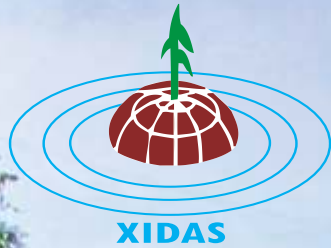


XIDAS

ANNUAL REPORT

April 2023- March 2024





Contents

X- XIDAS

- *Editorial*
- *Messages from Eminent Personalities*
- *Vision and Mission*
- *Genesis of XIDAS*
- *Governing Body and General Body*
- *Management Development Programme*
- *Adieu*

I –Institute

- *New Office Bearer's*
- *Eminent Personalities Visit*
- *External Resource Persons and Evaluators*
- *Meetings*
- *Network and Collaboration*
- *Events and Celebrations*

D- Development Actions

- *Department of Research and Development*
- *Department of Rural Management*
- *Department of CSR*

A- Academic Actions

- *PGDM and PGDM-RM*
- *MBA an Educational Unit of XIDAS*

S- Service Actions

- *Administration*
- *Library*
- *XID Publications*
- *Finance*
- *Hostel*

X- XIDAS Actions

Editorial

"If four things are followed - having a great aim, acquiring knowledge, hard work, and perseverance - then anything can be achieved."

- APJ Abdul Kalam

XIDAS with its determination helps in building great dreams of great dreamers and are always transcended which is the very basis of success for all the stakeholders and pillars for the institute's sustainable development.

XIDAS Annual Report 2023-2024 is yet another milestone can be viewed when you win the first time, don't relax; if you lose the next time, more people will be eager to claim that your initial success was a fluke. Thus the editorial team is proud and honored to continue the legacy of Late. Dr. Fr. M.V.d. Bogaert, SJ (Founder, XIDAS), in publishing the events and achievements in the said report.

We are thankful to all the contributors and stakeholders of XIDAS for commemorating this Annual Report 2023-24 as an attempt to place the record for all the initiatives undertaken by the individuals and the departments.

Our sincere appreciation to Mr. Radhemohan Upadhyay, DTS, XIDAS for designing and Neeraj Offset Printing Press for printing and designing.

May the Almighty give us the insight and fortitude to leave a lasting legacy for the generations who come after us, and may he assist us in being worthy of the products of the tireless efforts of those who came before us.

Editorial Team



Dr. Fr. Dharam K Lakra, SJ



Dr. Fr. Oscar S. Tirkey, SJ



Asst. Prof. Kamna Micahel



Asst. Prof. Cecil Anthony

Message



CATHOLIC BISHOP'S HOUSE

"Snehsadan" 599, South Civil Lines
Jabalpur - 482001, Madhya Pradesh, INDIA
Phone - 0091-0761-2622413, 0091-0761-4018322
Fax - 0091-0761-2624360
E-mail : diocesejabalpur@gmail.com
jgvalan@gmail.com



†Dr. J.G. Valan Arasu
Bishop of Jabalpur

BO/K-12/2024/119

Date 10/08/2024

Dear Principal, Staff and Students,

Greetings and blessings in the name of Jesus Christ,

"Every good and perfect gift is from above." — James 1:17

As XIDAS publishes its Annual Report for 2023-24, I extend my heartfelt congratulations to the Jesuit Management, Staff, and Students for successfully reaching another milestone in its remarkable journey.

The institute's well-designed events and programs for the year 2023-2024 have been a source of inspiration, joy, and energy for all stakeholders. Through perseverance, zeal, diligence, and selfless service, XIDAS has carved a niche for itself and has steadily climbed the ladder of success over the years.

I trust that the ongoing saga of XIDAS's accomplishments, driven by clarity in vision and forward-thinking strategies, will continue to yield rich dividends in the coming year.

I also hope that you will sustain and nurture a learning ethos that is both comprehensive and conducive to the growth and development of everyone associated with this prestigious institution. Furthermore, may your efforts continue to contribute holistically to the well-being of society at large.

Congratulations to the entire team of the college magazine for bringing out this year's edition.

Yours Sincerely in Christ Jesus,

+Dr. J.G. Valan Arasu



Bishop of Jabalpur
Bishop's House, Sneh Sadan
599, South Civil Lines,
Jabalpur 482001 (M.P.) India

Message

**PROVINCIAL
MADHYA PRADESH PROVINCE
SOCIETY OF JESUS**



Loyola Niketan

Rajiv Vihar, SECL Sub Post
BILASPUR- 495 006 (C.G.) INDIA
Ph. 07752- 248 006,
Email: provmap@gmail.com
mapsj@yahoo.co.in



Provincial's Message

It gives me immense joy to know that Xavier Institute of Development Action and Studies (XIDAS), Jabalpur is releasing its Annual Report 2023-2024 as its 28th Mile Stone of its journey and growth shaping students to be leaders in professionalism guided by wisdom and ethics with social responsibility. The annual Report is a mirror of the achievement and contribution it has made in the lives of the youth who are trend setters for professionalism with a new paradigm for a 'hopeful future' and its stakeholders. It also showcases its collaboration and networking for greater impact in the field of professionalism in various fields of management as a change agent according to the demands of the time.

