Himmat

(2018-19)

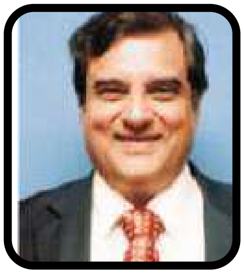
MIM

CREATIVITY CONFIDENCE LEADERSHIP

H. & G. H. Mansukhani Institute of Management

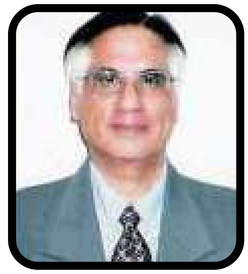
MIM.....Metal

Executive Committee



Mr. Anil Harish
President

Dr. CA Niranjan Hiranandani
Immediate Past President



Dr. Kishu Mansukhani
Past President

Mr. Lal Chellaram
Trustee

Mrs. Maya Shahani
Trustee

Principal Mr. Dinesh Panjwani
Secretary

Advisory Committee

Mr. Gulu Mirchandani
Chairman & M.D.,
MIRC Electronics.

Mr. M. C. Mehta
President,
Century Rayon.

Mr. Suresh L. Goklaney
Vice Chairman and M.D.,
Eureka Forbes Ltd.

Mr. Nischal H. Israni
Chairman,
Blue Cross Laboratories Ltd.

Mr. Nanik Rupani
Chairman,
Priyadarshni Academy.

Dr. Indu Shahani
Ex- Sheriff of Mumbai
Former Principal, H.R. College of Commerce,
Director Academics, HSNCB.

Mr. Kishor B. Karia
Proprietor,
KB Karia and Co.

Dr. Ramesh Lala
Director,
Klenzaids Contamination Controls Pvt. Ltd.

Dr. V. N. Gupchup
Ex- PVC, University of Mumbai and
Former Principal, VJNT.

Dr. Naresh Chandra
Principal Birla College, Kalyan
Ex- PVC, University of Mumbai.

Editorial Team

Editor-in-Chief : Dr. Swati Sabale

Co-editor : Dr. Anju Vaswani

Student Editors :
Ms. Aarti Nagpal, Ms. Jyoti Gurdasani,
Ms. Priya Kanjan, Mr. Abhishek Tiwari
& Mr. Rahul Wadhwani

Editorial

Dear Readers,

We are deeply delighted to forward the current issue of “Himmat: Creativity, Confidence, Leadership” to the readers. In true sense, it symbolises the enthusiasm and vigor in the students and staff members of college.

Himmat has provided an opportunity for students to portray their topics of interest and share their ideas. It encompasses soul enriching articles from management and literary which makes reading enjoyable. The articles contributed for the college magazine by the students has shown their intellectual insight and their hidden talent.

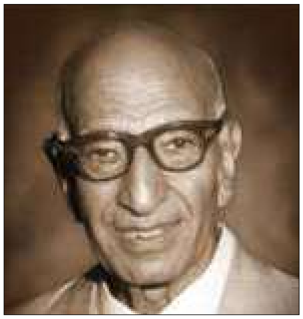
This is a significant accomplishment that undoubtedly required the dedication and cooperation of the whole team so we thank the students of editorial committee and all those who have directly or indirectly helped us for making of this magazine.

Utmost care has been taken to make this magazine perfect. Yet, inadvertent lapses, if any, are regretted

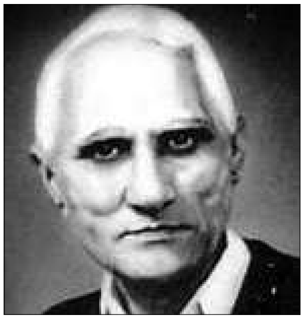
Editorial Team

Late Chandibai Himathmal Mansukhani

Late Vidyasagar K.M. Kundnani



Late Barrister H.G. Advani



Late Diwan Hashmatrai Himathmal Mansukhani

Late Gangaram Himathmal Mansukhani

From the Director's Desk

H. & G.H. Mansukhani Institute of Management, since its inception, has made remarkable progress by following the mantra of student centric approach, whether it is in academics or in extra-curricular activities.

MIM has a rich tradition of pursuing academic excellence. The strength of MIM lies in its young, dynamic and committed faculty who bestow upon it a disciplined but a 'homely' atmosphere. Academics & applications go hand in hand with MIM. So along with interactions with core faculties, the students' competencies are strengthened by the highly experienced industrial stalwarts who are the 'empanelled' faculty of the Institute.

Along with the excellence in academics, platform is given to the students to practice their leadership and managerial skills by organizing and managing different events in the institute. Every activity, event and endeavour in the institute is carried out with a view to developing professionals who will lead the society towards a better future. I appreciate every student who shared the joy of participation in co-curricular and extracurricular activities along with their commitment to curriculum.

The college magazine exemplifies the journey of the institute and exhibits the literary skills of our students. We happily present the current issue our annual college magazine 'Himmat' that highlights the articles of students and faculty members and also presents the various activities of the institute. Cheers to the spirit of Himmat! Cheers to the spirit of victory through creativity, confidence and leadership!

Dr. Swati Sabale

Director- MIM

MIM Messages

The Indian economy is booming and is integrating rapidly with the world economy. There are many inbound investments and outbound investments being made and both international and domestic business have increased to levels which were unimaginable just a few years ago. It is in this scenario that the highest standards and the best practices have to be adopted in business, as indeed in every walk of life.

All this needs managers of high quality, well-educated and well trained , who are able to seize and even create opportunities.

I am glad that the Institute is able to bring out another issue of its magazine “Himmat” which will help to record and communicate the vision and the activities of the Institute. I wish the Institute and its staff and students all the very best.

Mr. Anil Harish

(President - HSNC Board)

MIM Messages

I am happy to learn of this issue of our magazine, “HIMMAT”. The aggressive growth of the Indian Economy in the last few years has resulted in the demand of better management expertise and technology. Students have to imbibe more knowledge and skills which can handle newer challenges in business.

Your magazine should set higher standards of excellence and positive communication as the issue and challenges of today, to make them greater manager of tomorrow.

Dr. CA Niranjan Hiranandani

(Immediate Past President - HSNC Board)

MIM Messages

It gives me great pleasure to present to you this issue of “HIMMAT”, the magazine of the Shri. H&GHM Institute of Management. I congratulate the team led by our director Dr. Swati Sabale in bringing out this issue.

Through this Magazine, you, the reader will get a flavour of the Institute, its activities, achievements, thoughts and future directions and aspirations.

I take this occasion to rededicate ourselves to ensure that the institute emerges as a center of excellence for leadership and management studies and inculcates a sense of value and commitment to social causes and environment, by igniting the student's minds and unleashing their power within.

Wishing you all the very best life.

Dr. Kishu Mansukhani

(Past President - HSNC Board)

MIM Messages

The magazine is reflective of the efforts of the staff, students and management of the Institute towards its growth and their commitment for its future.

This Institute is the youngest of the Hyderabad (Sind) National Collegiate Board's Family and I wish this Institute, which is the only post- graduate Institute of our management, great success ahead.

Mahatma Gandhi, the father of our nation has said, “The measure of a country's greatness should be based on, how well it cares for its most vulnerable population”. I am confident that this management institute shall provide such managers to the country, who will be sensitive to the need of the vulnerable population of this country.

Principal Mr. Dinesh Panjwani

(Secretary - HSNC Board)

VISION

To nurture students as future leaders and entrepreneurs incorporated with a strong sense of social commitment and ethics, who will contribute at a national and global level.

MISSION

- To emerge as a center of excellence for leadership and management studies.
- To develop managerial skills in students and enhance their employability by bridging the gap between theory and practice.
- To nurture the students with entrepreneurial thinking by imbibing entrepreneurial culture through curriculum, pedagogy, mentoring and research.
- To instill environmental, ethical and societal sensitivity.
- To develop a strong association with the corporate world.
- To be the preferred choice for students, faculty, and recruiters.
- To continually seek progressive ways of enhancing the education systems to enable students to realize their own potential.

