## Inside this issue

# Editorial Desk

It gives us immense pleasure to revisit all our worthy readers with this Jan-Feb edition of 'Reflections'.

By the time this reaches you, IUJ would have bid adieu to MBA class of 2017. Wishing our students... now executives, a bright and rewarding career ahead! These moments are like what we often term as "Mixed Emotions"!

With this edition we have carved a dedicated space for our cherished readers that would reflect their comments, reviews, opinions and suggestions that come in as response to our previous editions. Keep supporting with your constructive feedback and together we'll take 'Reflections' to greater heights.

With a detailed events album along with placement updates, this edition also talks about internship and allied aspects.

We wish to extend special thanks to **Mr. DhrubajyotiMajumdar, Cluster HR Manager, L&T Construction Ltd. Kolkata** for his valuable contribution in this edition. Managing people resources effectively is perceived to be the most dynamic and challenging task. Adopting robust HR processes to acquire, develop and retain human capital features paramount on the wish list of all organizations. In his article, **Mr. Majumdar** has talked about employee attrition, relevant factors and implications, effective talent retention approaches and allied aspects for 21st century organizations.

Wishing all a cheerful reading!

**Dr. Shweta Jain & Prof. Rana Mukherji**
**(Editorial Team)**

## Editorial Board

| Dr. P.B.L. Chaurasia | Mr. Jagdish Patel |
|---|---|
| Chief Editor | Executive Editor |
| | |
| Prof. Rana Mukherji | Dr. Shweta Jain |
| ITS | IBS |

# Dr. P.B.L. Chaurasia
## President- The ICFAI University, Jaipur
## Chief Editor – IU Jaipur Reflections

Wishing our readers a happy and prosperous New Year! Welcome all to the Jan-Feb edition of 'Reflections'. We would highly appreciate the feedback, reviews and comments from our worthy readers, which would certainly give us impetus for improvement. The month of January has been full of verve and celebrations. MakarSankranthi, celebrated in different names all over the country has a great astronomical significance as it marks the beginning of Sun's movement northward for a period of six months (Uttarayan). The word 'Sankranthi' refers to the event of sun entering the MakarRashi. IUJ family celebrated the 'Uttarayan-2017' as 'Kite Festival', which witnessed the cheering participation from all the departments.

An industrial visit to BSE (Bombay Stock Exchange) and RBI (Reserve Bank of India) was organized by IBS Jaipur to provide practical exposure about the working of these institutions. The visit was organized from 4th January to 15th January in two batches. Students got to know about the history of BSE, RBI and SEBI (Securities and Exchange Board of India), different facets of Indian economy and share markets as well. Students also visited the RBI Monetary Museum and got the opportunity to explore the history and evolution of Indian Currency System. Overall, it was an extremely enriching and rewarding experience.

A day long Web Designing and Development Workshop was organized by Indicium Hub, Jaipur for ITS students on 17th January. The objective of the workshop was to provide important knowledge about web designing. Students also participated in the hands-on session and created websites. Fundamentals of coding in HTML, CSS, JavaScript and PHP were also discussed. The resource persons included the Director, Indicium Hub and his team.

Continuing with the proud tradition of the university, senior students extended a grand 'Fresher's Welcome Meet' for the first year students of the undergraduate programs to enhance mutual affiliation and camaraderie. In this vibrant event, the new students showcased their talents in extremely creative and colorful styles.

IBS Business School organized a Farewell for the MBA batch of 2017 on 19th January. Along with vibrant cultural performances, the meritorious students and event winners were felicitated during the event.

Earnestly hopeful that the verve and enthusiasm remains the same throughout the year with more and more proud moments to cheer and celebrate!

# Mr. Jagdish Patel
## GM (Development) - ICFAI Foundation
## Executive Editor – IU Jaipur Reflections

My heartiest congratulations to the senior batch of MBA students who have been placed and have started their career journey, and also to our junior batch of MBA students and B.Tech students who have begun their internship and industry projects. May your career journey be fruitful, meaningful and adorned with achievements!

Each one of you might have chosen different subjects as per your liking. But whatever different subjects you might have studied or presently studying, there is one thing common to all of you, one common pursuit and goal; to obtain the Degree of Humanity, Sincerity and Gratitude. Even after graduation or post-graduation, remain human rich in empathy and sympathy towards your parents, teachers, society and nation. Be sincere to your job and maintain your integrity. And lastly, have the attitude of gratitude towards all those, with whose support and efforts, you have gained your present position.

Never have the feeling that you are ahead or behind someone. Your colleagues, friends, younger ones might seem to go ahead of you. Seemingly some might be behind you. For instance, New York is 3 hours ahead of California but it does not mean that California is slow, or that New York is fast. Both have their own Time Zone. Someone might have graduated at the age of 22, yet waited 5 years before getting securely placed; and there is another who graduated at 27 and secured employment immediately! All in this world are running their own race, in their own lane and, in their own time. God has a different plan for everyone. Time is the difference. Former US President Barack Obama retired at 55, while present US President Donald Trump resumes his presidential powers at 70.

