

Volume: 1

CATALYST

A Student Magazine

2021

Edition: June - December 2021



Editorial Team Management Mentor



Dr. Fr. Dharam Kishore Lakra, S.J.
Director



Fr. Binod Toppo, S.J.
Asst. Director



Fr. Jerome Minj, S.J.
Administrator



Dr. Fr. Sanjay Kujur, S.J.
Finance Controller



Dr. Uma C. Saha
Prof. & Dean Academics

Faculty Mentor



Dr. Namrata V. Jasrotia
Head of Department
Training and Capacity Building



Asst. Prof. Kamna Michael
Head of the Department
XIDCOM, Publications



Asst. Prof. Anchal Mishra
Alumni Secretary
XIDAS, Jabalpur.

Student Coordinators



Priyanshi Sharma
PGDM - Finance 20-22



Mansi M. F. Minj
PGDM - 21-23

Inside the Envelope

Director's Message



Dear Students,

It is a moment of immense gratification for me to write a few words of prologue for our in-house college magazine 'Catalyst'. The purpose is to provide a platform for you to groom you all in the arena of academia. It is exclusively meant for

bringing out the potential writing talent as a part of your over all personality development. We are sure that this magazine will help to acquire knowledge and skills, build character and enhance employability and become globally competent managers. The overall progress is of paramount importance and our most cherished dictum is to help you to empower better India through education. It is indeed a matter of great pride that you have made an outstanding progress, in academics, co-curricular activities and other fields. The institution is proud of you and on your soaring growth. I congratulate all the contributors and the editorial board for bringing out such an outstanding magazine.

My best wishes to all the readers for showing interest on the magazine of our budding writers and poets who will be scaling bigger success and achieving newer heights in the coming days with your help and support.

Dr. Fr. Dharam Kishore Lakra, S.J.
Director

From Dean's Desk

Xavier Institute of Development Action and Studies (XIDAS), Jabalpur is one of the Xavier Brand of Management Schools in the heartland of the country for more than two decades and imparting quality education with programmes tailored to the latest requirements of the corporate houses and other development organizations following the AICTE guidelines. As we know that after the launching of the New Education Policy (NEP 2020), the education system of India is undergoing a paradigm shift from the traditional exam-based education to the outcome-based education, we need to be prepared thoroughly to implement it. In this outcome based education, we strive to equip future managers with knowledge, practical skills, competence and character to address the emerging issues of the global business and social challenges. They have the capacity to create and share the knowledge they have acquired to serve as allies and advocate for the causes that will make the greatest difference in people's lives.



I hope “Catalyst” gives you a sense of what our students are achieving and how XIDAS is working diligently to provide leadership and resources in developing the next cohort of leaders.

Warm regards,

Dr. Uma Chatterjee Saha
Professor & Dean Academics

From Student Coordinator's Pen

Priyanshi Sharma

PGDM Batch 2020-22



“Catalyst” is the magazine of student's journey from fresher's to professionals. It is a canvas for students to express their thoughts, artistic impressions, learnings and experiences. It celebrates the experiences that life cultivates around us.

The journey of a thousand miles begins with just a single step, the graph that plunges forth showing rapid development begins with just a single dot like the great banyan tree that stands tall starts its life cycle with a small seed, and so does a dream manifest itself into laudable action.

This year we introduced a theme so that we could better incorporate the voices of students and tune them into a melody. The theme is “Together we shine, together we align, and together we refine and define”.

Mansi M.F. Minj

PGDM Batch 2021-23



‘The best view comes after the hardest climb.’

So we have “Catalyst”, the long awaited magazine of the year. Being the coordinator of the magazine, it has provided me a new opportunity to work and learn many things. This magazine presents the dedication and hard work of students and contribution of teachers. It gives an insight about the creativity and activities done by students and also provides platform to exhibit the literary skills and innovative ideas of students. This magazine has required a generous amount of time and effort. I thank our Director for his ceaseless support and guidance. I wish all readers a happy reading.

Write-up from Class Representatives

Ankit Raj

PGDM Batch 2020-22

As a class representative, it is my responsibility to represent the student's opinions and suggestions to the college. It is a task, as I can make real changes through my contributions in academics and co-curricular activities and shape the experiences of my fellow mates. Since the past few months, our mode of learning has changed from online to offline and the virtual world changed to real-life meetings. As a Class Representative, I act like a bridge between Teacher/Institutions and Students. I am responsible for implementing and influencing various decisions at the Departmental and Institutional levels. I am responsible for managing and supervising various committees. As a Class Representative and Placement Cell Coordinator, I have to identify parties and also pitch them for placement for my batchmates.



Romy Kujur

PGDM Batch 2021-23

ABCD responsibilities of Class Representative, ABCD does not only stand for Any Body Can Dance but also ACADEMICS, BALANCE, CO-CURRICULAR ACTIVITIES and DISCIPLINE; from circulating notes to classmates provided by Professors to having fun in class to maintaining discipline all are responsibilities of a Class Representative. He/She acts as a prime official channel of communication between the teacher and the rest of the class, for all monitoring formalities.