MIM.....Mentors

MIM.....Mechanics

MIM.....Muscles

MIM.....Musketeers

MIM... Meritorous Mates

Batch 2017-19

Bipin Hiranandani
3rd Rank - FYMMS (Sem I)
1st Rank - FYMMS (Sem II)
1st Rank - SYMMS (Sem III)
1st Rank - SYMMS (Sem IV)

Jyoti Gurdasani
1st Rank - FYMMS (Sem I)
2nd Rank - FYMMS (SemII)
3rd Rank - SYMMS (Sem III)

Karishma Khushalani
2nd Rank - FYMMS (Sem I)
2**nd Rank -** SYMMS (Sem III)

Priya Kanjan
3rd Rank - FYMMS (Sem II)
3**rd Rank -** FYMMS (Sem IV)

Ms. Vinita Lalwani
2nd Rank - SYMMS (Sem IV)

Ms. Simran Sawlani
3rdRank - SYMMS (Sem IV)

Achievements of MIM Staff:

Dr. Gunjan Hasijani
Assistant Professor

Awarded Doctor of Philosophy in Management Studies from Pacific University on a study titled:

'Organizational support on Employee Wellness Program'

Dr. Anju Vaswani
Assistant Professor

Awarded Doctor of Philosophy in Management Studies from Pacific University on a study titled:

'Capital Structure & its impact on profitability & Value of firm: A Study on selected sectors of India'

MIM....Moments Memorable

MIM...Moments Memorable

Opalina Awards - Jewels of MIM

Gnosis- Student Research Journal

Scholarships Awarded

Certificate Distribution Ceremony

Management Development Programme

Coffee with Alumni

MIM...Moments Memorable

Author's Talk by
Mr. Ninad Karpe - Director Aptech

Poster Competition

Book Exhibition

Alumni Speak

Footprints - An Alumni Meet

HR Connect

MIM...Moments Memorable

Arsh - Reaching the Ultimate
An Entrepreneurship Conference

Milaap
An Inter-collegiate Management Fest

Inter-collegiate Debate and
Case-study Competition

Digital Marketing workshop by
Mr. Pranav Nair - Expert trainer, IIM

FDP on 'Research Methodology using SPSS' by Mr. Ajay Saraf, Regional Director - WLCI College

FDP on 'Research Methodology and Data Analysis using SPSS' by Prof. Sanjivani Kumar, Faculty in Quantitative Techniques

MIM...Moments Memorable

Proquest Online Database Orientation

CSR Activity - Empowering Blind Women

Gudi Padwa

Thanks Giving Day

National Law Day

Inauguration of Sindhi Section in Library

MIM...Moments Memorable

Cheti Chand Celebration

Satyanarayan Puja

Independence Day

International Colors Day

International Mother Language Day

International Women's Day

MIM...Moments Memorable

Industrial Visit to Coca-Cola, Hyderabad

Industrial Visit to Go Cheese, Pune

Industrial Visit to Sula Vines, Nasik

Job Fair

Marathi Rajyabasha Diwas

Swachta Rally

MIM...Moments Memorable

Vachan Prerna Diwas

Pledge taking during Vigiliance week

WTC Visit

Recruitment Drive - Reliance

Recruitment Drive - XL Dynamics

Recruitment Drive - IKS Health

Musketeer's Pen

6 EFFORTLESS WAYS TO MAKE A DAY MOST PRODUCTIVE!

Aarti Nagdev

It's no wonder that we have a lazy side and sometimes that lazy side becomes the dark force that takes over our mind and body. This is the reason why most of our work is never done or is delayed.

Laziness is said to be highly contagious and if you are surrounded by people who have no will to get out of their bed and be productive for the day then I think it's time for you to detach yourself from such people.

Procrastination is one of the biggest signs that show the beginning of laziness. You said you'll start tomorrow but then you had said this yesterday as well and also the day before yesterday. You've been saying 'I'll do it tomorrow' for too long. To stop being slothful, you need to first make up your mind that you shall not back out from this new commitment. The secret is to 'get started'. Begin with one activity at a time and once you finish it, experience the joy of accomplishing a goal and that shall act as a fuel to continue this habit. When you do something right the result always feels satisfying, be it your first essay or the first question of a difficult math chapter or the first time you decide to workout or begin healthy eating. The process seems difficult but once you reach your first milestone, it gives the joy which acts as a motivator. Motivation is something that induces the urge to get up and get things done.

Get out of your comfort zone. You don't even realise when that comfort zone has taken over your mind and body and has become a deadly place for you to live in. Discipline yourself, make yourself strong enough that even if occasionally you miss out on an important thing you don't make it a regular habit.

Here are a bunch of things that I do on a daily basis:

1. **Get my energy for the day**

I start my morning routine with a cup of hot coffee. Coffee is one of the biggest sources of antioxidants and contains caffeine which increases the energy levels. It also improves physical performance and helps fight depression to make you happier. I usually take my coffee after having breakfast because drinking coffee on an empty stomach may result in hypertension.

2. **Make my to-do-list a night before**

Since I have an early morning I make my to-do-list a night before. This not only saves time in the morning but also gives me time to think about it suitably. My to-do-list generally consists of tasks relating to studies, personal development and growth, learning new things and all the important things I have to do for the day.

3. **Implement the to-do-list sincerely**

" He who every morning plans the transactions of that day and follows that plan carries a thread that will guide him through the labyrinth of the busiest life. "

-VICTOR HUGO

A to-do-list is just a piece of paper with words written on it unless you actually implement it in your daily routine. I try my best to include every task in my list so that it does not carry forward to the next day.

4. **Manage my time to work efficiently**

Time management is the key to success for every ambitious person. **Earl of Chesterfield** said,

" I recommend you take care of the minutes and the hours will take care of themselves. "

Every minute of the 24 hours is crucial. Invest your time in things which will show positive results in the future. But also take out time to relax and enjoy, after all, you're not a robot!

5. **Motivate myself every day**

Every action is done to achieve an end result and the force that drives you to perform this action is motivation. Getting your daily dose of motivation is quite necessary. Not everybody needs the same motivating tools. Find the right motivation for yourself and get going!

6. **Using the power of subconscious mind**

'Subconscious mind' was a mind-boggling term for me. When I learnt about it I was astonished to know that our subconscious mind plays such an important part in our life. The power of subconscious mind is unfathomable. It is so powerful that it can store everything that has ever happened to you. It's like a huge memory bank. Once you are familiar with the use of the power of your subconscious mind you can achieve anything in life.

So, how about starting today?

■ ■ ■

MIM…Munches

1) How do you know carrots are good for your eyes?
-- You never see rabbits wearing glasses.
2)What kind of ant is really good at math?
--An Accountant
3) What time is it when you can't read a clock?
-- Time to get glasses
4) I can bring tears to your eyes; resurrect the dead, make you smile, and reverse time. I form in an instant but I last a life time. What am I?
-- A memory
5) What do hockey players and magicians have in common?
-- Both can do hat tricks
6) Many have heard it, but nobody has ever seen it. It will not speak back until spoken to. What is it?
-- An echo

THINK POSITIVE - MAKE LIFE BETTER !

Karishma Khushalani

Is our glass half-full or half-empty? On those days when nothing in our life seems to be going right, it can be really tough to see the silver lining among all those clouds. However, it's during these times when the ability to see the good in even the worst situations is so important. A positive attitude benefits not only our mental health, but your physical well-being as well.

Helen Keller says, " When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us ". This is very true and most of us are victims of this. To make it clear let me share a simple but good story which I came across reminding us of the choice we have to think-positive or negative.

There was once an old lady who cried all the time. Her elder daughter was married to an umbrella merchant while the younger daughter was the wife of a noodle vendor. On sunny days, she worried, "Oh no! The weather is so nice and sunny. No one is going to buy any umbrellas. What will happen if the shop has to be closed?" These worries made her sad. She just could not help but cry. When it rained, she would cry for the younger daughter. She thought, "Oh no! My younger daughter is married to a noodle vendor. You cannot dry noodles without the sun. Now there will be no noodles to sell. What should we do?" As a result, the old lady lived in sorrow everyday. Whether sunny or rainy, she grieved for one of her daughters. Her neighbors could not console

One day, she met a monk. He was very curious as to why she was always crying. She explained the problem to him. The monk smiled kindly and said, "Sister! You need not worry. I will show you a way to happiness, and you will need to grieve no more."

The crying lady was very excited. She immediately asked the monk to show her what to do. The master replied, "It is very simple. You just need to change your perspective. On sunny days, do not think of your elder daughter not being able to sell umbrellas but the younger daughter being able to dry her noodles. With such good strong sunlight, she must be able to make plenty of noodles and her business must be very good. When it rains, think about the umbrella store of the elder daughter. With the rain, everyone must be buying umbrellas. She will sell a lot of umbrellas and her store will prosper."

The old lady saw the light. She followed the monk's instruction. After a while, she did not cry anymore; instead, she was smiling everyday. From that day on she was known as "the smiling lady".

The story tells us, we cannot change the things happening around us but we can change the way we look at it.The choice between positive & negative thinking is very much within us.We can focus on the positive side of everything and stop worrying about the negative side of it.

Our minds are an incredibly powerful tool, and as we know, we only use a small portion of it every day. Our thoughts play a significant role in how we view the world, and the positive v/s negative thoughts we carry with us can be the foundation for all sorts of things in our lives, both good and bad.

But, we know no matter what happens and how good our life seems to be going, there are going to be times when it seems like everything is going bad or just not the way that we want it to. In these times, we can choose to either allow ourselves to feel down and out, or we can decide to overcome any of these adversities and learn how to look for the opportunity that is being presented.

How to Think & Stay Positive?

