.

The students of MBA, B.Tech and Law have returned to the campus, evolved and enhanced, trained and transformed after their **Summer Internship Program**... their first experience in the real world.

Thanks to all who have contributed to make '**Reflections**' a success...!

We appreciate your support and feedback. We hope, like previous issues, going through this issue as well would be an enriching and pleasant experience for all.

Joyful Reading...!

Editorial Board

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Mentor's Blessings

Dr. P.B.L. Chaurasia

President- The ICFAI University, Jaipur

Chief Editor – IU Jaipur Reflections



The new academic session for undergraduate courses has just commenced and the University has regained its vibrant look with the students all over. Different activities of the students can now be noticed at the corridors, classes, playground, library, canteen etc. The mission of the University is to continually enhance the facilities in the campus and accordingly we have come up with a new look of the University. Though we have succeeded in raising the facilities around the campus for the students yet the scope for improvements never ceases to exist. We resolve to learn from our mistakes and pave the way to a bright and better future ahead. No matter how many mistakes one happens to commit or how slow one's progress is, one is still ahead of the rest who aren't trying. Challenges are everywhere and in plenty, but we are committed for the journey to succeed and finally to win.

The University has successfully hosted the TPO meet and the Faculty Development Programme convened by the IBS marketing team followed by the launch of The IBSAT 2016 Kit at the University. Other activities like Fresher's Day Party, Corporate Day, Sports Day, IBS Villa Day etc. have also been organised. The orientation program for all UG students is in progress and the new students are getting acquainted with the University, its infrastructure, systems, facilities, rules/regulations etc.

I am happy to learn that "REFLECTIONS" is turning out to be an extremely effective platform for connecting with all our associates. It shall prove to be an open media for the healthy development of the IUJ family and all members shall feel associated in a harmonized atmosphere.

I appeal to all our family members to look forward towards the brighter future by spreading all the positivity around that shall bring happiness and prosperity. I hope that IUJ family members shall share their valuable experiences through "REFLECTIONS" that shall bring knowledge, positivity and optimism for all.

The E-Newsletter is sent to subscribers every month. If there are any suggestions/comments, you are always welcome to share for consideration and improvement in the next edition.

Mr. Jagdish Patel

GM (Development) - ICFAI Foundation

Executive Editor – IU Jaipur Reflections



Campus will soon be vibrant and alive as we have entered in the month of August when new session of UG programs will start, bringing all the new and old students together. We all are agog to receive them back with fervor and zeal. We have made all efforts to introduce significant changes in infrastructure and academics. We are always open to new ideas and changes that can be beneficial to our stakeholders.

Neil Armstrong was the 1st person to set his foot on the moon. But, do you know who was supposed to be the 1st person? Many don't know...

He was **Edwin C. Aldrin**... the pilot for the **Apollo mission**. He was working for the **American Airforce**. Moreover he had an experience of space walking, because of which he was selected as the pilot.

Neil Armstrong worked for the **American Navy**. He was selected for his courage as co-pilot.

When the **Apollo mission** landed on moon, they received a command from **NASA**, "Pilot first".

But **Aldrin** was hesitant, "What will happen", "Will I get sucked in or will I burn out", etc. The hesitation was not for hours, but few seconds.

In the meantime, **NASA** sent the next command, "Co-pilot next".

The very next second, **Neil Armstrong** put his foot on the moon & became history.

World's history was changed in a second... Though **Aldrin** had the qualification and talent, but because of hesitation, he is not known to many people.

The world remembers the person who comes first...

This is a good example of how people lose out because of hesitation & fear. Whenever you see the moon, remember this, a moment's hesitation can stop us from our greatest victory.

We all have great potential in us, the only thing that stops us from achieving what we are supposed to achieve is our hesitation, fear and shyness. Many people are shy to ask, shy to appreciate others. If we fail to do the right things, we will most likely end up doing the wrong things.

We are here to win and create history, and so we never hesitate and aren't scared of any changes for growth and progress of our institution.

Role of HR in Employee Relationship

Ms Archana Chakraborty
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India aims to move from the world's manufacturer ("Make in India") to the world's innovator ("Made in India"). To achieve this transition, it is crucial to unleash employee creativity (i.e. the generation of novel and useful ideas). A human resource professional plays a vital role in binding the employees together. He/she must undertake certain activities that support in strengthening the bond amongst the employees and bring them closer.

It is truly said that the success and failure of an organization is directly proportional to the relationship shared amongst the employees. Nothing is possible without faith. You need to have faith in your employees to extract the best out of them. An individual can't always conclude on decisions alone. Employees together can discuss facts among themselves, come out with novel ideas and achieve the goals efficiently. The



"Human Resources isn't a thing we do. It's the thing that runs our business."

- Steve Wynn, Wynn Las Vegas

plays a crucial role in connecting all the employees into something prolific, which would provide them a chance to know more about each other. Individuals are so engrossed in their day-to-day work that they

barely get time to interact with each other. Many of them don't even know the full names of the person sitting next to their workstations. The human resource system of an organization must ensure that numerous group activities are being organized at the workplace to gather all employees at a single platform.