Hold on, be strong, and stay true to yourself. All things shall work together for your good.

You're not late … You are not early … you're very much in and on time!

All the very best to you…stay blessed and motivated. You are in your Perfect Time Zone.

# Employee Attrition – Unraveling the challenges and remedies

**Mr. DhrubajyotiMajumdar**
Cluster HR Manager
L&T Construction Ltd.
Building and Factories IC – Kolkata

**Corporate Speak**

One of the major and formidable challenges faced by most of the Indian Incorporations is Managing Employee Turnover and retaining the right talent. Most of the Industries, irrespective of their size or nature of businesses, are tremendously suffering from talent crunch due to constant outflow of talented manpower; also it adversely hampers operational efficiency and productivity of the organization.

Let us try to find out answers to the following questions, which instantly crop up in the mind of many Professionals. Also we will try to find out the measurement yardstick and determinants of employee attrition which will definitely help the professionals to have an effective understanding on this subject matter, which they might came across in their own organizations in some form or other.

- ❖ **What makes an employee to leave an organization?**
- ❖ **What measures can be initiated to control attrition and retaining talents?**

Let us find out the answer of the first question which will definitely demystify the the actual cause and effects of voluntary separation of workforce prevalent to any industry.

Figure-I reveals two vital aspects of employee attrition. Firstly, Involuntary Attrition caused due to organizational re-structuring through various planned interventions like reducing hierarchical levels/ abolishing defunct positions or merging positions/departments, so on and so forth. Involuntary attrition can also be a consequence of planned downsizing by cutting down non performers. This leads to better operational efficiency through cultivating performance driven culture across the organization.

On the contrary, the causes and effects of voluntary attrition are quite varied and also having far reaching repercussions than the first one. To manage the voluntary attrition, one needs to have a thorough understanding of why an employee stays with or quits an organization. Also what makes the employees satisfied in their work field and embedded with an organization for a longer period of time.
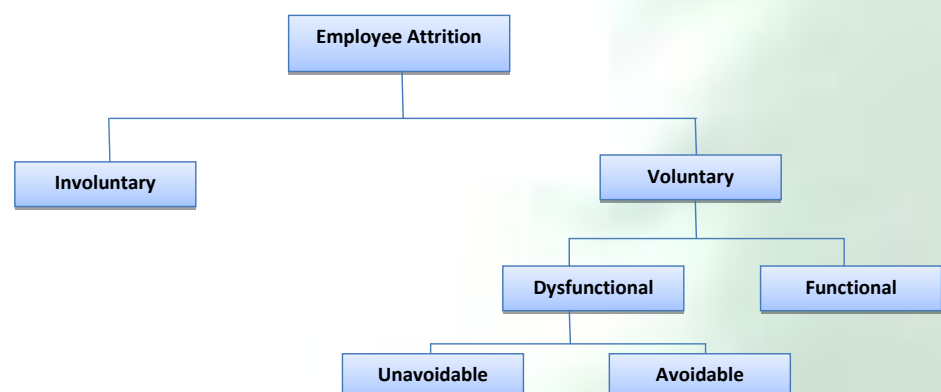
**Figure -1 Types of Attrition**

As shown in Figure-I, voluntary attrition can be categorized into two types. Functional voluntary attrition is somewhat good for the organization. Such type of attrition occurs when an employee is getting separated due to fear of action taken by the organization for being consistent non-performer or obsolescence of position. Also replacement cost for such positions are lesser, the relevant skill set can be available reasonably in the market and effects of such separations are very limited.

On the other side, employee turnover which are dysfunctional for the organization, affects the organization on several fronts. It generally has significant cost impact as the skill set are not easily available in market. However, one relevant question may arise in the mind of a reader 'whether all attritions can be controlled?' Unfortunately the answer is 'NO'. Some of the employee turnover is unavoidable in nature, and it is beyond control of any organization, despite its all good intentions to keep such employees on board. During past few years Indian Construction Industry observed a moderate level of attrition which is predominantly due to factors like:

- ❖ Health problems
- ❖ Locational constraint due to family obligations
- ❖ Lack of work-life balance
- ❖ Pursuing higher studies
- ❖ Initiation of own business

- ❖ Retirement or service abandonment
- ❖ Overseas assignment

Avoidable turnover can be controlled through well designed employee retention strategy and engagement plan. However, before proceeding further, let us understand measuring employee turnover and factors that affect Voluntary Attrition. Employee Attrition can be ascertained using the formula and can be attributed to the factors presented next

$$Employee\ attrition\ over\ a\ period$$
$$= \frac{Employee\ attrition\ over\ a\ period}{Employee\ attrition\ over\ a\ period} \frac{1}{} X100$$

❖ **Career aspirations:** Employees equipped with key skills as well as superior performance standards, develop high career aspirations from the organization over a period of time. Sometimes they may find a gap between their aspirations and actual position, which ultimately drive them to quit an organization.

