Hashmatrai & Gangaram Himathmal Mansukhani Institute of Management

Himmat

Annual Magazine 2021-22

Contents

Editorial

Greetings to our readers,

In the midst of unprecedented times, we proudly present the 2021-22 edition of Himmat magazine. This issue encapsulates the journey of resilience, creativity, and unity that defined the year.

The pandemic and lockdowns reshaped how we learn and connect. Our institute's response was remarkable, with hybrid learning bridging physical distances.Himmat has always been a platform for voices to shine. In this edition, our faculty and students transcend limitations, sharing diverse perspectives that mirror our collective experience.

Heartfelt thanks to the HSNC board for their unwavering support, and to Dr. Swati Sabale for leading with unwavering determination. Kudos to our editorial team for crafting this edition, and to all contributors for enriching it with their thoughts.

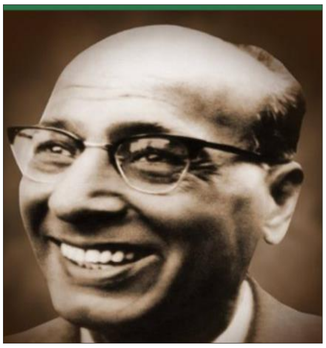
As we unveil this issue, we acknowledge any unintentional errors. This magazine stands as a testament to our collective strength and the power of Himmat (courage) in adversity.

With Gratitude,

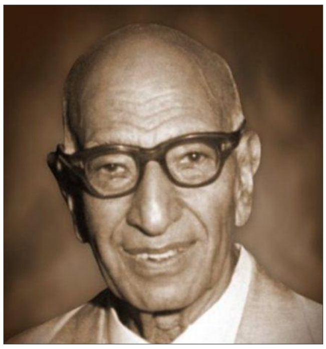
Editor in Chief	:	Dr. Swati Sabale , Director
Co-Editor	:	Dr. Anju Vaswani, Assistant Professor

MIM...Memories Immortal

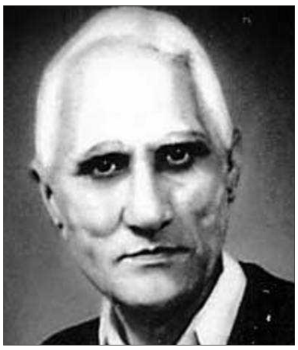
Late Chandibai Himathmal Mansukhani



Late Vidyasagar K.M. Kundnani



Late Barrister H.G. Advani

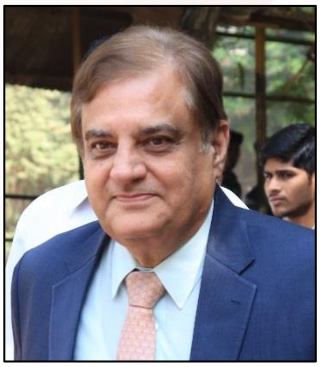


Late Diwan Hashmatrai Himathmal Mansukhani

Late Gangaram Himathmal Mansukhani

HYDERABAD (SIND)
NATIONAL COLLEGIATE BOARD

H(S)NC Board



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President & Trustee

Dr. Kishu Mansukhani
Immediate Past President & Trustee

Dr. Niranjan Hiranandani
Former President & Trustee

Mr. Lal Chellaram
Trustee

Ms. Maya Shahani
Trustee

Mr. Dinesh Panjwani
Secretary

Advisory Committee

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MIRC Electronics.

Mr. Nanik Rupani

Chairman,

Priyadarshni Academy.

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President,

Century Rayon.

Mr. Kishor B. Karia

Proprietor,

KB Karia and Co.

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Vice Chairman and M.D.,

Eureka Forbes Ltd.

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Director,

Klenzaids Contamination Controls Pvt. Ltd.

Dr. Indu Shahani

Ex- Sheriff of Mumbai

Former Principal, H.R. College of Commerce,

Director Academics, HSNCB.

Mr. Nischal H. Israni

Chairman,

Blue Cross Laboratories 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.

From the Director's desk

Dear Readers,

As I reflect upon the year that has passed, I am filled with a profound sense of admiration and gratitude. The 2021-22 edition of Himmat magazine is a testament to our collective strength, resilience, and creativity during these extraordinary times.

The pandemic challenged us to redefine education and learning. Our institution's response, marked by hybrid learning, symbolizes our untiring commitment to nurturing knowledge even in the face of adversity. This edition encapsulates the indomitable spirit that fuels our journey. The articles, essays, and reflections within these pages mirror our diverse thoughts and experiences.

I extend my heartfelt appreciation to the editorial team, whose dedication and hard work have given life to this magazine. Their unwavering determination in curating content that captures our journey is commendable.

To our faculty and student contributors, thank you for sharing your insights and perspectives. Your words exemplify our unity in diversity and inspire us to continue striving for excellence.

As we turn these pages, let us remember the challenges we've overcome and the victories we've achieved. Let this magazine be a source of inspiration, reminding us that with determination, creativity, and collaboration, there is no challenge we cannot conquer.

I encourage you to read, reflect, and cherish the voices that resonate within these pages. Together, we have navigated through uncertainties, and together, we shall continue to rise.

Dr. Swati Sabale

Director

MIM... Meritorious Mates

Batch 2020-22

Ghaywat Minakshi
1st Rank – FYMMS (Sem I)
1st rank- FYMMS (Sem II)

Mohinani Harsh
2nd Rank – FYMMS (Sem I)
3rd Rank – FYMMS (Sem III)

Hardwani Mohit
3rd Rank – FYMMS (Sem I)

Pasi Nisha
2nd Rank – FYMMS (Sem II)
1st rank- SYMMS (sem III)

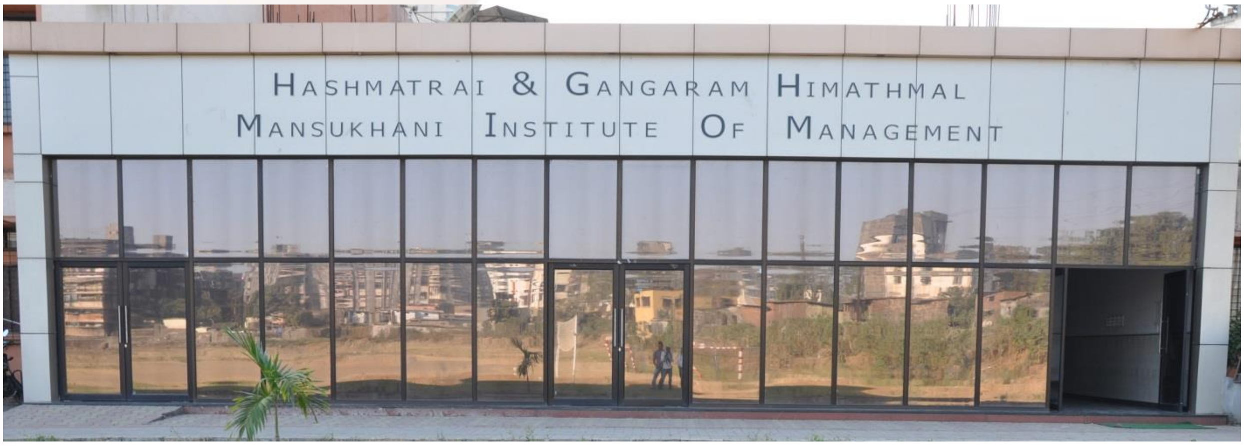
Maragaje Trupti
3rd Rank – FYMMS (Sem II)