As per the research studies, if the employees are happy with their job responsibilities, they incline to remain contented and evade conflicts with each other. Individuals develop a sense of faith and faithfulness towards their organization and don't waste their time and energy in infertile activities.



Organize several activities like informal parties at the workplace. Let the employees enjoy together. Ask each one to come with something special reflecting their community like Punjabis, Bengalis or South Indians etc; sometimes it can be dress code and at some occasions it could be a variety of regional cuisine. Such kinds of activities strengthen the comradeship between the employees. In these informal parties,

Corporate Speak

Corporate Speak



employees tend to discuss lot many things apart from the day-to-day work. While developing the company policies, the HR should fix a common time for lunch for all the employees and ensure that no one during the lunch time is seen working at their workstations. Everybody should come together to take lunch at the canteen. Employees share their personal, professional and various other problems with their co-workers and this way they come closer to each other. Employees develop better bonding this way. While sitting together, most of their problems get resolved.

When a new employee joins your company, make sure he receives a heartfelt welcome by all the employees. The orientation program should be arranged at a common place so that everyone can be invited. Ask the new member to introduce himself well. Let other employees know that a new joiner has joined in the organization.

The employees should be encouraged to participate in extracurricular activities like singing, playing sports etc. It is the duty of the human resources team to organize many attractive events such as annual day,

sports tournaments, cultural day etc. Employees would find it rejuvenating and it serves as a break from their tedious day-to-day work. Problems crop up when the work tends to become monotonous. Employees should not treat the workplace as a burden rather they must enjoy coming to office.

Birthday is always a special day for everyone. Mark one day of the month with an objective of celebrating birthdays falling in that particular month. For example those born in the month of August should celebrate their birthdays together, say on the last day of the month i.e. 31st August. Involve each and every employee to participate in the arrangements like decoration of the venue or arranging the cake and refreshments and so on. The HR team should take the responsibility to make the get together exciting and ensure that no one faces any difficulty in getting things organized.

The HR team must display the names of the best employees of different departments of organisation every week or month on the organisation's notice-board. Recognise them by sending congratulations and thanks mail. The HR along with the heads of all the departments of the organization can even hand over a small trophy or some monetary reward as a token of appreciation to the best performers in the presence of all employees. The one who has performed well starts trusting his management more and strives hard to win many more trophies in the future. Everyone is aware about each other's performance and get inspired as well.

There are several possible ways through which the HR can help in extracting the best performance from employees and avoid dissatisfactions related to workplace.

Tea Bags in Hot Water

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Since the medieval ages to the Victorian Era to the 21st Century, the society has undergone huge transformations and women have been an integral part of it. Women in business have not only proved themselves as compassionate leaders but also as strong and creative individuals who are ready to take the world by storm.

This is beautifully conveyed by the quote of Eleanor Roosevelt: "A woman is like a tea bag - you can't tell how strong she is until you put her in hot water". This outlook can be substantiated with umpteen and assorted range of paradigms elicited from a complex matrix of sources from different industries in India.

A pertinent archetype that helps me to concretize this stance is the Managing Director and Chairman of SBI, the country's largest lender by assets and loans. Ms. Arundhati Bhattacharya is often credited with improving State Bank of India's customer service. Sources suggest that this "tea bag" also has been tough on some of the large corporate borrowers that have failed to service debt.

Even the most cursory look at the Indian

business houses will reveal the name of Shanti Ekambaram, who is the President of Consumer Banking segment of Kotak Mahindra Bank. She has been considered responsible for driving in a large chunk of revenue of Kotak Mahindra Bank. At present, this "tea bag" is focusing on digital innovations at the bank that aim to integrate conventional banking with social media seamlessly. In addition to being a quint essential banker, Ekambaram is deeply involved in community service through the NGO called SOPAN.

Breaking the conventional mindsets pertaining to women in technology, we have Ipsita Dasgupta who is the Chief Commercial Officer of GE, South Asia. She believes being a woman in manufacturing is an amazing experience. This "tea bag", basically from Calcutta, is responsible for development and execution of marketing strategies, new products and solutions, and business development across GE's businesses in South Asia. It is hence evident that my credence is sustained by these exemplary businesswomen of India. These are the strong and bold "tea bags" that have inspired a million others.

There are thousands more and hundreds putting a step in "hot water" everyday.

The country demands and needs more women entrepreneurs while the experts think that this seems to be a new revolution. The change is inevitable and we all can be a part of it. Some know the water they are stepping in, while others just need to find the right *temperature*.



Alumni's Peak

Sir, Should I Buy... Hold or Sell?

Dr. G.D. Rathod
Associate Dean
ICFAI Business School



This is the most common dilemma faced by the retail investors... If you are a regular viewer of TV business channels... such programs advising investors are most common. At times I feel that as stock market behaviours are unpredictable and mostly predicted based on the past behaviours and future expectations, how can one extend any perfect advice based on this unpredictable scenario. In the context of present economic scenario, understanding wealth creation and preserving capital has become imperative specifically for an individual investor. We generally understand wealth as abundance of valuable possessions or money. But in Yogic way, wealth has been categorized in four segments- emotional, physical, social and financial and balancing them for attaining bliss in life. Here my attempt, not as a professional or academician but as a layman, is to throw some light on creating financial wealth specifically through equity investment for retail investors. It is a fact that numerous books, websites, advisors, media programs on wealth creation are available and to speak on such a broad topic in few words is very difficult but sharing some learning and little experience is a joy.