Qualities of a Class Representative that classmates and teachers want are:

- Hardworking and dedicated
- Passionate to represent students
- Someone who has Professional Skills
- Friendly and approachable attitude
- Good sense of humor.

So for me, it is my responsibility to be there for my classmates and meet the expectations of my teachers whether it is online classes or offline classes. Be opinionated myself but also listen to everyone.

Learning's from Virtual Summer Internship - 2021



Aman Agrawal

PGDM Finance (2020-2022)

“Buying Behaviour of Investors Towards Mutual Fund”

It presents an introduction to the thesis and throws light on the introduction on mutual fund awareness of the customers and its current scenario. Further the chapter gives an overview of the mutual fund. And also deals with the research work done in the field of the different constructs identified for the present study.

Young investors have an edge over others on account of their age. In other words, a young age investor has a big ratio of disposable income. Now, India is seen as one of the best and deepest of markets in the world. It has huge potential growth rate in mutual fund and different financial instruments to provide reasonable options for an ordinary man to invest his savings and diversify the risk. This report will seek to cover all the fundamental aspects relating to various investments asset classes which are available for the investors in India.

Also presents an overview of the money tree and the services of the money tree. And also explain the research methodology adopted for carrying out the research work. And while examining investor awareness towards mutual fund. All the constructs are exhibited below with their dimensions and shows the overview of pattern of analysis which is adopted, data collection method, sampling details, research instrument, construction of questionnaire, etc.

And also summarizes the main findings and conclusions of the study. Moreover, in the light of these findings, appropriate suggestions have also been worked out. The references from which the data were collected from different websites are mentioned in the study.

This report will also tell us the investor perception about different investment instruments which are available. In this report, researcher comparing the various investment options with their growth, returns, risks etc.

Ankit Raj

PGDM Finance (2020-2022)

Analysis of Indian IT Companies



The study gives detailed information about various financial ratios that are very important in determining the company's health. These financial ratios also help in decision making while purchasing company's shares. Financial ratios are powerful tools to help summarize financial statements. The analysis of financial ratios serves two main purposes:

- Track company performance.
- Make comparative judgment regarding the company's performance.

This study includes analysis of 10 Indian IT companies which are top it companies according to the market capitalization. The study also gives the information about the profiles of each company that are analyzed and

their strengths & limitations. By strengths it is referred to the company's competitive advantage and distinctive competencies and by limitations it is referred to how their competitor can take their advantage. To get more information about the company, shareholding patterns of that company that shows how the total no. of shares equity outstanding in the company was divided between various owners. Shareholding patterns of the listed companies are required to be disclosed to the stock exchanges every quarter. Along with this, promoters' percentages which signify the percentage of shares that are held by promoters of a company and the percentage they have pledged. It is said that promoters' percentage should be more and should increase every quarter. With the help of above information, the analysis was done and the result was presented. It was found that there is very tough competition going among these companies but the company with economic moat (competitive advantage) was preferable.



Priya Tirkey
PGDM HR (2020-2022)

Strategy for Recruitment of Best in Class Blue Collar Manpower for Tata Steel Ltd.

A blue-collar worker is a person from the working class who does manual labour skilled or unskilled labour can be found in blue-collar jobs. Manufacturing, warehousing, mining, excavation, electricity generation and power plant operations, electrical construction and maintenance, custodial work, farming, commercial fishing, logging, landscaping, pest control, food processing, oil field work, waste collection and disposal, recycling, construction, maintenance, shipping, driving, trucking, and a variety of other types of work are among the possibilities. A lot of blue-collar employment is physically constructing or maintaining something.

Because many blue-collar positions require primarily physical labour, they are difficult to choose or recruit because educational qualifications are often lower than for white-collar jobs. Many blue-collar jobs require little more than a high school diploma, and many of the skills required are gained on the job. Vocational training or apprenticeships, as well as state certification, are required for higher-level blue-collar jobs, such as becoming an electrician or plumber. As a result, it is popular to describe those without a college education as blue collar, whether or not they work in a blue-collar job.

Automation poses a threat to blue-collar workers since many blue-collar jobs involve manual labour and relatively unskilled individuals.

Self-driving automobiles and automated cleaning gadgets are two examples of technology that could put blue-collar workers like truck drivers and janitors out of work.

Blue collar employees are people who do manual labour on a regular basis. Farming, manufacturing, shipping, construction, repair and maintenance and retail are some of the jobs they do. They may perform skilled or unskilled tasks and are compensated hourly or daily. White-collar occupations, on the other hand, are primarily performed in an office setting and do not need manual labour. More than 400 million individuals in India are employed in this sector. Their numbers are growing on a daily basis, thanks to the expansion of the economy and the influx of millions of new workers into the labour market each year. They work primarily in the manufacturing, transportation and logistics, caregiver, and retail industries. In India, blue-collar employees face particular issues and obstacles. There is no central platform in India for this dispersed workforce to resolve their job difficulties. The difficulties that blue collar workers in India confront in terms of employment, including finding work due to the country's large population and high unemployment rate, avoiding job scams, and accessing labour contracts, among other things.

