

XIME News

Vol. No. XXXI / Issue No. 4 January 2022



Homage to the Late

DR. J ALEXANDER, IAS (RETD).

President, Xavier Institute of Management & Entrepreneurship,

Former Chief Secretary, Government of Karnataka

who passed away on January 14, 2022

XIME family cherishes the fond memories of his association with it over to decades.

**Xavier Institute of Management & Entrepreneurship
Bangalore, Chennai & Kochi**

Table of Contents

BANGALORE			
Maria Philip Future Leaders Debate - State level	3	Republic Day Celebrations	18
Christmas celebrations	4	Placements	18
Industrial visit	4	Industrial visits	18
Conference on "PGDMs under NEP: imagining creative alternatives"	4	Club activities	21
Ph.D. News	6	CHENNAI	
St. Xavier's day Celebration	6	Republic Day Celebrations	23
Faculty Retreat	7	Convocation	23
Placements	8	Christmas Celebrations	24
Republic Day Celebrations	8	Club Activities	25
Club activities	11	Management Development Programme	26
Chairman's Diary	12	Students Winning Streak	26
		Placements	26
		Speaker Series	26
KOCHI		PUBLICATIONS	
St. Xavier's day Celebration	15	Publications - XIME Bangalore	27
Maria Philip Future Leaders Debate - State level	15	Publications - XIME Chennai	27
Christmas Celebrations	16	FORTHCOMING EVENTS	28
Welcoming 2022: new year celebration	17	Annual Budget Analysis	28
		Maria Philip Future Leaders Debate - South India-Final	28

Editorial Team

Faculty Coordinators

Dr. Roshni James, Ms. Geethika Thomas, Prof. Suresh Kumar

Students' Editorial Team (Bangalore)

Ms. Shafaq Akhtar, Ms. Aparna Gopan, Ms. Amruta Tripathy, Ms. Vanessa Sagarika Alphonse, Ms. Janani Suresh, Ms. Suman Vineeth, Ms. Lubna J

Students' Editorial Team (Chennai)

Mr. Mohammed Touseef, Ms. Keerthana S, Ms. Shroothi R K, Mr. Leonard Adeep

Students' Editorial Team (Kochi)

Ms. Shalini Sinha, Ms. Monalisa Chowdhury, Ms. Divya S Chandran, Mr. Aman Verma



MARIA PHILIP FUTURE LEADERS DEBATE 2021

The state level competition of the Maria Philip Future Leaders Debate was successfully conducted on December 6, 2021. The competition saw the winners and runners up of the Bangalore, Mangalore and Mysore regions taking their stance and expressing their opinions and viewpoints on the topic “Climate Change is a Catastrophe Waiting to Happen and not a Technical Challenge to Overcome”. The judges for the event were Mr. Vidyadharan M K, (General Manager at BEML Ltd), Archana Rao, (Senior Director- Global Accounts, Incture), Tanul Mishra, (CEO, Afthonia Lab), Kiran Veigas, (General Manager and Head- Corporate Marketing and Communications), and Ms. Pallavi Priyadarshini, (Strategic Media Consultant, Pallavi Consultancy). After much contemplation Ms. Ananya V and Mr. Thapo Shreshta of JSS Law College (Mysore region) emerged as the runners up, and Ms. Rebecca Noronha and Ms. Haleema Saneena of Srinivas Institute of Technology (Mangalore region) emerged as the winners of the state level round. Ms. Nivedita Daniel of Christ Academy, Bangalore was declared as the ‘best speaker’ for the event.



The winners of the Maria Philip Future Leaders Debate- State level with:
From the left: and Ms. Pallavi Priyadarshini (Strategic Media Consultant, Pallavi Consultancy), Mr. Anil J. Philip (Vice-President, XIME Bangalore), Prof. C.P.Ravidranathan (Chairman, XIME Kochi), Prof.J.Philip (Chairman, XIME Bangalore), Dr. M. Nellaiappan (Director, XIME Bangalore), and Mr. Vidyadharan M K, (General Manager at BEML Ltd)

CHRISTMAS CELEBRATIONS



Christmas Celebrations

Bringing a good cheer to the season of joy, XIME, Bangalore celebrated Christmas with zeal and splendor on 22 December, 2021. The occasion was graced by the presence of Dr. J. Alexander, (President XIME), Mr. Anil J. Philip, (Vice President, XIME), Prof. C.P Ravindranathan, (Chairman XIME Kochi), and Dr. M. Nellaippan, (Director, XIME Bangalore). The celebrations included a beautiful rendition of classic Christmas songs by the choir, an exhilarating dance performance and the exuberant presence of Santa Claus. The faculty, staff and students were treated to a high tea after the event.

INDUSTRIAL VISIT

Forty-two students of Batch 27 visited Fanuc India Private Limited, a pioneer in Computer Numerical Control (CNC) technology on December 21, 2021 as part of the industrial visit. The visit proved to be a great learning experience for the students as they were introduced to various aspects of robotics and automated operations, the minimization of human involvement in hazardous operations and the application of robotics in increasing precision in operations.

REGIONAL CONFERENCE ON “PGDMs UNDER NEP: IMAGINING CREATIVE ALTERNATIVES”

Xavier Institute of Management and Entrepreneurship in partnership with the Karnataka Association of Autonomous Business Schools organised a conclave titled “PGDMs under NEP: Imagining Creative Alternatives” at the institute’s Bangalore campus on December 15, 2021.

The day opened with a welcome address by Dr. V.G. Dhanakumar, Director, (Indian Institute of Plantation Management Bangalore) and President, (KAABS)

Prof Anil D. Sahasrabudhe, (Chairman, AICTE) inaugurated the conclave. Bringing a multidimensional perspective to the table, Prof. Sahasrabudhe counselled the audience, navigating through the VUCA world through constant adaptation and unity of efforts. He outlined the proposed measures of the NEP while highlighting the significance of the relationship between management and agriculture, thereby proposing that institutions must include multidisciplinary into their curriculum by leveraging technologies like MOOC.

