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The active and dedicated volunteers of ‘Parivartan’, the Slum Education Programme, a CSR initiative of ITS, Ghaziabad, donated some light to the deprived children on Diwali, 3rd November, 2013. They gifted them cookies, chocolates and candles. This Sunday was special for us as this coincided with Deepawali on 3rd November, 2013. PGDM student volunteers Pooja Singh, Aman Bhardwaj, Rana Vishwapratap Singh, Rakesh Taunk and MCA volunteer Nikhil Kumar along with MBA volunteer Vishal Singh made the Diwali of slum children special by informing them about the importance and reason of celebrating Diwali. They told them that Diwali is celebrated as the home coming of Lord Ram who returned to Ayodhya after defeating and killing Ravan and the festival symbolizes the victory of good over the evil. This also indicates that the bad time is over and now the time is to organize ourselves for the prosperity and betterment. This brief on Diwali was followed by the poem practice session and an Urdu couplet saying -Humein roshni karne ka andaaz badalna hoga. Diye nahi jalaane honge, khud diya banke jalna hoga.’ The student volunteers explained the meaning and the moral of the poem and the couplet for the children. Earlier we thought of gifting the slum children some crackers but keeping pollution and possible accidents in mind we concluded to gift them light in the form of candles. We also distributed sweets, biscuits and chocolates among them. Presence of volunteers on main Diwali day was soul touching and really inspiring. Faculty coordinator Prof. Gopal Krishna Dwivedi also accompanied and motivated the volunteers.
NHRDN Workshop on ‘Talent Development and Retention’ attended by I.T.S. Faculty Member from HR Area

Prof. Shikha Arora from HR Area, I.T.S. Mohan Nagar Campus attended NHRDN Workshop on Talent Development and Retention at India Habitat Centre, Lodhi Road, New Delhi on 8th November’2013.

◊ The workshop was based on the following themes:

◊ Understanding the ABC of Talent Development & Retention.

◊ Top trends impacting Talent Development and Retention

◊ Exploring the best Talent Management strategies.

◊ Aligning Talent Management strategies with the organization’s vision

◊ Various tools for Employee Engagement – From entry to exit

◊ How to build a conducive organizational culture for retaining talent

It was divided into two sessions. First session was conducted by Mr. Uday Burra, Director, People Strategy and Talent Development, Sapient Global Markets. He shared his perspective on what is Talent Development and why is it important to develop talent. He also talked about aligning talent strategy to business strategy and shared the practices adopted by Sapient for Talent Development and Employee Engagement. The speaker for the second session was Mr. Sekhar Sahay, Head-Talent Management at Ericsson India Ltd. He talked about Employee Engagement and how it can be used as a Retention tool. He explained the role and importance of employee engagement at Ericsson and the steps taken by the organization to increase level of employee engagement which leads to creation of a High Performance Culture.
‘Parivartan’ – The Slum Education Programme

‘Parivartan’, the Slum Education Programme, a CSR initiative of ITS, Ghaziabad, started its 10th November, 2013 activity in Vasundhara Slums at around 3:30 pm with the active volunteers Akash Verma and Ravi Prasad. The class started with a brief on the change in season and precautions for keeping one safe from cold and cough. This time the slum children got acquainted with the English names of pet animals like camel, horse, cat, rabbit, buffalo and cow. When there told about the English names of the animals they were also briefed about the peculiar qualities and benefits from these animals. For example, the horse was compared to the modern day bike as it can run for hundreds of miles before getting tired. Similarly they were told that a camel can survive even in the shortage of water as it needs less water in comparison to other animals. This was followed by the poem practice session during which the children enjoyed a Hindi poem –

*Bandar waale aana ji, Bandar jara nachaana ji. Meri gudiya roti hai, Dekho chup na hoti. Isko jara chupaana ji, Bandar waale aana ji.*