I congratulate the editorial team and the contributors for the inspirational publication to continue inspiring budding professionals journeying towards 29th chapter of XIDAS.

I am hopeful that as it has been the torch-bearer in the past midst the challenges, it will continue as shining star with exemplary models in the world of business schools with a difference.

May God bless each one in the process of human welfare.

Fr. Ranjit Tigga, S.J.
Provincial



Message



Education is the ability to listen to almost anything without losing your temper or your self-confidence.

- Robert Frost

I am extremely delighted to pen down these few lines on the occasion of the release of the annual magazine. Education is meant for life and is a lifelong companion to the learned. Education is the movement from darkness to light and I am glad that your esteemed college is providing good education and disciplined atmosphere to the young budding minds of nation.

I appreciate and congratulate the Director, Staff and students for the efforts they have put in to bring out this magazine. I wish you all success and God's choicest blessings in the days to come.

Best wishes

Dr. Fr. Ben Anton Rose
Principal, St. Aloysius College
Sadar, Jabalpur (M.P.)

Message



Good business leaders create a vision, articulate the vision, passionately own the vision and relentlessly drive it to completion.

- Jack Welch

I am delighted to extend my warmest wishes to the team of Xavier Institute of Development Action and Studies. As the principal of St Joseph's convent school TFRI, I am a firm believer in the importance of education in shaping the future leaders of our society.

I commend the college for its focus on building business leaders with strong values. It is heartening to see an institution dedicated to not only imparting management skills, but also instilling the importance of ethical and responsible leadership.

I have had the privilege of visiting your campus and witnessing the academic excellence and vibrant campus life that defines your institution. The dedication of your faculty and the enthusiasm of your students are truly commendable, and it is clear that Xavier's Institute of Management is a place where future leaders are nurtured and empowered.

May they continue to learn and grow, and may the knowledge and values they acquire here serve them well in their professional and personal lives.

Best wishes

Sr. Ancy
Principal
St Joseph's Convent School TFRI

Message



XIDAS TODAY!

It's been four years now that in 2020 we celebrated the Silver Jubilee of XIDAS at the peak of Pandemic Corona along with my Golden Jubilee as a Jesuit. It was a happy confluence since in the year 2020 the Society of Jesus started celebrating the year-long 500th Anniversary of the Cannonball Experience of St. Ignatius of Loyola as happened at the battle of Pamplona in 1521 wherein his right foot was badly injured. But it gave a new life to him - living for the Greater Glory of God. Jesuits relived the world over their cannonball experience in 2020 and committed for 'Magis' i.e. Excellence in all that they were engaged in. XIDAS did the same against all odds of the Corona thanking Fr. Michael Van den Bogaert, SJ and all his successors with all successive teams through the Xavier Institute of Development Action and Studies.

It's been four years now after the historic confluence and we have seen the impact of the Institute's development action and studies in big or small ways. We've even been wary of the Bark of XIDAS caught up in the existential whirlwind for its survival. This is another sort of cannonball experience. And I am sure that undeterred by its navigational vicissitudes, newer ways are being adopted to keep going in the uncharted waves. This is the Ignatian spirit to be relevant to the changing times, but being rooted to its original Vision & Mission which is Development Action & Management Education for Sustainable life. Long Live XIDAS.

Dr. Fr. Alexius Ekka, SJ

Rector, St. Xavier's College, Ranchi, (JH)

Former Director Xavier Institute of Development Action and Studies (XIDAS), Jabalpur (MP) (2019- 2021)

Former Director Xavier Institute of Social Science (XISS), Ranchi (JH)

Message



Greetings!

Associates, Staff, and Students, this is the result of the XIDAS fraternity working together to release the XIDAS Annual Report for the months of April 2023 through March 2024.

We have occasionally relapsed and experienced some meltdowns, but ultimately we are reaching each new milestone with great abandon. You can read about that progress and the achievements we are pleased with on the pages that follow. The purpose of the publication of the Annual Report's is to recognize the numerous accomplishments made by XIDAS staff members and students during the previous year. It was a year of triumphs and accomplishments, of taking on new challenges and scaling new heights.

The core value of XIDAS is teamwork. In order to make this year a genuinely successful year for all of us, I am grateful for the efforts made by our amazing team of Faculty, Staff, and Students as well as the unwavering support of the Management.

I hope you enjoy reading!

Dr. Fr. Dharam Kishore Lakra, SJ

Former Director, XIDAS

June 2021 - June 2024

Message



Greetings to all the stakeholders!

I congratulate and convey my heartfelt gratitude to the Chairman, Dr. Fr. Ranjit Tigga, SJ and Dr. Fr. Dharam Kishore Lakra former Director XIDAS along with the Jesuit Management, Dean and Principal and also the Head of the Departments, Faculty, Professional, Office, Support Staff and all the students for their hard work and dedication, which is evident in the this report.