Nandu Paras
2nd Rank – SYMMS (Sem III)
2nd Rank – SYMMS (Sem IV)

Mali Shweta
1st Rank – SYMMS (Sem IV)

Chandane Tushar
3rd Rank – SYMMS (Sem IV)

MIM… Highlights



<u>Vision:</u>

To be a center of excellence for management education creating competent professionals and entrepreneurs thereby contributing to the industry, economy and society.

<u>Mission:</u>

- To implement dynamic pedagogical tools and conduct student cantered activities for holistic development of students, moulding them into ethical, socially conscious and competent managers and entrepreneurs.
- To adopt academic and administrative philosophy to enhance reach of management education to diverse strata of students.
- To create, upgrade and maintain human, financial and infrastructural resources needed for providing quality management education.
- To integrate management education with business & industry.

<u>Salient Features:</u>

- 100% Final & Summer placements were achieved.
- Rotaract Club of MIM has been very active and executed a lot of social projects during pandemic.
- MIM students have bagged International & National level certifications.
- MIM is a local chapter for NPTEL Swayam – A massive open online courses.
- More than 70 research papers are published by faculties in various international & national journals.

MIM... Annual Report

Despite the challenges posed by the pandemic, the institute remained highly engaged throughout the year, organizing a multitude of co-curricular and extra-curricular activities via online platforms. Notably, the Rotaract Club of MIM displayed exceptional dynamism, actively contributing to the community's well-being during these trying times. A comprehensive overview of the diverse initiatives conducted can be found in the provided report below:

(I) Co-curricular Activities conducted:

- *Guest Lectures @ MIM:*

Date	Name	Topic
13-Nov-21	Mr. Mahesh M. Bhanushali	Career & Opportunities in operations and supply chain management
29-Jan-22	Mr. Abhishek	Being a good asset to the company
05-Feb -22	Mr. Sudeep Nagarkar	Authors talk “Follow your passion”
12- Feb-22	Mrs. Aakanksha Bhat	Domestic and International Recruitment Trends for Management
12-Mar-22	Mrs. Bhagyashree Karnik	Treasury & Risk Management
20-Mar-22	Mr. Deepak Aswani	Fundamental Analysis

(II) Extra-curricular Activities conducted:

- *Events @ MIM:*

Sr.No	Event Name	Date
1	Satyanarayan Puja	03/09/2021
2	Tree Plantation	10/09/2021
3	National Youth Day	12/01/2022
4	Republic Day	26/01/2022
5	Author’s Talk	05/02/2022
6	Mother Language Day	21/02/2022
7	Visit of Dr. Niranjan Hiranandani Sir	26/02/2022
8	Visit of Dr. Niranjan Hiranandani	26/02/2022
9	Women’s Day	08/03/2022
10	Sindhi Sahityakar	23/03/2022
11	Cheti Chand and Gudi Padwa	01/04/2022
12	Inauguration of Haresh Lakhani Computer Center	31/05/2022
13	International Yoga Day	21/06/2022

RCMIM Events:

H.& G.H. Mansukhani Institute of Management, under the patronage of Rotary Club of Vithalwadi has formed Rotaract Club of MIM, which was officially chartered on 31st August, 2019. During the pandemic, RCMIM has successfully conducted Several projects in an online and offline mode.

(III) Result Analysis:

Result Analysis: (Batch 2021-23)	**Total no. of students**	**Students Appeared**	**Students Passed**	**Ist Class**		**IInd Class**	**Rankers**	
				With Distinction	Without Distinction		Name	%
SEM-I	100	93	93	10	53	30	Nikte Amey	79.00
							Panjabi Roshni	77.63
							Khare Tejal	76.75
SEM-II	100	89	89	32	51	06	Nikte Amey	83.25
							Khare Tejal	82.63
							Nair Nithin	81.50

(IV) Research Highlights:

Research Papers Published (2022):

Sr.No	**Name of Faculty**	**No of Publications**	**Type of Journal**
1.	Dr. Swati Sabale	03	Peer reviewed Journals indexed in Scopus, ABDC, UGC CARE
2.	Dr. Gunjan Hasijani	02	
4.	Dr. Anju Vaswani	04	
5.	Mrs. Krishika Chandwani	01	

Below are the details of research papers published:

Sr. No.	Name of the Faculty	Title of Research Paper	Publication Details	Journal Type
1	Dr. Swati Sabale	Analysis of Social Media Influence of Consumer Purchasing Behaviour	Stochastic Modelling and Application, Volume 26 No.3, Jan-June Special Issue 2022 Part-2, ISSN: 0972-3641	Peer Reviewed, UGC Care Listed Journal
2	Dr. Swati Sabale	Analytical Study on the effectiveness of strategic adopted for employee Retention in the Organized Apparel Retail Sector	YMER, Volume 20 Issue 11, November-2021	Peer Reviewed Journal. UGC Care Listed Journal
3	Dr. Swati Sabale	Employee Retention strategies adopted by organizations during lockdown in organized apparel retail sector	Shodh Sarita, 2021, Volume 08, Issue 29, ISSN: 2348-2397	Peer Reviewed and UGC Care Listed Journal
4	Dr. Gunjan Hasijani	A study on impact of Supervisor's Support on Employee Health Programs	Stochastic Modelling and Application. 2021 ISSN: 0972-3641	Peer Reviewed, UGC Care Listed Journal
5	Dr. Gunjan Hasijani	A study on impact of Co-workers support on employee wellness programs	Shod Sarita, Volume (8) –Issue 1 (V), Jan – March 2021	Peer Reviewed Journal
6	Dr. Anju Vaswani	Digital economy and corporate taxes in India	Empirical Economics Letters - A Monthly International Journal of Economics, 2021. (ISSN 1681-8997)	Peer Reviewed and ABDC 'C' category Journal
7	Dr. Anju Vaswani	Financial Soundness performance review of listed commercial banks in India: An Application of Bankometer S-score mode	Empirical Economics Letters (ISSN 1681-8997) Volume 20, Special Issue 2, 2021	Peer Reviewed and ABDC 'C' category Journal
8	Dr. Anju Vaswani	Impact of E-banking on profitability of public & private sector banks in India	Anvesak – National Journal (ISSN- 0378 – 4568)- vol. 51, Issue 1 (XIX) 2021	Peer Reviewed and UGC Care Listed Journal
9	Dr. Anju Vaswani	Predicting financial distress in the Indian textile sector	Industria Textila Journal (ISSN – 12225347) Vol. 72, Issue 5 2021	Peer Reviewed and Scopus Indexed Journal
10	Mrs. Krishika S. Chandwani	An empirical study on impact of ownership patters on corporate governance of selected firms listed on S &P BSE IT Index	Shodh Sarita, 2021, Volume 8, Issue 29, ISSN: 2348-2397	Peer Reviewed and UGC Care Approved Journal

