



JOSEPH INSTITUTE OF BUSINESS STUDIES

Chronicle e-newsletter

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DEAN'S DIARY

The first issue of Joseph Institute of Business Studies Chronicle of the academic year 2016-17, is being released under the editorship of Dr. Amita Maxwell and her team, with great satisfaction and pride.

The JIBS was engaged in a variety of learning activities in the first semester of 2016-17, which can be detected in a quick scan of this e-newsletter. Its dynamism and consequent growth has touched all its stake holders, for their benefit.

One of the most important achievements has been the “Connect” with the industrial world. Earlier, we had the summer training project for the students with meaningful time spent in the industry, and discussion with industry personnel.

During this semester, we planned one day visit for all the Classes to the neighboring industries and organizations. Our students were extremely happy to spend time in the industrial house, visit all its departments, listen to the talks by the industry leaders and ask questions. After returning, each one prepared a report of the visit, with a special note on what they had learned from the visit.

The second activity was the three day visit to any industrial house/organization. Due to fast approaching exams, we could complete only one visit of BBA Hons (Agri-Business Management) semester V students.

They could stay for three days at the KVK of Pratapgarh. They said they had a chance to get up early, walk in the morning, run, attempt yoga exercises, meditate, have a rich breakfast, attend discussion sessions, interact with scientists and farmers, do presentations, write reports, answer tests, etc.

It was a memorable learning experience for them at the end they asked that in future, it should be a five days group experience.

The other classes are getting ready for their three days exploration in the month of January 2017.

It is expected that greater the interaction with the industry, greater will be the application of the theoretical concepts & theories to the real world. As a result of this exercise, JIBS could prepare a large database of industry experts. HR specialists, Departmental heads, so that we can invite them to address our students, hold discussion, as well as to approach them in connection with placements of our students.

Bye, till we meet again.....

[Professor Newman Fernandes, Ph.D.]

Dean, Faculty of Management, Humanities and Social Sciences

Dean, Joseph Institute of Business Studies

SHUATS, Allahabad-211007

In This issue:

- 1** DEAN'S DIARY
- 2** EDITOR'S MESSAGE
- 3** BUSINESS MODEL EXHIBITION
- 4** BUSINESS QUIZ CONTEST
- 5** DEBATE FESTIVAL AT JOSEPH INSTITUTE OF BUSINESS STUDIES
- 6** ADDRESS OF ASSISTANT VICE PRESIDENT MARKETING PRISM CEMENT LTD. AT JSBS
- 7** WORLD TOURISM DAY CELEBRATIONS
- 8** INDUSTRY VISIT OF BBA & MBA STUDENTS
- 9** FESTIVAL OF PULSES CELEBRATION – INTERNATIONAL YEAR OF PULSES
- 10** THE EFFECTS OF SOCIAL DUMPING (SD) ON EMPLOYEES' RIGHT AND PERFORMANCE
- 11** CLEAN CITY IS A HEALTHY CITY: SWACHH BHARAT A STEP TOWARDS MAKING A CLEANER INDIA: A STRATEGY TOWARDS TOURIST ATTRACTION AND INCREASED REVENUE
- 12** NATIONAL SEMINAR ON CULTURAL DIVERSITY AT WORK PLACE: NEW APPROACHES IN HUMAN RESOURCE MANAGEMENT
- 13** FIRST ANNUAL RESEARCH DAY CELEBRATION AT JIBS

CHRONICLE TEAMS

DR. AMITA MAXWELL
[EDITOR]
Assistant Professor
Department of Human Resources
JIBS, SHUATS

MRS. IPSHITA SAHOO
[MEMBER]
Assistant Professor
Department of Human Resources
JIBS, SHUATS

MS. REGINA JOHN
[MEMBER]
Assistant Professor
Department of Commerce
JIBS, SHUATS

MS. MEHWISH IFRAM
[DESIGN EDITOR]
BBA [H] VII semester
JIBS, SHUATS

EDITOR'S MESSAGE

I am extremely pleased to bring before you Volume V No.1 [July 2016 – December 2016] issue of JIBS, E-Newsletter, Chronicles. This edition aims to capture the academic and extracurricular activities carried out at JIBS for the first bi-annual edition i.e. July 2016 to December 2016. Joseph Institute of Business Studies at SHUATS aims at nurturing and building up high quality management professionals who have the flair. JIBS through its continuous efforts on research, extensive industry-academia collaborations, and exposure to the corporate world by organizing symposiums, field visits, inviting eminent academicians from diverse areas of business management aims at stay abreast in the changing business environment and zest for implementing innovative ideas and practices. Chronicle aims to capture the initiatives taken at JIBS throughout this academic session.

Volume V No. 1 of is JIBS, E-Newsletter, Chronicles was brought to life by the enduring enthusiasm of the dedicated team comprising of Mrs. Ipshita Sahoo and Ms. Regina John and the enthusiasm has remained undiminished and will continue to be the driving force behind the success of this news letter.

I really want to thank some key people at this juncture, as I see the large role that they have played in the success of this endeavor. First of all I would like to thank Prof. Newman Fernandes, Dean JIBS to discuss various aspects of this magazine, giving me many helpful ideas and showing a lot of faith in the potential of such a magazine and Dr. Shabana Mazhar, HOD, Finance, JIBS, SHUATS who always spared her precious time from her schedule to facilitate the process of the Newsletter by imparting knowledge and innovative ideas.

Next I would like to thank all Programme Coordinators of BBA [H], BBA [Agribusiness], B.COM and MBA who provided timely information pertaining to the activities carried out during the academic session for their respective programmes, without whose hard work, dedication and energy this magazine would not have been possible.

Finally I would thank Ms. Mehwish Irfam, [BBA [H] VII semester] - Design Editor and my entire team whose motivation, talent, enthusiastic, creative ideas, undaunted and invigorating efforts are key in making this E-Newsletter a success.