❖ **Better compensation and benefits:** Financial consideration is the most common factor which affects employee psychology for staying in or leaving an organization. Managers in senior or middle management levels are attracted towards various benefits like Performance linked incentives/ Retention bonus/ Stock option scheme or various other perks. However, for junior level executives, as of now, net take home salary plays a vital part in their retention. During exit interview, in most of the cases, respondents reveal that their decision for quitting an organization is to secure better compensation.

❖ **Peer group comparison:** Most of the companies officially propagate to keep salary and benefits as confidential. However, in reality, it is the most discussed andcompared subject matter among employees. Such peer group, with almost similar age and experience, can compare between themselves on various financialparameters

like salary hike, performance ratings (sometimes based on mere perception), promotion consideration etc. It is observed in several cases, such type of peer group comparison leads to frustration, burn outs and consequent disengagement and attrition.

❖ **Work life balance & Stress:** Industries, which are having prolonged duty hours or shift working (particularly in Construction and BPO industry), employees are finding it tough to satisfy personal and professional commitments evenly. Such work life imbalances lead to stress which can be one of the likely causes of employee attrition.

❖ **Lack of role clarity & mismatch:** A motivated employee can work and perform efficiently, if the role is challenging as well as rewarding without considering monetary reward. However, it has been found sometimes, that role itself is full of ambiguity and performance parameters are not well defined. Due to this role and performance ambiguity, talented employees get frustrated within short span of time. It is possible sometimes, that knowingly or unknowingly employees are attached in roles which are neither justified in respect of their expertise nor do they have ample opportunities for future growth. In such cases there are possibilities of person profile and role mismatch and which results in employee attrition.

❖ **Unexciting job content:** Another case found in employees having tenacity towards diverse job interest and continuously seeking challenges from an assignment. They can be getting bored with an assignment in which scope of task variety and degree of innovation is limited. Generally such types of employees are having critical set of skills. Particularly in IT sector or sectors in which predominance of specialized knowledge is required, there are possibilities to shift from one organization to other in pursuit of perceived excitement from the job content.

❖ **Company Policy:** Employee attrition also occurs due to the company policy. In specific words, policies which are having direct impact on career growth aspects and monetary benefits as well as change in work relations or protocols. Policies which emphasize on nurturing and synergizing employee talent always have positive impact on employee retention.

One question may ascend to any professional or to a manager, 'What cost is involved if an employee quits voluntarily from an organization?' The answer is, an organization suffers knocks on many fronts if a talented as well as consistently performing employee quits. In todays' scenario, wherein, manpower is being treated as an asset, attrition causes a significant cost impact on the organization as well as, it adversely affects the overall image of the employer. In the past decade, some of the prestigious companies have lost on their brand image as an employer due to lack of effective retention policy which ultimately resulted in exodus of talented manpower. Figure 2 briefly highlights some of the cost factors directly connected with Employee attrition.

By this time the readers of this article must have got a fair idea about employee attrition – its types, causes and impacts on an organization either directly or indirectly.

Is employee attrition controllable and how to control? To a large extent attrition can be controlled through robust retention strategy with emphasis on Employee development, reward system and employee engagement.A well developed and executed retention strategy should not only focus on employee retention when job market is good, butalsoto be vigilant on retention when job market is in bad shape, as there is no dearth of job opportunities for top performing staff equipped with critical skill set. Let us now examine the various measures that a company can initiate to mitigate employee attrition.
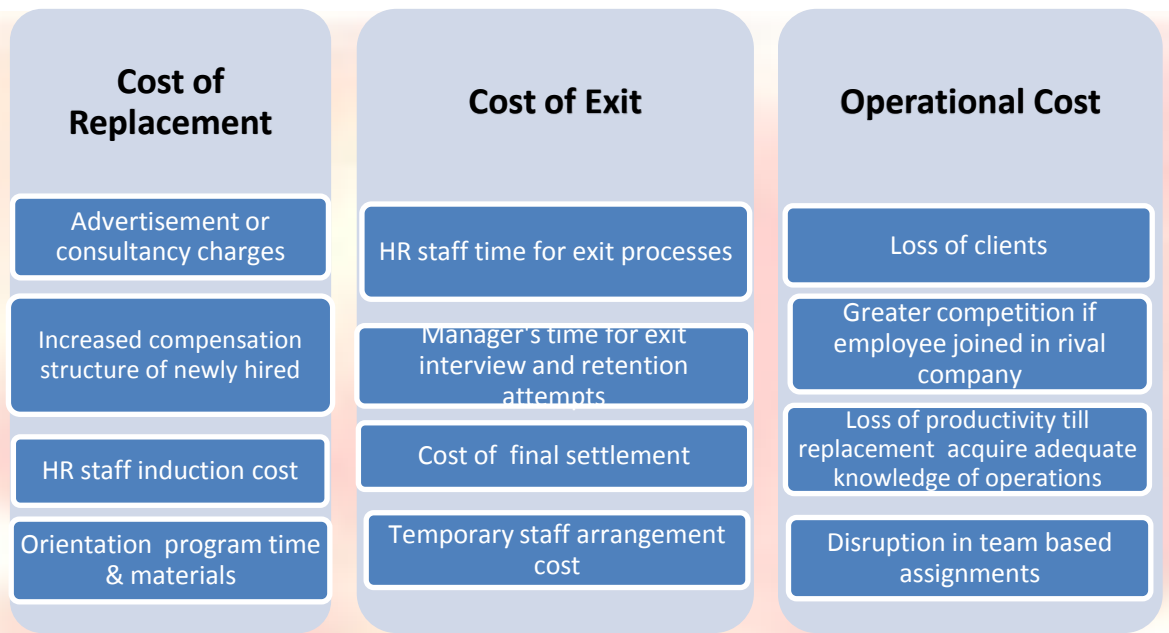
| Cost of Replacement | Cost of Exit | Operational Cost |
|---|---|---|
| Advertisement or consultancy charges | HR staff time for exit processes | Loss of clients |
| Increased compensation structure of newly hired | Manager's time for exit interview and retention attempts | Greater competition if employee joined in rival company |
| HR staff induction cost | Cost of final settlement | Loss of productivity till replacement acquire adequate knowledge of operations |
| Orientation program time & materials | Temporary staff arrangement cost | Disruption in team based assignments |