(V) Placement Highlights 2021-22:

No. of Companies visited on Campus	18
No. of Companies visited in Job Fair	51
No. of Companies visited in Mega Recruitment Drive	2
Highest Package	9,80,000/- p.a.
Average Package	3,59,250/- p.a.

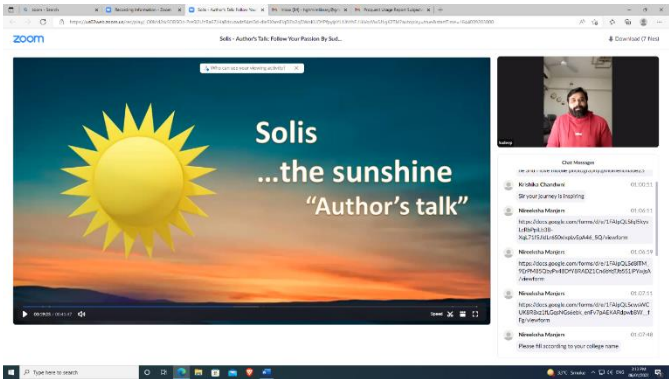
MIM… Moments Memorable

Solis- The Sunshine: An Author's talk

Solis- The Sunshine: An Author's talk was held in an online mode on 5th February, 2022. The event witnessed participation from more than 200 students. The students who had participated were from CHM college, Kalani College, Sadhubela college, RKT college and Birla college. Neeriksha Manjers from FYMMS was the host for the event.

Dr. Swati Sabale, Director madam welcomed the author Mr. Sudeep Nagarkar for the event. Madam congratulated her entire team for organizing such a motivating event for the student. Ms. Deepali Kulkarni (Asst. Professor), introduced the Mr. Nagarkar to the students and staff and requested him to start the session.

Mr. Sudeep Nagarkar, shared his entire journey of writing. The difficulties he faced for taking writing as profession. How did he convinced his parents and relatives to follow his own passion. How did he fought against all odds to overcome these difficulties. He also covered how management education helped him to follow his passion, the role of promotion of our own work, different things which we need to take care of while following our passion. He made students understand to think about the their passion now and follow them without any fear as it is right time for all students to decide upon the career.



After the session, students asked few questions to Mr. Sudeep Nagarkar and got motivated answer from him. Then at the end Dr. Sonia Bhavsar delivered the vote of thanks for the session and concluded the same.