At the end of the class, biscuits and chocolates were distributed among the children as routine. Faculty coordinator Prof. Gopal Krishna Dwivedi accompanied and guided the volunteers.
Institute of Technology & Science, Mohan Nagar, Ghaziabad celebrated ‘National Education Day’ on 11th November, 2013. In his welcome address Director-Management Department Prof (Dr.) B S Hothi drew an awesome reference to his life and deeds to the present day education in India. He said that the National Education Day in India is celebrated to commemorate the birth anniversary of great freedom fighter and first Union Minister for Education, Dr.Abul Kalam Azad. Dr Azad worked hard with Mahatma Gandhi to get India free from oppressive British rule in India. He was erudite, sensible and dedicated human-being. We feel proud in carrying forward his legacy. As a person, he knew many languages and was dedicated to the India’s freedom and service to the mankind. His ideas are worth emulating even in modern context. He called for students to learn lessons from his life and cultivate the habit of gaining and applying knowledge as much as possible. Director of IT Department, Dr Harish Kumar emphasized on the need for education to eradicate poverty and other evil in the social milieu. He called for students not only to acquire knowledge but to apply and educate as many people as possible to remove the darkness in the life of illiterate persons. Students of PGDM, MBA, MCA courses participated in the celebration with full zeal and enthusiasm. The exuberance amidst the student fraternity on the day was worth watching. Students read the poetry relevant to the promoting cause of education. They candidly demonstrated the plight of individuals who ignored the opportunity of getting education through multi-member skits. There was also extempore competition among the students. Students spoke very well on education related topics such as: ‘Maulana Abul Kalam Azad: The Foundation Brick of Education in India’, ‘Education is the real backbone of any country’ ‘Education opens the doors of the treasures of the world’, ‘Lack of education is root of various cries and problems?’, ‘Education starts from home’, ‘Does education system in India need a change?’, ‘Should we compulsory minimum education criteria for being elected as MLA and MP in India?’, ‘Roots of education may be bitter but fruits are very sweet’, ‘Mid-day meal system in primary education is a boon or a bane?’, ‘Is 100% girls’ education still a far cry in India?’, ‘Education is an effective tool to eradicate dowry system from India’,
'Should we have moral science as a compulsory subject from play group to post graduation?', 'Co-education is a boon or a bane?', 'Is the syllabus being taught in Hindi medium schools in India stale, outdated and irrelevant?', 'Is good education going beyond reach for middle class people in India?', 'Schools are the mint of gold coins', 'One who does hold a pen in hand today may pick a knife or pistol tomorrow', 'The world becomes a village for the educated and the village becomes the world for the un-educated', 'Slum education still needs more focus in India', 'Is education system in India at par with the same at abroad?'.

Mr Sachin Saxena of PGDM won the first prize, Mr Abhishek Agrawal of MCA won second and Mr Rakesh Taunk of PGDM bagged the third prize. Medals of different values were given away to the winners. All other participants in various other activities were given away participation medals.

‘Parivartan’ – The Slum Education Programme : Children’s Day Activity

Children’s Day activity on 14th November, 2013 (Thursday) was a big surprise for all the tiny-tots dwelling in the slums of Vasundhara, Ghaziabad as they were amazed why the ‘Parivartan’ team has arrived on Thursday instead of usually on Sunday. And the surprise got pleasant when we informed them that they were the stars of the day and we were there to celebrate Children’s Day with them. Volunteers for this special activity of ‘Parivartan’, the Slum Education Programme, a CSR initiative of ITS, Ghaziabad, included Ravi Prasad, Rakesh Taunk, Shayan Das Gupta, Amar Kumar, Parul Tyagi, Priyanka Tyagi, Kanika Goel, Nikhil Kumar and Rahul Katheria. Children’s Day witnessed ‘Jungle Mein Mangal’ with the decoration of the learning spot in the slum area. After decorating the trees and surroundings with balloons, captions and the poster of Chacha Nehru, the Parivartan volunteers made a brief on Children’s Day
and its association with the birthday of Pt. Jawahar Lal Nehru. We told them that the children are the future of any country so they should be encouraged, pampered and taken care of. We also informed them about the Free Medical and Dental Checkup Camp scheduled in the area on 16th November, 2013. This is being organized by Parivartan in association with the ITS Dental College, Murad Nagar. We also conducted a quiz on the content of the brief and prompt responses were awarded with the prizes. The celebration ended with the distribution of balloons, pamphlets of free dental checkup camp and biscuits. Faculty coordinator Prof. Gopal Krishna Dwivedi accompanied and motivated the volunteers as usual.