Many of us would have seen various phases of stock markets post liberalization of 1991, and the allied scams and reforms. But Indian capital markets today are integrated with the global markets and have become very complex, particularly in the presence of variety of players like Foreign Institutional Investors, Financial Institutions, Mutual Funds, Hedge Funds,

High Network Individuals, Corporate Bodies, Overseas Corporate Bodies, businessmen and retail individual investors (even students, housewives, farmers etc.). Such markets are linked with the various exotic derivative instruments, forex markets, money markets, and understanding market dynamics is extremely difficult.

Think of a Corporate- Its buzzword is shareholders' wealth maximization, but when we think of a retail investor, it's just that he wants to multiply money in the shortest possible time and try his luck in highly volatile market game to make bigger gains lured by some successful investors who have made fortunes from the markets. In advent of internet revolution, and ready availability of real time information about the companies, various avenues of investments, net banking and mobile banking, investors are becoming more informed but still they are puzzled with **Should I buy, Sell or Hold** impasse and whole game of investment is revolving around these three basic questions.

The problem is neither the paucity of surplus funds for investments nor the avenues for investments but the lack of basic financial literacy among retail investors. Infact, the fixed interest bearing instruments have become unattractive; property and gold both have performed better in the past and given good returns but liquidity is the main problem with these options.

We categorise capital markets as primary and secondary markets. There are two ways of investing, direct and indirect.

Professor's Eye

Professor's Eye

Direct investments in Initial Public Offering (IPO) or in secondary markets through online portals or through brokers. But as a new entrant, it is advisable to invest through various mutual funds schemes that in turn invest in stock markets.

A risk averse investor, considering 6% inflation rate and 7% p.a. fixed deposit rate, creates meagre 1% real growth in monetary terms which is no better than just capital preservation. Then how to multiply wealth by beating inflation and drawing higher than FD rate or similar instruments? One can explore avenues through direct or indirect investment in stock markets to secure better returns in medium to long term based on the past performance but here, risks are also high.

The common problems faced by retail investors are:

- ❖ *It is said that only 10-15% traders gain from the stock market, rest are losers. Then how to play and beat the street and remain in 10-15% range?*
- ❖ *Lack of knowledge about market fundamentals and financial literacy.*
- ❖ *Invest when strong hands sell(buying at peak) and sell when strong hands buy(panic selling).*
- ❖ *Greed and fear... at times emotional attachment to stocks- This is a big problem as they perceive that past behavior will also reflect in the future.*
- ❖ *Replicate the strategies of the successful investors and lose out.*

Truly speaking, stock market investment is not gambling for medium to long term investors. Some would still believe that stock market investments are basically similar to gambling in nature, but if we go by its behaviour, speculation is inherent to stock markets. It can by and large be perceived to be a good investment avenue for the medium to long term investors for reasonable to higher returns.

Few tips for new entrants in stock markets are:

- ❖ *Have spare money and willingness to take risk.*
- ❖ *Be futuristic - have medium to long term orientation.*
- ❖ *Do not attach emotionally with any stock.*
- ❖ *Buy lowest possible price, possibly post IPO listings or sudden fall in the market discovering value from the fundamentally sound stocks.*
- ❖ *Learn basics of finance and investments irrespective of your profession.*
- ❖ *Sell higher but always be ready for booking losses and switching over to other quality stocks.*
- ❖ *Most investors are good in entering the stock but exiting the stock is a problem. Have targets of reasonable returns.*
- ❖ *Believe in yourself and blame yourself for the wrong decisions and learn from such reversals.*
- ❖ *"Buy business which is simple to understand not stocks" (Warren Buffet)*
- ❖ *Learn from successful investors and also learn from mistakes of others and make simple investment strategies.*
- ❖ *Keep distance from the markets during high volatility.*
- ❖ *If time is the constraint, invest in good mutual fund schemes preferably through Systematic Investment Plans.*
- ❖ *Never look back for liquidating your investments in case of family need or paying off your imminent liabilities if there is a paucity of funds from alternate sources.*
- ❖ *Preferably have some backing of good financial advisers who you can bank upon.*

Despite the global events like BREXIT, china growth concerns etc or events at domestic front like advent of GST regime, Make in India, Digital India, fluctuating monsoon, corporate earnings so on and so forth, capital market discounts all and moves on... smart investor is the one who would continue to stay in the market irrespective of market uncertainties and fluctuations. The most pertinent question arises, "Who will protect you... regulators, government, or brokers?" The best answer is, protect yourself by becoming an informed investor by acquiring financial acumen for creating wealth through stock market investments.



Prof. Himani Jain

Assistant Professor

Faculty of Law

“All humans are made of same earth and they have the right to demand good behavior”, said Dr.Ambedkar, the chief architect of India’s constitution & a towering figure in India’s Dalit Rights movement, some six decades ago.