Event Gallery

Republic Day Celebration

Inauguration of Haresh Lakhani Computer Centre

Carrer Counselling Session

Gudi Padwa Celebration

Independence Day Celebration

Sindhi Sitara – Celebrating Rich Sindhi Literature

Tree Plantation

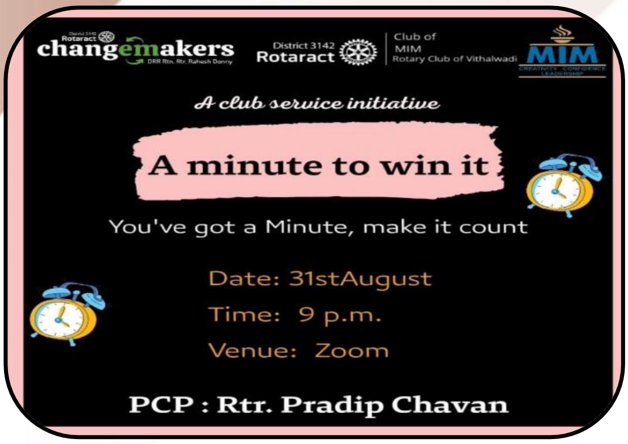
Blood Donation Drive

Visit of Dr. Niranjan Hiranandani

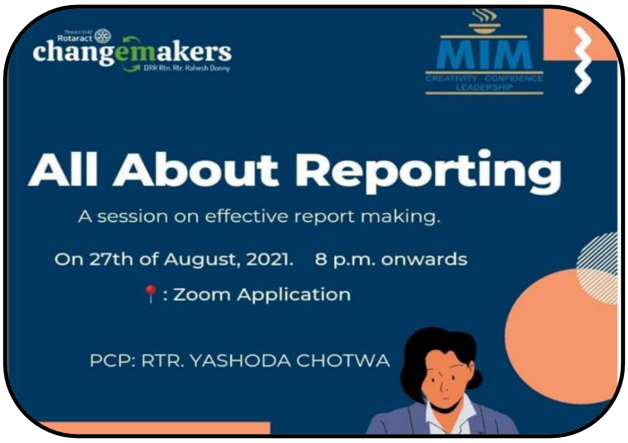
Personal Branding Session

Vigilance Awareness Week

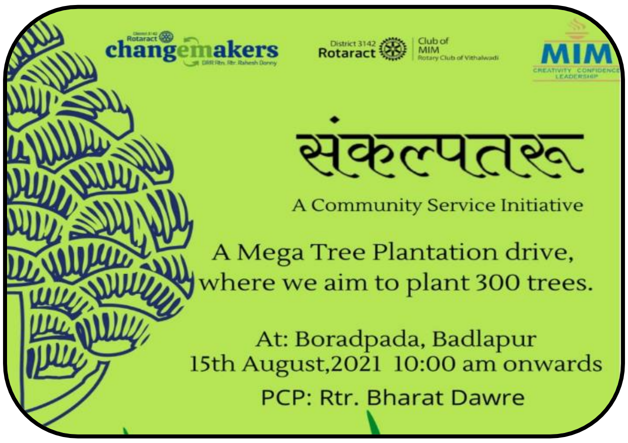
RCMIM Projects



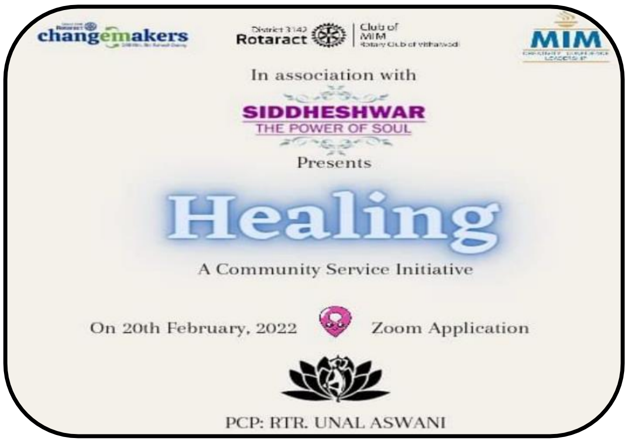
Minute it to Win it



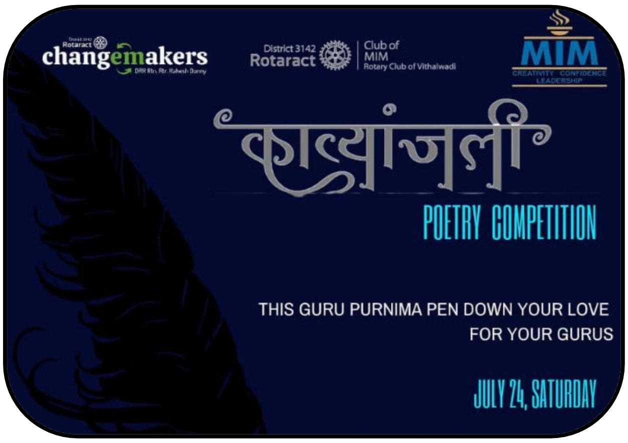
Expert Session on 'Effective Report Writing'



Tree Plantation Drive

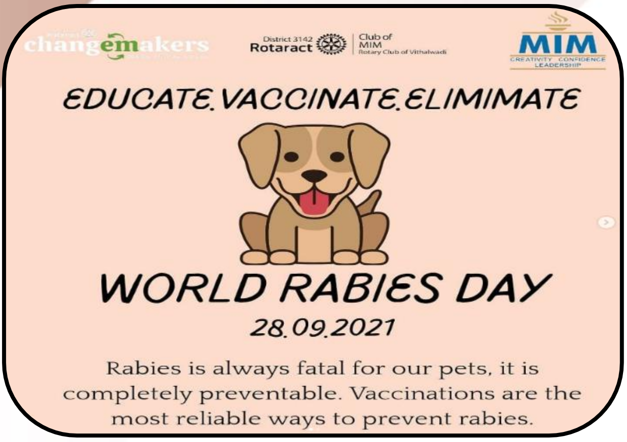


Healing – A community Service Initiative

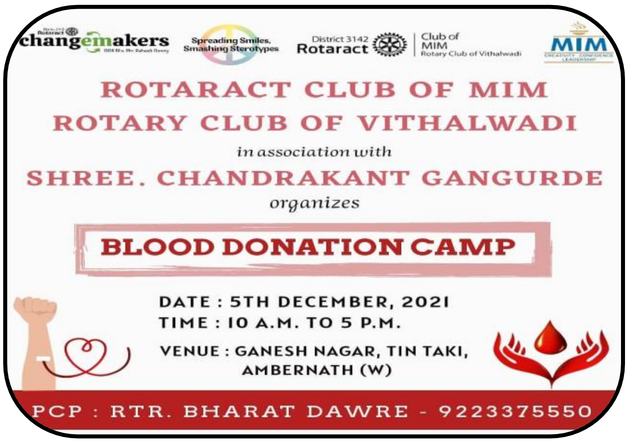


Kavyanjali – Poetry Competition

Saptarangi – Rangoli Competition

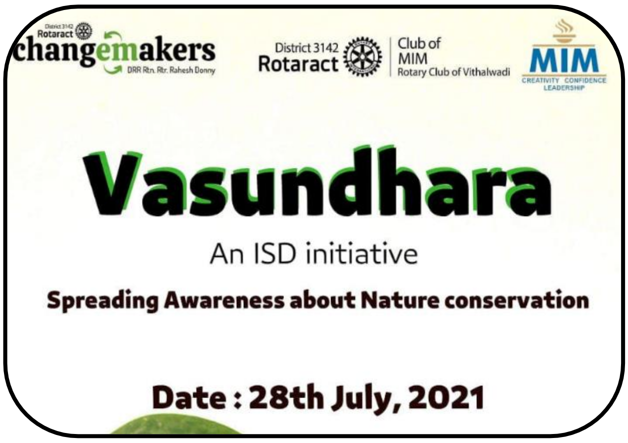


Celebrating ‘World Rabies Day’

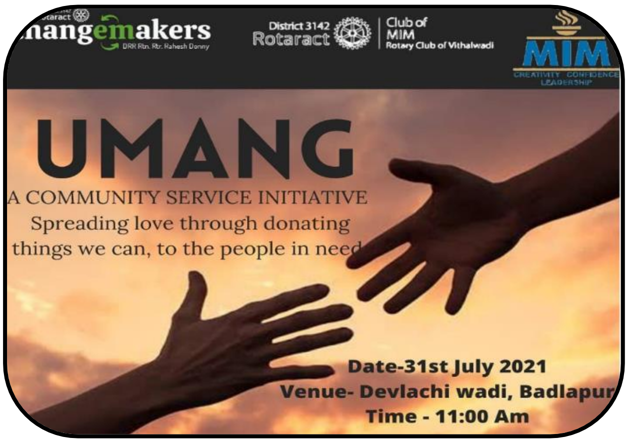


Blood Donation Camp

Covid 19- Vaccination Drive



Vasundhara – Spreading awareness about Nature Conservation



Umang- Donation Drive

Collaborating Clubs

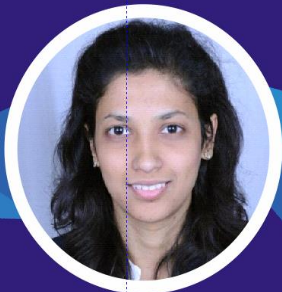
Prominent Alumni @ MIM

Bharat Gupta
Batch (2005-07)
Global Accounts Manager
DHL Express

Nayana sonawane
Batch (2005-07)
General Manager Treasury Risk
Reliance Industries Limited

Sriram Iyer
Batch (2006-08)
Chief Manager
State Bank of India

Kartikeyan Iyer
(Batch: 2006-08)
Associate Director
Xpressbees (BusyBees Logistics Solutions Pvt. Ltd.)