Dr. R. Natarajan (Former Chairman, AICTE), the Guest of Honour, invited the audience's attention to the wisdom from the past. He dissected each aspect of the Policy by defining universities, the meaning of multidisciplinary and true autonomy. He deplored the inertia in the existing system and argued for a proactive approach when it comes to NEP.

Dr. M. Rammohan Rao (Former Director, IIM Bangalore, Former Dean, ISB), brought to forth the fallacy in comparing the idealised working of the new system with the actual working of the present system

Dr. Kuncheria P. Isaac (Former Member Secretary AICTE Director-General XIME Group of Institutions), spoke of the cobweb model for the supply and demand of courses, mergers and acquisitions in the academic world, and the use of technology to remove the distance barrier.

Prof. J. Philip (Chairman, XIME Bangalore), appreciated the clear cut departure from the past with the end of the affiliation system. He further explored the concept of narrow-spectrum universities and commended the NEP for disregarding the years of innovation and proven success of the stand-alone institutions like IIMs and IITs.

The conclave was followed by a workshop on PGDM in the NEP context.



Dignitaries at the Regional Conference

From the Left: Prof. A. Anantharaman (Former Provost, XIME Bangalore), Dr. V.G. Dhanakumar (Director IIPM-Bangalore), Dr. M.R. Rao (Former Director IIM, Bangalore), Prof. J. Philip (Chairman, XIME Bangalore), Dr. Natarajan (Former Chairman, AICTE), Dr. Kuncheria P. Issac (Founder VC KTU), Prof. P.S. Madhukumar (Dean Academics, XIME, Bangalore)

KEY RECOMMENDATIONS OF THE CONFERENCE:

- PGDM Institutions should not be stipulated to be broad-spectrum multi-disciplinary universities, but limited spectrum universities with Management subjects as the core and 3 or 4 kindred subject areas added.
- PGDM Schools are all postgraduate institutions. And that worked well for the country for 60 years now. It will be difficult for them to add multi-disciplinary UG programmes in their

operations, which is bound to weaken their focus. This is also the pattern obtainable in the U.S. with regard to top Business Schools.

- PGDMs have succeeded so well all these years (as their rankings and placements will prove) because of their focussed operation. If they are made into broad-spectrum institutions, they are bound to lose such focus and lose its quality and competitiveness over a period of time.
- It is understood that the idea of cluster colleges arises in cases where an Institution cannot convert itself into a University. In such a situation, a B-School may work in collaboration with a few Institutions with kindred disciplines like Economics, Law, Psychology, Sociology, Environment, Health, etc.
- It is expected that the Institutions which would join the cluster should have certain minimal standards and standing in their specific fields. For example, a Business School in Bangalore may like to tie-up with the National Law University, a Medical College, Ambedkar Centre for Economics or an Arts and Science College of good standing for adding Mathematics, Literature, Language or Drama.
- A student must get at least 70% of the Credits from the Mother Institution and 30% from other Institutions, where the student is free to take whatever courses he/she wants.
- In that way the declared policy of multi-disciplinary concept is achieved by 4 or 5 Institutions working together.
- The MBA/MA or LL. B (or whatever Degree) will be awarded by the Mother Institution.

Ph.D. NEWS

PRE-THESIS SUBMISSION COLLOQUIUM OF MS. SHIVANI KAPOOR

Pre-Thesis Submission Colloquium of Ms. Shivani Kapoor (WOF-485/2018-19) was held on December 18, 2021 at CJ Kuncheria Hall at XIME, Bangalore. Dr. N. Meenarani, Research Guide for Ms. Shivani acted as the Chairman, Doctoral Committee. Prof. SJ Manjunath, (Chairman, Board of Studies, Management Science) participated as the external member for the Colloquium. Prof. NM Jaffer, (Research Guide) and Prof. NMK Bhatta, (Dean (Research)) were the other members of the Colloquium. The committee evaluated the synopsis of the Thesis presented by Ms. Shivani Kapoor and found that the presentation of the Thesis was Satisfactory and recommended that she can be permitted to submit her final thesis for evaluation.

ADMISSION OF NEW SCHOLARS

Three new Scholars have been admitted to the Ph.D. Programme during the period. Details of the same are placed below:

Date of Admission	Prov. Regn. No.	Name
01-01-2022	WOF-641/2021-22	Col. George Jacob
10-01-2022	WOF-655/2021-22	Ms. Farah Koshy
10-01-2022	WOF-656/2021-22	Mr. Soumitra Bhattacharya

ST. XAVIER'S DAY

Keeping with the tradition, the feast of St. Francis Xavier was celebrated on December 3rd, 2021. Rev. Fr. Denzil Lobo SJ (Former Director of St Aloysius Institute of management & Information Technology,

Mangalore) was the main celebrant of the Holy Mass. The occasion was graced by the presence of Prof. J. Philip, (Chairman XIME Bangalore) and Mr. Anil J. Philip, (Vice President, XIME Society). The students, faculty and staff members of XIME Bangalore attended the holy mass and it was followed by community breakfast.



Holy Mass on St. Xaviers's Day

FACULTY RETREAT

The yearly faculty retreat of XIME Bangalore was held on December 16, 2021. Mr. Anil J. Philip, (Vice President XIME Society) kickstarted the session with an introduction. Prof. T. V Rao the guest speaker vivaciously lectured the faculty on the topic 'Teaching Excellence' enumerating the three levels viz effective teacher, very effective teacher and super effective teacher through his life experience.



Prof. J. Philip (Chairman XIME Bangalore), Amb C.P Ravindranathan (Chairman XIME Kochi), Dr. J. Alexander (IAS Retd.) (President XIME) Prof. P. Joy Oommen (IAS Retd.) also addressed the faculty. The sumptuous lunch was followed by enriching self-awareness building games and fun activities for the faculty.



XIME Faculty at the retreat with President Dr. J Alexander IAS (Retd.) and Chairman Prof. J Philip

PLACEMENTS

The placement process for the graduating batch of 2022 started on Nov 1, 2021. This year saw participation of 54 companies so far and they have offered to a total of 162 students of Bangalore campus. This constitutes around 95% of the eligible students of the batch. The major hiring companies included consulting and IT majors like Infosys, KPMG, Accenture, Team Lease, PwC, Daimler, E&Y, Wipro etc. Some of the new companies that participated in the process this year included IBM, Alstom, Micron, Ashirvad pipes, Reliance retail, Tiger Analytics, Digit Insurance, Hexaware, Indegene and Darwin box.