Priyanshi Sharma
PGDM Finance (2020-2022)



Comparative Analysis of NBFC and Banks

NBFC is a registered company which is regulated by the Reserve Bank of India under RBI Act, 1934. NBFCs are not banks, but their activities are related to lending and other activities such as providing loans and advances, credit facility, savings and investment products, trading in the money market, managing portfolios of stocks, transfer of money, etc. For commencing the activities of NBFCs, NBFC /Registrations is mandatory.

Their activities are concerned with hire purchasing, leasing, infrastructure finance, venture capital finance, housing finance, etc. NBFC can accept deposits, but only term deposits and deposits repayable on demand are not accepted by NBFC.

Banks are the financial institution which is authorized by the government to conduct banking activities such as accepting deposits, granting credit, managing withdrawals, paying interest, clearing cheque and providing general utility services to the customers.

Banks are considered an apex organization which dominates the entire financial system of the country. They act as a financial intermediary between the depositors and borrowers. Banks ensures smooth functioning of the economy in the country.

They can be public sector banks or private sector banks or foreign banks and also responsible for making loans, creating credit, mobilization of deposits, safe and time-bound transfer of money and providing public utility services. Its ownership lies with the shareholder and they operate with the profit motive.

The main objective for which NBFC's were established is to grant credit to the poor section of the society whereas the banks are the financial intermediaries authorized by the government to receive deposits and grant credit to the public. Licensing of banks and NBFCs also differ in terms that licensing requirements of a bank are more stringent in comparison to NBFC. Banks cannot operate any business other than the banking business whereas an NBFC can operate such businesses.



Ritika Mahto
PGDM HR (2020-2022)

“Re-defining Skill Strategy and Learning, New Paradigms with 7 Habits of Highly Effective People.”

During my internship I gained practical knowledge on how the Learning & Development Division of an organization operates and coordinates its activities to ensure smooth functioning of the organization at all levels by ensuring right numbers of people are available at the right time to do the right job. Not only that I have also gained insight into the working culture of the organization and observed how Tata Steel handles its employees with value and empowerment to ensure they are motivated to give their best to the organization.

The report starts with an organization profile of Tata Steel giving its background, mission, vision, its products and services, the hierarchy and organ gram of the organization. Each chapter contains detailed discussion of how L & D departments work on redefining the skill strategy of their employees and how they enhance their skills in a pragmatic way. Internship is a bridge between the institute and the organization. This training program is designed to give the budding managers, a feel about the corporate happenings and work culture of an organization.

These real-life situations are entirely different from the stipulated exercise enacted in an artificial environment inside the classroom and it is precisely because of this reason that this Summer Internship Program is designed, so that the future managers get an idea about the real time business operations. The Summer Internship Program (SIP) helps us to apply our theoretical knowledge into the practical field.

The purpose of the study is to understand the development and redefining the skills, which is the most important part of any organization because it influences and motivates the employees to work efficiently and this has a direct relationship with the performance of the people. No human being can ever be satisfied on all accounts. The same applies to employees working in an organization who may be not satisfied with all aspects of their working life such as working conditions or terms of employment, wages, payment of overtime, bonus, leave, transfer, promotion, canteen facility, behavior of managers, supervisors and colleagues, HR policies and practices etc.

The purpose of learning and development (L&D) in most organizations is to upskill or reskill employees, focusing on delivery and consumption. As organizations shift, certain roles will become obsolete. Reskilling taps into a company's existing talent pool to train employees to perform a new job function within accompany. Up skilling is used to minimize talent gaps and to cultivate a culture of ongoing learning within a company. This study focuses on the technical skill sets and innately human capabilities core to the professional of the future and how reskilling can provide employees the opportunity to take on meaningful, enriching work in support of an organization's mission and vision.

Rohit Animesh Minz
PGDM HR (2020-2022)

A Study of Recruitment Process in Peacock Solar



“Recruitment means searching, finding and recruiting the best talent for an open job vacancy within the organization in specific time and cost.” Recruitment in HRM is a systematic process for hiring talent. It starts from identifying, attracting, screening, short-listing interviewing, selecting and finally hiring the most potential candidate for filling up the vacant job vacancies in an organization. In any business organization, employees are always considered to be their biggest asset and people management is the most important function managed by their HRM department.