Bhagyashree Karnik
Batch (2007-09)
General Manager Treasury Risk
Reliance Industries Limited

Sujitha Sudhakaran
Batch (2008-10)
Assistant Vice President
Deutsche Bank

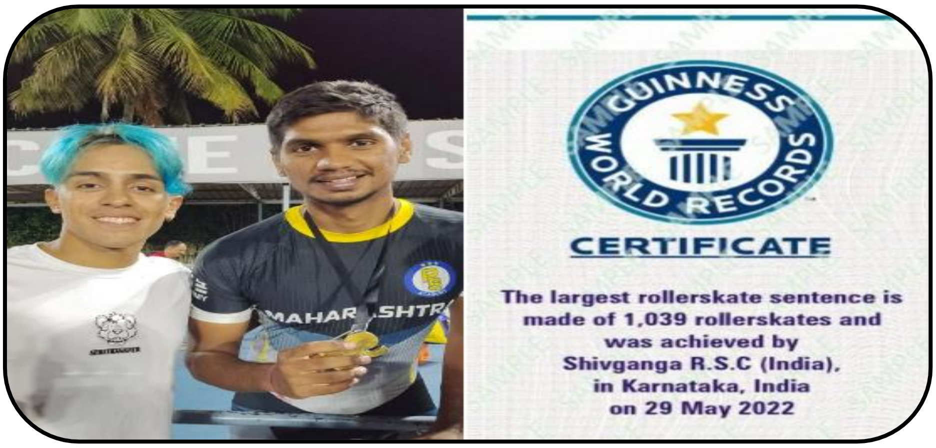
Mitali Dutta
(Batch: 2008-10)
Regional Head - Sales
ICICI Bank

Abhishek Panjabi
(Batch: 2009-11)
Vice President Business
Credit Vidya

Karan Valecha
(Batch: 2010-12)
Deputy Manager
HT Media Ltd

Achievements of MIM Students

RCMIM – Star Performer Award to Ms. Minakshi Ghyawat – SYMMS Student



Nishant Choutele SYMMS Student – Guinness World Record for Largest roller-skate sentence

Articles by Teaching Staff

Nurturing Excellence: Prioritizing Employee Wellness in the Modern Workplace

Dr. Gunjan Hasijani
Associate Professor

Introduction:

In the evolving landscape of business, the concept of employee wellness has transcended from a mere perk to a fundamental pillar of organizational success. This article delves into the significance of employee wellness, its multifaceted benefits, and the strategies employed by progressive companies to create a holistic and thriving work environment.

The Essence of Employee Wellness:

Employee wellness goes beyond physical health; it encompasses the overall mental, emotional, and social well-being of individuals. In today's dynamic workplaces, fostering an environment that supports employees in every facet of their lives has proven to be a game-changer.

Benefits Beyond Measure:

Investing in employee wellness yields a host of benefits that extend well beyond the office walls:

Enhanced Productivity: Well-adjusted and content employees are more engaged and productive. They bring their best selves to work, resulting in improved efficiency and performance.

Reduced Absenteeism:

When employees feel cared for, absenteeism due to physical or mental health issues decreases. This contributes to uninterrupted workflow and overall team stability.

Talent Attraction and Retention:

Organizations that prioritize wellness become magnets for top talent. Prospective employees are drawn to companies that value their well-being and offer a supportive work environment.

Positive Work Culture:

Employee wellness initiatives foster a positive culture where open communication, collaboration, and empathy flourish, leading to increased job satisfaction.

Strategies for Holistic Wellness:

Progressive companies recognize that employee wellness is not a one-size-fits-all approach. Tailored strategies that encompass various dimensions of well-being have gained prominence:

Mental Health Support:

Offering access to counselling, stress management workshops, and mindfulness programs acknowledges the importance of mental well-being.

Flexible Work Arrangements:

Embracing flexible schedules or remote work options allows employees to strike a balance between professional and personal commitments.

Physical Wellness Programs:

Initiatives such as gym memberships, health assessments, and ergonomic workspaces encourage employees to prioritize their physical health.

Skill Enhancement:

Providing opportunities for skill development and growth reinforces a sense of achievement and purpose among employees.

Recognition and Rewards:

Recognizing and appreciating employees' contributions through rewards and recognition programs boost morale and motivation.

Success Stories:

Example: Google's "Search Inside Yourself" Program

Google's "Search Inside Yourself" program is a remarkable case study. This initiative combines emotional intelligence, mindfulness, and compassion to cultivate resilience and enhance employees' overall well-being. By focusing on self-awareness, empathy, and interpersonal skills, Google nurtures a culture of mindfulness that transcends the workplace.

Conclusion:

Employee wellness is more than a trend; it's a necessity for organizations seeking sustained success. By investing in comprehensive wellness strategies, companies empower their employees to excel not only in their careers but also in their personal lives. As businesses continue to evolve, the wisdom of placing employee well-being at the core will undoubtedly define the trajectory of success in the modern workplace.

Juggling Success: Achieving Work-Life Balance with Insights from Indian Companies

Introduction:

Dr. Diya Udasi
Assistant Professor

Work-life balance, once considered a luxury, has now emerged as a fundamental aspect of employee well-being and productivity. This article delves into the significance of work-life balance, its implications for employee engagement, and real-world examples from Indian companies that have championed this approach within their human resource strategies.

The Essence of Work-Life Balance:

Work-life balance refers to the equilibrium between professional responsibilities and personal pursuits. In a world where the boundaries between work and personal life can blur, fostering an environment that promotes balance has become essential to nurturing a content and engaged workforce.

Benefits of Work-Life Balance:

Enhanced Employee Well-being: A balanced work-life approach contributes to reduced stress, improved mental health, and overall well-being among employees.

Increased Productivity: When employees can manage their time effectively and avoid burnout, their productivity and quality of work tend to improve.

Talent Attraction and Retention: Companies that prioritize work-life balance are more likely to attract and retain top talent, as employees

seek environments that respect their personal lives.

Reduced Absenteeism: Employees experiencing better work-life balance are less likely to take frequent leaves, leading to improved attendance and a more stable work environment.

Strategies for Effective Work-Life Balance:

Flexible Work Arrangements: Offering flexible schedules, remote work options, and compressed workweeks empowers employees to balance their professional and personal commitments.

Encouraging Boundaries: Setting clear expectations about after-hours communication and promoting the importance of "unplugging" can help employees establish healthy boundaries.

Wellness Programs: Providing wellness initiatives such as yoga sessions, meditation workshops, and mental health support fosters a holistic approach to employee well-being.

Real-world Indian Company Examples:

Example: Microsoft India

Microsoft India has embraced a flexible work culture that includes remote work and flexible hours. This approach recognizes employees' diverse needs and allows them to maintain a healthy work-life balance, contributing to high job satisfaction and improved retention rates.