Manual Scavenging, in literal terms, means the manual removal of human and animal excreta with the help of brooms, tin plates and baskets. Manual scavenging is the practice of manually cleaning, carrying, disposing or handling in any manner human excreta from dry latrines and sewers. Manual scavengers use a broom and a tin plate and have to actually crawl into the compartment of a dry toilet and empty out the repository – and then they dump it in a basket and carry it on their heads.

Did you say yuck? Now, imagine the plight of someone doing this for a livelihood.

Manual scavengers are from India’s poorest and most disadvantaged communities.

Even though, manual scavenging is prohibited under the Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013, a law promulgated on December 6, 2013, nationwide, except Jammu and Kashmir, nevertheless, as many as 12,226 manual scavengers were identified across India— 82% of these are in Uttar Pradesh— according to a reply to the Rajya Sabha (Parliament’s upper house) on May 5, 2016, by Minister of State for Social Justice.

It is a criminal, non-bailable act, but “manual scavenging” continues unhindered.

An estimated 1.3 million Dalit’s in India, mostly women, make their living through manual scavenging.The practice of manual scavenging in India is linked to the caste system where so-called lower castes are expected to perform the job, according to a UN report.

For any society, there’s nothing more shameful than forcing any one to carry human excreta on their head in the guise of ‘employing’ them.

Manual scavenging represents all that is wrong with our society today – a rampant development and advancement in science and technology has done nothing (absolutely nothing!) to rid our nation of this shameful practice. So what good is this growth, we often harp about?

After all, it’s a question of human dignity. Is that too much to ask for?

Professor's Eye



Dr. Vishal Mathur

Assistant Professor
IcfaiTech

Technology has played significant role in providing clean water for drinking and for irrigation of food crops. Indeed, people have had water technology for millions of years — the Romans were using channels as conduits for drinking water around 300BC. But making modern water technology accessible and affordable to the worldwide poor is a difficult task. In this direction nanotechnology achieves better outcomes than earlier technologies.

Water is a scarce resource, and for many countries — predominantly those in the Middle East — supplies already fall short of demand. With the pressures of climate change and population growth, water will become even rarer, particularly in developing regions. The mission to ensure that all people have access to clean drinking water is now enshrined in the UN's Millennium Development Goals.



According to the World Water Assessment Programme, that will mean improving water supplies for 1.5 billion people.

Nanotechnology's potential

Unlike other technologies, which have often sprung directly from a particular scientific discipline, nanotechnology spans across a wide spectrum of sciences.

Essentially, it is defined by the scale it operates at. Nano science and nanotechnology involve studying and working with matter on an ultra-small scale. One nanometer is one-millionth of a millimeter and a single human hair is around 80,000 nanometers in width. The Nano scale deals with the smallest parts of matter that we can manipulate. Materials at the Nano scale often have different optical or electrical properties from the same material at the micro or macro scale. For example, Nano titanium oxide is a more effective catalyst than micro scale titanium oxide and it can be used in water treatment to degrade organic pollutants. But in other cases, manufactured nanoparticles' small size may make the material more toxic than normal. The primary way nano - technologies might help alleviate water problems, is by solving the technical challenges, which includes removing water contaminants including bacteria, viruses, arsenic, mercury, pesticides and salt pose.

Latest Research for water purifying through "Nanotech tea bag"

A novel "tea bag" having Nano-fibres to suck pollutants and bacteria out of water, provides a much-needed, inexpensive solution for the billions of people without clean drinking water. Scientists from Stellenbosch University in the Western Cape have patented a low-cost and effective filtering device from the same material used for the bags of the country's popular rooibos tea which could provide safe drinking water to millions of people. The sachets contain two small destroyers –

Professor's Eye



ultra thin Nano scale fibres- which filter harmful pollutants, and bacteria-killing grains of carbon. The device is very user friendly. A person just has to place the bag in the neck of a water bottle, and the bag removes contaminants of the water as he or she drinks. A single bag can filter up to a liter of even the most heavily contaminated water. The bags are thrown away once used. This invention can significantly decrease the occurrence of water-borne

diseases like cholera and other diarrheal diseases.

In words of Stellenbosch microbiology researcher Marelize Botes:

"What is new about this idea is the combination of inexpensive raw materials, namely activated carbon and antimicrobial Nano fibres, in point-of-use water filter systems. The Nano fibres will disintegrate in liquids after a few days and will have no environmental impact. The raw materials of the tea-bag filter are not toxic to humans."

Although, the device isn't yet ready for mass production, but tests of the filter on nearby rivers have been successful. Clean water experts say this filter, which is applied just before people drink water, is better than systems that clean water before it's distributed, as it eliminates the risk of recontamination.

The Future... It's All Embedded in



Data

Devanshi Jain
B.Tech. (Computer Science)
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By predicting market trends through numbers, data scientists do what most Astros can't...

Life Hacks

Top data scientists share some life skills they have identified while playing with big numbers:

Flight tickets: The best time to buy an airline ticket is exactly 8 days before the flight. Beyond 8 days, prices tend to fluctuate; they go up sharply as flight date approaches.