With little effort we can find ourselves to be positive thinkers. Positive thinking is actually very simple, here are a few ways we can get started...and have a positive impact on all areas in our life:

- If we find ourselves thinking a negative thought, change it to a positive thought.
- Surround our life with positive people, don't allow negativity into our life.
- Spend our time on activities that bring us happiness.
- Invoke positive memories whenever we can.
- Cherish the simple pleasures in our life.
- Be around people who make us laugh.
- Love ourselves

Begin each day in a positive manner. Open the drapes to let the sun shine in, put on some of our favorite music, tell ourselves a positive thought or two...whatever it takes to start our positive thinking. We will be amazed at what these simple changes can bring to our life.

Well, just because these ideas are simple...does not mean they are easy. That is probably why everyone is not walking around with a positive attitude, because it takes work, desire, and discipline to live our life in this manner. It is easier being negative! The choice is ours, we have nobody to blame but ourselves, when deciding between positive v/s negative thoughts.

■ ■ ■

DON'T JUDGE A BOOK BY ITS COVER

Anuradha Nihalani

Anything that is bright and shining need not necessarily be made of gold.

Certain things appear to be valuable but actually they are not. So we have to be careful and should not pay more for things before examining their actual worth.

Sometimes we are deceived by appearances. This is the idea conveyed by this proverb.
It cautions us from being carried away by outward appearances that divert our attention and make less important things appear more valuable.

Keeping in mind this proverb in the modern day is highly significant, as it will not only help in making the right choices but also help one in their personal growth and development in all sorts.

For example, the lifestyle of a celebrity might seem like an ideal one; anything and everything pleasantly served on a silver platter along with countless luxuries.

But in reality, it might involve a very hectic work schedule with grinding for almost sixteen to eighteen hours every single day with barely any time to be spent with their loved ones.

The idiom "Don't judge a book by its cover" can also be referred to here as it also somewhat delivers the same message, stating not to make judgments based on the exterior, i.e. what is visible on the outside but being patient enough to go through what is hidden internally, as that is when the actual incredulity unveils.

From handpicking fancy boots to choosing real friends, the proverb is highly pertinent in today's time.

In a world where millions are invested in beautifying the outer look, what exists on the inside is tremendously imperative.

Making good choices while purchasing clothes as well as other household items demand the durability and the robustness of the commodity to be analyzed more than its decorative exterior.

Same is the case while seizing other opportunities, a new job for example. What might seem appealing in the beginning, may turn out to be really stressful and troublesome, while the other one being offered may result in being the better of the two when considered for the long term.

Similarly, when it comes to people, one must not just seek companionship with someone who's attractive and says attractive stuff but also the ones who may not be that good looking or keeping up with the latest fashion trends, but possess a golden heart as that is what's going to matter in the end.

What one's intentions truly are can only be sensed after getting to know them inside out, which sure takes a while. Making quick decisions based only on appearances and not upon one's deeds and efforts can be regretful in the end, as actions truly speak louder than words.

Thus, everyone and everything should be judged upon by their personalities and characteristic qualities rather than just the outer appearance.

■ ■ ■

MIM…Munches

RIDDDLE TIME.........

You saw me where I could not be.

Yet, often you see me. What am I?

Answer: Reflection

CHASE YOUR DREAMS

Jyoti Gurdasani

Dreams are not only something that comes at night during one's sleep, but Dreams are also the Piece of Life just waiting to be opened. Dreams come in various sizes and are viewed in a variety of colors. But when it comes down to it, so few people actually complete their dreams and live their fairytale. We know that everyone has some sort of a Dream, and we believe that they should follow their dreams.

Too often, we let the opinions of others determine how they will live our lives. At a young age, everyone has dreams, but as we grow older we begin to tweak (leave) those dreams. We worry whether the dreams we want to chase will impress others or make us a lot of money. I think that in these moments of social anxiety, we forget the true definition of dreams. Webster's Dictionary defines a dream as "something that you have wanted very much to do, be, or have for a very long time". Notice that it is not defined as 'something that *others* have wanted very much for you to do, be, or have for a very long time'.

Dreams define you, they guide you to greater means and without them there is nothing to work for; nothing to live for. When climbing your mountain to reach your goal you surpass any impossibly seeming expectations. Everybody's journey up is different with different obstacles and even with different unexpected rewards. Dreams need to come true and everyone should feel the joy of finding, following, and finally reaching their dreams. So, Never let today's tragedies shadow your tomorrow's dreams.

Dreams are hard to grasp and once they are in reach, they are even harder to keep. Dreams are like that ball that runs away and into the street where the child can't get it. They either have to take a risk and run across the street, or leave it there and not know if it will return. Dreams can take off too. Dreams can come and go, but one should always keep trying to get them. One will have nothing left to work for if his/her dreams suddenly fade away. That is why it is okay to take that leap of faith and cross the street, as long as one make sure to look both ways.

As Walt Disney once said, "If you can dream it, you can do it." Do not let anyone else tell you otherwise. If your dream is important to you, then chase it. Those who matter will support you, and you should block out any comments that try to defer you from your dreams. Don't waste your time on the negativity of others when you could be spending that time getting even closer to your dreams.

Dreams are a huge part of your future. Maybe you have a dream job or some one you dream about marrying or a dream home you want to live in when you're all grown up. When we think about the future, we're thinking about our dreams. Giving up on your dreams is like giving up on life. What is there to live for if you're just living each day because you have you? It seems like a waste of time if you don't have any far-fetched achievements you have in mind. From owning the largest ice cream company to being President of the United States, they're still dreams you're able to chase. Working hard for what you want is healthy. It builds character! It gives you a small chunk of what life is going to be like after high school. One can chase the silliest, craziest, even stupidest dream in the world, and nobody can stop you. One should refuse to give up on their dreams. One should refuse to give up their future. One should believe that they can chase their dreams.

Finally, never stop dreaming. You should always set goals for yourself. The dream that you achieve today could be the seed that is the beginning of the dream that you have tomorrow.

■ ■ ■

TEAM BUILDING

Yashodha Chawla

Team building is a collective term for various types of activities used to enhance social relations and define roles within teams, often involving collaborative tasks. It is distinct from team training, which is designed by a combine of business managers, learning and development/OD and an HR Business Partner to improve the efficiency, rather than interpersonal relations.

Many team-building exercises aim to expose and address interpersonal problems within the group. Team building is about providing the skills, training and resources that your people need, so that they can work in harmony. But, to be truly effective, it needs to be a continual process, embedded into your team and organization's culture.

There's a place for one-off team building exercises, but they need to have a clear purpose, such as improving a particular skill, and must be well designed to avoid conflict.

The goals should be designed to be "SMART." This is an acronym for:

Specific
Measurable
Achievable
Relevant
Time-bound

As much as possible, include input from other members of the organization when designing and wording these goals. Goals might be, for example, "to produce a project report that includes a project plan, schedule and budget to develop and test a complete employee performance management system within the next year." Write these goals down for eventual communication to and discussion with all team members.

■ ■ ■

ONE DAY...

Kshama Karekar

"One day and sadly too soon, their hands will be old

the moments that you shared, will be your only gold

mom will need you more, dad will ask you for things

they will need a hand to walk, you will be their wings

I know you don't get time, but take some time out and sit
Ask them how are they feeling, ask them to please stay fit…"

Mom & Dad are the people who are something more than the Best-Friend. They are the one who are the ever strongest support, no matter what type of storm passes through the life.

"One day the time would change
You would be the story teller and they would be listener
The efforts made by them to feed and nourish you
Will be taken by you to feed and nourish them

The world is changing…
But what will remain same, would be they"
Take Time For "Them"
Find Time To Love "Them"…

■ ■ ■

MIM…Munches

FAITH

Menka Chouhan

Faith is at the heart of life. You go to a doctor whose name you cannot pronounce. He gives you a prescription you cannot read. You take it to a pharmacist you have never seen. He gives you a medicine you do not understand and yet you take it just because you have FAITH in that.

Life is a long journey and in which you may have numerous ups and downs depending upon the situations. The one thing which keeps you moving towards your final destination is your pain. A very true line said by Mahatma Gandhi, "Man can Move Mountains by FAITH".

You may not get what you desire for early in your life, but don't lose hope. Have a Faith, strong Faith that one day you will definitely get through.

To be happy in life, the only thing can help you is your Faith, Faith in Yourself, Faith in God and of course Faith in Your Destiny.

"A man with a grain of faith in God never loses hope, because he ever believes in the Ultimate Triumph of Truth".

■ ■ ■

MIM...Munches

RIDDLE TIME:
If you have me, you want to share me.
If you share me, you haven't got me.
What am I?

Answer: Secret

ATTITUDE

Kavita Dongare

Once upon a time, there was an old man who used to go to the ocean to do his writing. He had a habit of walking on the beach every morning before he began his work. Early one morning, he was walking along the shore after a big storm had passed and found the vast beach littered with starfish as far as the eye could see, stretching in both directions.