Example: Infosys

Infosys, a prominent IT company, introduced the "Zero Distance" program to encourage open communication and idea-sharing among employees. By empowering employees to voice their ideas and concerns, the company fosters a sense of ownership and ensures that work-related stressors are effectively addressed.

Conclusion:

Work-life balance has transitioned from a buzzword to an integral component of effective human resource strategies. Indian companies like Microsoft India and Infosys have demonstrated that prioritizing employee well-being and work-life balance can lead to improved engagement, retention, and overall organizational success. As businesses continue to evolve, recognizing the symbiotic relationship between a balanced work environment and employee satisfaction will be pivotal in shaping a resilient and thriving workforce.

Balancing Act: Understanding Financial Leverage Through Indian Corporate Lens

Introduction:

Dr. Anju Vaswani
Assistant Professor

Financial leverage, a critical aspect of corporate finance, involves using borrowed funds to amplify the potential returns of an investment. This article delves into the concept of financial leverage, its benefits, risks, and real-world examples from Indian companies that highlight the intricacies of this financial strategy.

Unveiling Financial Leverage:

At its core, financial leverage involves the use of debt to finance a company's operations or investments. The goal is to magnify returns for shareholders through the judicious use of borrowed capital. This approach can bolster a company's growth potential but also carries inherent risks.

Benefits of Financial Leverage:

Enhanced Returns: By utilizing debt to fund investments, companies can benefit from increased returns when the returns on those investments exceed the cost of borrowing.

Leveraged Buyouts: Financial leverage is often employed in leveraged buyouts (LBOs), where a company acquires another using a combination of its own equity and borrowed funds. This strategy can yield significant returns if the acquired company's performance improves.

Understanding the Risks:

Interest Payments: Borrowed funds come with the obligation of interest payments, which can become burdensome if a company's revenue decreases or its financial performance weakens.

Increased Risk of Bankruptcy: High levels of debt can amplify the risk of bankruptcy, especially if a company faces financial difficulties and cannot meet its debt obligations.

Market Volatility Impact: Companies with high levels of debt can be more sensitive to changes in market conditions, which can lead to fluctuations in their stock prices.

Indian Corporate Examples:

Example: Tata Motors

Tata Motors, an Indian automotive company, used financial leverage to acquire Jaguar Land Rover (JLR) in 2008. The acquisition was largely financed through debt. While JLR's performance initially bolstered Tata Motors' growth, economic challenges and slow demand in the automotive sector resulted in increased interest expenses and debt-related concerns. The company's experience showcases the potential risks associated with significant financial leverage, particularly during volatile market conditions.

Example: Reliance Industries Limited

Reliance Industries, a conglomerate with interests in various sectors, including petrochemicals and telecommunications, has effectively utilized financial leverage in its expansion strategies. The company leveraged its strong cash flows to raise debt for capital-intensive projects like the launch of its Jio telecommunications business. Reliance's ability to service its debt through diversified revenue streams and careful risk management has contributed to its growth trajectory.

Conclusion:

Financial leverage, when managed prudently, can be a valuable tool for companies seeking to optimize returns on investments and fuel growth. However, the potential risks and complexities associated with leveraging cannot be ignored. As exemplified by Indian companies like Tata Motors and Reliance Industries, the delicate balance between leveraging for growth and maintaining financial stability underscores the need for thoughtful analysis and strategic decision-making in the realm of financial leverage.

Setting the Gold Standard: Exemplary Corporate Governance by Indian IT Companies

Mrs. Krishika Chandwani
Assistant Professor

Introduction:

The Indian IT sector, a beacon of innovation and economic growth, has showcased its commitment to corporate governance through notable examples. This article highlights instances where Indian IT companies have risen above challenges to establish commendable corporate governance practices.

Transparency and Accountability:

Example: Infosys' Proactive Disclosure Initiatives

Infosys, a leading IT giant, has set a precedent in transparency and accountability. In 2017, the company faced a governance crisis stemming from concerns about executive compensation and irregularities. Responding swiftly, Infosys revamped its governance framework, emphasizing transparency in financial reporting and decision-making. The company's annual report now includes a comprehensive Corporate Governance Report, detailing board composition, committees, and policies. This proactive approach has bolstered investor confidence and set a benchmark for transparency within the sector.

Ethical Leadership:

Example: TCS' Code of Conduct and Ethics

Tata Consultancy Services (TCS), India's largest IT services company, places a strong emphasis on ethical leadership. The company's Code of Conduct and Ethics establishes clear guidelines for its employees' behaviour, encompassing areas such as integrity, confidentiality, and respect for diversity. This commitment to ethics has earned TCS global recognition. The Ethisphere Institute consistently names TCS as one of the "World's Most Ethical Companies," underscoring how ethical governance can elevate a company's reputation in the industry.

Board Independence:

Example: Wipro's Independent Director Inclusion

Wipro, a prominent IT player, has demonstrated a dedication to independent board representation. Recognizing the importance of diverse perspectives, the company appointed former State Bank of India chairman Arundhati Bhattacharya as an independent director. This move showcased Wipro's commitment to minimizing conflicts of interest and bolstering effective governance oversight. Such steps foster investor trust and highlight the role of independent directors in decision-making.

Innovation in Governance:

Example: Tech Mahindra's Blockchain-Backed Voting System

Tech Mahindra, known for its innovative approach, has extended its innovation to corporate governance. The company deployed a blockchain-based e-voting system for shareholder meetings, ensuring transparency and security in voting processes. This pioneering approach not only enhances shareholder participation but also showcases the sector's capacity to adopt emerging technologies for governance enhancement.

Conclusion:

Amidst challenges, Indian IT companies have stepped forward to demonstrate exemplary corporate governance practices. From Infosys' transparency initiatives to TCS' ethical leadership, Wipro's board independence, and Tech Mahindra's innovative use of technology, these companies have established benchmarks for the industry. These instances illuminate the potential of the Indian IT sector to integrate robust governance practices, foster trust, and secure its position as a global leader.

Articles by Students

GENERATION ALPHA's OBSESSION WITH MOVIES AND THE DIRE CONSEQUENCES OF IT'S INFLUENCE BEFORE THE "MORALLY RIGHT" CLIMAX

Nitin Nair
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Movies are an entertainment medium. An escapism. One of the most sought out leisure activities after cricket is cinema in Indian Society. The visuals, the graphics, the soundtrack, nothing forever remains in our heart than the aftermath of watching a movie. Movies mostly gets related to each and every aspect of our lives. Politics, family, friendship, romance, cinema is our first love. They Inspire us. They can motivate us to be a better person. So, for every individual who has not been a part of certain traditions, certain deep roots of Indian diversity, cinema can make us feel to be a part of it and we can come to know about its values and ethics. A recent movie *Shabaash Mithu* makes us come to know about the women in blue and the journey of ODI captain of the India women's national cricket team *Mithali Raj*, probably many of us don't know about.