Google Maps: Using it while taking a cab?? Always choose the second route option, though it might take more time, it's cheaper. The first option shows the shortest time.

Movie tickets: Want to watch a movie? Movie tickets are cheapest on Thursday.

Conventionally, movies release on Friday, so theatre owners try to sell as many tickets of the running shows the day before.

Phone bills: Too high? Avoid taking recharge data packs... choose tailor-made/customized plans instead. This gives you the liberty to use and pay for exactly the amount of data utilized or call duration.

Online shopping: Looking for cheap shopping deals on internet? During any online sale, shop at the competitors' website to get the best deals.

Cookies Formula: Looking up something online... don't buy it immediately? The price goes up next time you visit the website. To avoid this, clear cookies on your PC.

Shopping Cart: Intentionally leaving your shopping cart full while exploring online

shopping? The retailer knows you are interested in buying, so they will email you offers/options with better deals and discounts.

Low-cost diet: On a diet? On a budget too? Buy low-cost foods with high calorific values- like regular lentils, peanuts, rice, porridge etc. Then binge on a high-cal treat.

Civil Code – Need of Modern Society

ICFAI
FACULTY OF LAW

Yashasvi Saini
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The Indian Constitution, in part IV, vide Article 44 directs the State to provide a Uniform Civil Code throughout the territory of India. Nevertheless, being only a directive principle of state policy, it cannot be enforced in a court of law. It is the prerogative of the state to introduce Uniform Civil Code.

The Constituent Assembly Debates clearly shows that there was a wide spread opposition to the incorporation of Article 44 (Article 35 in the Draft Constitution), particularly from the Muslim members of the Assembly. Naziruddin Ahmed, Mohd. Ismile Sahib, Pocker Sahib Bahadur and Hussain Sahib etc., made a scathing attack on the idea of having a Uniform Civil Code in India on the grounds that the right to follow personal law is part of the way of life of those people who are following such laws, that it is part of their religion and part of their culture, that it would lead to a considerable amount of misunderstanding and resentment amongst the various sections of the country and that in a country so diverse it is not possible to have uniformity of civil law. However, one of the most illustrious members of the Assembly, K.M. Munshi strongly felt that if the personal law of inheritance, succession etc. is considered as a part of the religion

the equality of women can never be achieved.

The Chairman of the Drafting Committee Dr. B.R. Ambedkar stated that in our country there is practically a Civil Code, uniform in its content and applicable to the whole of the country. He cited many laws like Uniform Criminal Law, Transfer of Property and Negotiable Instruments Act and the likes, applicable to one and all. Nonetheless, he conceded that the only province, the civil law has not been able to invade so far is marriage and succession. He also dispelled the arguments of certain Muslim members that the Muslim law is immutable and uniform throughout India. He cited the example of the North-West Frontier Province which was not subject to the Shariat law prior to 1935 and until then, followed the Hindu Law in the matter of succession etc. Similarly, in the North Malabar region of Kerala, the Murumakkutayan law applied to all, not only to Hindus but also to Muslims. Until 1937, in the rest of India, the various parts, such as the United Provinces, the Central Provinces and Bombay, the Muslims to a large extent were governed by the Hindu laws of succession.

Some of the learned members, at that point of time predicted that a stage would come

when the Civil Code would be uniform and indicated that power given to the State to make the Civil Code uniform is in advance of the time.

Dr. Ambedkar also opined that it is perfectly possible, that in future, Parliament may make a beginning, by way of making a provision that the Code shall apply only to those who make a declaration that they are prepared to be bound by it, so that in the initial stage, the application of the code may be purely voluntary.

Thus, the above foregoing discussion clearly establishes that the framers of the Constitution were aware of the gender injustice and sexual inequality of women and they incorporated Article 44 in the Constitution hoping that it would be introduced in future at the appropriate time. I guess, the appropriate time, had already come.

My Work...My Time...My Space...



Sam Mathews

MBA

(Batch 2015-17)



In recent times, it has been a trend to adopt flexible working practices. As human resources have evolved much over the years, people have also started making it a customized work culture.

The flexibility in work schedule and location of employees in accordance with the company regulations is termed as flexible working. There are number of ways that companies adopt to help employees have flexibility in their working patterns. A few among them are part-time working, term-time, tele-working, flextime & zero-hour.

Most of the methods have been implemented in full swing at many organisations off late. Amongst which, telecommuting and work-from-home is widely accepted.

In telecommuting, the employee works from any desired location or at any time with the use of any information and communication technology.

Whereas, in work-from-home model, the employee has the luxury to work from his/her residence and carries out operations with constant or periodic reporting at workplace.

In this era, where there is a major socio-cultural shift in lifestyles owing to increased urban migration leading to higher number of dual income & nuclear families having metro-sexual orientations, ever-increasing landscape of IT & ITES and allied interventions in multiple sectors across the globe, these types of flexible working practices help in managing various assignments efficiently. Even in cases where the employee may have domestic responsibilities like maternity, paternity, family assignments or social gatherings; flexible working can be adopted to fulfill commitments at all fronts.