Off in the distance, the old man noticed a small boy approaching. As the boy walked, he paused every so often and as he grew closer, the man could see that he was occasionally bending down to pick up an object and throw it into the sea. The boy came closer still and the man called out, "Good morning! May I ask what it is that you are doing?"

The young boy paused, looked up, and replied "Throwing starfish into the ocean the tide has washed them up onto the beach and they can't return to the sea by themselves," the youth replied. "When the sun gets high, they will die, unless I throw them back into the water."

The old man replied, "But there must be tens of thousands of starfish on this beach. I'm afraid you won't really be able to make much of a difference."

The boy bent down, picked up yet another starfish and threw it as far as he could into the ocean. Then he turned, smiled and said, "It made a difference to that one!".

Many times u must have heard about the term "ATTITUDE IS A LITTLE THING THAT MAKES BIG DIFFERENCE"

Managers have to be careful about their own attitudes.If they demonstrate a negative attitude towards their workers their impact can be negatively affect their employees motivation to work. Managers should minimize their negative encounters with there direct reports and take actions to reduce the incidence behaviors among their workers.

■ ■ ■

STRAIGHT ROADS NEVER MAKE SKILLFUL DRIVERS

Vinita Lalwani

Pareto Principle which is popularly known as the 80/20 Rule signifies that 80% of the results come from 20% of the causes. With regards to Management , this principle seems very useful for the overall development of the students. The main objective of Implementing this principle is to focus on important activities that is 20% to achieve 80% quality results as concerned with students. So how does it works in management?

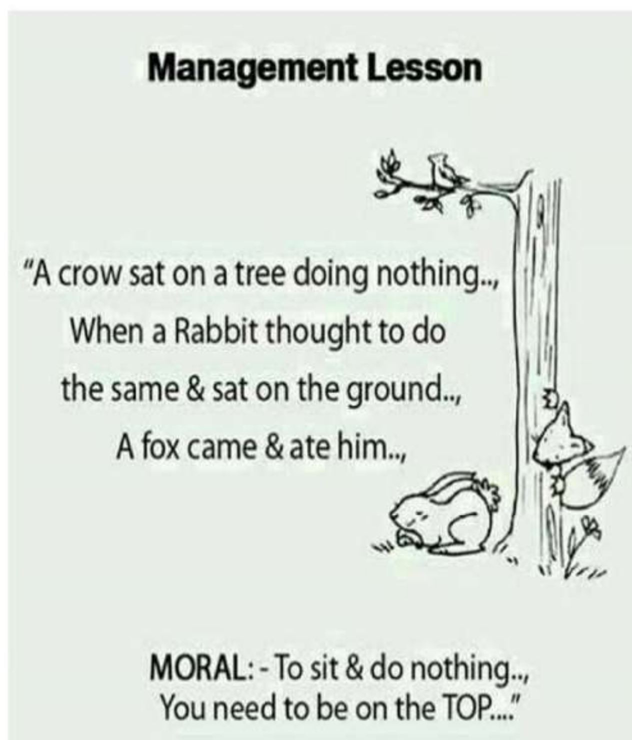
Apart from studies, MIM Students are motivated to indulge in managing various events like CSR an event organised for fulfilment of social responsibility, AARSH which is an event where successful entrepreneurs are invited who inspire students through their stories and principles they follow, MILAAP which is an Inter-collegiate event and numerous events which helps in boosting their confidence.

Understand to work as a team by co-operation and co-ordination and also enhances multi-tasking that ultimately results in flourishing their own personality. Other than managing events, students are encouraged to give presentations, perform role-plays, actively participate in interactive sessions like mentoring. These training activities helps to upgrade their communication skills as well as inculcate values like discipline, time management and professionalism. For recreation and relaxation there is a proper arrangement of indoor games few of which are carrom, chess, table-tennis, etc. As rightly said in a well known quote" All Work and no play makes Jack a Dull Boy".

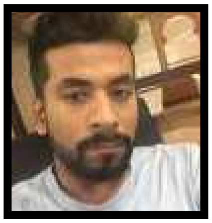
The principle basically helps to promote the productivity of the person as a whole. The faculties through their support and guidance show path to the students for building up their career by making them aware of their weaknesses and how to overcome those. They usually provide personal attention to each student and encourage every student to improve not only in academics but also excel their knowledge practically. They duly guide the students to focus & give their efforts in the 20% of the activities including studies and gain 80% of results that is their progress in academics as well as in their personal development. These qualities will benefit the students in future in every walks of life whether the student is pursuing with their valuable job or managing their own Business as an Entrepreneur. The Priniciple mainly aims at generation of great Leaders, Entrepreneurs and Managers.

■ ■ ■

MIM... Munches



PROCRASTINATION - " THE REAL VILLAIN IN TIME MANAGEMENT"



Jay Keshwani

Are you always short of time? Do you wish you had more than 24 hours in a day? Well, if you make a list of things which leads to your poor time management, you will find a monster in it - Procrastination!

Procrastination has become one of the biggest challenges for professionals and individuals alike in managing time. The word procrastination comes from the Latin word, 'Pro' meaning "in favour of" and 'Cras' meaning "tomorrow". It is defined therefore as "The act or the habit of delaying or putting things off'. No doubt it is a one way ticket to stress, guilt and overwhelmed

The question is how can we stop procrastination? If procrastination is a problem for us, it is important that we learn tools to handle our procrastination. Procrastination occurs when we are faced with too many decisions and are unable to complete matters of importance. There are many reasons why we avoid doing things, sometimes it seems strange that, we know what we have to do to be successful but we don't do it.

Mark Twain once said that, if the first thing you do each morning is to eat a live frog, you can go through the day with the satisfaction of knowing that it is probably the worst thing that is going to happen to you all day long! In his best seller book, " Eat That Frog", Brain Tracy talks about several ways to stop procrastination. He says, our " frog " is our biggest, " most important task ", the one we are most likely to procrastinate on if we don't do

Hence the first rule of frog eating is this : if you have to eat two frogs, eat the ugliest one first! This is another way of saying that if we have two important tasks before us, start with the biggest, hardest, and most the important one first. The second rule of frog eating is: if we have to eat a live frog at all, it doesn't pay to sit and look at it for very long!

The key to happiness, satisfaction, great success and a wonderful feeling of personal power and effectiveness is for us to develop the habit of eating our frog first thing each day when we start work. Brian Tracy says this is a learnable skill and we can acquire it through practice. According to him here are the great ways to stop procrastinating and get more things done faster :

1. Set the Table : Decide exactly what we want. Write out our goals and objectives before we begin.

2. Plan every day in advance : Think on paper. Every minute we spend in planning can save our five or ten minutes in execution.

3. Apply the 80/20 rule to everything : 20% of our activities will account for 80% of our results. Always concentrate our efforts on that top 20%.

4. Practice creative procrastination : Since we can't do everything, we must learn to deliberately put off those tasks that are of low value so that we have enough time to do the few things that really count.

5. Focus on key result areas : Identify and determine those results that we absolutely, positively have to get to do our job well, and work on all day long.

6. The law of three : Identify the three things we do in our work that account for 90% of our contribution, and focus on getting them done before anything else.

7. Prepare thoroughly before we begin : Have everything we need at hand before we start. Assemble all papers, information, tools, work materials etc. we might require so we can get started and keep going.

8. Take it one oil barrel at a time : We can accomplish the biggest and most complicated job if we just complete it one step at a time.

9. Leverage our key skills : The more knowledgeable and skilled we become at our key tasks, the faster we start them and the sooner we get them done.

10. Identify our key constraints : Determine the bottlenecks or choke points, internal or external, that set the speed at which we achieve our most important goals, and focus on alleviating them.

11. Put the pressure on ourselves : Imagine that we have to leave town for a month, and work as if we had to get all our major tasks completed before we leave.

12. Motivate ourselves into action : Be our own cheer leader. Look for the good in every situation. Focus on solution than problem.

13. Get out of the technological time sinks : Use technology to improve the quality of our communications, but do not allow ourselves to become a slave to it.

14. Slice and dice the task : Break large, complex tasks down into bite-sized pieces, and then do just one small part of the task to get started.

15. Develop a sense of urgency : Make a habit of moving fast on our key tasks. Become known as a person who does things quickly and well.

We come across several articles teaching us how to stop procrastination. Sometimes, we follow it, and some other times we loose track after a certain time. It's all about being disciplined and strong willed regarding managing this crucial aspect of our life in an efficient way. The best way to do it is just start the new regime with immediate effect. Once we are successful in overcoming procrastination - " the villain in time management ", we will find more time at our disposal and we will emerge as a winner in every phase of our life.