The primary job of human resource management (HRM) team is to keep building the pool of human capital for the organization which can result into selection of right candidate for right job. Recruitment aims for choosing and hiring the right the person for the right job at the right time. The human resource management department often considers two major sources of recruitment namely internal and external source of recruitment. The purpose of recruitment process is to gather information about the talented and qualified individuals who might be interested to work for the organization in an effective way. Recruitment actually means a way to search the future employees of the organization and stimulate qualified people to apply for the job. It helps to create a pool of job seekers and improve the scope of recruitment of better employee. The project done involves a thorough understanding of the process of recruitment followed in peacock solar private limited. This project has been undertaken to understand the concept of recruitment process in great detail and get an in-depth knowledge of the effectiveness of this tool in finding the needs of the organization and study how it contributes to its growth. Recruitment activity brings together the people who are qualified and looking for job and the organizations which are searching for prospect employees. The properly executed

recruitment process leads to joining and selection of suitable manpower in the organization. I had the chance to work at peacock solar private limited, this summer as my organization internship. My project was on a study on the functioning of recruitment process in peacock solar private limited. Peacock solar is an Indian company registered as Sangam Smesco Pvt. Ltd., is an IIT-ISB Alumni backed venture which specializes in solar energy services offering the premium standard of professionalism and deals in providing a hassle-free solar panel installation along with online monitoring of system performance. My study is a cumulative effort of my experience of 2 months in the organization, interaction with Sweta Sing (Human Resource Manager) of the organization, a survey conducted through Google forms format and the data collected and the report was made by analyzing all the data. The universe in the study conducted was students; the sample size was 50 and the sampling technique was convenience sampling. Accordingly, this study sought to investigate effectiveness of recruitment process. The study main objective is to understand recruitment process in Peacock Solar.



Tanmay Tanty
PGDM Finance (2020-2022)
Indian APIS Pharma Analysis

Active Pharmaceutical Ingredient (API) manufacturing is an important segment of the Indian pharma industry. India ranks third in terms of volume of medicines produced, and is a major global supplier of generic medicines. However, India depends heavily on the import of several raw materials used to produce some of these medicines. This paper highlights how the situation emerged, as well as the various steps taken by the government to reduce import dependency and promote domestic manufacturing of APIS. Through various consultations with government officials, policy analysts and academicians, and interactions with key industry experts, the paper also highlights the top one Indian company analysis and gives future forecast. It also summarizes the various steps taken by the government in moving towards domestic manufacturing of APIS. With government support, improving IP systems and manufacturing standards in China and India, the generic as well as innovator APIS market in Asia-pacific is expected to grow steadily in the coming years. In this analysis it was found out various APIS Pharma companies and analysis the “Sun Pharmaceutical Industries Ltd.” with tables & graphs, strategies for promoting the Indian API industry opportunity.

Indian API market holds huge potential not only to cater to the domestic market but also to export to all leading manufacturers of the world. The over-dependence on China is reducing due to rising cost of Chinese APIS and positive reforms by Indian government. The forecast points that Indian API market will grow at a CAGR 10.67 per cent in the next four years. The global API market is extremely competitive with a number of large and small manufacturers. Firms that engage in API manufacturing have to move from generic synthetic to high potency APIS, and biotech and bio similar APIS to retain competitive edge in world markets. The winning companies will be the ones which analyze their competitive position and meet the rapid changes happening in the industry by evaluating and speedily implementing the suggested levers outlined above. China and India are driving the market growth through their cost advantages and have emerged as manufacturing hubs for the APIS. With government support, improving IP systems and manufacturing standards in China and India, the generic as well as innovator APIS market in Asia-pacific is expected to grow steadily in the coming years. In the near future India may beat China in global active pharmaceutical ingredients market.

Yeshna Masih
PGDM HR (2020-2022)
Talent Acquisition



The basic aim of the research was to study the process of talent acquisition at Genpact Jaipur. Talent acquisition is an important part of the world today. Right man at right place is an important issue. Putting right person at right place solves a lot of organizational problems and improves the performances of the organization.

Right point a Genpact Company Jaipur is one of the best companies all over the world; the HR at right point a Genpact company has their own prospective in which they help candidates to have a best upcoming world. In this pandemic era also right point a Genpact company's HR selected right person for right place they give them a direction in which the candidate has to fly. Working as an intern at right point in Genpact Company was able to learn technical things and groomed me according to the lifestyle and changed my prospective towards human recourse. I basically use to hire candidates for respective profile and hire them to the different world of technology. Right point Genpact company takes special interest in identify the potential of the candidates and keeping the invest of the candidate as the focal point. Personal contacts and interaction is an important tool even in the times of Microsoft team's meetings and work from home era. It channelizes a big change in the time and resources for talent acquisition.

The basic aim to conduct research on talent acquisition in right point at Genpact Company was to study what is talent acquisition. Why is it important in organization? What role does it play in human resource management?

This study tells about every aspects of talent acquisition. It includes the selection of tools, technology and outsourcing partners is an important element of company's talent acquisition strategy. The talent acquisition results in identifying the potentials also in talent shortfalls ad fulfills the needs of right talents. Talent acquisition is an important aspect of the HR management in right point a Genpact Company.

The study has brought under significance that how HR department in an organization are maintaining balances between selections of right candidates to enhance his or her potential which can bring profits to organization.