**Figure -2: Attrition Cost**

❖ **Recruitment Policy:** A well designed recruitment plan with a thrust towards right person in right position can mitigate the chances of post recruitment grievance of an employee towards job content, salary structure etc.

❖ **Induction Plan:** Each employee irrespective of position and grade requires some time to get accustomed with the company norms, policies, and practices. This requirement of an employee can be addressed through proper induction plan. Also initial orientation has an effect on betterment of Employee Value Propostion. It has been observed that a good percentage of employees prefer to leave a company due to initial disruption in their socialization process. It is very much pertinent that all employees mandatorily go through a well planned induction process to get themselves accustomed with the system. In organizations, wherein several departments functions simultaneously like L&T for example, such planned induction named as **'SWAGAT'** provides a fair idea to the new entrants on functions of various departments/sections. This helps them to understand relationship matrix among different departments, which in turn helps them to socialize quickly in a dynamic working environment. A structured induction process definitely helps an employee to stay embedded with an organization for a longer period of time.

❖ **Well chalked out Reward Policy:** One of the critical factors that constitute employee attrition is lack of career growth and dissatisfaction related to reward mechanism of the organization. Though it is not fully possible to satisfy the employees particularly on this aspect, however, to a large extent such dissatisfaction can be addressed through a reward policy having clarity on performance measurement as well as a clear linkage between performance and career growth. It is very much essential to have a performance driven culture in an organization which should always encourage good performance at the same time poor performer to be segregated for necessary counseling and feedback. Reward policy should always focus on churning of talents and can obviously be used as a retention technique.

❖ **Opportunities for Training & Development:** Any employee irrespective of his/her expertise or grade or gender joins an organization with specific set of skills. However, over a period of time, some of the skills need continuous up gradation (e.g. information technology)to cater to the growing demands of the job content aswell as it helps an employeeto be well position-

-ed for further growth and employability. Hence, opportunities for skill enhancement certainly act as a tool for employee retention. In some of the organizations, there is provision of partial reimbursement of tuition fees to employees who have completed program like BE/MBA from reputed colleges and B-Schools. The effect of this linking employee development with retention strategies has positive impact on overall workforce retention. Employees with desired talents need to be fostered in order to create next level leadership pool. Design and implementation of various leadership programs help the employee to understand and make themselves ready to undertake next higher position with greater responsibilities and span of control.

❖ **Employee Connect:** An open door communication policy paves the way towards employee satisfaction by makes them feel worthwhile. As a retention tool, Employee Connect Program can help immensely by encouraging employees to share their feelings and concerns related to their job content, career growth, even personal issues that may have impact on their work performance or workplace relationships. Such types of open communications can unearth actual facts on employee attrition and help management to develop policies on employee retention. Such interactionhelps an employee to understand his company and also several misconceptions may get abolished.

❖ **Caring work environment:** Gone are those days when an employee only worked to earn his minimum livelihood. In post globalization arena, we find that employees' aspirations are increasing. Work is no longer a profession but it is something more. Working environment has a direct impact on the work behavior of an employee. So in order to retain the employees, work content should be interesting; also it should have a fun value. Employee friendly work atmosphere is also becoming a major tool for attracting as well as retaining an employee

with sustained performance.

❖ **Effective Employee Engagement:** Employee engagement can be defined as the degree to which an employee feels emotionally attached to his/her organization and passionate to his/her work. Effective employee engagement programs can help an organization to ensure employee retention to a large extent. In recent times most of the professional organizations undertake various types of employee engagement programs. Some of the engagement drives, though not exhaustive, are as follows:

❖ **Employee Referral Program:** Employees can be treated as the chief advocate of the company. Hence, instead of hiring from external sources, employees can source candidates using their own network. After selection of the candidates and working for the company for at least 6 months, employees who referred the candidates can be awarded referral bonus.