So, flexible working is no more a luxury... rather an imperative for the present generation of working professionals.

From Roots to Wings...

Ms Neelam Singh

Principal

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Child upbringing has become more difficult today as this generation is being brought up during a transition period. A lot of little ones are growing up too fast! They are exposed to so much at their tender age that they gain knowledge in no time. That makes them adults before their chronological age!

Childhood is to be treasured, it comes only once in your child's lifetime and its really unfortunate if due to parental ignorance it is lost before time. Every child should be allowed to grow at his/her natural pace.

It is indeed sad that our little ones no longer wake up to the chirping of birds. It's as insistent alarm clock that jowls thy awake. As children, they need some hours to imagine and dream. It's during such leisure that great thinkers, artists and poets are born. We definitely need more thinking personalities in today's troubled times. If our children grow up kind and happy, we would contribute richly to the society at large.

Endless activity stuffed forcefully into a child's daily routine can burn him out before his time. We have to make sure that they not only prepare for future but also enjoy the present. A happy stress free childhood manifests itself in an adult's personality. As psychiatrists suggest, most criminals suffer from a troubled childhood

As a parent, always reiterate your faith in your child and do whatever in your means to instill values and ethics in your child. Do not expect miracles from him/her, comparisons are crud and unfair. They take away a child's zest for life. As parents and educators, we are only facilitating a child realize his/her potential.

So dear young parents, love your children, spend quality time with them, appreciate their individuality and encourage their talent. Life is not only about academic brilliance, there are so many facets to a child's personality. Follow the theory of delayed gratification and help make your little ones enthusiastic youngsters who continue to have a zest for life.



Guest Column



- ❖ SC makes BCCI accept Lodha reforms; says no Minister, bureaucrat can serve in BCCI.
- ❖ NGT directs RTOs in Delhi & NCR to deregister all diesel vehicles over 10 years old.
- ❖ "Right to free speech can't mean that citizen can defame the other. Protection of reputation is a Fundamental as well as Human Right" - SC.
- ❖ A much awaited bill to unlock an over Rs.42,000 crore fund for compensatory afforestation and wildlife protection (CAMPA) has been passed by Parliament.



- ❖ Amazon signs up Farhan Akhtar and Ritesh Sidhwani's production house Excel Entertainment to ensure enough takers for its cricket and showbiz-themed series Amazon Prime in India.
- ❖ SBI to become a single entity by April 2017 with its 5 subsidiaries — State Bank of Bikaner and Jaipur, State Bank of Travancore, State Bank of Patiala, State Bank of Mysore and State Bank of Hyderabad, after the government gives its final approval to the merger in October this year.
- ❖ Reliance Jio Infocomm to launch its 4G LTE services commercially in the coming months at lower rates than rivals.
- ❖ Infosys will grant stock units (shares) to staff every year over next 4-5 years, says HR Head Krishnamurthy Shankar.



- ❖ The new technology, Cinema 3D, with an advanced screen, invented by MIT would enable viewers to watch 3D films in a theatre without having to wear 3D glasses.
- ❖ The latest "atomic memory" device that encodes data atom by atom can store hundred times more data in comparison to the existing hard disks. According to the estimation by researchers, a 100 microns wide cube – can easily store the contents as much as the entire US Library of Congress.
- ❖ New computer software, known as Mosketch, allows users to try their hands at 3D animation without toiling away at numerous sketches. The software combines two major animation methods: direct kinematics and inverse kinematics. Artists can use the 3D software to seamlessly convert a 2D stroke into 3D moves, according to its developers.

Talent of the Month

New Joinings



By Arpita Das
(M.B.A. Batch 2016-18)



Mr. Abhimanyu Singh joined as Assistant Professor at Faculty of Law, The ICFAI University, Jaipur.

A warm welcome...

Ms. Sanjana Bhattacharya joined as Faculty Associate at Faculty of Law, The ICFAI University, Jaipur.



*Solar Plant
Report*
*Quote of
the Month*
*Wall of
Fame*
*Jewels
in the Crown*

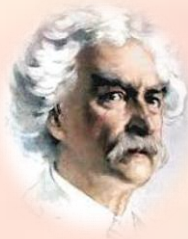


Dr. Shweta Jain, Assistant Professor-IBS was awarded PhD in July 2016. Her research in Management is titled “**Impact of Behavioural Training for Middle-level Managers of Telecom Companies in India**”.

Dr. Shiv Kumar published a paper titled " **Software Production Issues and Mitigation Techniques: A review** " in International Journal of Recent Research Aspects.



Ms. Isha Sethi, student of MBA Year II secured certification from VSkills (Government of India and Government of NCT Delhi Co. Initiative) titled “Certified Human Resource Manager”.



“Twenty years from now you will be more disappointed by the things that you didn't do than by the ones you did, So throw off the bowlines, Sail away from the safe harbor, Catch the trade winds in your sails, Explore. Dream. Discover.”