Dr. Amita Maxwell
[Editor]
Assistant Professor
Department of Human Resources,
JIBS, SHUATS

*Blessed is the one who finds wisdom, and the one who gets understanding,
for the gain from her is better than gain from silver and her profit better than gold.*

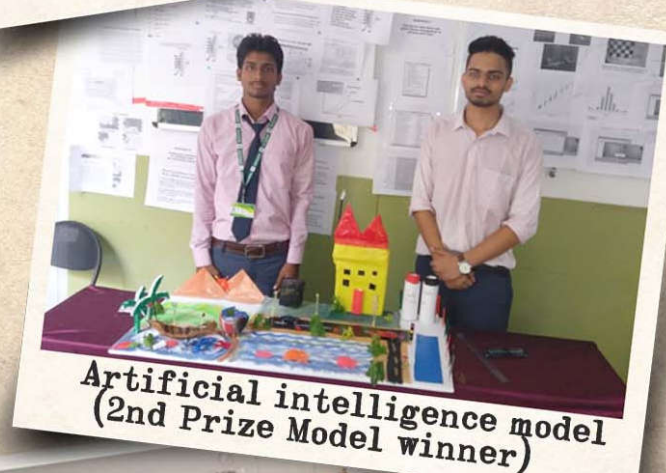
- Holy Bible (Proverbs 3:13-14)

BUSINESS MODEL EXHIBITION 2016

Joseph Institute of Business Studies in its endeavor to develop students over all personality organized Business Models Exhibition "Transforming Minds" on 16th September, 2016 at SHUATS. The event was organized by Dr. Abhishek J. Frederick. Prof. (Dr.) ir. Jonathan A. Lal, Director, IPC, SHUATS, was invited to inaugurate the programme. The models prepared by students were judged by Prof. (Dr.) Alok M. Lal, Chairman, Special Event Committee, SHUATS and Dr. Shabana Mazhar, Head Dept. of Finance. The models were prepared by the MBA, BBA (Hon), & BBA Agribusiness students. The themes for the exhibition were- Time Machine T2M (traditional to modern), Flood in Allahabad, Fire in Jaipur oil depot, Conglomerate business, Global warming, Nav-Gram, Startup Business, New way to communication, Artificial intelligence in Aquaponics, Taj Hotel bombblast, On demand online economic, earthquake in Nepal, Poultry farm, online shopping, Volcanic eruption, Import and export business, high tension wire cause accident, JIO before and after, in total 17 students exhibited business models.



**Nav-Gram model
(1st Prize winner)**



**Artificial intelligence model
(2nd Prize Model winner)**



**Inaugural Session by Chief Guest
Prof. (Dr.) ir. Jonathan A. Lal, Director, IPC**



**Time Machine T2M traditional to modern
(3rd Prize winner)**

At the end of the day, the result was declared by the Dean JIBS - Prof. Dr. Newman Fernandes. And the first prize was awarded to Nav-Gram model, 2nd prize was awarded to Artificial intelligence in aquaponics model, and third prize was awarded to Time Machine T2M (traditional to modern).

BUSINESS QUIZ CONTEST AT JIBS

Business Quiz was held on 22nd August 2016 in the auditorium of Joseph Institute of Business Studies, SHUATS in which students of all UG and PG programmes participated. Prof. Dr. Abhishek J. Frederick, Mr. S.A. Siddiqui and Mrs. Ipshita Sahoo organized the event. Jatin Sikka of B.Com I semester bagged the first prize followed by Anupriya Srivastava of MBA III semester and Shimran Ali of MBA III semester.



Prof. Newman Fernandes was also present and encouraged and congratulated the participants, he also appreciated the efforts of the organizing committee in successfully conducting the business quiz.

**DEBATE FESTIVAL AT JOSEPH INSTITUTE
OF BUSINESS STUDIES, SHUATS**

Joseph Institute of Business Studies, SHUATS organized a week long Debate Festival starting from 16th September 2016 till 22nd September 2016. The debate festival began on 16/09/16 at 3:00 p.m. in the JIBS Auditorium with a word of prayer lead by Mr. Shanti S. Chauhan, Assistant Professor, Joseph Institute of Business Studies. The Debate sessions were compered by Ms. Tripti Srivastava, student of BBA [Agri business Management] –Semester III and Ms. Twisha Shukla, student of BBA[H] semester III who gave an overview about the debate and the theme of debate for the different

Third day of debate was based on the topic “One third of Indian population is hungry. Can we feed India”? The debate was organized between students of BBA [AB] semester V v/s BBA [H] semester III. The first winner for the debate was Shalini Singh from BBA [AB] semester V, second winner was K. Akhil Sharma from BBA [AB] semester III and the runner up prize was bagged by Tripti Srivastava of BBA [AB] semester III of JIBS, SHUATS.

Fourth day of debate was based on the topic “Economic development is more important than striking ecological balance”. The debate was organized among students of B.COM semester V (City Center). The first winner for the debate was shourya Rajvanshi from B.COM semester V, second winner was Simranjeet Kaur from B.COM semester V and the runner up prize was bagged by Shrishti Yadav of B.COM semester V of JIBS, SHUATS.



**The Debate festival was attended
by the students**

First day of debate was based on the topic “What is more helpful for man’s success in life, knowledge or wealth”. The debate was organized between students of BBA [H] semester I v/s BBA [H] semester III. The first winner for the debate was Mohammad Ibrahim from BBA [H] semester I, second winner was Sanya Tauseef from BBA [H] semester I and the runner up prize was bagged by Anchal Dwivedi of BBA [H] semester III of JIBS, SHUATS.