■ ■ ■

MIM .. Munches

A young accountant fresh out of college is interviewed by the owner of a small business. "I need someone with an accounting degree," says the man. "But mainly I'm looking for someone to do my worrying for me. I have lots of things to worry about, but I want someone else to worry about money matters."

"OK," says the accountant. "How much are you offering?"

"You can start at $75,000 a year," says the owner.

"That's a great salary!" says the young accountant. "How can a business like yours afford to pay so much?"

"That," says the man, "is your first worry."

THE RE-INTRODUCTION OF LONG TERM CAPITAL GAIN TAX

Bipin Hiranandani

Why? What? When?!!!... Kind of questions were raised among all the investors including foreign portfolio investors, when our honourable Finance minister Mr Arun Jaitley announced the re- introduction of LTCG tax on capital gains of over Rs. 1 lakh. The announcement was made in the Union Budget 2018 (February 1st). Making it applicable from 1st April, 2018.

In the October 2004, then finance minister Mr P. Chidambaram abolished the long term capital gain tax to promote the investment and savings among Indian investors and to create the good avenue of Investment in the eyes of foreign portfolio investors for India. To compensate the loss of revenue, securities transactions tax was introduced which is still applicable now in the addition to long term capital gain tax.

What is long term capital gain tax and how it is applicable in the current scenario?

It is the tax which is levied on profits or gains made by selling of shares, equity oriented mutual fund units or a shares of unit of business trust which are held for more than a year. If the gains exceed the limit of Rs.100000 on or after April 1, 2018 tax will be applicable @10% on exceeding amount along with the securities transactions tax which is paid at the time of selling. The important thing is shares must be held for more than a year.

Application of LTCG to an investor is as follows:

If an investor sells the shares after 31st march, 2018 then:

The cost of acquisition of shares bought before 1st Feb, 2018 will be considered as the higher of actual cost of acquisition and the lower of: **1.**fair market value of shares on 31st January, 2018 when shares were last traded or **2.** The actual sale value of shares which is sold.

However if an investor's long term capital gain after 31st march, 2018 is below Rs. 1 lakhs. The LTCG tax is inapplicable. And it is also inapplicable, if an investor sells his/ her equity shares on or before 31st January, 2018 which is also called granfathered of tax i.e .exemption on gains before 31st January, 2018.

And government has also disallowed the benefit of indexation in the computation of the long term capital gain tax. And long term capital loss between Feb 1 – Mar 31 is not be allowed as set off. But will be allowed as set off after April 1, 2018.

It is also important to know that since long term capital gain tax is applicable from 1st April, 2018. So all gains arising between February 1st to march 31st of 2018 are exempt from tax liability. While benefit of cost of acquisition of shares as a fair market value for the shares sold on or after 1st April 2018 will be given up till January 31st 2018.

Why did our Government re introduce the LTCG in the union budget 2018?

According to government officials, the primary reason to introduce the new tax system as to curb the problem of abusive use of tax arbitrage opportunities by minimizing the economic distortions. The zero LTCG tax has led to diversion of investment into financial assets.

How the new tax system is going to affect the investors and Indian economy as a whole?

The current market comprises of retail, high institutional investors and foreign portfolio investors. Whereas the retail investors hold a very a little portion of contribution in terms of investment compare to other investors. Hence, Due to heavy profit booking from high institutional and foreign portfolio investors because of zero tax regime leads to revenue loss of retail investors.

Hence the new tax regime can prove to be a boom for retail investors as the revenue loss can be reduce to some extent. And foreign portfolio and other type of heavy money investors cannot leave the market easily as they have to pay the new tax.

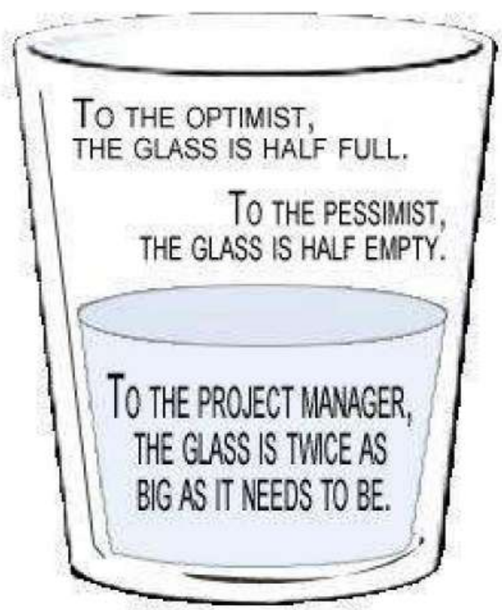
For economy it cannot be prove as that profitable, because the foreign portfolio investors and other high institutional investors may move out for other better investment avenues better than India where there is less tax applicable. Which in turn is harmful for the domestic economy as there may be outflow of chunk of money from the economy.

On the other hand, the current government is charging dual tax. As the securities transactions tax is applicable on the transactions of sale and LTCG is applicable on gains made out of it. Which is not applicable in any other countries.

Hence the re- introduction of long term capital gain tax may prove as a boom for the Indian retail investors. And shall strike a balance in the economy by reducing the abusive use of tax arbitrage opportunities

■ ■ ■

MIM...Munches.



CONCENTRATION

Manoj Hemnani

Our world has become busier and busier with more TV Stations, Radio Stations, Websites, E-mails, Mobile Phones and other forms of interruptions in the daily life. We become overwhelmed with new ways of simplifying life, but in reality the so called time saving devises end up chewing up more and more of our time. End of the day all of us say, we wanted to be successful but not able to focus on anything!

One of the secrets to success is the magic key and the magic key is “Concentration ". It is a 13 lettered word. Very simple but powerful. It has a tremendous power that transforms life like a tornado in action. Concentration has been defined as "the ability to direct one's thinking in whatever direction one would intend".

Success and failures are part of the progress in life. However success and failures have to be handled differently. It is also to be observed that despite the differences in the way the two are to be handled, there are some aspects, which one needs to consider which are common to both. One of the key common factors for both success and failure is Concentration.

Successive failures sometimes make one to think of the failures there by preventing one from bringing back the focus to the task.

This can be amply seen in our cricketing world, which most of us are familiar. There have been several instances, when batsmen after achieving a milestone like having scored a century, a double hundred, tend to throw away their wicket. This is due to the sudden shift in the focus from continuing the task, to the happiness of success. Similarly, the failures of capable batsmen were mainly due to the lack of concentration and letting their thoughts drift to those aspects not relevant to the game or failures that have gone behind.

This tells us, concentration can improve with constant habits and training. Concentration will be required to retain ones focus while reaping success and also to bring back the lost focus due to failures. We all have the ability to concentrate. But at times our thoughts are scattered, and our minds race from one thing to another. To deal with such times, we need to learn and practice concentration skills and strategies. To concentrate, we have to learn a skill, and as with any skill this means practice repeated day after day until we achieve enough improvement to feel that we can concentrate when we need to.

Our ability to concentrate depends on :

1. Our Commitment: We need to make a personal commitment to put in the effort needed to do the task in the way which we realistically plan to do it. If we just play at it in a half-hearted manner then it is much more difficult to take the task and ourselves seriously.

2. Our Enthusiasm for the task: If we are interested in the task and enjoy doing it, then we find it easy to motivate ourselves to start. Once started, our feelings of involvement in the activity keep us going - we want to do it.

3. Skill at doing the task: Knowing how to do something gives confidence that our efforts will be successful, so we don't have to deal with anxiety whether this will work or not. Anxiety tends to impair concentration.

4. Our Emotional and physical state: When we are in good physical condition - i.e. feeling rested, relaxed and comfortable - and our emotions are calm, then we tend to be positive about things. This in turn raises self-esteem, which makes us more able to concentrate, if only because we don't have to worry about how awful we are or life is.

5. Our Psychological state: For example, if we are in an obsessional or distracted state our thoughts are pre-occupied, leaving little mental space to think about anything else.

6. Our Environment: It is much more difficult to concentrate if our surroundings keep intruding on our awareness, perhaps because it is noisy, too hot or too cold, the furniture is uncomfortable or the people around us are stressing out.

To conclude, it goes without saying concentration helps us to solve problems and come up with the fastest path to attain our goals. It is very difficult to succeed without concentration. A mind that concentrates is a beautiful mind. It is a mind that will get results and give us power to overcome challenges.

We all have different levels of concentration. Concentration can be improved through practice and avoiding distractions. Don't you feel concentration is indeed the Magical Key to Success? The question is how will you improve your concentration today?