-- Mark Twain



In the month of July 2016, the solar plant at IUJ has generated about 4868 units of electricity, which brings the aggregate output at 28,159 units till date. This comprehends a substantial assertion to the fact that the IUJ solar mission is meeting our expectations. It has contributed in reducing around 56.43 tons of carbon dioxide emission, which is as good as planting about 70 trees. Looking forward to further contributions embracing a better planet...

Events@IITJ



The MBA Year I and Year II students participated enthusiastically in the “Corporate Day Event” on 13th July 2016 as a part of the gala 3-day Fresher’s Event.

The MBA Year I and Year II students organized various adventure activities in “IBS Villa Event” on 14th July 2016 as a part of the 3-day Fresher’s Event Celebration.



The senior class of MBA extended a warm welcome to the juniors (Class Of 2016-18) in Fresher’s Meet “Enthuzia-2016” on 15th July 2016. Mr. Savi Shaji and Ms. Sweta Shah were selected as Mr. and Ms. Fresher IBS-2016 respectively.

Dr. Ashish Johri and Dr. Shweta Jain conducted Faculty Development Program on “Interpersonal Communication Excellence” on 18th July 2016. The event witnessed a cheering participation of academicians from various parts of Rajasthan.



Mr Manish Saxena Manager – Corporate Relations



Many recruiting firms at “The Icfai University, Jaipur” have over the years become employers of choice by making competitive offers and gaining mind-share through positive feedback from recruited alumni to current participants. Here the question arises “Why The ICFAI University, Jaipur”

We like what we do

To respond to the challenges of developing leaders capable of making business decisions in a complex global environment; we follow a dynamic curriculum with an effective training methodology. Emphasis is laid on shaping the students’ analytical, technical and functional skills. We attempt to transform our students into visionary leaders having deep sense of ethics and social responsibility.

We stir and select the best

We have rigorous selection procedure that screens and filters to get the best brains in the country. We ensure a high quality of intake of young aspiring students. The selection process involves Written Test, Group Discussion and rounds of Personal Interview.

We don’t just teach, we give a complete learning experience

Our curriculum offers an extensive learning experience through a plethora of channels, including lectures, case studies, business modeling & simulation, projects, workshops, seminars, and outdoor activities, which promises an overall development of students.

Our faculty possesses a blend of academic and industry experience which helps in disseminating the knowledge to the students, through both classroom sessions and independent study activities.

We are a pool of resource for the renowned companies

“The ICFAI University, Jaipur” has an impeccable track record of achieving good placements year on year. The best companies visit the campus every year. Over the years, we consistently proved to be the reservoir of talent for the finest companies. Our alumni are well placed and serving in leading Corporate Houses such as Indusind Bank, HDFC Bank, ICICI Bank, Arvind Mills, Wipro, TTK Healthcare etc. to name a few.

I take pride in cordially inviting you to participate in our endeavor and look forward to welcoming you to the recruitment program of the year 2017

Placement Highlights:

1. *Devika Mathur selected in “Naq Global, Brazil” at a package of Rs. 18.25L*
2. *Raunak Mehta joined “Oasis Investments, Dubai” at a package of Rs. 9.40L*
3. *Surabhi Sharma joined in “Tolaram Group, Nigeria” at a package of Rs. 15.71L*
4. *4 Students selected in the “Pool Drive” of “ICICI Bank”*
5. *4 students selected in the “Pool Drive” of “Indusind Bank”*
6. *2 students selected in the “Pool Drive” of “Ambuja Cement”*
7. *3 students selected in the “Pool Drive” of “Sterling Resorts”*
8. *Shryas Kansal joined “Wipro Technologies”.*
9. *Priyank Trivedi joined “Arvind Mills Ltd”.*
10. *Himanshu Mehra joined “ Infoobjects Inc.”*
11. *8 students shortlisted by “Indian Army” for SSB.*
12. *Akshay joined “Nihilent Technologies”*
13. *Aganpal Singh/Tushar Joshi joined “TTK Healthcare Pvt. Ltd”.*
14. *Nishant Diwedi joined “Axius Technologies”.*
15. *5 students selected in the drive of “VisionTree”.*

From Placement Desk

Star Performers



Mr. Darshan Khunt (Batch 2013-15) :
Working as “Senior Financial Analyst”
in S&P Global, Ahmedabad.
Received global award of Innovation
Excellence Award.

Mr. Ashish Jain (Batch 2014-16) :
Joined “ICICI Prudential Life
Insurance Co. Ltd” as “Management
Trainee”
Received award of “Rookie
Manager”



Mr. Konark Jain (Batch 2013-15) :
Being Appreciated for his
achievements in sale for the project
“Ananta at Jagatpura” of “ARG
Group”.