The average CTC for the graduating batch of 2022 saw an increase of almost 25% over the same figure for the graduated batch of 2021. The XIME-B figure for this year is 9.25 lakhs per annum compared to 7.4 lakhs per annum last year. The maximum CTC also saw a significant increase over last year. The figure saw a 50% increase to 18 Lakhs this year. The placement team is working towards closing the process shortly.

REPUBLIC DAY CELEBRATIONS

The 73rd Republic Day Celebration was held in the campus. Prof. J. Philip (Chairman, XIME Bangalore) hoisted the national flag marking the start of the august event, followed by a speech by Ms. Yasmeen of Business Analytics. The Chairman, in a passionate speech reminded the audience about the need for a vision and accountability for each of us as individuals and institutions and our love and commitment towards the country. The celebration ended with a vote of thanks by Ms. Tanushree of Batch 26.



Chairman Prof. J. Philip addressing the faculty and students on Republic Day

A WORKSHOP ON DEVELOPING A DRAFT MODEL CURRICULUM

XIME (Xavier Institute of Management & Entrepreneurship) in association with KAABS (Karnataka Association of Autonomous Business Schools) conducted a workshop on drafting a model curriculum on January 12, 2022, at XIME Bangalore. The objective of the workshop was to provide recommendations to AICTE, to be considered in their proposal in developing and publishing a new model curriculum for the benefit of the B-schools' community.



From the left: Workshop on the DRAFT Model Curriculum, Prof. J. Philip sharing his views.

Prominent leaders of the management education domain who participated in the workshop included Prof. J. Philip (Chairman, XIME Bangalore and former Director, IIM-B), Prof. C.P. Ravindranathan, IFS (Retd.) (Chairman, XIME Kochi), Mr. Anil J. Philip (Vice-President, XIME Bangalore), Prof. A. Anantharaman (Former Provost, XIME Bangalore), Dr. V.G. Dhanakumar (Director, IIPM-Bangalore and President KAABS), Fr. Dr. George Sebastian, SJ (Director, XLRI, Delhi-NCR Campus), Dr. N.R. Parasuraman (Director, SDM-IMD Mysore), Prof. Pramod P. Thevannoor (Group Director, SCMS Group of Institutions), Dr. G. Raghuram (Former Director, IIM Bangalore), Dr. Pramod Kumar Srivastava (Founder & President, ISBM), Dr. Bigyan P Verma (Director, SIES College of Management Studies, Navi Mumbai), Mr. A. Thothathri Raman (Chairman, SEAA Trust), and Dr. K. Kumar of IIM-B.

As a prelude to the workshop, inputs were sought from the participants, to generate discussion points. These inputs included suggestions to incorporate topics of contemporary relevance like sustainability, climate change, technology trends, liberal arts & social science subjects, and entrepreneurship into the model curriculum. There were suggestions to include innovative topics like contemporary business environment and learning circles, and the course outlines on the same were also part of the documents that were received by the organizing forum.

The workshop format allowed each participant to put forward their views on the direction of the new curriculum. Further there was an open discussion on the moot points raised by the participants in their opening remarks.

The workshop first developed certain basics that should guide the curriculum. These were:

- Curricula should contain a structural division between knowledge and skills – knowledge, capturing the content of functional disciplines universally regarded as essential to the art and science of management on the one hand, and on the other, skills that its practical side requires,
- Management is above all a matter of doing and being, ranging from the attitudinal to the operational, notably the synergy of the soft and the technical.
- Precisely for that reason and because management knowledge and skills in combination is mostly to be fostered, applied and tested in the workplace, what an academic course in management must aim at is providing a foundation for lifelong learning for the professional and personal development of the manager, including a strong ethical underpinning.
- Fundamental to the examination and analysis of the curriculum, so described, is the defining character of management as a human function or activity as distinguished from that of other professions like the law or medicine or architecture with which management might be compared.
- That defining or primordial character resides in the fact that management in business or industry has important consequences for markets, state and society and that being so, business management education integrally includes such categories of human activities or concerns as leadership, national development, social responsibility and, increasingly in the

present phase of the evolution of humankind or the ecosystem, a deontological approach to social and environmental sustainability.

- In much the same way as the American business education has a certain orientation to the national milieu, management education in India must sustain its affiliation with the country's macro environment for business and industry.

The Draft Model Curriculum for Post-Graduate Management Programmes developed at the workshop is reproduced below:

FIRST YEAR					
Term 1	Credit	Term 2	Credit	Term 3	Credit
Financial Analysis & Reporting	3	Cost & Management Accounting	2	Corporate Finance	3
Managerial Economics	3	Macroeconomics	3	Business Analytics	3
Organisational Behaviour I	3	Organisational Behaviour II	3	Human Resource Management	3
Effective Written Communication	3	Presentation Skills	2	Business Law	3
Marketing I	3	Marketing II	3	CSR, Environmental Issues and Sustainability	3
Quantitative Techniques	3	Research Methodology	2	Entrepreneurship	3
Business, Government & Society	3	Manufacturing Operations / Service Operations	3	Foreign language	Non Credit
Total	21	Total	18	Total	18
SUMMER PROJECT / SUPA December-January					

SECOND YEAR					
Term 1	Credit	Term 2	Credit	Term 3	Credit
Business Strategy	3	Business Ethics	2	International Business	3
Contemporary Business Environment	2	A Field Project	2	Leadership in Action	2
Electives 4	12	Electives 4	12	Electives 4	12
A Liberal Arts Course	3	A Liberal Arts Course	3		
Total	20	Total	19	Total	17

Total Class Credits	113
Projects = Summer (5) + SUPA (2)	7
Grand Total	120
Duration of each Class Session	70 Minutes*

**Can be 60, if preferred.*

1. Contemporary Business Environment (CBE) is a Seminar Course intended to strengthen their awareness of contemporary developments in Economics & Finance.
2. SUPA: (Socially Useful and Productive Activity) for 3 weeks to be taken up during Dec-Jan. of 1st Year. This Social Project is done with NGOs.
3. A Field Project: This is a course where the students work in teams of 5 with select industries on a problem or a project – one day a week or 3 afternoons a week, with Faculty guidance.