Tarun Dubey
PGDM HR (2020-2022)
Study of Screening and Evaluations of Candidates

Screening candidates is the process of reviewing job applications. This comes in right after candidate sourcing and involves skimming through resumes and cover letters to find the closest applicant-job-description matches keeping in mind qualifications, experience, skill sets, and projected candidate-organization fit. The process of candidate screening, whether you have a few applicants to browse through or are skimming through mounds of résumés, the primary check that is conducted (whether by the human eye or by artificial intelligence) involves a look at the qualifications, which may include work experience, academic background, skills, knowledge base, personality, behaviour-indicative traits, and competencies.

Interviewing and choosing candidates was never easy. Now, with remote hiring on the rise, it's more difficult than ever. But whether you've conducted a virtual interview or an in-person assessment, the same basic challenges apply. Choosing the right candidate for an open position is a lot like putting a puzzle together. Even

with all the right pieces in front of you, it can still be extremely difficult to decide between multiple candidates, especially since the final batch of candidates are all likely to be highly qualified.

Evaluating candidates after an interview can offer value that an interview cannot. With a post-interview evaluation process, those in charge of making the hiring decision have a set of criteria that they can use to make their final decision. This will speed up the process of on boarding a qualified candidate, reducing the time and monetary cost of hiring.

Human resource practices and policies need attention for implementation. The author says more awareness need to be created with personal authorities. So that the consultants can meet the client needs.

An evaluative study on the screening process which has been conducted helps the firms to identify the good quality of Candidates who perfectly matches the job requirement given by clients. The purpose of background checks is to give you complete confidence in the people you are hiring. Because your employees are the most important investment you can make. Ultimately, investing in the wrong people can cost your company a lot of time and money. The major points for screening candidates include things like criminal checks, identity checks, credit checks, previous work references, education and qualification checks, etc. The purpose of background checks isn't just to protect your business – it's to protect your workers too. As an employer, you have a responsibility to ensure that everyone who is associated with your business is protected from threats.

The objectives of the study were: To study about the demographic profile of the candidates in IIPTA & to study the process of screening and evaluation in IIPTA. In the Methodology part of the report the research design was Exploratory and Descriptive type, the sample universe of the research is organization, Purposive and convenient type of sampling techniques are used in research, the sample size was 50, Sample unit was Human Resource (HR). IIPTA is the organization in which I have did my internship is a global platform for intellectual property services and education. They have the expertise to mine patent data and make sure you efficiently get the critical information you need. IIPTA run various workshops, online and classroom intellectual property courses specializing in patent law, patent drafting, trademark law, copyright protection, IP finance, music law, fashion law etc. Their goal is to promote the protection of intellectual property worldwide. To ensure administrative cooperation among the intellectual property; They provide the various services like in Global patent search & information, they provide services in industries for example, mechanical innovation industries, electrical and computer technology, consumer product industries etc. Because of their continuous efforts, IIPTA is awarded by various national and international organizations.

In analysis part two objectives are explained in the first objectives it is demographic profile of the candidates under which there total percentage of gender, age group, marital status, educational qualification and years of experience and in the second objectives which is Process of screening and evaluation of candidates in IIPTA under this Short listing the candidates according to the organizational requirement, Telephonic Interview was conducted for the shortlisted CV's, and First Round Interviews the HR Manager

The learning of the study is Professionalism, Time management, Decision making skills and to understand the concept of professional and personal work life experience. Candidate screening is one of the most important tasks that you have as a recruiter. However, analyzing hundreds of CVs for a given position and deciding who to move forward in the recruitment process based on incomplete and insufficient information is a massive responsibility. Evaluating a job applicant's past positions, experience and accomplishments helps determine whether or not he or she will be a good fit for the organization. Combined with speaking to the applicant's references, a human resources professional can determine whether a job applicant has the right personality to fit into the culture of the organization or not. Employees who fit into the organization's culture are more likely to succeed and stay with the company.

Through the Len's



Woodland Kingfisher



The Orange Peace



Captured Perfectly



Morning shades of Jabalpur



Heavens Descent



Fiery Hues

*Pictures contributed by
Rohit Animesh Minz
and Ishan Sharma
PGDM Batch 2020-22*

Creative Composition

Christmas

Sister Nirupa **PGDM Batch 2021-23**



Christmas is a festival of 'Giving'; this marks the birth of Lord Jesus Christ as he gave his life for the mankind. It is celebrated on 25 December every year all over the world. Jesus Christ was born to Mother Mary and Joseph in Bethlehem. Christianity believes 'Jesus' to be the Son of the high God. The festival of Christmas has surpassed the religious boundaries and is celebrated by everyone; it is celebrated globally with great enthusiasm and happiness. This festival is loved by children and adults. Before the Christmas feast the church gives time to prepare their hearts and minds to welcome baby Jesus within our hearts. Jesus came not only for Christians but for all the humanity to save us from our sinfulness. People clean their houses, Churches and specially their inner self before Christmas they make crib as the symbol of cowshed where Jesus was born and decorate there's homes and Churches with beautiful balls and ribbons they also make Christmas trees and decorate it. People invite friends and relatives in their house to celebrate Christmas. This day religious people visit the Churches and light the candles to worship Jesus Christ. They distribute gifts and cakes on this occasion Christmas Carols are also organized for the enjoyment. Kids get presents and dresses. Christmas is the festival of love, happiness and care; it is about sharing and helping the needy. This festival teaches us to live a noble life of prayer, love and sacrifice. Jesus Christ came for the needy, downtrodden, and unprivileged. He comes every day in our life only we need to realize and experience His presence within. Therefore, let us celebrate Christmas with love, peace, joy, unity and brotherhood.