❖ **Buddy Fixation:** In initial days of joining, in order to hold the hand of new entrant, a buddy or mentor can be chosen for an employee or group of such new employees. Generally buddy or mentor can be from same department having fairly good knowledge about the company and its operations.

❖ **Reward & Recognition Program:** Recognition programs like 'Employee of the Year' or 'Best Performer Award' or 'Award for Long Service' have a positive impact on sustained performance of an employee.

❖ **Meeting with Senior Management team:** In some of the organizations, newly inducted staff requires to go through a series of processes in which meeting with senior management team is also one. It actively boosts up the morale in their initial journey in the organization.

❖ **Work Life Balance:** Most of the IT/ITES companies are having system of flexible working hours and also 'work from home' provisions. This encourages employees to work effectively as well as help them to maintain work life balance. Reputed IT companies like Google offer separate crèche

facilities for female employees having kids. This also ensures emotional attachment towards an organization. In some of the companies, birthday or anniversary break is also offered to help the employee spend time with dear ones.

However, engagement tools that can be used as retention techniques may differ from organization to organization, based on various aspects like culture or core values of the organization, nature of business, work force diversity, and gender ratio. Before implementing such tools proper survey needs to be done.

In globalized India of 21st century, employee retention has thrown a major challenge; time has come to respond effectively to this challenge by identifying and analyzing the root cause of attrition and develop suitable strategy with a focus on effective implementation and subsequent monitoring.

Last but not the least, not only HR Managers, but all Line Managers should play a sincere role in identifying the talent and it's retention for greater organizational interest. In a single sentence, without a well designed retention plan into place, it is not possible for an organization to enjoy sustained growth in business over a longer period of time.

# The Tax Friendly Union Budget 2017-2018

**Mr. DarshanKhunt**
Senior Financial Analyst – I, Capital Markets
S&P Global Market Intelligence, Ahmedabad
ICFAI Business School
(Batch 201-15)

Post demonetization, the most important economic event was the Union Budget 2017, and for the very first time the Railway Budget & Union Budget were introduced in concert. People from all sections were eagerly waiting to see the changes in 'Make in India' initiative and anticipated ease of starting new ventures in India, in terms of a more simplified tax structure and direct tax norms. The prominent questions doing rounds were, "What would be the norms and measures to overcome currency crisis?" "How would the budget stimulate growth in various sectors of the economy?" Let's explore this from a layman's lens:

Prominent advantages to look forward to:

❖ Reduced income tax for all earning more than 3 Lakh

❖ Small Firms to pay lesser tax (25%)

❖ Train travel cheaper through online booking

❖ Two new AIIMS in Gujarat & Jharkhand

❖ No tax for Start-Ups

❖ Non residential management education programme to become cheaper

❖ Special LIC Policies for Senior Citizens

❖ Promoting Digital Economy

Corp Insurance increased to 40%

❖ Increased 5000 seats in Medical PG course

❖ Payments through Aadhar Card by introducing 2 million new machines

❖ No service charges on online booking from IRCTC

❖ Automated FDI inflows

❖ Healthy food

❖ New railway lines

❖ Health profiles linked with Aadhar Cards

Perceived Disadvantages:

Purchase price to increase for:

❖ Cigarettes/Tobacco

❖ RO Water Purifiers

❖ Mobile Phones

❖ Imported silver artefacts

**Outlook (from FY 2016-17 to FY 2017-18)**

❖ GDP growth is expected to be at 7% mark in FY 2017-18 after suffering from the transient negative impact of demonetization.

❖ On the contrary, demonetization is expected to leave a positive impact on the economy through greater tax compliance, increased digitalization and investments in capital formation.

❖ Demonetization also led to an increase in bank deposits. Flushed with cash, the banks are expected to cut lending rates.

❖ CPI inflation increased initially in 2016-2017 and fluctuations were witnessed in the prices of vegetables

❖ The Current Account Deficit (CAD) has declined to 0.3% of GDP

❖ Real Estate will decline further as it will be difficult to invest unaccounted wealth. Tax could rise if real estate comes under the purview of GST

❖ Digitalization to continue but people are expected to move towards cash once everything normalizes

❖ A special scheme for creating employment launched in the Textile & Finance sector, and the government now proposes to launch similar scheme for the Leather and Footwear industries.

Alumni Speak

# Biometric Recognition

## Prof. Subhlaxmi Agrawal
Assistant Professor
ICFAI Tech School

In recent civilization, the ability to reliably distinguish human being in real-time is a primal requirement in many applications including financial transactions, forensics, computer security and international border crossing. Conventionally, an exclusive possession of a token, such as an ID card or a passport, has been extensively utilized for distinguishing individuals. Knowledge-based schemes based on PINs and passwords are usually used for person authentication in context of applications and computer systems. Since both knowledge-based and token-based mechanisms have their own strength and restrictions, the use of two-factor authentication schemes that combine both these authentication mechanisms are also popular.