The second day of debate was based on the topic “Swachh Bharat Abhiyan- gimmick or reality”. The debate was organized between students of BBA [H] semester V v/s B.COM semester V. The first winner for the debate was Tahmina shamim from B.COM semester V, second winner was Mohd. Humaid from B.COM semester V and the runner up prize was bagged by Nidhi Upadhyay of BBA [H] semester V of JIBS, SHUATS. Second debate was based on the topic “Does man work for bread alone”. The debate was organized between students of B.COM I semester v/s B.COM III semester. The first winner for the debate was Akshita Paul from B.COM semester I, second winner was Naureen from B.COM semester III and the runner up prize was bagged by Aanya Priyadarshini of B.COM semester III of JIBS, SHUATS.



**The Debate festival was attended
by the students**

The Debate festival was organized by the Programme Coordinators Dr. Amita Maxwell, Assistant Professor, Joseph Institute of Business Studies, SHUATS and Mr. Harshit E. Williams, Assistant Professor, Joseph Institute of Business Studies, SHUATS. The Debate festival was attended by the students of BBA-H, BBA-AB, B.COM, M.COM & MBA and faculty members of Joseph Institute of Business Studies, SHUATS.

**DEBATE FESTIVAL AT JOSEPH INSTITUTE
OF BUSINESS STUDIES, SHUATS**

Prof. Newman Fernandes, Dean, Joseph Institute of Business Studies, SHUATS was present in all the debate sessions. He expressed his appreciation for the participants who were well prepared with the current and logical data. He gave his own views on the theme of each debate and emphasized that in order to sharpen the logical reasoning skills, understanding Skills, listening Skills, responding Skills, and Time Management Skills of BBA and MBA students, events like Debates are of paramount importance and should be organized regularly in order to benefit the students.



The Debate festival was attended by the students



The Debate festival was attended by the students



The Debate festival was attended by the students



The Debate festival was attended by the students



The Debate festival was attended by the students



The Debate festival was attended by the students

**ASSISTANT VICE PRESIDENT MARKETING, PRISM CEMENT LTD.
ADDRESSING STUDENTS AT JIBS, SHUATS**

Joseph Institute of Business Studies invited Mr. Jalaj Srivastava, Assistant Vice President, Prism Cement on 19th September, 2016 to familiarize students with the actual world of marketing. Mr. Srivastava shared his rich and valuable experience in the field of cement marketing. He told the students that confidence is a trait that can make one successful in any area. The students were told about the actual world of business where there is cut throat competition and to survive companies have to be very alert and re-strategise in response to their competitor. The guest lecture was organized by Dr. Shabana Mazhar and conducted by Dr. Abhishek Janvier Frederick. The Dean of JIBS, Prof. Newman Fernandes addressed the students and proposed the vote of thanks.



**Mr. Jalaj Srivastava
at JSBS, SHIATS**



**Assistant Vice President Marketing
Prism Cement Ltd**



**Mr. Srivastava shared his rich and
valuable experience**

WORLD TOURISM DAY CELEBRATIONS AT JIBS, SHUATS

On 27th September, 2016 Agro-Tourism programme in the Joseph Institute of Business Studies, Sam Higginbottom University of Agriculture, Technology & Sciences, Allahabad, was organized on the eve of World Tourism Day, the students of BBA Hons (Agribusiness Management) 2013 & 2014 batch of Joseph Institute of Business Studies, SHUATS took active part in the Programme. Chief Guest Professor B.N. Singh, Head Department of Geography, Allahabad Central University contributed valuable words in the programme. He said -“tourists must visit villages to promote Agro-Tourism. The Programme was very entertaining and informative. Skit related to the rural world was also performed by the student. Dean, Prof. Dr. Newman Fernandes suggested that cleanliness of City garbage should be part of welfare for Tourism. Dr. Sebastian T. Joseph was the Coordinator and Idea behind celebrating World Tourism Day in Joseph Institute of Business Studies, SHUATS.



**World Tourism Day Celebration
at JIBS, SHUATS**



**On 27th September, 2016
Agro-Tourism programme**

INDUSTRIAL VISIT

INDUSTRY VISIT AT SHYAM DAIRY, ALLAHABAD

The industry visit of BBA [H] Semester V was held on 30th September 2016 at Shyam Dairy, Rewa Road, Naini, Allahabad. 36 students were accompanied by the Class Coordinator, Dr. Ronald V Mani and Mr. Harshit Williams. The Supervisor of the Operations department Mr. Shiv Kumar and Mr. Singh, Deputy General Manager, welcomed the students who visited milk, butter, ghee, skim milk and curd departments. The objective of the industry visit was to acquire practical knowledge of production work in industries. The students appreciated the initiative by the School and echoed that the industry visit was worth for better understanding of their studies.



**Industry visit at
SHYAM DAIRY, ALLAHABAD**

The industrial visit was organized by the Programme Coordinator, Dr. Ronald V. Mani for BBA [H] semester V. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Ronald V. Mani for successfully organizing the visit and interacted with the students after the visit.

**INDUSTRIAL VISIT AT
INDIAN TELEPHONE INDUSTRY LTD. (ITI) NAINI,
ALLAHABAD**

In 5th October 2016, students of B.COM 3rd semester, Department of Commerce, JIBS, SHUATS, visited the Indian Telephone Industry (ITI) which is located in Naini Allahabad, along with their class Co-ordinator Ms. Regina John. The visit was scheduled and guided by Mr. Shukla the HR person of ITI. Mr. Shukla gave a very vivid and detailed picture of the present scenario of ITI. ITI recently got the contract of production of solar modules or panels for 22 K villages. But the production is not in progress due to non-availability of raw materials. For the re-establishment of the industry Government has provided an aid of rupees 2000 cr. Finance and Production departments were visited by the students where production of solar panels, various machines like the SMT machine that produces micro components of telephones and television; CNC machines which cost rupees 1.50 cr. from China were shown.