Mr. Adil Khan (Batch 2011-13) :
Awarded as “Ambuja Star” in
North India region at “Ambuja
Cement Ltd”



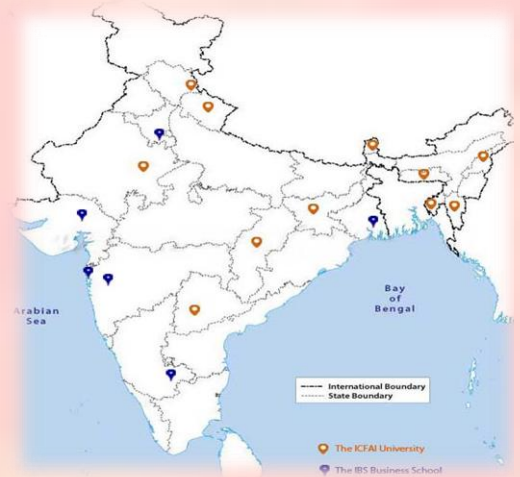
Navin Agrawal (Batch 2011-13):
Awarded by “The Oberoi
Vanyavilas” as “Employee of the
Month”

Mr. Prashant Sharma (Batch 2011-13) :
Awarded by “Blue Star Ltd” as the
“Best Performer of the Season”



About The ICFAI Group

ICFAI was established in 1984 as a not-for-profit society with the broad objective of empowering citizens through world class quality education. The Institute announced its arrival into the Indian education fora by launching a high end, innovative professional program in financial analysis in 1985. The Program was first of- its-kind in India, aimed at equipping students and working professionals with cutting-edge knowledge in contemporary areas of finance. Since its establishment, ICFAI Group has made a significant mark in the Indian educational field with a pan-India network and presence. Innovation has been the mainstay of ICFAI Group with innovation prevalent in its programs and even its culture. Subsequently, there was a big leap when ICFAI Group started its chain of business schools (IBS) across India in 1995 to offer management program. Since its inception, IBS has been consistently ranked among the top ranked B-Schools of India providing excellent academic delivery and infrastructure to its students and transforming them into leaders for the future. Another example that is a testimony to the culture of innovation is the introduction of Case Study methodology at IBS. The Case Research Center at IBS, has become a center of excellence and has won several accolades across the world. ICFAI Group has 3 Strategic Institutional Units, the ICFAI Universities, the ICFAI Business Schools and the Flexible Learning Programs (Distance Mode). In all the programs offered across these units, the emphasis is on adherence to academic rigor and differentiated curriculum that bridges the industry - academia gap. ICFAI Group focuses on learning rather than instruction. In addition, the institute is engaged in important areas of research covering environmental sustainability, agricultural economics, health policy, financial economics, banking, intellectual property rights etc. There have been path-breaking research and good quality publications in



these areas. The ICFAI Group's culture of teaching and learning supports and fosters intellectual and personality development among its graduating students. They carry an attitude of ownership of their work. ICFAI Group strives to make the students - DOERS. The programs are designed such that the students & professionals graduating from the institution have the ability to take risks, make decisions and own the work. ICFAI Group system, strongly believes in developing an 'entrepreneurial mindset' among its graduating students. Flexible and tech enabled learning also plays an important role in ICFAI's teaching methodology. The delivery takes place with the use of hi-tech learning management system at campus programs and content delivery for distance learning through online medium. ICFAI Group practices the value of academic integrity at all levels. As a policy, admissions are purely based on merit and there is nothing like capitation fee et al. The fee payable is published in the application material and that remains unchanged. At ICFAI, students inculcate research and analytical orientation due to its institutional strength and support for the research and development activities. Holistically, the student undergoes a transformative change. The alumni of ICFAI Group are working in renowned companies world-wide. Collectively, ICFAI Group alumni contribute significantly to the growth story of India.

The ICAI University, Jaipur

ICFAI
UNIVERSITY

Excellent
Placement
Record



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3 Years

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BBA-LLB (Hons.)|B.Com-LLB (Hons.)
5 Year Integrated Programs

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2 Years

LLB
3 Years

PG Diploma Programs in
Banking & Insurance, Retail Management
and Pharmaceutical Marketing
1 Year Programs

Ph.D Program

3 Years (Full-time / Part-time)

For Prospectus & Application, Please contact:
City Office, The ICAI University, Jaipur, Ashok Marg,
C-Scheme, Jaipur, E-Mail: admissions@iujaipur.edu.in
Ph: 961077752, 9982586292, 9828128333

Features @ IU Jaipur

- Merit Scholarships
- Transport Facility

HIGHLIGHTS

- A state-of-the-art Center for Employability for innovative learning and development
- Well equipped computing and library facilities
- IT training and Soft-Skills Development
- Language labs
- Unique Summer Internship of 8 weeks duration
- Extra Curricular and Co-curricular activities
- Technology Learning
- Application Orientation
- Diverse and successful alumni community
- Cutting edge Industry enabled labs
- Industrial tours
- Highly qualified and dedicated faculty from ICAI Business School (IBS).
- Skill Development through Technical Art and Engineering Science courses
- Diverse and successful alumni community
- Concept learning through Seminars
- Green Energy Resources (50 Kw Solar Energy Power Plant)

ELIGIBILITY

For details, please refer the website

ADMISSION PROCESS
Through application and interview

Toll-free
1800-270-4020
www.iujaipur.edu.in

Campus: The ICAI University, Jaipur, Agra Road, Jamdoli, Near Cambay Golf Resort, Jaipur.

[/iujaipur](http://www.iujaipur.edu.in)

We'd love to have your feedback to make our "IUJaipur - Reflections" more informative and vibrant

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Feedback