Automated recognition of individuals based on their biological and behavioral characteristics is known as Biometric Recognition.

Examples of biometric traits that have been successfully used in practical applications include iris, fingerprint, face, palm/finger vein, palm print, foot print, hand geometry, signature and voice. In the context of biometrics (as opposed to just forensics), the use of DNA is also beginning to obtain traction. Since biometric traits are usually intrinsic to an individual, there is a robust and reasonably ineradicable link between a person and his/her biometric traits. Thus, biometric recognition can be used in scenarios where a person may endeavor to conceal their true identity or to distinguish individuals in surveillance operations where covert recognition is required. In applications such as border control, forensics, surveillance, de-duplication and chain-of custody, biometric use has clear privilege over tokens or passwords.

Biometric recognition system has two stages of operation, namely, the enrollment stage and the recognition stage. During the enrollment stage, the biometric system accepts the biometric trait of a human being extracts a salient feature set from it and stores the extracted feature set in a database, along with an identifier associating the feature set with an individual. In the recognition stage, the system once again accepts the biometric trait of an individual, extracts a feature set from it, and compares this feature set against the templates in the database in order to determine a match or to verify a claimed identity.
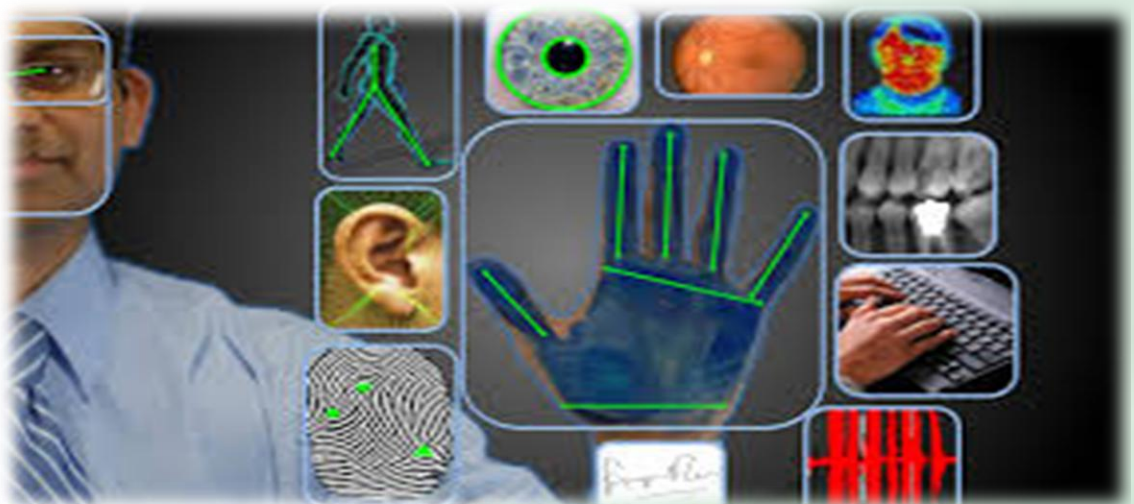
# Internship – An Opportunity to Earn a Career

## Anjali Rathore
B.Tech. (Computer Science&Engg.)
Batch 2016-20
ICFAI Tech School

An internship essentially is an exchange of services and learning experience between the student intern and the organization. Internships extend a sound base to students to ascertain if they have interest in a particular career, develop a network of contacts or earn academic credits.

Notwithstanding the expectations of interns from the organizations, it also stands important to assess what organizations expect from student interns other than the domain knowledge:

❖ Taking initiative

❖ Coming prepared with fundamental homework about the work/organization

❖ Being appropriately dressed and well-groomed on mannerisms

❖ Being observant and willing to take instructions

❖ Humility and value orientation

❖ Adherence to timelines and organizational norms

❖ Seeking feedback

❖ Displaying multiple and transferable skills

Not only the knowledge suffices, beyond that, there are many other attributes which any good organization appraises in an intern. Also to mention that there are certain don'ts which every intern should avoid as an intern. To cite a few:

❖ Being complainant and lacking enthusiasm

❖ Not treating internship as actual employment and seeking relaxations

❖ Not understanding and respecting boundaries

❖ Ignorance regarding protocols and expected code of conduct

❖ Dressing inappropriately, not adhering to timelines and being disengaged frequentlyTaking leaves without proper approval