Mr. Shukla the HR person of ITI

The industrial visit was organized by the Programme Coordinator, Ms. Regina John for B.COM 3rd semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Ms. Regina John for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT

**INDUSTRIAL VISIT AT NATIONAL SMALL
INDUSTRIES CORPORATION LTD. (NSIC).
NAINI. ALLAHABAD**

A batch of 33 students visited NSIC with two teachers Dr. Reena Mehta & Dr. Sebastian T. Joseph. The Deputy Manager of NSIC Allahabad, Mr. Prakhhar Goswami, welcomed the students followed by a Presentation session on "Rapid Incubation Programme" by NSIC. In this presentation he inspired students about the programme which described the 200 programmes in which NSIC trains the people to setup one startup. He also explained the insistence of services provided by NSIC to the people who want to startup a business with the motive of self employment. In a video by the Chairman of NSIC Dr. H.P. Kumar it was mentioned that about the age of 18 to 60 years are being supported by NSIC to come, learn and be trained to be employed. After the session students were taken for the visit to the manufacturing plant where they were shown different types of robotics (machined) which they use to train people, Printing Press & Tissue Paper. Students also visited an exhibition by NSIC for the Small Scale Industry people where different stalls were put up by the people with handmade products manufactured by Small Scale Industries.



A batch of 33 students visited NSIC



Students of JSBS, SHIATS visited NSIC



Students of JSBS, SHIATS visited NSIC



Programme Coordinator
Dr. Reena Mehta for MBA & MBA

The industrial visit was organized by the Programme Coordinator, Dr. Reena Mehta for MBA & MBA (International Business) 1st semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Reena Mehta for successfully organizing the visit and interacted with the students after the visit.

**INDUSTRIAL VISIT
AT SHYAM DAIRY. ALLAHABAD**

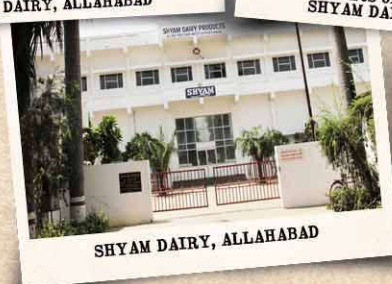
The industrial visit to SHYAM DAIRY was organized on 4th Oct 2016 for the students of BBA Hons (Agri-Business Management) 7th Semester. The visit aimed to make the students aware of the real time functioning of the industry. The visit was conducted for one day. The students were welcomed by Mr. Vinay Shukla, QCM, Shyam Dairy. The students were divided into groups of 5-6 students and each group was led by one member of Shyam Dairy, who guided them through the process of manufacturing, packing, labeling and storing. The students were also told about the distribution channels of the Shyam Dairy products. All the students had a list of questions that was required to be prepared by them one day before the industrial visit. The students asked questions and other queries regarding the processing and quality management. The students were also taken to the quality testing lab and they were shown how the quality test is done. The students were also informed about the products that are to be launched by the company in the near future. The experience of the students at the industry was very enriching.



Students of JSBS, SHIATS at
SHYAM DAIRY, ALLAHABAD



Students of JSBS, SHIATS at
SHYAM DAIRY, ALLAHABAD



SHYAM DAIRY, ALLAHABAD

The industrial visit was organized by the Programme Coordinator, Dr. Richa Sinha for BBA (Agri Business) VII semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Richa Sinha for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT

**INDUSTRIAL VISIT AT TIRUPATI BAKERS PVT. LTD.
ALLAHABAD**

A one day industrial visit to Tirupati Bakers Pvt Ltd. was arranged by the class coordinator of BBA Hons (Agri-Business Management), 1st semester Mrs. Ipsita Sahoo on 6th October 2016. On arriving at Tirupati Bakers, the organization's student coordinator Mr. Ashish Srivastava welcomed all the students. A short movie of Parle Company was shown and questions were asked to the students after the movie. The students had an idea of how an organization runs and also got to know the importance of each step in product making. The answers given by the students were appreciated by the Company Coordinator. The students were shown the whole biscuit manufacturing unit and were quite eager and enthusiastic in understanding the steps. The students had a good discussion round with the Company Coordinator and raised questions regarding the various products of Parle, the nature of competition, the markets they serve etc. The one day industrial visit ended with a vote of thanks to the Company Coordinator and staff. While returning the students were given Parle-G biscuits and were quite happy with the visit as it was their first exposure to any industry.



**Industrial Visit at Tirupati Bakers Pvt. Ltd.
Allahabad**

An industrial visit was organized for BBA [H] VII semester students on 24th September 2016 to Tirupati Bakers Pvt Ltd. The students were introduced to various processes and operations involved in making Parle G biscuits. Students were given a talk about the important aspects of the production unit like processes, Parle quality system, HR techniques adopted at Parle. Vote of thanks was proposed by Dr. Abhishek Frederick. Students appreciated the initiative taken by the Dean and programme Coordinator for planning the industrial visit.

The industrial visit was organized by the Programme Coordinator, Dr. Abhishek Frederick for BBA [H] VII semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Abhishek Frederick for successfully organizing the visit and interacted with the students after the visit.



Students on way to Tirupati Bakers

The industrial visit was organized by the Programme Coordinator, Mrs. Ipsita Sahoo for BBA (Agri Business) I semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Mrs. Ipsita Sahoo for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT

INDUSTRIAL VISIT AT NATIONAL SMALL INDUSTRIES CORPORATION (NSIC), ALLAHABAD

On 5th October 2016, one day Industrial visit was organized by Joseph Institute of Business Studies, at National Small Industries Corporation (NSIC), Udyog Nagar, Naini, Allahabad for B. Com Vth semester students accompanied by two faculties namely Ms. Priyanka Saxena (Coordinator B.Com Vth Sem.) and Dr. Reena Mehta.