CLUB ACTIVITIES

DATE	EVENT
HRUDAY	
December 23, 2021	HR CHAMPION: Conducted an HR related quiz on D2C platform to help participants brush up their basics and to test their HR domain knowledge. The quiz saw registrations from 418 students from colleges all across the country. Mr. Rohit Jain, Mr. Satyam Kaushik of XIME, Bangalore and Mr. Reshav Dey of Department of Management Studies, IIT, Dhanabad emerged as the winners and runners up of the quiz. They were awarded certificates.
December 4, 2021	INTERVIEW INSIGHTS: Ms. Jyoti Choudhary and Mr. Pushpendra Kumar, alumni of XIME, Bangalore, conducted a fun filled and interactive session to help students gain some insights into successfully cracking interviews and building their resumes. The session proved to be very beneficial in helping students to gain an idea about the transition from campus to corporate.
MARKXIME	
December 30, 2021	SPEAKER SESSION BY MR. NANDAKUMAR K.V: Mr. Nandakumar K.V, a member of Vision Group FMCG Manufacturing HUB-Hubli-Dharwad, Dept of Industries & Commerce, Govt of Karnataka & General manager Orient Press Ltd conducted a session on the "Importance of Packaging in Brand Evolution, Management & Marketing". It was an insightful session in which Mr. Nandakumar K V explained the significant role of packaging in Brand Evolution.
December 24, 2021	SPEAKER SESSION BY MR. NISHANT PODDAR: Mr. Nishant Poddar, the Chief Marketing Officer & Head Retail Experience at Universal Sportsbiz Private Limited (Wrogn Imara, @MS TAKEN & SINGLE) conducted an inspirational session for the students of XIME Bangalore. He touched upon the importance of creativity, storytelling, brand building, importance of positioning. He also discussed the various advertising campaigns and quirky marketing style of Wrogn, and concluded with a few tips for the students, emphasizing on the importance of spot-on communication. The very engaging session received a standing ovation from the crowd.
December 16, 2021	SPEAKER SESSION BY MR. SRIPRAKASH SRIDHARAN: The general manager of MTR Foods Private Limited conducted an insightful session on retail marketing and consumer insights. He elucidated the importance of advertisement of sales programs and helped the students to understand the dynamics of the competitive market. Mr. Sridharan highlighted Pareto's principle and made the students aware of how a marketer can make an impact on the consumer market with the 80-20 rule.
FINITIATIVE	
December 20-29, 2021	SHUTTLE ISLAND: Hosted a badminton tournament for all the badminton enthusiasts. The event was a huge success with total of 56 participants from Batch 26, Batch 27, and Business Analytics who were vying for the final prize. The event witnessed a huge crowd that gathered to support and cheer for their favorite teams/players. The top ten would now face the grand finale.
X-OPS	
December 22, 2021	BATTLE OF HOOPS: Conducted the finale of the intra college basketball competition. After a thrilling series of matches, Section B, Batch 27 emerged as the winners of the tournament.

X-ORATION

**December 27,
2021**

WHO'S GOT GAME: Hosted a fun night filled with games ranging from Pictionary to UNO to Bingo. The event saw a crowd of around ninety students indulging in an evening of fun, games and food. It provided them a break from the monotonous schedules, and proved to be a much-needed stress- buster.

X-SEED

**December 29,
2021**

CHRISTMAS CELEBRATION WITH NON-TEACHING STAFF: The event began with the club members appreciating the faculty and non-teaching staff on how integral their role was in the day to day functioning of the College. All the faculty members expressed their heartfelt gratitude towards the supporting staff followed by the Christmas cake cutting. The club members also gifted steel tiffin boxes to all the non-teaching staffs present at the event.

**December 24,
2021**

CHRISTMAS CELEBRATION FOR FACULTY: The club members distributed handmade Christmas and New Year greeting cards to all the faculty members

**December 23,
2021**

CHRISTMAS CELEBRATION AT REDS: Students visited the Rag Pickers Kids Education Development Trust (REDS), Deepahalli, to celebrate Christmas with the children. The distribution of Christmas caps, chocolates ,gifts and Christmas cakes were distributed to the children, dancing and singing along with them , made it a memorable day of celebration.

CHAIRMAN'S DIARY

DECEMBER 12, 2021

Prof. J. Philip, Chairman XIME Bangalore was the Chief Guest at the convocation of Integral Institute of Advanced Management IIAM Vizag.

DECEMBER 15, 2021

Prof. J. Philip presided over the Regional conference on PGDMs under the NEP.

JANUARY 12, 2022

Prof. J. Philip led the session of the Workshop of the Karnataka Association of Autonomous Business Schools (KAABS) on Developing a Draft Model Curriculum to be submitted to AICTE. The recommendations of the workshop will be sent to AICTE as a suggestion for augmenting the PGDM curriculum.



Chairman XIME, Prof. J. Philip at the IIAM convocation

MR. ANIL J. PHILIP TO SUCCEED DR. J. ALEXANDER

The Board of Directors of the XIME Society has unanimously elected Mr. Anil J. Philip as the new president.

Mr. Anil J. Philip, a well-accomplished corporate leader, started off his career with WIPRO soon after his graduation in 1994 from TA Pai Institute of Management, Manipal.

He joined IBM in 1996 and was with IBM in multiple roles and positions until early 2005 when he moved to a senior leadership at the newly incorporated Lenovo India. His flair for business and technological brilliance led to his becoming the Executive Director of Lenovo and served the Head of the consumer and SMB business. In the latter half of 2008, he returned to IBM where his proven leadership skills and talent were manifested in multiple leadership roles. He moved onto Vodafone India as Senior Vice President in November 2015.