There are expected and well-defined standard behaviors to be demonstrated at work place. These are the things which one learns through internship not at school or from colleges but from real life experiences.
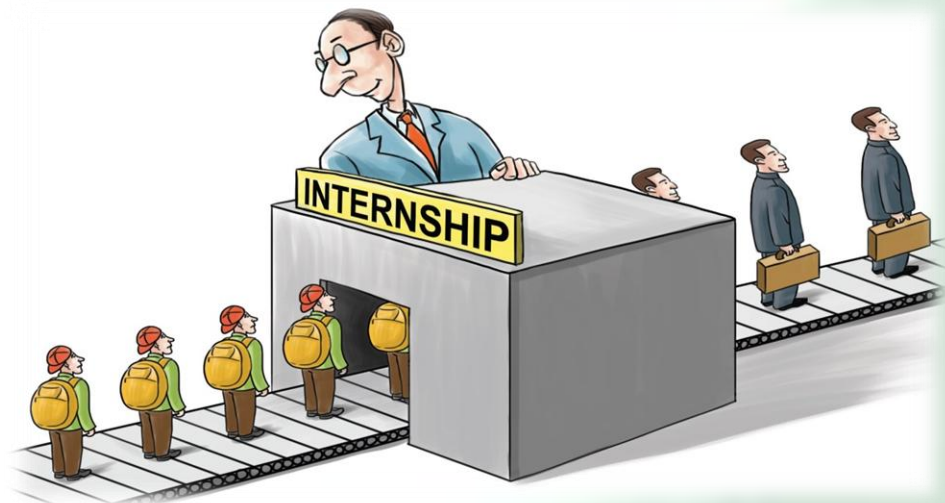
# Busy doing nothing…!

## Sam Mathew
MBA (Batch 2015-17)
Icfai Business School

The generation from the late 90's and onwards have been in a different space altogether. There has been a huge dependency on various external sources. Rather than enriching ourselves, we are more inclined to take help of various aids available at our disposal. The biggest boon and omen of this generation can be attributed to the technological advancements that have taken place.

A significant change has been seen from people reading books to resorting to find their solutions online. There is a deep lack of acknowledgement to the fact that books are the result of extensive research, largely a compilation of factual information collected through considerable efforts. Whilst the information available on the web doesn't ensure credibility and authenticity to that extent. Not everyone has the access and knowledge to browse and extract precise information.

Overdependence on such sources may cripple the level of intellect and general understanding, leading to shallow and incomplete knowledge. Involving ourselves beyond an extent to exploring information over web instinctively consumes a lot of our valuable time and leads the user into spending time, money and energy in lot of irrelevant and disingenuous chores.

The lack of eagerness and enthusiasm to explore and appreciate the compilations that emerge as a result of extensive research involving in-depth study and literature work, may regrettably dilute the fundamental knowledge base of the coming generations. Still most of us do not have time for lot of important and meaningful knowledge exploration, for which the most common excuse that we give, is being "busy".

Student's Corner

**Dr. Shweta Jain** attended 3-day workshop on "Crafting and Conducting High Quality Research" at Indian Institute of Management, Ahmedabad (IIMA)

.

**Dr. Archana Rathore** attended 6-day **"Winter Research Schoo**l" at Department of Management Studies at MNIT, Jaipur.





**Dr. Vishal Mathur** presented paper titled **"जिंकऑक्साइडनैनोकणोंसेमिश्रितपोलीविनाइलक्लोराइडकाश्यानताविश्लेषण"** at Third National Hindi Science Conference on "Sustainable Development- Role of Science & Technology"

**Dr. Shiv Kumar also** attended 6-day **"Winter Research Schoo**l" at Department of Management Studies at MNIT, Jaipur.



Prof. R. K. Chaurasia presented paper titled **"Effect of Finite Dimension of the Substrate on the Performance of Micro Strip Antenna"** at International Conference on Advances in the Field of Health, Safety, Fire Environment, Allied Sciences & Engineering (HSFEA 2016)

.

**Prof. Rana Mukherji** presented paper titled "लौह – जिंकऑक्साइड मिश्रण पर हाइड्रोजनीकरण के प्रभाव का अध्धयन "at Third National Hindi Science Conference on "Sustainable Development- Role of Science & Technology". He also attended Academy Workshop on **"Modern Embedded Processors"** at Electronics and ICT Academy, MNIT Jaipur.



**Prof. Shubhlaxmi** Agrawal attended workshop on "Global Initiative for Academic Networks (GIAN)" on Biometric-based Authentication and De-identification for Privacy Protection at The Department of Computer Science and Engineering, MNIT Jaipur

**Mr. Sam Mathew** (MBA, class of 2017) received IBSAF Best Internship Award that included a cash prize of 10,000 along with Certificate. His faculty supervisor, **Dr. Shweta Jain** was also awarded with the Best Internship Supervisor Certificate.

In the month of January, the solar plant at IUJ generated approx. 4910 units of electricity, which brings the aggregate output at 53097 units till January 31, 2017. Another small but significant step towards contributing for a better world... a better planet!