Industrial Visit At National Small Industries Corporation (NSIC), Allahabad

Students were divided into two batches of 20 students each and were addressed by Mr. Prakhar Goswami, Deputy Manager and Ms. Khushboo, Trainer, NSIC from 11:00 a.m. to 1:00 p.m. After lunch break other batch was taken care by Ms. Jyoti Nigotia, Deputy Manager, NSIC and Mr. Neeraj Shukla, Assistant Manager, NSIC from 2:00 p.m. to 4:00 p.m. Students were briefed up about government initiatives towards skill development, Entrepreneurship development, role of incubation centre, bank credit facilitation, single point registration and various courses sponsored and organized by central and state government. The visit to NSIC was an enriching experience for students in getting live exposure of various aspects of business which can help students in further career advancement. The visit was encouraged by Prof. Newman Fernandes, Dean JIBS and Dr. Shabana Mazhar, Head Department of Finance.

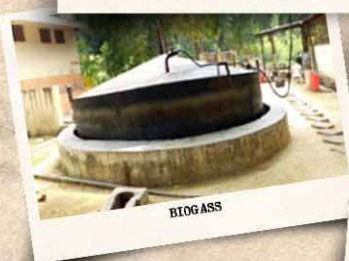
The industrial visit was organized by the Programme Coordinator, Ms. Priyanka Saxena for B.Com V semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Ms. Priyanka Saxena for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT AT SURABHI SHODH SANSTHAN

A visit was organized for BBA [AG] 5th semester on 6th of October, 2016 to Surabhi Shodh Sansthan. Surabhi shodh sansthan aims to protect cows, local business development, education if the village people. Only due to the work force of the sansthan, many useless cows breeds have become useful. They worked to turned the waste/barren land where the ground water level is very low into a useful and fertile land, they have also increased the ground water level by collecting rain water and continuous doing hard work for that. They have started their work in a waste piece of land with a motive to make the land useful so that they can do something for the betterment of the village where the small and marginal farmers are sitting without any hope.



Industrial Visit At Surabhi Shodh Sansthan



BIOGASS



ORGANIC FARMING

The industrial visit was organized by the Programme Coordinator, Dr. Debasis Tripathi for BBA [AG] V semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Debasis Tripathi for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT

**INDUSTRIAL VISIT WITH AT
BPCL NAINI. ALLAHABAD**

An industrial visit was organized on 4th October, 2016 for MBA 3rd semester Students at Bharat Pumps & Compressor Limited, Naini production Unit. This visit was started with the cylinder assembling unit, where raw material is purchased from other countries like China and France. BPCL is only responsible for assembling and testing the quality of industrial cylinders. As per our guide Mr. A. B. Singh BPCL is only organization in India which have this kind of cylinders assembling unit. As the pumps production unit, BPCL offers a wide range of centrifugal pumps conforming to latest API 610 edition for refineries, Petroleum Industries and also for Nuclear Power Plants etc., and BPCL designs and manufactures custom built Reciprocating pumps conforming to API 674 latest editions available for wide range of applications. Students were asked several questions about unique facilities for production area, implementation of provisions of Factories Act 1947 etc.



**MBA 3rd semester Students
at Bharat Pumps & Compressor Limited,
Naini production Unit.**

The industrial visit was organized by the Programme Coordinator, Dr. Pradhyuman S.Lakhawat for MBA III semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Dr. Pradhyuman S.Lakhawat for successfully organizing the visit and interacted with the students after the visit.

**INDUSTRIAL VISIT AT IFFCO,
PHULPUR BRANCH. ALLAHABAD**

On 21st October students went for an Industrial visit to IFFCO, Phulpur branch, Allahabad along with the class coordinator Mr. Aamir Abidi. IFFCO Phulpur has two plants of urea in their campus. The students observed how urea is manufactured, loaded, packed and the whole process of urea manufacturing at the IFFCO plant. It was overall useful and an informative visit.



**Students went for an Industrial visit to
IFFCO, Phulpur branch, Allahabad**



**Students went for an Industrial visit to
IFFCO, Phulpur branch, Allahabad**

The industrial visit was organized by the Programme Coordinator, Mr. Aamir Abidi for BBA [H] III semester students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Mr. Aamir Abidi for successfully organizing the visit and interacted with the students after the visit.

INDUSTRIAL VISIT

**INDUSTRIAL VISIT
AT BPCL, NAINI, ALLAHABAD**

Students of B.Com 1st Semester went on one day's industrial visit on 7th October, 2016, to Bharat Pumps and Compressors Limited (BPCL). BPCL (A Public Sector Undertaking under the control of Ministry of Heavy Industries and Public Enterprises, Govt. of India), was setup in the year 1970 at Naini, Allahabad as an import substitution unit for manufacture of sophisticated process pumps and compressors for core sector industries, which were hitherto being imported by them.

The company is engaged in manufacture and supply of heavy duty pumps & compressors and high pressure seamless and CNG gas cylinders/ cascades to cater the needs of oil exploration & exploitation, refineries, petrochemicals, chemicals, fertilizer and downstream industries. A total of 39 students went for the visit. First of all, students visited the production unit where the students took keen interest in understanding the production process. The concerned staff was very co-operative and tried to answer all the queries of the students.

After understanding the production process, students had a meeting with the Head of Marketing, Mr. M Shahabuddin who told the students about their marketing strategy and the target customer group. Students asked several questions from his replies students could enhance their knowledge. The company at present is under crisis and students tried to know the reasons behind it. The reasons cited by the company representatives are political, technical and external competition. Students also had a talk with the workers of the company who informed that they have not got salaries for the last 5 to 6 months.

The industrial visit was organized by the Programme Coordinator, Mr. Shoaib Alam Siddiqui for B.COM semester I students. Prof. Newman Fernandes, Dean, JIBS, SHUATS appreciated the efforts of the Programme Coordinator, Mr. Shoaib Alam Siddiqui for successfully organizing the visit and interacted with the students after the visit.