How to be You.

Romy Kujur **PGDM Batch 2021-23**



Whatever you have accumulated over a period of time is inside you, it cannot be you. Don't seek people's attention. Pay attention on yourself and focus on your credibility. Stand alone if you are right and different from others but be strong courageous, bold and independent. Life is gift given to an individual by the almighty so be happy in whatever comes in your way. it comes to teach you, build you and make you.

If they laugh at you, laugh with them on yourself making it a point that you are bringing a smile on their face. Keep aside all that is not you and all that is left with are you.

Blessed with the Best

Ritika Mahto
PGDM-HR, 2020-2022



Every breath you take,
Oh! That stomach ache.

A blessing and a burden alike.
Since the day you are born.

You are said- "You will be broken and torn".
After all you are a girl.

You have to go all through.
In a society we grow,
They always try to become a crow.

Why we have to suffer alone?
A voice came from inside,

The girl was suffering from pain,
Because it's a trend we girls have gain.

For the month we bleed,
For the unbearable pain sow seed.

They pretend that they don't know instead.
Cramps, clots and the wrecked pain.

We go through as, we have got it homestead.
Periods is normal, Pains are not.

So, I say- "WHY SUFFER SILENTLY"?

Product ads can be visible,
But pains are tend to be sometimes miserable.

It's a blessing in disguise,
Why people can't face that in their eyes.

We haven't done any crime.
We are blessed with the best.

Technology and the Teenager



Anjali Kumari
PGDM Batch 2021-23

Life as simple earlier... more outdoor games, more do-it-yourself read through activities, making hand crafted projects, more sweating, climbing trees, playing kho-kho, kabaddi, pitto, hide and seek. With the advent of technology which undoubtedly is a sign of progress.

Somewhere that fun-filled childhood is lost. We have become slaves of technology with very little activity left in us. When information is just a click away, where is the need to go to a library and books having well-thumbed yellow pages carrying the scent of some long forgotten hands that had turned those pages lovingly? When friends and relatives are just a phone call away, the romance of writing letters, waiting eagerly to receive news through postcards and envelopes and Inland letters us lost forever from our lives. The thrill of folding and unfolding letters, reading andre-reading those again and again is not to be found in a phone call. Letters were treasures phone calls cannot be treasured. Well, everything has two different perspectives to view it Technology is supposed to have made our life easier. But, has it really done so? Today, social networking has actually made us very unsocial. Our teenagers have more virtual friends than real friends. Friendships, fights, break-ups and make-ups... all happen on social networking sites and are made public in seconds. Likes, comments and emoticons have replaced life emotions. Nothing is secret, nothing is private anymore. It is as if one big arena like in me ages with the on looking crowd either cheering or jeering. One revengeful viral video spreads apart years of childhood bonding. Today's teenagers are very tech-savvy... much more than we can possibly imagine, but somewhere, somehow their childhood innocence gets lost and meets and untimely end. At least the schools have huge playgrounds where to some extent we are able to give children a chance to kick a football, hit a boundary scrape a knee or for that matter in supply run around chasing one another in sheer fun. Teenage years are the most beautiful in person life. Let us be careful not to make our young generation unemotional technological zombies. Let us encourage them to make real friends with real bonds.... real values and real feelings. Let technology be used only for advancement of knowledge, widening their thinking and heaping them grow into mature, educated; Sympathetic and empathetic young men and women.

The Outlook of Youth in the Current Scenario

It is very important to know about youth of today. Let me sail you towards the greatest asset of our country. They are none other than the “youth” who believe education can change their life. They demand opportunity and an education which allows them to build their skills and contribute to their own societies. The youth do not simply accept things but they reason out and make critical-analysis and accept the fact. Beside the education they also seek digital and transferable skills like problem-solving, critical-thinking, critical-analysis, and communications. Our Country needs the youth as they are the future, so they should be helped, supported and mentored well for the development of the Society.



Laxmikanta Singh Baliarsi
PGDM Batch 2021-2023

Young people are the driving force of change and can encourage and motivate governments to declare their priorities. Young people have important responsibilities towards the country. As we are aware about the fact even the independent movement was essentially led by the youth of India. The mind of youth is filled with talents and creative ideas. If they raise their voice on any issue, it can bring transformation. They are the treasures of our country. The way they are shaped and formed, they are likely to grow in the same manner. The youth needs proper guidance and support so that they can be smart enough to pave their own path to success.