A strategic leader of high calibre, he joined Vodafone India as Senior Vice President and was later elevated to the post of the Executive Vice-President of Vodafone Idea Ltd post the merger. He was in charge of product visioning and client solutioning, and succeeded in accelerating product innovation by crafting and managing strategic partnerships. Including Vodafone, Mr. Anil Philip has thus had exposure to four multinationals: WIPRO (Indian), Lenovo (Chinese), IBM (American) and Vodafone (British). His career with IBM had also included postings in Singapore and Sydney.

After spending over 25 rewarding years in the tech and communications world, Mr. Anil Philip felt that as part of what Peter Drucker called 2nd half of the working life he needs to contribute at a higher level by being part of the world of education. Through effective strategies, we saw this truly dedicated and inspiring leader, help guiding the XIME Society on promising paths while serving as its Vice-President with Dr. J. Alexander, as the President.

The members of the Board unanimously and enthusiastically welcomed the elevation of Mr. Anil J. Philip to this crucial position of the Society. They wished him all success and assured him all support.





Rev. Sister Prameela Perumpally, RGS, is elected as the Vice President of the XIME Society. Sister Prameela, a Good Shepherd Convent nun since 1975, is a B.A., LLB and a Graduate in Social Work. During her three-year mission in Andhra Pradesh, she played a prominent role in community development, emphasizing mass education and community organization. Under her leadership and initiation, the local church administration succeeded in establishing two convents, one in Balaghat Dt. of Madhya Pradesh and the other in Nampula Province of Mozambique. She also successfully organized and established a mission in Belagavi District of Karnataka. Later on, she worked for St. Martha's Hospital for 18 years, during which Sr. Prameela rose to the rank of Sister Superior and head of St. Martha's Hospital. It was during the tenure at St. Martha's that she was invited to be one of the Founding Members of the XIME Society. Sr. Prameela has also undergone administrative and institutional leadership training in several countries like Angola, Australia, Egypt, Germany, Kenya and South Africa.

Mr. C.J. Kuncheria, the Secretary of the Society for the last 16 years of the Society, will continue to be the Secretary of the XIME Society. Thus, his years of rich experience and expertise in Serving the Society will be available to the new team.



Amb. C.P. Ravindranathan (Chairman, XIME Kochi), who presided over the Board Meeting for the election of the President and the Vice President, wished success to the new team. He added that Mr. Anil Philip's educational background, top level industry positions and extensive corporate network augured well for a new dynamism to the XIME Group.





ST. XAVIER'S DAY

XIME Kochi observed St. Xavier's Day on December 4, 2021. Rev. Dr. George Madathiparambil was the chief celebrant for the Holy Mass held in honour of the patron saint. Prof. J Philip (Principal Founder and Chairman, XIME Bangalore), Dr. Francy TV (Director, XIME Kochi) and other faculty and students attended the same. The Mass was followed by a community breakfast.

MARIA PHILIP DEBATE COMPETITION- STATE FINALS

December 4, 2021, witnessed the much awaited state finale of The Maria Philip Debate Competition held at Maria Philip Auditorium, XIME Kochi. The event was attended by Prof. J Philip (Founder and Chairman, XIME Bangalore) and Amb. C.P. Ravindranathan, IFS (Retd.) (Chairman, XIME Kochi). After the competition, Dr. Francy T.V. (Director, XIME Kochi) delivered the welcome address. Ms. Mariam C Tharakan, a batch 9 student, gave a brief narration about Ms. Maria Philip. Prof J Philip addressed the gathering and also shared his feedback on the competition with the participants. Amb. C.P. Ravindranathan shared his observations on the same. Faculty co-ordinator, Dr. Feba Thomas delivered the vote of Thanks, thanking all who had supported her in organising this event thereby making it a grand success.



Dignitaries and participants during Maria Philip Debate State Finals, XIME Kochi

The topic of the debate was “Climate Change is a Catastrophe Waiting to Happen and not a technical challenge to be overcome”. Altogether, 7 teams representing various colleges participated in the event. There were three eminent judges from different fields to judge this debate competition. The winners of the State Finals of Maria Philip Future Leaders Debate 2021 are as follows:

State Finals	Name of College	Participant Names
1 st position	St. Thomas College (Autonomous), Thrissur	Ms. Aleena P.R Mr. Vishnu Unnikrishnan
2 nd position	St. Joseph’s College, Devagiri (Autonomous)	Ms. Meghna Manoj Kumar Mr. Ajith K B
Best Speaker	School of Legal Studies, CUSAT	Ms. Anagha P



The winning (left) and runner up team (right) with the prizes

CHRISTMAS CELEBRATIONS



Amb. C P Ravintranathan at the Christmas celebration

Christmas celebration 2021 at XIME Kochi was organised by MadX club. The event began at 6:00 PM on December 20, 2021. The event was presided by XIME Kochi Chairman Amb. C. P Ravindranathan, IFS (Retd.), Dr. Francy T V (Director, XIME Kochi) and Prof. Alok (Dean Academics). The Chairman delivered the Christmas message and the celebrations were kick started by cake cutting.

The cultural events included a rhythmic solo guitar performance by Ms. Rishita R , a christmas themed play, carol singing and a dance performance. Secret Santa gift exchange involving all the faculty and students was also held on the same day. The celebrations were followed by a Christmas dinner for all the faculty, students and staffs of XIME Kochi.



Christmas Celebration at XIME Kochi

WELCOMING 2022: NEW YEAR CELEBRATION



Dr. J Alexander at the New Year celebration

XIME Kochi welcomed 2022 with a cake cutting by The President of XIME, Dr. J Alexander, IAS (Retd.) in the presence of the Director, Dr. TV Francy, all the faculty, students and non-teaching staffs. Dr. Alexander delivered the new year message and wished everyone a prosperous and blessed year ahead. Cake was distributed to all and everyone wished each other a happy new year.

REPUBLIC DAY CELEBRATIONS

XIME Kochi celebrated nation's 73rd Republic Day on January 26, 2022. The Director, Dr. TV Francy hoisted the National Flag. Keeping in view of the COVID situation, only the faculty attended the celebration. The National Anthem was played and sweets were distributed to honour this day.