■ ■ ■

व्यवस्थापन

Mayur Masurkar

संघटति आयुष्यासाठी व्यवस्थापन आवश्यक आहे आणि सिर्व प्रकारच्या व्यवस्थापन चालवण्यिासाठी आवश्यक आहे. चांगले व्यवस्थापन यशस्वी संस्थांचे आधार आहे. आयुष्याचे व्यवस्थापन म्हणजे जीवनातील उद्दीष्टे साध्य करण्यासाठी आणि सिंस्थेचे व्यवस्थापन करण्यासाठी गोष्टी पूरण केल्या म्हणजे याचा उद्देश प्राप्त करण्यासाठी गोष्टी आणि इतिर लोकांद्वारे गोष्टी करणे

व्यवस्थापन कला कविा वज्ञ्िान असले तरीही वादववािद वषिय राहील. तथापि, बहुतेक व्यवस्थापन वचिारवंत सहमत आहेत की औपचारकि शैक्षणकि व्यवस्थापन पार्श्वभूमीचे काही स्वरूप यशस्वीरत्यिा व्यवस्थापति करण्यात मदत करते. व्यावहारकिपणे, सर्व सीईओ वदि्यापीठ पदवीधर आहेत. म्हणून, सर्व शैक्षणकि संस्थांमध्ये व्यवसाय पदवी कार्यक्रम समावष्टि करण्याचे कारण

व्यवस्थापन हे नयिोजन, आयोजन, नरि्देशन आणि नयिंत्रण करण्याच्या कार्याशी संबंधति तत्त्वांचा एक संच आहे आणि सिंस्थात्मक ध्येये साध्य करण्यासाठी भौतकि, आर्थकि, मानवी आणि माहतिीच्या स्रोतांना प्रभावीपणे आणपि्रभावीपणे वापरण्यात या तत्त्वांचा वापर करणे

काही स्वरूपात कविा दुसऱ्या व्यवसायात जीवन जगण्याचा एक अवभिाज्य भाग आहे आणि इच्छति उद्देश प्राप्त करण्यासाठी मानवी प्रयत्न केले जाणे आवश्यक आहे. आम्ही आपले जीवन कविा आपला व्यवसाय व्यवस्थापति करतो की नाही हे व्यवस्थापनाचे मूलभूत घटक नेहमी खेळत असतात

पुढील श्रेण्यांमध्ये व्यवस्थापनाचे तपशीलवार वर्णन केले जाऊ शकते:

प्रक्रयिा म्हणून व्यवस्थापन

क्रयिाकलाप म्हणून व्यवस्थापन

शस्ित म्हणून व्यवस्थापन

समूह म्हणून व्यवस्थापन

वज्ञ्िान म्हणून व्यवस्थापन

कला म्हणून व्यवस्थापन

व्यवसायाचे व्यवस्थापन

प्रणाली म्हणून व्यवस्थापन, एक संगठति समाजाचा केवळ एक आवश्यक घटक नाही तर आपण आपल्या जीवनाचे व्यवस्थापन करण्यावषियी बोलतो तेव्हा जीवनाचे अभनि्न अंग देखील आहे. आयुष्याचे व्यवस्थापन एखाद्या संस्थेचे व्यवस्थापन करण्यापेक्षा बरेच वेगळे नाही आणि हे 'कला' आमच्या काळातील प्राचीन काळापासून आहे. जसे एक चांगले व्यवस्थापति केलेले आयुष्य अधकि चांगले व्यवस्थापति केलेले असते, तसेच लक्ष्यति आणि यिशस्वी, एखाद्या संस्थेचे 'चांगले' व्यवस्थापन संस्थेच्या यश आणि अयशस्वीतेत फरक करते.

MIM... Munches

How many manager does it take to change a light bulb?

1) A roomful - they have to hold a meeting to discuss all the ramifications of the change.

2) None, they like to keep employees in the dark.

3) "This topic was resumed from last week's discussion, but is incomplete pending resolution of some action items. It will be continued next week. Meanwhile ..."

4) "We've formed a task-force to study the problem of why light bulbs burn out, and to figure out what, exactly, we as supervisors can do to make the bulbs work smarter, not harder."

PERSEVERANCE

Komal Punjabi

Perseverance is the ability to go on when things seem hopeless. It is also a measure of success, or at least how much sacrifice one is willing to make in the name of success. As students, it is impossible to achieve personal success without having a goal, or direction. The goal and direction that often propels us to achieve is perseverance. Perseverance is the ability to forge ahead despite setbacks that threaten to undermine all efforts to succeed.

There is no shame in falling; the shame is in accepting the the fall as defeat. Nelson Mandella once said, "The greatest glory in living lies not in never falling, but in rising every time you fall." That is the essence of persevering--finding the will to get up even though you know you are being counted out.

Perseverance is a miracle-working virtue; if you have it, you can accomplish anything. Success in any field is the fruit borne on the tree of perseverance. There is no single example in the entire human race that is an exception. Perseverance actually is going from one failure to another without losing the enthusiasm to face more failures. All great personages whom we adore as role-models of success such as Albert Einstein, Charles Darwin, Isaac Newton, Socrates, Thomas Edison, Abraham Lincoln, Charlie Chaplin, Henry Ford, Bill Gates, Walt Disney, Helen Keller, Mahatma Gandhi, and so on achieved greatness through perseverance only.

The one great lesson to be learnt from these amazing personages is the lesson of perseverance, determination and acceptance of failures without losing heart and the sight of our goal.

The following lines describe the spirit of perseverance:

'When the things go wrong, as they sometime will,

When the road you are trudging seems all uphill,

When the funds are low and the debts are high,

And you want to smile, but you have to sigh,

When care is pressing you down a bit-

Rest if you must, but don't you quit.

■ ■ ■

MIM... Munches

A young man was hired by a supermarket and reported for his first day of work. The manager greeted him with a warm handshake and a smile, then gave him a broom and said,

"Son, your first job will be to sweep out the store."

"But I'm a College graduate," the young man replied indignantly.

"Oh, I'm sorry. I didn't realise that," said the manager. "Here, give me the broom -- I'll show you how."

MANAGEMENT LESSONS FROM SPORTS

Twinke Matta

"Train yourself like an athlete,

Eat like a nutritionist,

Sleep like a baby,

Win like a champion!"

Last evening, I was watching sports channel which every Indian loves doing in their leisure time. Suddenly, a thing struck my mind. How versatile are these personas! They learn, they grow, they work hard, they fail, the work even harder, they earn, they earn money, they earn fame, they earn respect, they represent their country and they win. There are oodles of things to comprehend from sports personalities, which can mold you from a normal person to a legend.

To succeed the most important thing you entail are 2Ds. The 1st D-Dedication was meant for the legend Sachin Tendulkar. In his junior days, he uses to sleep with his cricket gear that shows how much passion he possessed for Cricket. There is a deeper thought concealed here which we can inculcate in management field, there are certain dreams which don't let you sleep.

The later D which portraits Discipline can be best noticed in M.S.Dhoni. in a recent match with Australia, there were scads of altercation between the players. Dhoni decided to keep mum. Meanwhile, his performance spoke louder than words on field. His actions vocalized for him.

That's the kind of discipline and stoicism we need at workplace. Let your work and reward speak for you.

You and me wants India to win, Virat Kohli just wants it more. Virat Kohli- The smartest manager cum/and leader/captain. He suffered 2 defeats in his first four tests as captain but never the less, kohli ain't a quitter he went without a defeat in next 19 tests, the longest streak by any captain. This makes us assimilates, mangers are born to sun shiners. In spite of all the hurdles that stumble on us or make us gaga about it, never quit, never ever.

The hurdle thing nudged me about prominent Mary kom and P.T. Usha. The former was so avid about boxing that she didn't leave the love for it even after becoming mother of two children. To accentuate about PT lets throwback to the days when she started. She pioneered her career as an athlete with scholarship of Rs.250. These two instances recapitulates- No hurdle is a big hurdle.

Well the price of greatness is responsibility. A classic example of this was evoked by Mr. Sunil Gavaskar - The Starry eyed man. This hero saved a family from mob back in Hindu-Muslim riots. This persuades a thing; you can make a living by what a you get, but you need to give to make your living a life.

Another lesson we learn is from supercalifragilisticexpialidocious Mr. Kapil Dev be, "Everything is possible for him who believes." Mr. Dev never missed a match because of injuries or fitness issue. This sums up all. The oh so typical excuses will lead you nowhere but a step behind on the ladder of success.

It's not how big you are, It's how big you play.

Play in life, Play at work,

Play with your sugar ones,Play as a person.

"Think Big; Do Better"   Good Luck!

Mentor's Pen

EMPLOYEE ENGAGEMENT

Dr. Gunjan Hasijani
Assistant Professor

"Employee Engagement" is one of the popular concepts in HR these days. Employee engagement is an amalgamation of commitment, loyalty, productivity and ownership. An organizations capacity to manage employee engagement is closely related to its ability to achieve high performance levels and superior business results.

The essence of employee engagement lies in providing a positive environment where employees are free to contribute more of their energy, efforts and thought processes in ways that significantly and favorably impact the goals of the organization. The primary behaviors of engaged employees are speaking positively about the organization to co-workers, potential employees and customers, having a strong desire to be a member of the organization and exerting extra effort to contribute to the organizations success.