**Guest Lecture on “Welfare Activities- Benefits and Services” by Mr Su-jit Acharja, Consultant for MBA 1st year (2013-15) students**

As a part of MBA program a guest lecture was organized at I.T.S- Mohan Nagar campus on 16th November, 2013 for MBA 1st year students. The topic of the lecture was “Welfare Activities-Benefits and Services” which is a part of the course curriculum of the subject “Human Resource Management”. The Guest Speaker described how the concept of welfare of workers emerged in the Indian industries. He threw some light on the level of exploitation of workers that existed during yesteryears, thus explaining the role of our Government and importance of labour laws to protect the rights of workers. The speaker explained various types of welfare activities. He discussed various labour laws like Factories Act providing for the health, safety and welfare of workers, Minimum Wages Act enabling workers to receive a minimum wage by the employers, ESI Act providing for various security measure of workers, Payment of Wages Act which an objective to standardize the mode of payment of wages to workers and Maternity Benefit Act to provide maternity benefits to women workers. The speaker also informed the students of various, non-statutory benefits prevalent in organisations and shared his own
experiences related to these benefits. He also discussed welfare activities by the trade unions and welfare activities by the trade unions. Students listened and participated in the lecture with great enthusiasm. The deliberation was very valuable for the students and helped them to understand the meaning and various types of welfare measures.

‘Parivartan’ – The Slum Education Programme: Free Dental Checkup Camp

‘Parivartan’, the Slum Education Programme, a CSR initiative of ITS, Ghaziabad, organized a Free Dental Checkup Camp for the slum dwellers as well as people living in the vicinity at Sector 2 of Vasundhara, Near Railway Crossing, right in front of the Right-way Property & Travel Planner. The camp also had facilities for eyes and physiotherapy checkups and treatment. The huge and spacious camp started around 9:30 in the morning on 16th November, 2013 with more than a dozen doctors on duty accompanied by nurses, assistants and other staff members. The camp was a hi-tech camp equipped with a sophisticated checkup van that had machines and apparatus for the superfine examination and treatment of the patients. Medicines were also made available free of cost to the patients as per their prescriptions. More than a hundred people from the nearby slums and the vicinity took the advantage of the opportunity. The camp was organized in coordination with ITS Dental College, Murad Nagar and Surya Hospital. 15 untiring and dedicated Parivartan volunteers on this special task included Rajesh Pandey, Ravi Prasad, Rakesh Taunk, Mashooq Ahmad Malik, Shayan Das Gupta, Pooja Singh, Kanchan Kumari, Ghulam Qadir, Vinay Gupta, Anushka, Rahul Singhal, Vaibhav Gangwar, Bhawana Bhardwaj, Tulika Kansal and Mayukh Jana. Prof. Gopal Krishna Dwivedi accompanied and guided the volunteers as faculty coordinator. The camp was a routine activity as per the CSR Activities’ Calendar of ITS, Mohan Nagar, Ghaziabad and is organized every year. Participation of the people from elite families of the camp-area turned the camp into a great success.
16th November, 2013 activity of Utthan Lab, A CSR Initiative of ITS, Ghaziabad for facilitating poor meritorious students, started with warmth and excitement as the ‘Pearls’, the beneficiary students were meeting with one another and volunteers after a long gap of festivals like Deewali. The day long activity started with an interesting brief on the basics of Mathematics and English. The little students were taught about addition, subtraction, division and multiplication in Maths whereas in English they got familiar with the Imperative Sentences. In the second half of the day, the students enjoyed a unique competition in which they had to combine the personalities of the Flying Sikh Milkha Singh and the great mathematician Aryabhata in them. Actually they had to participate in a Mathematical Race in which they had to run from one border to the another border of the ground to collect the sheet of sums consisting of addition, subtraction, division and multiplication and then the total of the outcome of each. Once totaling was done, they had to run again to the previous border of the ground to submit the sheet. Top three runners who submitted the sheet first with correct answers were awarded with the fabulous prizes. First prize was won by Akriti Shukla whereas Second and Third prizes were won by Mehboob and Pallavi Rani respectively. The Utthan beneficiaries ‘Pearls’ were also lucky to have got the benefit of free dental checkup at the camp at Vasundhara, Ghaziabad organized by ITS Dental College, Murad Nagar. The children were taken to the venue in the vigilant watch and control of 15 volunteers and faculty coordinator Prof. Gopal Krishna Dwivedi. The volunteers for the day included Rajesh Pandey, Ravi Prasad, Rakesh Taunk, Mashooq Ahmad Malik, Shayan Das Gupta, Pooja Singh, Kanchan Kumari, Ghulam Qadir, Vinay Gupta, Anushka, Rahul Singhal, Vaibhav Gangwar, Bhawana Bhardwaj, Tulika Kansal and Mayukh Jana.
24th November, 2013 activity of ‘Parivartan’- the Slum Education Programme, a CSR initiative of ITS, Ghaziabad started with the traditional mode of learning. PGDM student volunteers Ayushi Jain, Anu Verma, Mashooq Ahmad Malik, Shayan Das Gupta, Ravi Prasad, Vishal Babu Gangwar, Avinash Gupta and Vinod Kumar gave the class in slums a traditional turn with the notion that the slum children should first get comfortable with the basics that are essential for their day to day living, shopping and interactions. The class started with the recitation of the table of 2 in Hindi followed by the same in English. Besides, the children visibly enjoyed counting up to 100 with their full throat. The whole slum and the nearby area echoed with the sounds of learning and the message that our banners couldn’t spread till date, reached the distant ears too. This was followed by a verbal test on the lessons taught and 5 children won prizes for the correct responses. After this, the poem practice session started with a cute picture of an elephant and the lines – Hathi raja bade bhale, dum hila kar kaha chale. Hathi baitha kursi par, kursi boli char charr charr !’ The poem ended with the burst of laughter making cute children look cuter. The class and the activities of the day ended with the distribution of biscuits and chocolates among the children. Faculty coordinator Prof. Gopal Krishna Dwivedi accompanied and motivated the volunteers as usual.
Prof. Gopal Krishna Dwivedi attended a Workshop on ‘Indispensable Tools for English Language Teaching’ at India Habitat Centre, New Delhi