Republic Day Celebration, XIME Kochi- January 26, 2022

PLACEMENTS

XIME Kochi had an exemplary kick off to placements 2021-22 with 82% of students getting placed in a short span of two months. The highest CTC so far is at Rs. 11 Lakhs. Some of the major companies in which students got placed are Wipro, E&Y, Hexaware, Infosys, Accenture, HDFC Ltd., IDFC, Panasonic, etc. XIME Kochi is looking forward to achieve a 100% placement this year as well.

INDUSTRIAL VISITS

1. Apollo Tyres Ltd., Perambra Plant, Thrissur, Kerala

Organizational Development and Compensation Management students of Batch 8, XIME Kochi visited the Perambra plant of Apollo Tyres Ltd. on December 6, 2021. The students were exposed to the organizational development and compensation structure and policy of this leading organization in the country. Mr. Manoj M and Mr. Anilkumar Gopalan Nair along with the HR team at Apollo tyres mentored the students with great enthusiasm.



XIME Kochi students at Apollo Tyres Ltd. Perambra Thrissur

2. Harrisons Malayalam Limited Centrifuge Latex Factory and Rubber Plantation, Thrissur

A team of 71 students of Batch 8, led by Dr Joshin John and Dr Vishnu C. Rajan, visited Harrisons Malayalam Limited Centrifuge Latex Factory and Rubber Plantation located at Mooply, Thrissur, Kerala on December 13, 2021. The team was briefed about the rubber industry and the factory by Mr Bijo Manual J Vettom (Personal Manager, HML) and Mr Gomas (General Manager, HML). This was followed by a plant visit to learn about the end-to-end value chain of a typical latex processing industry. The processes, from raw material intake to quality check to the final skimmed latex and packing, were clearly explained. The students were also able to explore the company's HR Policy, CSR Policy, Marketing Policy, ERP system, etc. The students also went to the rubber plantation, where they got to know the life cycle of a rubber tree and the process involved in the extraction of the latex from the tree.



XIME Kochi team at Harrisons Malayalam Limited Centrifuge Latex Factory and Rubber Plantation, Thrissur

3. Apollo Tyres Ltd., Perambra Plant, Thrissur, Kerala

A team of 20 students of the Production Planning & Control (PPC) course of Batch 8, led by Dr Vishnu C. Rajan, visited Apollo Tyres Ltd., Perambra Plant, Thrissur, Kerala on 30th December 2021. Mr G. Vinod, (Head, Industrial Engineering (IE) and PPC Department, Apollo Tyres Ltd), was the main resource person and facilitator of the visit. The students were given a detailed presentation on aspects like the business model of Apollo, the manufacturing process of tyres, production plan preparation and bottleneck management, among others. Furthermore, the role of the IE & PPC team in achieving production excellence and the challenges associated with their function was also presented in the session. IE & PPC Team members Mr Ajith, Mr Dhanraj and Mr Maneesh provided vital insights into the plant's operations. The students were also able to relate to the production-related aspects which they have studied in the class with the practices followed on the shop floor. The presentation was followed by a detailed discussion on the further scope for improvement in the system. The students actively took

part in those discussions and even provided a few suggestions, particularly regarding the adoption of modern technology to further optimize the system.



XIME Kochi team at Apollo Tyres Ltd., Perambra Plant, Thrissur, Kerala

SCHOLARSHIPS AWARDED TO STUDENTS

The Merit & Means scholarship of Rs. One lakh was awarded by Prof. J Philip (Chairman, XIME Bangalore) and Amb. C.P Ravindranathan (Chairman, XIME Kochi) on December 4th 2021 to the following students of Batch 8:

Ms. Gayathri L, Mr. Kaushik Dhara, Mr. Jayesh Menon, Mr. Rupesh Nair, Mr. Gaurav Mandla



Students receiving scholarship from Prof. J Philip and Amb. C P Ravindranathan

STUDENT CLUB ACTIVITIES - XIME KOCHI

DATE	EVENTS
INSPIRA	
December 28, 2021	SESSION BY MR. DEBASHISH GHOSH, VP & COUNTRY HR HEAD, BERKADIA ON THE TOPIC “BUILDING LEADERSHIP SKILLS”: Mr. Debashish Ghosh spoke on the importance of being a good leader and how important it is to present one’s view points before everyone through various examples.
November 23, 2021	SESSION BY DR. ANAND BAJPAI, HEALTH & WEALTH COACH, DOCTOR, NETWORKER & ENTREPRENEUR ON THE TOPIC “MARKETING & SALES”: Dr. Anand spoke on marketing principles and tips for good sales pitch .
MARKXIME	
December 20, 2021	XSL–XAVIER’S SPORTS LEAGUE: A flagship event of XIME Kochi inaugurated by Chairman, XIME Kochi, Prof C.P. Ravindranathan. The event aims to bring out the competitiveness, sportsmanship and leadership qualities of students. It’s a unique mix of online and offline games like cricket, badminton, football, caroms, BGMI, FIFA, etc. In short, it’s a celebration of sports in XIME Kochi.
FINITIATIVE	
December 13- December 27, 2021	WEBINAR ON ‘FINANCIAL LITERACY AND UPSKILLING ON STOCK MARKET TRADING’: A 5-day webinar in association with Securities and Exchange Board of India(SEBI). The webinar was led by ER. Amit Gupta, AIM CIRA I SEBI Empaneled CPE Trainer. Introduction to Securities Market, Trading mechanism and type of orders, How to Buy, Sell and Value Shares in Stock Exchanges, Investment modes and procedures in Mutual Funds and REIT and Benefits of investing in REIT and INVIT were the different topics that were dealt with each day.
HRUDAY	
December 2021- January 2022	INTERN DIARIES, IMPACT STORIES, WEDNESDAY EFFECTIVE, CORPORATE STORIES: The social media handles are used to share internship experiences of students and instances of corporate culture and practices that embody human resource management and contribute to a better work environment and improve employee satisfaction.
XSEED	
December 30, 2021	XSeed Club members of XIME Kochi replaced the posters in the canteen promoting non wastage and judicious use of food for beginning the New Year with an outlook on reducing all types of waste.
December 2021- January 2022	OBSERVING PROMINENT DAYS: Socially relevant days such as World Aids Day, International day of the Handicapped, World Energy Conservation day, National Girl Child Day, etc were observed by uploading posters on XSeed social media platforms.