The degree to which employees are engaged can have a tremendous impact on the success of an organization. According to Richard Branson,Virgin Airlines, employee engagement is a key driver of organizational performance and an engaged employee creates loyal customers who in turn create bigger profits and then provide a road map for achieving outstanding organizational performance.

Engaged employees are aware of business context and work to improve performance for the benefit of the organization. They are builders. They want to know the desired expectations for their role so they can meet and exceed them. They perform at consistently high levels and are naturally curious about their company and their place in it. They want to use their talents and strengths at work every day. They work with passion and they drive innovation and move their organization forward.

While we may have an idea of what engagement means and what an engaged employee looks like, but there are some key elements which are necessary to maintain the level of engagement or to improve the level of engagement:

·

- *A sense of belongingness:* One way that managers can ensure employees are engaged is to create a feeling of belongingness among the employees.
- Job Satisfaction: People who are in good spirits, are more likely to be productive. Creating a positive work environment is one way of creating a sense of belongingness.
- ·Appreciation and Recognition: Appreciation is a fundamental human need. Employee recognition lets employees know that their hard work is valued. Whether it's some annual reward or a simple note of thanks, managers should not underestimate the importance of acknowledging their employees success.
- ·Career progression: Offering plenty of opportunities for employees to build their skills should be a priority for leaders looking to increase engagement. No talented employees want to stagnate professionally, they want to develop their skills, advance and thrive and its important for companies to recognize that.

The overall outcome of employee engagement fosters positive improvements in organizational effectiveness. The same can be witnessed through enhancement in customer satisfaction, overall job performance improvements and lower employee turnover. Hence, there is a positive correlation between engaged and happy team resulting in healthy bottom line.

■ ■ ■

EMPLOYEE ENGAGEMENT AT IFIN

Mrs. Diya Udasi
Assistant Professor

IFIN is a wholly owned subsidiary of Infrastructure Leasing and Financial Services Limited (IL&FS). Infrastructure Leasing & Financial Services Limited (IL&FS) is one of India's leading infrastructure development & finance companies. IFIN is engaged in a wide range of investment banking activities in both fund and non-fund based areas. The services are broadly divided into Asset & Structured Finance, Project Finance & Advisory, Corporate Advisory and Debt Syndication. Different Services offered are Infrastructure services such as project development, project implementation, education, technology, etc. & financial services such as Project finance, investment banking, Private Equity, Trust & Fiduciary.

"Employee engagement" is one of the popular concepts of HR and has been always a challenge for HR managers. Many organizations have launched new initiatives to improve levels of 'employee engagement'.

"Employee engagement is a state where employees are emotionally committed to their job and the values of the organization in which they work. Due to their commitment to the job, engaged employees demonstrate high motivation, high performance, and a willingness to speak positively about the organization to those around them."

The essence of employee engagement is to provide a positive environment where employees are free to contribute, and desire to contribute, more of their energy, efforts and thought processes in ways that significantly and favorably impact the goals of the organization.

Employee Engagement at IFIN:

Employee engagement at IFIN is based on different programs such as I-Mentor program, Talent Management Program, etc. These programs are designed as per the nature of the business, clients of the organization. These programs provide employees a good sense of togetherness & involvement in the organization. The programs helps employees to have a good career development.

1. I – MENTOR PROGRAM

I-mentor program at IFIN is the program, which helps the employee to have proper guidance with the help of some senior authority. In this program, a mentor is assigned to the employee below a particular level of the designation. This program specially helps management trainees, as they are new to the organization & thus it helps them to have an interaction with one another.

Program meetings are also conducted wherein mentor & mentee have discussion about their work & the goals to be achieved. There are 6 meetings conducted in a year. The report of all the meetings is submitted at the year end by the mentor. This program thus helps in creation of a good communication between the employees along with a good level of guidance.

1. TALENT MANAGEMENT PROGRAM

The main aim of this program is to build soft skills. The employees are given an appropriate feedback on their work. This program is used in the way of performance appraisal, training & development, etc. This program gives benefit to the employees in the form of their development & growth.

1. CAREER PATH PROGRAM

Career Path program is the program designed for employees' career development. It is designed for the employees with a good number of years of experience (6 – 7 years) in the organization. Employees can pursue the stream of their choice for their further work. They can select the department of their choice in which they want to work. Thus the employees get flexibility & the work of their own choice.

1. BIRTHDAY CELEBRATION

At IFIN the Employees' Birthday are celebrated in a very good manner. Along with the bouquet of flowers to the birthday Boy / girl, the birthday is celebrated by distributing some snacks & sweets to all the members of the organization. In this way, the employees feel connected to the organization.

As such, Employee Engagement is the buzzword term for employee communication. It is a positive attitude held by the employees towards the organization & its values. It is rapidly gaining popularity and importance in the workplace and it impacts organizations in many ways. An organization should thus recognize employees, more than any other variable, as powerful contributors to a company's competitive position. Therefore, employee engagement should be a continuous process of learning, improvement, measurement and action.

■ ■ ■

HIGHER DEBT: ROCKET BOOSTER OR ANCHOR?

Dr. Anju Vaswani
Assistant Professor

For a business, using debt or other people's money is like a double edged sword - if the business is extremely successful or profitable, it creates leverage impact and profit is magnified; whereas if business goes sour, it again creates leverage impact and makes the losses steeper. Tata Motor acquiring Jaguar and Land rover through leveraged buy-out deal depicts the positive impact of leverage whereas the recent cases of Nirav Modi Scam & IL&FS crises depicts the negative impact of high debt.

Equity or Debt? This is the question which every business house considers whenever there is need for funds. Is equity better than debt? Or debt better than equity? Should the growth plans be financed entirely by equity or entirely by debt or by mix of debt and equity?

The solution to all the above questions is that the business should be financed with an optimal mix of debt or equity which contributes to value maximization of company. There are many factors that influence the decision of debt-equity:

- Flotation costs: If investment banks are charging a lot to issue (or "float") new stock, issuing debt will be cheaper and vice versa.
- Interest rates: High interest rates will require the business to offer high coupon bonds in order to be an attractive investment. This will be more costly, thus issuing equity will be cheaper and vice versa.
- Tax rates: High tax rates will deduct from bondholders' returns as they will need to give more of their coupon

away. Thus, they will demand higher returns to compensate. In this case, issuing equity will be cheaper and vice versa.

• Earnings volatility: If the business is seasonal, or sees volatile revenues each month, it will be difficult to guarantee enough cash for coupon payments. Therefore, issuing equity will be a better decision and vice versa. For example, FMCG companies have stable earnings & so they can afford to take more debt compared to Apparel companies whose earnings are volatile and are impacted by change in fashion trends.

• Business growth: If the company is fairly young and is making significant investments in R&D in order to support growth, it may be wiser to reduce monthly claims on cash flows by issuing equity

• Control of the Business: When you have a loan, the lender has almost no amount of control over your business. So, if promoters don't want to dilute their controlling stake in business, debt financing is preferred over equity.

The Bottom Line:

When you need money to finance your business startup or expansion, you have to figure there will be a trade-off between the factors:

It's easier to get a loan, and you keep control of the business, but the cost can be high-interest rates and there is a chance that the lender will foreclose.

It's more difficult to get investors, and they will demand control of the business. Investors take a large risk because they could lose all their money; for that risk, they demand high returns.

The right ratio will vary according to your type of business, cash flow, profits, and the amount of money you need to expand your business.

■ ■ ■

INVESTMENT AVENUES

Mrs. Krishika Chandwani
Assistant Professor

Investments have always been a top priority for those seeking to grow their money. There are many investment options available where people can invest and fulfil their dream of becoming rich. There are 2 aspects in investments i.e. Risk and Return. It is said that higher the risk , higher the returns and vice versa. Let's have a look at various investment options with their risk profile:

1. Equity Shares: Investing in stocks may not be everyone's cup of tea as it's a volatile asset class and there is no guarantee of returns. Further, not only is it difficult to pick the right stock, timing your entry and exit is also not easy. The only silver lining is that over long periods, equity has been able to deliver higher than inflation-adjusted returns compared to all other asset classes.

2. Equity mutual funds: Equity mutual funds predominantly invest in equity stocks. As per current Securities and Exchange Board of India (Sebi) Mutual Fund Regulations, an equity mutual fund scheme must invest at least 65 percent of its assets in equities and equity-related instruments. An equity fund can be actively managed or passively managed.

3. Debt mutual funds: Debt funds are ideal for investors who want steady returns. They are are less volatile and, hence, less risky compared to equity funds. Debt mutual funds primarily invest in fixed-interest generating securities like corporate bonds, government securities, treasury bills, commercial paper and other money market instruments. Currently, the 1, 3, 5 year market return is around 6.5 percent, 8 percent, and 7.5 percent, respectively.