Prof. G. K. Dwivedi attended a One-day Workshop organized at the India Habitat Centre, New Delhi on 25th November, 2013 (Monday). Theme of the workshop was ‘Dictionaries and Grammars – Indispensable Tools for English Language Teaching’ which was effectively conducted by Alison Waters from Spain. She has taught English for fourteen years in Spain, Italy and UK. She holds a degree from Manchester University and a Diploma in Teaching English as a Foreign Language. The workshop started at sharp 9:30 am with the introductory session. Besides, there were interesting activities for the participants with the purpose of making dictionaries and grammar easy to understand and friendly for the students. After the coffee break, Second session on ‘English as a Global Language: New Words, New Media’ took place which the participants enjoyed a lot. The participating teachers were amazed and excited to learn some of very new and interesting words like ‘Selfie’ that means a photograph clicked by self for uploading on social media. ‘Bogof’ means buy one get one free. Similarly ‘Wag’ means wife and girlfriend (when one marries one’s girlfriend). Third session of the workshop was on ‘Addressing the Challenges Faced by English Language Learners’ in which the participants came across some new aspects of English grammar. For example the sentence ‘One of the students has not submitted their project’ is now considered correct as we do not know if the student is male or female. So considering the chance of both of them, ‘their’ is now acceptable.

Fourth and the last session took place after the delicious lunch. This was a question-answer session in which the participating teachers satisfied their queries and curiosities. Expert Alison Waters was really learned, effective and had the optimum sense of humour that made the workshop an utterly enjoyable experience. The workshop was sponsored by Oxford University Press.
Dr. Rishi Raj, Director (Training), NIESBUD, Noida was the guest speaker for MBA III semester (2012-14) HR specialization students on 27th November, 2013. During the interactive session titled “Innovation & Creativity”, he was in the opinion that the foremost human resource management problems when dealing with organization change are overcoming resistance to change, and learning how to deal with employees throughout the labour hierarchy. The problems are actually two sides of the same coin because lower level employees often feel alienated and dissociated from management. The company that capably promotes the value of organizational change, either through coercive techniques or more subtle behavioural modification, is the successful company.

The problem that stems from the failure to successfully define and implement organization change can range from the loss of highly valued contracts to forcible downsizing and even eventually to bankruptcy. In the fast paced world of global economics, even a slight delay in instituting organizational change can potentially result in disastrous consequences.

He also used an instrument titled “Behavioural Blocks to Excellence- Innovations Questionnaire”

At the end, there was a Q-A session.
A Guest Lecture was organized for MBA 1st year students (2013-15) on “IAS and IFRS” on 16th November, 2013. Eminent speaker for the session was Mr.(Dr.) Ajay Sharma. Mr. Ajay Sharma is a practicing CA and member of Ministry of Company Affairs. The session was focusing on IFRS which will be applicable India wide from April 2015. Mr. Ajay brought out the changes that will appear in financial statement because of these new standards in company accounting books.

He also discussed and explains the different statement to be prepared according to IFRS and their applicability .He emphasizes the importance of IFRS and scope of employment through its application.
A Guest Lecture was organized for MBA 2nd Year students (2012-14) on “Working Capital Management and Capital Market functions”. Eminent speaker for the session was Mr (Dr.) Ajay Sharma. Mr. Ajay Sharma is a practicing CA and member of Ministry of Company Affairs and National Stock exchange. His session starts with discussion on working capital manage by giant companies like Reliance and a farmer situated in remote place of India. He discusses the factors affecting working capital need for a organization. He explain that how a illiterate farmer is able to manage his debt and organize his working capital. He co-relates the situation of stock market with the working capital management. He also took the examples of L&T and NTPC for explaining the working capital need.