X-OPS

December 2021	JOHN'S LAB (BUSINESS SIMULATION): JOHN's lab developed 2 simulation modules, and held the beta test sessions for the retail supply chain simulation. This simulation shadowed a real business in dairy sector, and was used for analysis of bullwhip effect, perishable goods inventory and to conduct sensitivity analysis of the system.
December 2021	CONSULT X: An initiative by Billionlives, a start-up company which deals with corporate sustainable accounting. The focus is on development of a product for ESG compliance by corporate or companies. Students of XIME working on Consult X project are developing a marketing strategy for IMGROWS the toolkit built by Billionlives for ESG compliance and sustainability reporting.
December 2021	CONTINUATION OF NIGHT OWL: The NIGHTOWL, the in-campus store managed by X-ops in both boys' and girls' hostels is running great. A facility enabling students to buy food and snack items, and is especially high in demand in the night hours during placement and exams seasons, when hunger pangs strike late at night after the hostel doors close.



Students and faculty enjoying matches as part of XSL

XIME CHENNAI NEWS

REPUBLIC DAY CELEBRATIONS

“People may come and go, but the love for our nation will never fade away“.On this special occasion, the students committee of XIME, Chennai conducted the 73rd Republic Day celebration both online and offline. The flag hoisting ceremony started with the welcome address by Dr. David Jawahar (Director, XIME, Chennai). The chief guest Amb. C.P. Ravindranathan (Chairman, XIME Kochi) gave the Republic day speech. The students of batch 5 rendered a dance performance and a song was sung by our faculty member. This was followed by cultural events in the online mode.



XIME Chennai Republic Day Celebrations

CONVOCATION

XIME, Chennai conducted its 3rd Convocation ceremony for PGDM batch of 2019-2021 on December 10, at the Chennai campus. The Convocation began with the procession, led by the Dean and followed by graduating Students, faculty, Board Members, Chairman, Chief Guest, President and VIPs in the

order. The ceremony was followed by inviting Padma Bhushan, Mr B Muthuraman, Chairman of XIME Chennai to declare the convocation open.

The ceremony continued with a welcome address by Prof. J Philip (The Principal Founder, the chief Academic Advisor and Chairman, XIME Bangalore). The event started with Mr. Muthuraman, (Chairman XIME Chennai), welcoming the chief guest, Mr Bhaskar Bhat (Director TATA Sons Private Limited) With a bouquet. Dr. P. David Jawahar (Director, XIME, Chennai) presented the Director's report, which gave a snapshot of the year 2020-21. A total of 85 students were awarded their Diplomas at the convocation ceremony, out of which a few were entrepreneurs and the remaining students were by then part of leading firms like EY, HDFC bank, PWC, Mphasis etc.

Prof. Suresh Kumar V (Dean Academics) took over the proceedings. Mr. Muthuraman handed over the diplomas and special awards of merit to the deserving students. Gold medal for best academic performance was awarded to Miss. Atulya Atmaja and a cash prize of Rs. 10,000 for the best all-rounder was awarded to Mr. Leonard Adeep. A total of 7 awards were presented to students of various specializations.

Chief Guest Mr Bhaskar Bhat (Director TATA Sons Private Limited) addressed the graduates and shared his journey quoting various instances of leadership in action. Mr. B Muthuraman (Chariman XIME Chennai) then closed the proceedings and vote of thanks was delivered by Ms. Pooja of Batch 03.



XIME Chennai third Convocation on December 10, 2021

CHRISTMAS CELEBRATIONS

XIME Chennai family celebrated Christmas on December 22, 2021. The celebration started with a mellifluous carol by Batch 04 and 05 students and was followed by a dance performance. Prizes were distributed for the sports competitions and team Ambani won the overall championship. The Xpressions club had organized this celebration.



XIME Chennai Christmas Celebrations

STUDENT CLUB ACTIVITIES

Date	EVENT
XSEED	
December 23, 2021	CHRISTMAS CELEBRATION On December 23 rd , 2021, the XSEED club of XIME Chennai went to a girl's orphanage in Kanchipuram for Christmas celebration. Stationery items like pen, pencil, eraser, sharpener, scale etc. and a drawing book with crayons were distributed. They also distributed chocolates and had a cake cutting ceremony with them.
Every Friday of December month	ENGLISH LANGUAGE CLASS :XSEED is regularly taking English language classes for the nearby Government school. Starting from the second week of December, classes were conducted every friday till the fourth week on the fundamentals of communication to various classes till eighth standard
FINNACLE	
December 02, 2021	Presentation on BAD BANK: The Finnacle Club organized an informative session on the topic BAD BANK. The presentation was done by batch 5 students S. Sayee Harshiny and Michael James. They discussed about what a Bad Bank is, how does it work and why is it needed in India. Dr. Ravi shared his views and importance of this topic
December 16, 2021	Pictionary Event and Presentation on Insolvency and Bankruptcy Code 2016 : Pictionary game is a mixture of both information and fun where finance related concepts were discussed. Insolvency and Bankruptcy Code presentation was done by Batch 5 student, Mr. Raam Kishore under the guidance of Dr. Ravi Veeraraghavan. The presentation covered what is insolvency and bankruptcy in India, its history and objective, who can apply for insolvency and its adjudicating authorities.
XMARKETEERS	
Every Wednesday of December	WEDEX : This event is held every wednesday with a good number of participants (around 50-70). During this event, many students expressed their thoughts on random topics or whatever is going in their mind.
December 27, 2021	ALTERNATIVE TAGLINE is a fun exercise to kindle the creativity of students in coming up with better and quirky taglines. The event was attended by 40 students of both the batches.