4. National Pension System (NPS): The National

Pension System (NPS) is a long term retirement - focused investment product managed by the Pension Fund Regulatory and Development Authority (PFRDA). The minimum annual (April-March) contribution for an NPS Tier-1 account to remain active has been reduced from Rs 6,000 to Rs 1,000. It is a mix of equity, fixed deposits, corporate bonds, liquid funds and government funds, among others.

5. Public Provident Fund (PPF): The Public Provident Fund (PPF) is one product a lot of people turn to. Since the PPF has a long tenure of 15 years, the impact of compounding of tax-free interest is huge, especially in the later years. Further, since the interest earned and the principal invested is backed by sovereign guarantee, it makes it a safe investment.

6. Bank fixed deposit (FD): A bank fixed deposit (FD) is a safe choice for investing in India. Under the deposit insurance and credit guarantee corporation (DICGC) rules, each depositor in a bank is insured up to a maximum of Rs 1 lakh for both principal and interest amount

.7. Senior Citizens' Saving Scheme (SCSS): Probably the first choice of most retirees, the Senior Citizens' Saving Scheme (SCSS) is a must-have in their investment portfolios. As the name suggests, only senior citizens or early retirees can invest in this scheme. SCSS can be availed from a post office or a bank by anyone above 60.

8. RBI Taxable Bonds: The government has replaced the erstwhile 8 percent Savings (Taxable) Bonds 2003 with the 7.75 per cent Savings (Taxable) Bonds. These bonds come with a tenure of 7 years. The bonds may be issued in demat form and credited to the Bond Ledger Account (BLA) of the investor and a Certificate of Holding is given to the investor as proof of investment.

I9. Real Estate: The house that you live in is for self-consumption and should never be considered as an investment. If you do not intend to live in it, the second property you buy can be your investment. Investments in real estate deliver returns in two ways - capital appreciation and rentals. However, unlike other asset classes, real estate is highly illiquid

10. Gold: Possessing gold in the form of jewellery has its own concerns like safety and high cost. Then there are 'making charges', which typically range between 6-14 per cent of the cost of gold (and may go as high as 25 percent in case of special designs) One can also buy ingeniously minted coins. An alternate way of owning paper gold in a more cost-effective manner is through gold ETFs. Such investment (buying and selling) happens on a stock exchange (NSE or BSE) with gold as the underlying asset.

■ ■ ■

MIM Munches

A man talking to God:

The man: “God, how long is a million years?”

God: “To me, it's about a minute.”

The man: “God, how much is a million dollars?”

God: “To me it's a penny.”

The man: “God, may I have a penny?”

God: “Wait a minute.”

FOR HEALTHY FUTURE

Mrs. Deepali Kulkarni
TPO

My son doesn't want to eat anything", "I don't want my daughter to eat too much and have the same (weight) issues that I do". A latest book, Notes For Healthy Kids, says it is an important issue both for the present and for a healthy future generation. The pressures of the food industry and policy failure on a governmental level are leading to gaps in nutrition. The issue is exacerbated by a globalization of our diets. All these factors can have serious repercussions across strata and age groups. The way forward is to change how we look at food as both parents and children and cooking and eating as a family. One of the ways to do this is by involving children in the kitchen, having them set the table, taking them to farms to understand where their food comes from. These exercises will allow them to look beyond the marketing gimmicks of the food industry, and connect them to the soil and create appreciation for the food system and a commitment to good health that will last a lifetime.

As obesity is a growing problem in India, how can parents prevent the creation of what you call the "obesogenic environment".

I believe childhood obesity is a policy failure rather than a personal or parenting failure. Currently, in India we have the highest number of malnourished kids and the second highest number of obese kids. You get there by having policies that subsidize fertilizers but don't support native, natural farming efforts or create market linkages between rural and urban India. We should hold our politicians responsible and accountable for poor planning of cities, lack of local produce in our markets and shrinking green spaces. As parents, it is important to say no every time your child asks for a chocolate for finishing all the food on their plate. As a household, it is important to adopt certain habits. Don't have a fridge stocked with aerated drinks or packaged juices, or watch TV while eating. Another important point is to speak to your children in their local, native language. This is the language that our grandmothers spoke and is one of love and compassion—a language that should extend into food and trump the narrative of fear and caution.

How does one tackle the problem of underweight and malnourished children especially among the less privileged sections of society?

There was a time when India's poor were not victims of obesity and non-communicable diseases but that's no longer the case. With packets of ultra-processed foods like chips and chocolates available for 5 rupees, the poor and the lower middle class is fast getting fat. Good nutrition is easily achievable and obesity is preventable if there's government will and push for the right policies. The return of millets and value creation for the neglected and underutilized species of fruits and vegetables of every region of India will go a long way in preventing malnourishment. The anganwadi (rural childcare centre) programme is a huge success and a shining example of the impact that policies can achieve when backed with political will. In the Sonave village of Palghar district, near Mumbai, a programme that sends ragi kheer to about 500 kids in anganwadis and hope to cover many more in the coming months. Private and public partnership with government officials working as facilitators has worked wonders for the region and this is scalable if the government is able to find genuine partners in other regions of India.

The way children eat has changed with the growth of nuclear households where both parents are working. How can one ensure efficient as well as healthy cooking within this setup?

Cooking at home saves both time and money in the long term by preventing obesity and all the diseases that follow that condition. We need to understand that cooking isn't the chore that it is made out to be. One of the reasons why we undervalue cooking is because we take very little interest in the local, seasonal produce. The other big change that India is waiting for is for our men to enter the kitchen. They need to contribute to sourcing, cooking and serving food in their homes. Everyone had a grandfather who could cook, a father who would go out and do the daily shopping for fresh fruit and veggies. Then there is the husband who demands hot food on the dining table and a son who needs to be cajoled and bribed to just eat a bite. According to me, the problem is less the nuclear family but more about a change in the attitude of the Indian male.

How to balance the facts and myths?

One of the ways to do this is to assess where we live and to find what grows naturally on our land and what the birds, bees and butterflies pollinate and feed on. In this awareness lies the deepest truth about nutrition. We have over 10,000 varieties of rice, over 65,000 varieties of pulses, over 7,000 varieties of vegetables, a veritable gold mine that has been explored and perfected with region-specific cooking by our grandmothers. There isn't a better formula for health but to cook what grows locally and in season and to eat with a heart filled with gratitude. Education means recognizing this diversity and fighting back for the sake of our future. A healthy population and a healthy planet depend on our ability to do just that.

Is there anything that can be acceptable as junk food for a child?

All Indian delicacies that are made at home can be enjoyed freely and they shouldn't be counted as junk just because they are fried or have sugar. And as far as even pure junk food goes, the stuff that you can buy off markets or chains too is okay as long as it's not offered as a treat or is perceived as an aspirational food item. This is true even for fat-free ice cream, flourless pizza or sugar-free chocolates. The thing is that junk doesn't get healthy because some nutrient is added to it and fresh, seasonal produce, cooked in our kitchens, doesn't become junk because of a particular food group or nutrient in it. When it comes to food, there is no room for guilt, it should be all about gratitude and common sense.

How much can a child participate in the food choices they are presented with?

About the involvement of kids in food sourcing, cooking and eating. Involving children in the kitchen, having them set the table, taking them to farms, letting them touch leaves, fruit, roots, is an engaging and positive exercise. It's an enabler; an educative and empowering experience which allows them to see through cheap marketing gimmicks of the food industry and allows them to make choices in tune with time-tested ways of staying healthy. The whole point is to adopt a more sensible, simple and sustainable lifestyle as a family and to take it a day at a time. Don't expect an overnight change but if you keep at it long enough, the change will be a liberating and irreversible one.

■ ■ ■

Mates who mattered :

Creation of 'Himmat' was an outstanding journey in itself. We are indebted to our philosophers, guides and friends for walking besides us in this challenging but enjoyable journey.

The team of 'Himmat ' would like to express a deep sense of gratitude to HSNC Board for backing and patronizing the idea of the magazine. It is through their teachings, encouragement and support that we have gained and grown.

We express our deep sense of gratitude to our Director Dr. Swati Sabale for inspiring us and for pushing us to go beyond our own imagination. Her unrelenting support and constructive criticisms helped us shape the magazine to where it is today.

We would like to express our deepest appreciation to the teaching staff for augmenting the magazine by sharing their knowledge, experience and expertise.

Last but not the least, we would like to thank the students for pouring in articles and for sharing their ideas and tips all of which resulted in the culmination of a magazine of outstanding standard.

Thank You All!

Editorial team

Look to this day !
For it is life, the very life of life.
In it's brief course lie all,
The varieties and realities of the existence.
The bliss of growth...
The glory of action,
The splendor of beauty
For yesterday is but a dream
And tomorrow is only a vision..
But today well lived makes,
Every yesterday a dream of happiness..
And every tomorrow a vision of hope..
Look well therefore to this day..!