Society identifies youth as a person with enthusiasm, Zeal and creativity that have the tendency to change the world. All sorts of creativity can be found if we look through the minds of the youths. If the youth are molded and shaped in the correct direction they can create history, for they have the power to make or break a country.

Youth are basically the backbone of our country. Now as we see that, today they are not given more importance, they have not being made an integral part of the administration system. Youth must be placed at good position for considering problems of the society and family as well. Wisdom and suggestion of the youth must be welcomed and regarded. Our future is in the hands of our youth. Youth aspire to be successful, yet few of them are not aware of the effective of time management. Today they have forgotten their identity; they have become the victims of alcohol, drugs and in bad company who spend their high amount of time and energy in the given point above. They look for the encouragement and appreciation in life which becomes the strength to move ahead in life to achieve their set goal more over they also look for a model and an ideal figure that could be their inspiration. All that is needed is the proper counsel and assistance to excel in their life for the holistic growth. Let's put our hands together to help and value the youth to value our country.

From Notebook to Canvas



Let your wings of dream fly high.
Drawn by: - Archana, PGDM Batch 2021-23

Sketched by: - Anjali Kumari
PGDM Batch 2021-23

From Notebook to Canvas



Class Activity Vlog



Creative thoughts into Reality....
(PGDM Batch 2021-23)

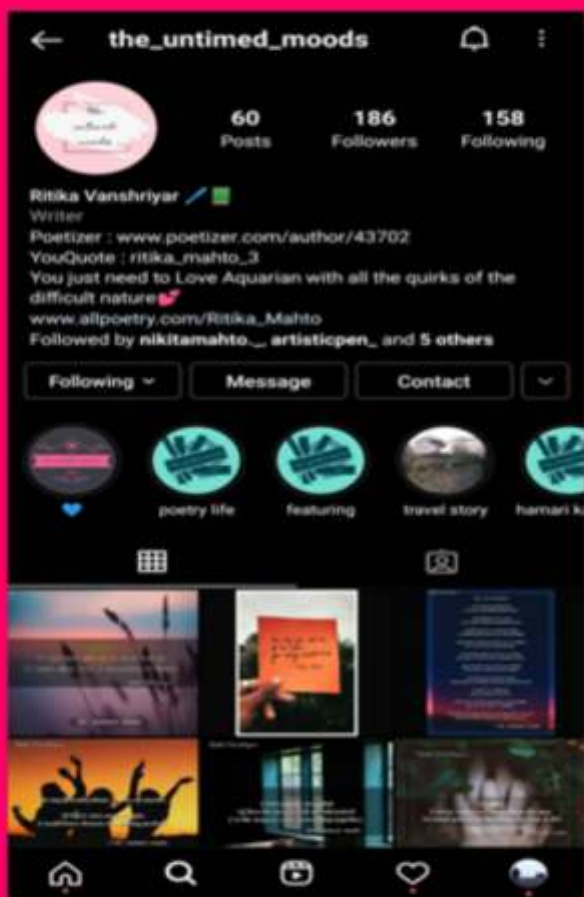


Message from Alumni



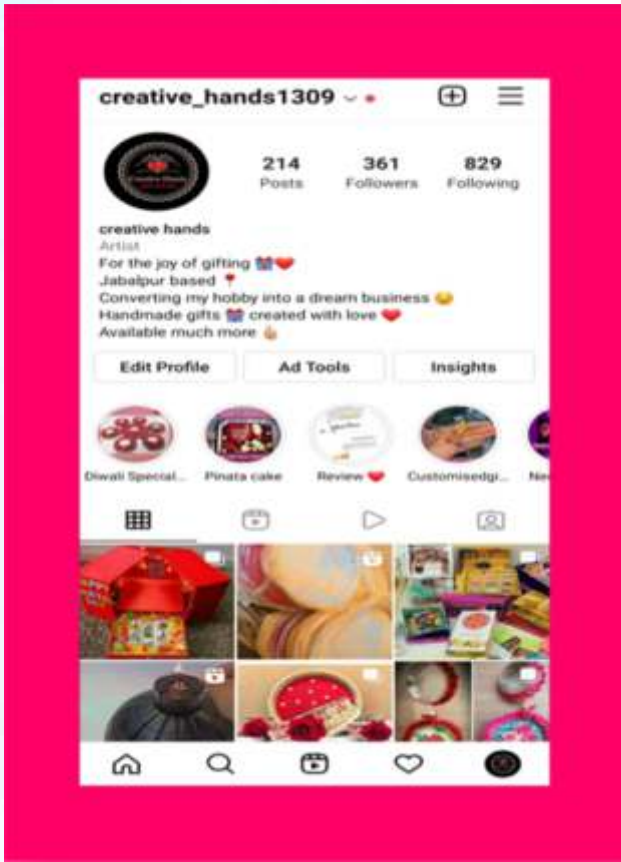
The word catalyst makes me nostalgic about my days as a student of MBA Rural Management program (Batch 2006-08) and takes me back 15 years... how the time passes. I still remember when I was put on the editorial board of the Catalyst magazine, I did not have an iota of an idea what am I supposed to do, but I am thankful to my faculties and the other members of the board who guided and helped the team to complete the work and launch the magazine. I still have a copy of all the magazines with me. I am thankful to all my seniors, fellow batch mates and juniors who contributed their articles, poems etc. for the magazine. I am happy that the institute and the current students are bringing it back as it is an important component of student activities and gives an opportunity to the students to develop their writing skills. I wish the team all the very best and hope the launch of the magazine will be a success and it will continue to flourish.