**THREE DAYS AGRO INDUSTRIAL VISIT TO
KVK PRATAPGARH [19- 21 OCTOBER 2016]**

Joseph Institute of Business Studies in its endeavour to provide its students, practical knowledge of the subjects taught, in the BBA Agribusiness Management 5th semester visited KVK Pratapgarh. Dr. Abhishek Janvier Frederick along with Mr. Aamir Abidi coordinated for the, three days agro-industrial visit to RAJA DINESH SINGH KVK PRATAPGARH; the visit focused especially on the subject of Financing for Agribusiness for the benefit of students. They learnt about the different financial schemes offered by the Government bodies for agripreneurs and farmers. The students were motivated by the success story of Mr. Subhash who became a successful bee keeper at Pratapgarh after undergoing seven days training at KVK Pratapgarh.



**AGRO INDUSTRIAL VISIT TO
KVK PRATAPGARH**

The students had learnt a lot and showed their eagerness to gain knowledge by continuous interaction with the officials at KVK. Dr A.K. Srivastava Programme Coordinator, Dr.J.B.Singh, Dr. N.K.Singh and Mr. Bhaskar Shukla provided help and support during the industrial visit; they also conducted special interactive session. Students assesment and evaluation was also done. The Dean JIBS chaired the valedictory session along with Dr. Sebastian T. Joseph and Dr. Debasis Tripathi.

The industrial visit was organized by Programme Coordinator, Dr. Abhishek Frederick for BBA [H] VII semester students. Prof. Newman Fernandes, appreciated the efforts of the Programme Coordinator, Dr. Abhishek Frederick for successfully organizing the visit and interacted with the students after the visit.

**FESTIVAL OF PULSES CELEBRATION
INTERNATIONAL YEAR OF PULSES**

"Pulses can contribute significantly in addressing hunger, food security, malnutrition, environmental challenges and human health," adds UN Secretary – General Ban Ki-moon. The water efficiency of pulses allows the plants to enrich soil where they grow and reduce the need for chemical fertilizers.



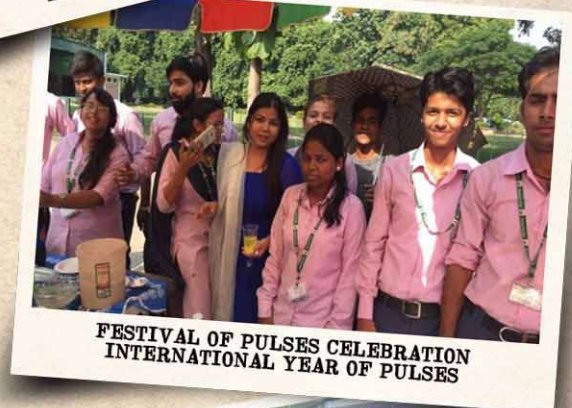
**FESTIVAL OF PULSES CELEBRATION
INTERNATIONAL YEAR OF PULSES**

JIBS conducted Festival of Pulses in the International Year of Pulses-2016 (IYP), on 26th October, 2016, in front of Central Canteen, from 11:30 am to 2:30 pm. The MBA 3rd semester, B.Com 3rd semester and B.Com 5th semester students took part in this Festival of Pulses. The objective of organizing the Festival of pulses was to help students in inculcating an entrepreneurial mindset, developing entrepreneurial skills and equipping students with the basic knowledge and skills for launching and managing the growth of a venture. The purpose of this fest is to enable students to start dreaming big, visualizing and working towards the realization of their dreams. It would encourage students to think clearly and creatively. The art and science of converting a business idea into a business opportunity will enable students to appreciate the need, importance and purpose of preparing an effective business plan, through this fest.

This Festival of Pulses as a part of Entrepreneurship Lab Programme was coordinated by Dr. Sebastian T Joseph.



**FESTIVAL OF PULSES CELEBRATION
INTERNATIONAL YEAR OF PULSES**



**FESTIVAL OF PULSES CELEBRATION
INTERNATIONAL YEAR OF PULSES**



**FESTIVAL OF PULSES CELEBRATION
INTERNATIONAL YEAR OF PULSES**

**THE EFFECTS OF SOCIAL DUMPING (SD)
ON EMPLOYEES RIGHT AND PERFORMANCE**

Social dumping is one of the ballooning issues faced by many organizations especially in Asia and European countries. Employers do this with the perception of gaining a competitive edge over their competitors which isn't supposed to be so. Social dumping can be said to be the exploitation of labour by employers of an organization. Employers mostly use migrant workers and employed them in states, cities where the standard of living in that particular chosen site is very low, and with a low wage. On the August 2015, Thyssen Marianne, European commissioner for Employment, Social Affairs, skills and labour mobility in her view of social dumping explained it as unfair competition due to application of different wages and social protection rules to diverse categories of workers. This perception by employers demean the value that employers place on their labours, this also affect their human rights. Some suffer from unfair employment practices like unfair wage administration, inequitable treatment, workload and stress, poor services, poor health and safety conditions and finally their interest not sought in terms of making decision that mostly affect them. This is an unfair employment practices and its usage by employers could affect not only the individuals involve but also affects the quality commitment, performance of the organization and the nation as a whole. With regards, to these unfair practices of employers to employees it creates bitterness and emotional instability.

Social dumping has its pros and cons. Adre Sapir in 2015 added that social dumping is a downward pressure on social conditions due to competition from nations with a lower social conditions. Its puts much pressure on the government spending, as workers are dissatisfied with their job condition. They depend immensely on the government for their basic needs and social protection.

Social dumping practice though helps to reduce labor cost. The cost incurred in recruiting high qualified people from the labour market is very high. So in other to cut down cost, employers find it useful to use cheap labor mostly the unskilled personnel at work places .However this is not supposed to be embraced all the time, as constant practice of it could affect the quality of work, performance, efficiency, effectiveness, and engagement of the workers.