“Debate Competition” organized by Finance Club (Management) for PGDM & MBA (2013-15) students

In I.T.S MOHAN NAGAR campus there was a debate competition held on 21st November 2013 organized by Finance Club on the topic “Is the recession really over?”. Students have presented their views in favor and against of this topic. This activity was for PGDM and MBA students just to update their current knowledge regarding economic scenario and it has been learning along with fun activity also. The event started at 3:30 pm in auditorium after briefing the participants about rules of the competition. The total numbers of participants were 12. The time limit for the participants was min.3 to max. 5 minutes. Every participant having a big round of applause for their fantastic performance. The Judge for the event Prof. G N Srivastava (Assistant Professor) long with Dr. B S Hothi (Director Management) and Prof. Manju Lamba (Assistant Professor) announced the names of winner and runner-up at the end of the event. The Runner up position was secured by Rakshit from MBA-1st
year (Sec-B) and the Winner for the Debate Competition was Anjali Negi from MBA -1st year (Sec-B).

The trophies and certificates were distributed by Director to the winners and other participants. Students have enjoyed the reasoning given by all participants during the competition.

The event was coordinated by Prof. Manju Lamba.

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**Guest Talk for MCA students by CSI Student Branch**

On 19th November, 2013, CSI-Student Branch at I.T.S, Department of I.T. organized one workshop for MCA students on the Latest Technology Trends: Cloud Computing, Mobile computing, Free & Open Source Software (FOSS), Responsive Web Design, Embedded Systems, PHP, Perl, Python and other scripting languages. He told about the origin and historical background of PHP. He motivated students for looking lucrative career in web designing using PHP after completing his MCA programme. He demonstrated the web applications which have been developed in New Edge Technologies. He motivated the students that they can earn by developing their own web-applications, innovative ideas using PHP while they are studying their course and encouraged entrepreneurship among students.

He introduced the WAMP Server/ XAMP framework, to the students, which is used in developing the applications and told how it is to be installed.

He discussed how WAMP is installed step-by-step and let the students to write the steps so that they can install the WAMP later on whenever they want to work using PHP.
Quiz

1. Which of the foreign banks has number of branches in India?
2. Marginal standing facilities (MSF) effect from July 15, 2013 stands at-------? 
3. Who defined geology as human ecology?
4. Air movement in the troposphere is caused by ------------?
5. Tata son’s tie-up with which airlines to launch full service airlines in India?
6. According to the world ultra wealth report 2012, which country has the highest number of female millionaires?
7. Bank rate effective from September 20, 2013 is ----------------?
8. In the mid –July reserve bank of India announced the sudden increase in ---? 
9. The unemployment rate in India, based on usual principle bases, in 2012-13 is ----------------?
10. Approval of final draft of five year plan is given by........................?

You can E-mail your answers at researchcom2012_mn@its.edu.in & itsnewsletter@its.edu.in

(Names of first two Winners will be published in next issue)
QUESTION of Quiz in last Issue

1. Which country won silver medal at the World Cup (Stage-II) Archery competition in Turkey on 16 June 2013.

2. Bengaluru international airport is the ................... Busiest airport in the country.

3. Deepika kumari is associated with which sports/games?

4. NTPC has decided to set up technology institute in which of the following states?

5. Dudhwa national park is in which of the states?

6. Which one of the following planet is also called earth’s twin?

7. US president Barack Obama has nominated Robert Blake as Ambassador to----

8. Who is the Director General of the Confederation of Indian Industry (CII)?

9. The reserve bank imposed a fine of about Rs 5.6 lakh on .......... for violation of ..............norms.

10. Which political leader has become the most mentioned personality on social networking sites?

Answers of Quiz in last Issue

1. India
2. Fifth
3. Archery
4. Madhya Pradesh
5. Uttar Pradesh
6. Venus
7. Indonesia
8. Chandrakant Banerjee
9. SBI Currency chest
10. Narendra modi

Winners of Last Issue Quiz

Mr. Bhawan singh
PGDM Sec- C (2013-15)

You can E-mail your answers at researchcom2012_mn@its.edu.in & itsnewsletter@its.edu.in

(Names of first two Winners will be published in next issue)