Instagram Influencer's



Page Owned by: - **Ritika Mahto**
(PGDM Batch 2020-22)

About the Page: - The untimed moods are collection of Poetry, Stories and Quotes. The idea came up to frame it when my emotions found the thoughts and the thoughts found its words". As a writer and a poet I always had this thing in my mind to frame every moment and design it in words, whether being a story or a poem .Writing poems and stories was my passion and it came into picture when my poems and stories started to get published .And this is when I decided to make a my second career. The untimed moods are just the name that got clicked because I always write randomly and post it in the page. The untimed moods have various types of poems, stories and taglines from my personal experience and reflection of my thoughts.



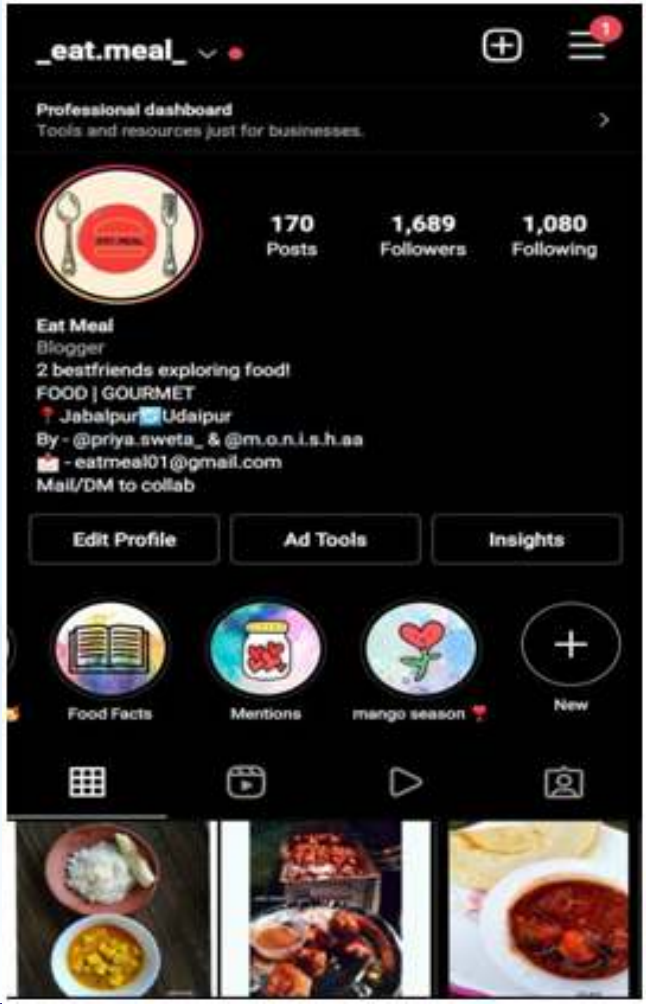
Page Owned by: - Priyanshi Sharma (PGDM Batch 2020-22)

About the Page: ‘Creative hands - for the joy of gifting and giving ‘. I started with this page during lockdown with a passion and determination to reach people around me with whom I am blessed. Sooner, this passion changed into profession as there were many hands reaching out to buy and enjoy the hand crafted.

I try to provide and share my experience with the individuals around me by delivering the customised handmade presents as per the needs and requirements of an individual.

Collection of unique customised gifts are handcrafted to add a touch of nostalgia.

About the Page: My bestie and I are big foodies and we love cooking food and trying new cuisines and exploring a lot of restaurants and food joints in our home town as well as wherever we go. So our food journey as food bloggers started in 2020 when we all were stuck in our homes due to lockdown and we decided to create a page on Instagram and started sharing pictures and recipes of food that we made on Social Media, we manage to get 1k followers in three months. That was a great achievement and we will continue to promote our food page as long as we love eating food. Our page contains both vegetarian and non vegetarian dishes. Do like and share our page! Thank you!



Page Owned by: - Priya Tirkey PGDM (Batch 2020-22)

Moment by Moment



Outgoing Batch 2020-22



First Year Batch 2021-23





**Together we
shine
Together we
align
Together we
refine & define**



XAVIER INSTITUTE OF DEVELOPMENT ACTION & STUDIES
4th Mile, Mandla - Jabalpur Rd, Tilhari, 482021(MP)
Email:catalyst@ximj.ac.in Website:www.xidas.in
Tel:+91-761-2602483