But Cinema these days have a different route all together. A lot of the movies are now topics of national debates, controversial plot, hurting sentiments of regional communities, banning on twitter and making the movie a flop before its even released. The corroding of a young mind by showing violence, misogynistic traits, abuse of women and a lot more. The patriarchal mindset of segregating the two genders in the community by showing power and dominance of one gender over the other in social, political, cultural, or economic attainments or attitudes.

Young kids watch movies that depict violence and are attracted to them, especially young men. Movies like *Arjun Reddy* shows that its okay to hit someone if you are love with that person. Whereas movies like *Thappad* shows the self-respect, integrity and determination of a young women to separate from her husband who hit her. Young girls are attracted to men like *Arjun Reddy* and changes their outlook and perspective about how a man should be. The depiction of drug usage and liquor prompts young generation to try them out and be cool, thus leading to dire circumstances later on. Most of them gets attracted to the negative aspects of the movie while the movie provides a “morally right” climax without putting out certain disclaimers. We are, especially the generation alpha, are more attracted to the negative than the positive. These kinds of things can lead to severe depression and probably violence in the future.

Censorship is one another major problem. Every kid these days are exposed to social media at a very young age. Anyone can view any content without taking a look at the censorship. In U/A certified movies, certain theatres take inside kids below the age of 13 even though they are accompanied by parents. The fault here is lack of checking and bad parenting. Just for the sake of entertainment we can’t expose kids to such atrocities. Netflix and Amazon Prime have many disclaimers before the beginning of a R rated Series/Movies. But parents buy the subscription package for the happiness of their children and forgets to activate the parental control button. Even if they activate, they get exposed to it through peers or online piracy. Electronic devices should not be given to minors. But due to covid and online classes everyone is exposed to medias and devices. Parents are not able to properly manage their children. School Education don’t teach them about this. Future leaders are turned to hardened criminals.

We can never have a permanent solution for the effects of media on children but we can adopt certain measures to limit it. Enabling the parental button, age restriction on YouTube, always being vigilant about what their child is doing on an electronic device, limit the use of social media, or maybe social media platforms asking for an age proof before making an account, checking out the certification of a movie before going to watch it, understanding them between the good and the bad. It’s a long way but maybe we can reach there with baby streps and maybe get positively influenced by the movies and not obsess over it.

भारताचा 'गोल्डन बॉय' नीरज चोप्रा

Tushar Ahire
SYMMS

भारत देशाचा राष्ट्रीय खेळ जरी हॉकी असला तरी त्या खेळाला हवा तसा प्रतिसाद आपण कधी दिलाच नाही. मात्र या हॉकीच्या जागी आपण क्रिकेट खेळाला मात्र धर्म बनवून ठेवले आहे. क्रिकेटपटूंना मिळणारी प्रसिद्धी, या खेळाच्या नियोजनात पाण्यासारखा वाहणारा पैसा आणि हा खेळ खेळण्यासाठी मिळणारे भरमसाठ पैसे यांसारख्या गोष्टींमुळे खेळांच्या जगात क्रिकेट सर्वोच्च स्थानी पोहचला आहे. क्रिकेटच्या या झगमगणाऱ्या दुनियेकडे अनेक तरुण आकर्षित होऊन केवळ याच खेळामध्ये आपले करियर करण्याचे ठरवितात. मात्र क्रिकेटच्या या दिखाव्याला न भुलता एक २४ वर्षीय तरुणाने भालाफेक सारख्या अचर्चित खेळात तरबेज होऊन ऑलंपिकच्या इतिहासात भारताचे नाव सुवर्णाक्षरात नोंदविले. तो तरुण म्हणजे ' नीरज चोप्रा '.

गेल्या वर्षी ऑगस्ट महिन्यात टोक्यो येथे झालेल्या जागतिक ऑलम्पिक स्पर्धेत ॲथलेटिक्स मध्ये मोडणाऱ्या भालाफेक स्पर्धेत तब्बल ८७.५८ मीटर इतक्या दूर भाला फेकत भारताला सुवर्ण पदक पटकावून दिले. या नंतर देशातून त्याच्यावर कौतुकाचा वर्षाव झाला. ट्रॅक आणि फील्ड इव्हेंट्स म्हणजे ॲथलेटिक्स हे कोणत्याही ऑलिम्पिक खेळांचे मुख्य आकर्षण असते. आजतागायत कोणत्याही भारतीयांनी या स्पर्धांमध्ये पदक जिंकले नव्हते. ब्रिटिश भारताकडून खेळत असलेल्या नॉर्मन प्रिचर्ड यांनी १९००च्या ऑलिम्पिकमध्ये ॲथलेटिक्समध्ये दोन पदके जिंकली होती. मात्र ते एक ब्रिटीश नागरिक होते. त्यामुळे अस्सल भारताच्या मातीत कसलेल्या नीरजने सुवर्ण पदक जिंकत भारताची १२१ वर्षांची प्रतीक्षा संपवली. यानंतर लगेचच नीरज चोप्रा पुन्हा एकदा चर्चेत आला. पुन्हा एकदा चर्चेत यायचे निमित्त होते नुकतेच अमेरिकेत युजीन येथे झालेल्या जागतिक अजिंक्यपद ॲथलेटिक्स स्पर्धेत ऐतिहासिक रौप्यपदक कमावले. नीरजने चौथ्या प्रयत्नात ८८.१३ मीटर अंतरावर भालाफेक करीत आपले रौप्यपदकावर नाव कोरले. यामुळे नीरज चोप्रा हे नाव भारतीयांच्या मनात पुन्हा एकदा कोरले गेले. यावेळी जिंकलेल्या रौप्यपदकामुळे नीरजने तब्बल १९ वर्षांनी जागतिक ॲथलेटिक्स स्पर्धेतील भारताचा पदकांचा दुष्काळ संपवला. हे भारताचे जागतिक ॲथलेटिक्समधील दुसरे पदक ठरले. याचप्रमाणे जागतिक ॲथलेटिक्स स्पर्धेत पदक जिंकणारा नीरज हा भारताचा पहिला पुरुष ॲथलीट ठरला आहे. यात त्याला अनेक अडचणी आल्या. क्रिकेटपटूंना मिळणाऱ्या सर्व सुखसुविधा त्याला मिळत नव्हत्या, मात्र त्याने जिद्द सोडली नाही. आपल्या खेळ अधिकाधिक कसा उत्तम होईल यावर त्याने लक्ष दिले. त्यामुळे तो आज विविध यशांना गवसणी घालत आहे. तसेच सातत्याने मिळणाऱ्या या यशाला भुलून तो येणाऱ्या जागतिक स्पर्धांसाठी तयारी करत असल्याचे तो त्याच्या सर्व मुलाखतींमधून सांगतो. मात्र आपल्या क्रिकेट प्रेमी देशात या विविध खेळांमध्ये भारताचे नाव मोठे