To those who can hear me, I say do not despair. The misery that is now upon us is but the passing of greed - the bitterness of men who fear the way of human progress. The hate of men will pass, and dictators die, and the power they took from the people will return to the people. And so long as men die, liberty will never perish

- Charlie Chaplin
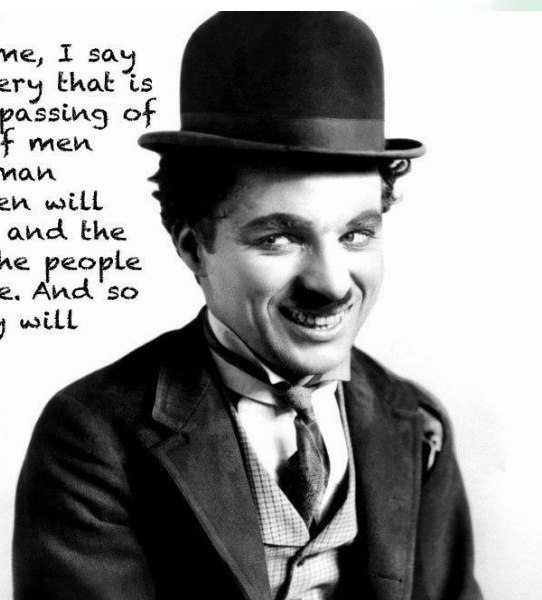
Celebrating the spirit of new age entrepreneurs, "IBS Haat" was organized by IBS Business School at ICFAIUniversity campus on 21st December 2016.

IBSAF Award for Best Internship was organized at IBS Jaipur on 21st December 2016.





"Utarayan- 2017" , Kite festivalorganized by ITS students on 12th January , 2017.

An industrial visit to BSE (Bombay Stock Exchange) and RBI (Reserve Bank of India) organized by the IBS Jaipur to get the practical exposure about the working of such institutes. The visit was organized from 4 th January to 15th January 2017 in two batches.



A one day Web Development Workshop has been conducted by INDICIUM HUB, Jaipur for ITS students on **17<sup>th</sup>January, 2017.**



Events@IuJaipur

The ICFAI University Jaipur organized Fresher's Party for the Undergraduate students on 19th Jan 2017.

IBS Business School, The ICFAI University Jaipur organized farewell for the MBA batch of 2017 on 19th Jan 2017.

AD MAD Competition organized for MBA batch 2016-18

HR scholars of MBA 2015-17 batch organized 2-day Assessment and Development Center for juniors from MBA 2016-18 batch

Training Session by HR scholars of MBA 2015-17 batch for juniors from MBA 2016-18 batch on "Team Building & Personality Development"

**Mr Manish Saxena**
Manager – Corporate Relations

# Companies – (IUJ Campus-2017)

**Shri. N.J Yasaswy (1950-2011),founder of the ICFAI Group of educational institutions** and a pioneer in promoting higher education in the private sector, had a brilliant academic career: B.COM (Andhra University 1969 –First Rank), CA Inter (May 1971 – First Rank), CA Final (May 1973 –First Rank), ICWA Inter (July 1970 – First Rank) and ICWA Final (July 1972 – First Rank). He was the recipient of the Basu Foundation Award for the of best student of the year from both- The institute of cost and works accountants of India (in 1972) and the institute of chartered accountants of India (in1973).

During 1974-1980, Sri Yasaswy was associated with the Administrative Staff College of India as a Faculty Member. In 1981, he started his consultancy firm, Yasaswy Management Associates (P) Limited, Hyderabad.

Shri.Yasaswy served on the Board of Studies of Ngarjuna University (1978-80). He was appointed by the Government of Andhra Pradesh as Chairman, Andhra Pradesh State Trading Corporation (1985-88), and Vice- Chairman, Public Enterprises Management Board (1986-88). He was a visiting faculty member at the Indian Institute of Management Ahmadabad (1986-88) and was nominated as a member on the SEBI Committee on Accounting Standards. He was a member of the Board of Directors of the Association of Certified International Investment Analysts (ACIIA). Switzerland. He authored several books on finance and investments.

Sri Yasaswy set up the ICFAI group as a single institute in 1985 without government sops or institutional funding, in an era where government support was the norm. He chose to spend all his energy on the fledgling institution which over the years grew to become a monument to what ambition can deliver. He was instrumental in building several business schools and about a dozen universities in the North-East region. The ICFAI Foundation for Higher Education in Hyderabad occupies pride of place among the several institutions he started and was close to his heart. He stood for professional management, excellence in the quality of education offered in the ICFAI institutions, and absolute discipline.

He was chairman charismatic, a great teacher, an institution builder, a visionary and genius who was years ahead of his time. His vision will continue to guide ICFAI forever.

*"Went through the Newsletter. Enjoyed reading! Interesting articles and facts..."*
**V Karthikeyan**
**Senior Manager - Talent Acquisition**
**NCC Limited Hyderabad**

*" It is informative and well-designed one."*
**Dr. Ramesh Chander**
**Professor, University School of Management, Kurukshetra University**

*"Thank you very much for sharing information of your University activities and excellent topics contributed by the faculty members through IU-Jaipur Reflections. Please carry on.*
*Good wishes"*
**Prof.Dr. Joyanta Kumar Roy**
**Chairman, IET(UK) Kolkata Network**
**Chairman cum Director,System Advance Technologies Pvt. Ltd.**
**Kolkata -700051**

*"Thanks for sending me the issue of IU-Jaipur Reflections\*- An*
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**Deepak Gupta**
**Senior QA Analyst**
**Macmillan Learning, USA**

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