MANAGEMENT DEVELOPMENT PROGRAMME

An online Faculty Development Program was conducted from January 27th – January 29th, 2022 on “Leveraging JAMOVI for Data Analysis & Research”. The sessions were conducted by Mr. Rajesh, faculty member and the program was coordinated by Dr. Ravi Veeraraghavan. It was attended by Research Scholars and faculty members from Crescent University, SRM, Gurunanak-Mumbai, KL University and University of Technology and Applied Sciences, All-Mussannah, Oman.

STUDENTS WINNING STREAK



Kendrick Jerry Ramesh and Abhishek Yoganand receiving the first prize for the Quiz

The Think Tank energy quiz hosted by MMA was part of the energy day celebrations. The Aazadi ka amrit Mahotsav conducted by the Ministry of New and Renewable Energy, gave way for XIME to participate through MMA. 8 teams from XIME, Chennai participated in the first round which had 100 different teams from 20 + colleges, out of which 7 qualified to the second round out of 22 teams. Out of which, 2 teams from XIME, Chennai made it to the finals and 1 team (Kendrick Jerry Ramesh and Abhishek Yoganand) won the first prize beating IIT Madras and Anna University.

PLACEMENTS

Placement for Batch 4 (pass out in May 2022) is in progress. 83.5% of the eligible students are already placed as of January 28th 2022. The average salary is Rs. 8.1 Lacs per annum and the Highest is Rs. 16.7 Lacs per annum. As of now, the average salary is 15% higher than the previous year. Students have been placed across different sectors including Technology, Consulting & Banking.

SPEAKER SERIES

DATE	DISTINGUISHED SPEAKERS / GUEST SPEAKERS
December 17, 2021	MR. PARTHIBAN OF IIT INCUBATION CENTRE provided the fundamentals and applications of Data Science. The programme was attended by the students of Entrepreneurs club from both the batches.
December 15, 2021	LT. COLONEL SRIGANESH RAMAN motivated the students with various anecdotes and stories from his experience as a military officer. The students thoroughly enjoyed the session.
December 13, 2021	VENKATESH V, LEAD DATA ANALYST, SIIT CONSULTANCY PVT LTD, CHENNAI delivered a lecture on the topic “Analytics from Campus to Corporate” which helped the students to know about role of business intelligence analysts in the design, analysis, development, and implementation of various applications like Excel, Power BI, MSBI and TABLEAU, and SQL and also about future trends in data analytics.

PUBLICATIONS

PUBLICATIONS- XIME BANGALORE

1. Dr. K. Subha, Dr K.A. Asraar Ahmed, S. Senthil Kumar, (2021), Quality of Work Life and its Impact on Employee Turnover – A Comparative Study With Respect To It and Hospital Sector, *Academy Of Strategic Management Journal*, 21 (11), 1-13.
2. Dr. Naseer Mohamed Jaffer, Ms. Maria Thomas, Ms.Datta Indrani Karanam, (2021), Demonetization and labour, *IJJ Journal of Management*, 9 (2), 32-50.
3. Ms. Systla Patanjali, Prof. NMK Bhatta, (2021), An analysis of the impact of Personality Factors on Productivity: A Study of Knowledge Workers in India, *Journal of Management and Entrepreneurship*, 15 (3), 4-10.
4. Ms. Gayatri Somanchi, Mr. Chikakolla Sandeep, Dr. Mahesh MV, Dr. Trinley Paldon, (2021), Determinant Factors of Entrepreneurial Social Intention among Business School Students, *Journal of Management and Entrepreneurship*, 15 (3), 76-81.
5. Dr. N Meena Rani, Ms. Shivani Kapoor, (2021), Association between Perceived Quality and Customer Loyalty in the Banking Sector, *Journal of Management and Entrepreneurship*, 15 (3), 11-18.
6. Ms. Systla Patanjali, Prof. NMK Bhatta, (2021), Core Self-Evaluation, Job Attitudes & Productivity during Work from Home & COVID 19, *Journal of Management and Entrepreneurship*, 15 (4), 52-64.
7. Ms. Nair Divya, Dr. Meenarani N (2021), Team-Role Compatibility in Work Teams: A Vital Factor in the Age of Workforce Diversity, *Journal of Management and Entrepreneurship*, 15 (4), 85-91

PUBLICATIONS- XIME CHENNAI

1. Dr. Suresh Nanda Kumar, Mr. S. Chandrasekar, Dr. R. Nandagopal (2021), Implementing Lean Manufacturing in the Footwear Industry, Case Study with AIMA ICRC Casepedia
2. Mr. Ankur Agarwal, Ms. Paridhi Taparia, Mr. Sachin Singh Chauhan, The Icarus Paradox In The Indian Banking Sector: The Story Of Yes Bank, (2021) *International Journal of Research in Management & Social Science* , Volume 9, Issue 4

BOOK CHAPTERS

3. Dr. Ravi Veeraraghavan, Standards on Data Protection, Data Privacy & Information Security” in the Book “Cybersecurity”, Shanlax Publications ,ISBN 978-93-91373-16-0
4. Dr. Gayathri, Ms. Mangayarkarasi, Valli Arunachalam’s Battle for a Board Seat, Case studies in Business management -Indian perspective(vol.2), Himalaya Publications, ISBN : 978-93-5495-627-0
5. Ms. Mangayarkarasi, Dr. Gayathri, Byjus – Creating value in Education, Case studies in Business management – Indian perspective(vol.2), Himalaya Publications, ISBN : 978-93-5495-627-0

FORTHCOMING EVENTS

Annual budget analysis

Maria Philip Future Leaders Debate- South India Final

Online lecture by Prof. Gary Fields of Cornell University

New Batch Admission Interview - Mid February

The second round interview - March 2nd week



www.facebook.com/XIME-Bangalore



www.facebook.com/Xavier Institute of Management and Entrepreneurship, Kochi



twitter.com/ximebangalore



twitter.com/XIMEkochi

To

For Private Circulation only

IF UNDELIVERED PLEASE RETURN TO:

Xavier Institute of Management & Entrepreneurship

Electronics City, Phase II, Hosur Road, Bangalore - 560100

Tel : (080) 28528597/8598 Fax : (080) 28520809

E- mail : xime@xime.org

Website : www.xime.org