In conclusion, social dumping practice though help reduce labour cost however its usage is detrimental to the health of the individual, affects labour social right and also affects taxation of the nation. Government must device some measures, and regulations to curtail the practice of exploiting labour in all countries. With the above write-up the practices of employers are seen as unethical which breeds contempt's, bitterness, resentment, anxiety, panic and emotional in stability among workers.

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2. Eurwork, European observation of working life. 2016.

Priscilla Bempah Botwe

Research Scholar, JIBS, SHUATS

CLEAN CITY IS A HEALTHY CITY

"Swachh Bharat a step towards making a cleaner India; A strategy towards tourist attraction and increased revenue"

"Swachh Bharat a step towards making a cleaner India; A strategy towards tourist attraction and increased revenue"
India is one of the most respected countries in terms of human dignity, culture, education and religion in the world. Cleanness is next to Godliness they say. A clean city is a healthy city. A clean city stimulates national development and economic growth. A clean city attracts foreign investors, tourism and progress in the human development index factor. Just to mention but few; world cleanest cities are seen as those among the highest GDP in the world. India is a very good example to mention it beats Canada (10), Singapore (37), Sweden (22), Austria (29), Australia (13), Norway (30), Luxembourg (74) and Switzerland (19) in 24 July 2016 International Monetary Fund and World Bank (2015) release. As a matter of fact, Calgary is named for the 5th time in the last seven years as the world's cleanest city. It also tops the list of top 10 cleanest cities in the world in 2015. Yet its GDP is lower than that of India. The point I am trying to clarify is that, if all these countries which are on top of the list, of the cleanest cities in the world have their GDP lower than that of India, then India is in a better place to be immaculate than all of them.

There are salient points I will like to point out in which people might not have idea about them. One of the strategies we can make our country a cleaner India is in the area of education. What is education? Education is a way of transferring formal and informal teaching methods, imparting knowledge, skills, values, beliefs, habits and reducing the ignorance of the society. Education can start from the homes; they say charity begins at home. When the family takes a corrective measure to educate their wards on cleanness and preservation of natural environment. Our first strategy will be the best since India believes in the joint-family system, so it will be very easy to transfer values of cleanness into the next generation of thinkers. Once education is strengthened in the homes and official institutions like schools, churches, temples, colleges, organizations, companies, corporations etc. averting filth will be very easy; because the people are informed about the pros and cons of dirty environment. The only person who is educated is the one who has learned how to learn and change. Carl Rogers.

Women empowerment is one of the strategies we can use to make India clean. One of the best Professor ever lived in Ghana said "The surest way to keep people down is to educate the men and neglect the women. If you educate a man you simply educate an individual, but if you educate a woman, you educate a whole nation" James Emma Kwagyir Aggrey (1875-1927) when women are empowered in every sphere of the economy it brings progress and growth. Naturally women are very discipline and strict when it comes to cleanliness. When women are employed in the Ministry of Environment, Forest and Climate Change. Discipline and protection will be enhanced in the environments.

Another strategy has to do with Sewage System Quality, nearly 80% of the sewage generated in India flows into channeled source and are used as irrigation for plants and crops. In March 5, 2013 speaking at a conference, Vice-President Hamid Ansari said, "Indian cities produce nearly 40,000 million liters of sewage per day, enough to irrigate 9 million hectares and barely 20% of this is treated." He said that, there're better ways to improve upon this sewage system. He further explained that Pune, Chennai, Surat, Mumbai, Delhi, Goa, Kerala and Gurgaon - claim to connect at least 70% of the population through a network of closed drains. This proves that the efforts made by the government to improve sewage system quality is forming at galloping stage.

Water drinkability and availability is one of the strategies to cleaner India. Safe Water Network March 2014 reported that India has achieved almost 91% coverage in terms of improved water sources (piped and un-piped), service delivery does not sustain over time. "Slippage", defined as the percentage of fully covered habitations that slip back to partial or nil coverage, was more than 30% in 2008. It tells us as a country we are moving forward to a greater direction which will attract tourism and increased revenue in this country. Saving our planet, lifting people out of poverty, advancing economic growth...

CLEAN CITY IS A HEALTHY CITY

these are one and the same fight. Ban Ki-moon said; we must connect the dots between climate change, water scarcity, energy shortages, global health, food security and women's empowerment. Solutions to one problem must be solutions for all. Therefore with the solution to pure drinking water is solution for all.

Waste Removal and Recycling, is also one of the strategies towards cleaner India; 'The excellence and efficiency of any nation or of our global community at large is driven by the collective empowerment of individuals. Gross consumer waste, haphazard bureaucratic spending, and the careless consumption of natural resources are all reflections of the mismanagement of personal power common within the average citizen.' Scott Edmund Miller. USA, Japan, Russia, Germany, UK, Mexico, France, Italy, Spain and Turkey are doing well in waste recycling management then India is better off.

Community labor has so many strategies in building a nation and its cleanness. When the community are enlighten on the effects of waste hazards, its health implication etc. the community will be so keen in monitoring cleanness. Saturdays and Sundays once or twice in a month can be declared as national environmental day. Where all states will be involve in cleaning exercise.

Community watch dogs can also be instituted, to monitor those who throw liters around. In Singapore there are dustbin all over the country and city guards who arrest and fine people who throw rubbish anyhow even chewing gum and throwing it around is illegal. There should be proper monitoring. When these are instituted in our states and communities it will bring checks and balance to the people. Hence cleaner India can be achieved.

In conclusion, I strongly believe that a clean city is a healthy city which attract tourism and revenue. Tourism creates employment, and tourism brings foreign direct investment hence increase in revenue. Clean India a better place to invest and live.