करणाऱ्या खेळाडूंना प्रसिद्धी मिळते ती केवळ काही दिवसांची. कोणत्याही खेळाडूंनी जागतिक स्पर्धेत कोणतेही पदक जिंकले तर केवळ एक आठवडा त्यांच्या बातम्या चालविल्या जातात, आणि नंतर त्यांचा विसर पडतो. मात्र या पदकापर्यंत त्याला पोहचायला किती कष्ट घ्यावे लागले. त्याला शासनाकडून सर्व सुविधा मिळाल्याका का याचा कोणीही विचार करत नाही. तर दुसरीकडे क्रिकेटची एक मॅच जरी भारतीय खेळाडू जिंकले तर त्यांच्या निघणाऱ्या मिरवणुका, त्यांचे केले जाणारे सत्कार हे दिवसेंदिवस सुरु असतात. हे चित्र कुठेतरी बदलायला हवे. सर्व खेळाडूंना आणि खेळांना सामान न्याय मिळायला हवा. तसेच यात केवळ सरकारचीच नाही तर आपल्या सर्व देशवासीयांची देखील कर्तव्य आहे कि आपण या सर्व खेळाडूंना पुढे जाण्यासाठी कायम प्रोत्साहन द्यायला हवे. असे झाल्यास देशातील प्रत्येक शहरातून नीरज चोप्रासारखे उत्तम खेळाडू समोर येतील.

COVID 19 - A PARADIGM SHIFT IN EMPLOYEE EXPERIENCE

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SYMMS

Change is the only constant in nature. If accompanied with a proactive response, it has the potential to transform anachronistic practices in order to align them with the needs of the current scenarios. The last two years have been an eye-opener to many grave realities. It will not be unfair to liken Coronavirus to X-rays that helped draw attention to the cracks present within the conventional practices that seemed perfect from outside. One such practice, the transformation of which was long due is employee experience.

Employee experience can be described as the aggregation of an employee's opinions formed because of the interaction of that employee with the organisation's people, culture, physical workspace, and technology. A good employee experience aids in forming a good reputation of the organisation in the industry and saving costs in terms of recruitment and hiring, attrition, and legal issues. It also attracts high-quality professionals for hiring drives, boosts an organisation's profits and market reach, and uplifts employee's morale and productivity, thereby directly affecting the organisation's overall performance.

As companies continued adopting work from home and hybrid work styles to minimize the spread of the Coronavirus and safeguard human life from its adversities, nearly everything started going 'virtual', thus affecting the way people used to engage with each other at workplaces. Text messages, emails, phone calls, audio and video conferences started replacing the coffee breaks, coincidental gatherings near water coolers resulting in quick interactions, birthday celebrations, and team parties after a successful launch, leading to a sense of detachment being experienced by employees due to lack of socialising and natural contact, overlapping of personal and professional space due to a disturbed work-life balance, and screen fatigue, which ultimately morphed into a grim reminder of diminishing employee experience. Once it dawned upon us that Coronavirus may be temporary but its impact may probably not, it became crucial to bring a paradigm shift in the employee experience so as to tackle challenges arising out of remote or hybrid work.

The foundation of an employee's experience in terms of employee engagement as well as organisational culture is laid by hiring and onboarding. As job applications, interviews, meet-and-greets, onboarding sessions, and icebreaking sessions have started going online, it has become imperative to make sure that not a thing is left out and new employees get computers and other 47 requisite equipment, important files, plans, team structure, and meeting details in a timely manner to help them stay organized.

The potential of continual learning and development cannot be understated. The pandemic has given us a perfect opportunity to start employing personalised online training and learning using artificial intelligence, learning through webinars, web-based gamification, and virtual team-building exercises for grooming employees and syncing their personal goals to that of the organizations to touch new heights of success.

Work from home has emerged as the new normal owing to the pandemic. To curb the spread of coronavirus, even the organisations that were otherwise reluctant to adopt work from home policy allowed its workforce to work remotely. But, in this paradigm, employees often struggled to strike a balance between home and work life and faced burnout. It became tougher for working parents as they juggled between the needs of their children and the expectations of their team. To ease off the burden on its workforce and deliver a great employee experience, several organisations have begun providing appropriate solutions like treating and assisting its employees empathically, granting flexible hours of work, and emphasizing the establishment of clear goals and expectations to keep conflicts and re-work at bay.

Great organisations value the significance of a robust and smooth communication strategy for boosting employees' morale, productivity, and commitment. In present scenarios, it became even more crucial because employees oftentimes experienced disconnection from their team and hesitated to voice their opinions as a consequence of the absence of face-to-face interactions. To counteract this feeling of isolation, corporations have begun promoting relatable, valuable, and extendable communication techniques such as periodic check-ins to keep its employees engaged and focused, develop as well as strengthen connections with teammates, and mitigate the adverse effects of physical distance on employees' productivity as well as trust on co-workers.

While the pandemic made us start working remotely, the onus was on the corporate world to ensure that we continued working flexibly. As the coronavirus curve has begun going downwards, many organisations have restarted work from office even as few are continuing remote or hybrid work. Consequently, it has become important to create a robust hybrid work model for effective cooperation among teammates that work from the office and those who work remotely by investing in the appropriate tools and technology. In order to reform the hybrid work era in customer-facing establishments or factories, many organisations have adopted structural changes like modification of workspaces and physical setups, and adoption of safety measures promoting social distancing to minimize the resurgence of the virus.

It goes without saying that employee experience requires a revamp and we require all hands-on deck. Human Resources Management, chiefly responsible for establishing organisational culture as well as affirming business values, can be instrumental in reshaping the employee experience. Leading HR professionals know that nothing beats the power of periodically soliciting and acting upon the feedback. A data-driven feedback process may bring forth loopholes that were otherwise left unnoticed. In addition to convincing them that they are an integral element of the organisation that can aid in its improvement, it empowers them to work more productively. This formidable pandemic has given us a golden chance to reinforce the organisational culture by employing revolutionary work practices. As we sail through current tough times, a vibrant and dynamic organisational culture is required promptly by reinventing the employee experience in order to make the workplace ‘a great place to work’.

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