Amoah-Binfoh Kenneth

Research Scholar, JIBS, SHUATS

**NATIONAL SEMINAR ON CULTURAL DIVERSITY AT WORK PLACE:
NEW APPROACHES IN HUMAN RESOURCE MANAGEMENT AT
JIBS, SHUATS**

Three day National seminar on the theme “Cultural Diversity at work place: New approaches in Human Resource Management” was conducted at JIBS from 16th – 18th November, 2016. The seminar started with word of prayer lead by Dr. Amita Maxwell, Assistant Professor, JIBS, SHUATS-DU. Dr. Sneh P. Daniel, Assistant Professor, JIBS, SHUATS, introduced about the theme and objectives of the seminar and presented the itenary for the coming 3 days of the seminar. The keynote speaker for the inaugural session was Prof. Madhvendra Mishra, HOD-Management Studies, IIT, Allahabad. While addressing the key note at the inaugural session of the seminar, Prof. Madhvendra briefed about the theme cultural diversity at workplace and focused on diversity at workplace as one of the biggest challenges which an organization has to cope up with in today’s global world. He emphasized that sustaining diversity is very important as managing a diverse workforce creates organizational conflict but on the flip side creativeness also comes from conflict. He further remarked that cultural issues are an aggregation of ethical issues, every organization is built up of cultural issues. He personally feels that HR technology cross over is an important dimension which corporate need to realize as a new shift in HR approach. He also touched upon the various issues pertaining to cultural diversity at workplace in today’s time.

The Chief Guest for the occasion was Prof. A.K. Lawrence, Pro- Vice Chancellor (Academic Affairs), SHUATS. Prof. A.K. Lawrence while delivering the presidential note greeted and congratulated the organizers and participants of the seminar. He expressed his belief that managing cultural diversity is an important part of organizational functioning and imperative for sustainability and ensuring performance and productivity. He also cited his own experiences on the role cultural diversity plays in building cohesiveness and better performance.



Dr. Madhvendra Mishra – Key note speaker at the inaugural session

Prof. Newman Fernandes, Dean, Faculty of Humanities, Social Sciences and Management delivered his welcome address to the faculty members and participants of the seminar. Prof. Newman expressed that he is overwhelmed with the presence of the good number of participants from reputed institutes and universities across the state. Sir welcomed the Chief Guest and the key note speaker Prof. Madhvendra Mishra for sparing their precious time for the seminar and gracing the occasion with their presence. He remarked that managing cultural diversity has become a hot button in today’s time. Emerging cultural issues and differences at workplace need to be addressed I the larger interest of organization functioning. He quoted few examples on how the corporates world over are dealing with ethical and cultural dilemma as part of their strategy to cope up with change. Lastly he congratulated the organizing team for their efforts in organizing the seminar.



Dr. Madhvendra Mishra, Prof. A. K. Lawrence, Prof. Newman Fernandes at the inaugural session of National seminar

**NATIONAL SEMINAR ON CULTURAL DIVERSITY AT WORK PLACE
NEW APPROACHES IN HUMAN RESOURCE MANAGEMENT AT
JIBS, SHUATS**

Prof. Newman Fernandes also presented potted plants and memento to the Chief Guest and Key note speaker. Dr. (Mrs.) Enid Masih, Associate Professor, JIBS, SHUATS and Convener of the seminar presented a memento to Prof. Newman Fernandes. Dr. Pradhyuman S. Lakhawat, Assistant Professor, JIBS, SHUATS proposed the vote of thanks.



Dr. Tanuj Nandan speaking at the I Technical session on –“Understanding the dilemma of workplace diversity”



Dr. Piyali Ghosh speaking at the III Technical session on – “Diversity Management- A New Organizational Paradigm”

The three day national seminar was attended by faculty members, research scholars, invitees, students across the state. Eminent speakers from prestigious institutes and universities of the region delivered their talk on different themes related with cultural diversity at workplace followed by research paper presentations on the said theme and valedictory session on 18th November 2016. Prof Dr Prabhat Tandon, Additional Director Devpryag Institute, Allahabad was the chief guest for the occasion.



Prof. Dr. Prabhat Tandon, key note speaker at the valedictory session

1ST ANNUAL RESEARCH DAY AT JIBS

The 1st annual Research Day was celebrated at JIBS on 22nd November 2016. The inaugural session was anchored by Mr. Harshit Eric Williams, Dr. Amita Maxwell lead the opening prayer. The chief guest for the occasion was Prof. Dr. Prabhat Tandan, Director, MNNIT, Allahabad. Dr. Devraj Badugu introduced about the research day. The full day programme comprised of research paper presentations by research scholars. Dr. Sebastian T. Joseph, Dr. Shabana Mazhar, Dr. Nishi Tripathi, Dr. Suprit J. Joshi and Dr. Ronald V. Mani judged the research paper presentations. The valedictory session was attended by Dr. Stephen Das, Director Finance, SHUATS. Dr. Enid Masih proposed the vote of thanks. HODs and faculty members were also present at the occasion.



Prof. Newman Fernandes felicitates Prof. Rajeev Tripathi at the inaugural session



Dr. Shabana Mazhar, Prof. Newman Fernandes, Prof. Rajeev Tripathi at the inaugural session



Dr. Devraj Badugu addressing at the Research Day



Dr. Sebastian T. Joseph, Dr. Shabana Mazhar & Dr. Nishi Tripathi judging research paper presentation



"HOPE"

When morning strikes
The world alights
With rays of hope
Of splendid height.
Steering through the spiny path
Spinning the web of dreams in sight
No gust, no gales
No heat, no hail
Nor stormy rains of thunder light
Steps your path from the maddening fright
Unto the grinds of the potters wheel
Unto the darkness of despair
The winds of change will be
Gushing in to keep the "hope"
Within the sight
To make the earth a better place
Where life is like a heaven's delight



Dr. Shabana Mazhar

Associate Professor and Head Department of Finance
JIBS, SHUATS