With great pleasure, I offer you the XIDAS Annual Report for 2023–2024. For each and every one of us, this year has been incredible.

It is a time-tested truth that education and development go hand in hand. No education, no development. Having realized this truth, we at XIDAS, are engaged in providing management education both in Corporate and Rural sectors that aims at creating original and innovative thinkers who would think, create, manage and transform organizations that would result in transformation of society and nation.

As XIDAS has achieved many milestones in the past, it has also embodied the essence of *Cura Personalis*, or "Care for the Person," which is dedicated to academic achievement, social development initiatives, and a comprehensive commitment to the sustainable development of all stakeholders.

May our organization develop minds and encourage the development of moral character so that it can make a significant contribution to people and society as a whole.

God Bless!

Dr. Fr. Oscar Tirkey, SJ
Director, XIDAS

Message



“It is not the actual physical exertion that counts towards one's progress, nor the nature of the task, but by the spirit of faith with which it is undertaken.”

– St. Francis Xavier

Dear colleagues, as we approach the end of another successful year, I would like to take this opportunity to reflect on our achievements and express my gratitude for your dedication and hard work. I am pleased to report that we have achieved significant milestones by taking up our mission and vision of the Institute. These achievements reflect our collective commitment to excellence and our ability to overcome obstacles.

Our Institution thrives on the diverse talents, expertise, and dedication each one of you brings. The culture of support, mentorship, and teamwork that exists within our organization is truly remarkable, and it is a testament to our shared values and common goals.

As we look ahead to the coming year, there will undoubtedly be new challenges and opportunities. However, I am confident that with our collective efforts and the resilience we have demonstrated, we will continue to achieve remarkable things.

Let us return with renewed energy and enthusiasm to tackle the exciting opportunities that lie ahead.

With warm regards,

Dr. Fr. Fulchandra Kujur, S.J.
Asst. Director, XIDAS, Jabalpur

Message



The publication of Annual Report 2023 of Xavier Institute of Development Action and Studies (XIDAS) is another significant milestone in the journey of the institute in the field of academic and professional excellence of the staff, students and the stakeholders.

XIDAS is committed to 'accompany the students for their hopeful future' to meet their dreams and aspirations to become change agents as socially oriented responsible leaders with a difference. The Annual Report showcases the undertakings of the institute in different fields highlighting the successes and achievements as one body of Xavierian brand. It also showcases the legacy of St. Francis Xavier being lived in reality imbibing the moral and ethics of professionalism. As part of the Jesuit Business School XIDAS also envisions collaborating and networking with other Xaverian business schools to make an impact in the lives of the youth. The Annual Report represents such efforts of the institute.

I congratulate the Editorial Board and all direct and indirect contributors in shaping the report. It is a fruit of a team work. May God continue showering His blessings to accomplish the vision of XIDAS.

Fr. Stanislaus Tirkey, S.J.
Administrator & Superior XIDAS



Vision

Motivated by the Jesuit spirit of Magis, XIDAS envisions a management education that promotes a fuller human life and service to humanity.

Mission

- To be the guiding light for sustainable management practices through the following activities:

Build Manager

- To train managers with a thrust on sustainable development.

Conserve the Environment

- To conserve the environment by networking with all the stakeholders of society.

Promote Entrepreneurship

- To promote entrepreneurship facilitating holistic development and self development.

Core Values

- Discipline
- Integrity
- Justice
- Concern for Poor and Marginalized
- Graduate Attributes
- Excellence (Magis)
- Ethical Behaviour
- Character
- Quest for Peace and Harmony

Past



Present



Genesis

1995

XIDAS established in Sneh Sadan Campus, Jabalpur

1996

Registered as a Society under Society Registration Act of Madhya Pradesh

1997

Centres of Livelihood and Capacity building established in blocks and villages near Jabalpur

1998

District Profile of Balaghat District conducted with the financial support from BILANCE (now CORAID, Belgium)

1999

Studies conducted for NTPC Ltd.

2000

- Joint Research on Microfinance in Mandla District (M. P.) conducted with the support from UFSIA University, Antwerp, Belgium.
- MBA -Rural Management programme (Affiliated & Approved by AICTE / DTE / RDVV)
- XIVANI News Letter Publication started

2001

XIDAS Raipur Unit Established

2002

National Seminar on 'Water Down the Bridge'

2003

XIDAS shifted to New Campus at Tilhari, Mandla Road, Jabalpur
First XIDFEST: Students' Meet
National Seminar on 'Micro Finance for the Poor'

2004

National Seminar on Sustainable Livelihood: Strategies and Approach

Genesis

2005

National Seminar on Self Help Groups: Is anything wrong; what can be done

2006

XIDFEST: A Students' Meet.
National Seminar on 'Rehabilitation of Displaced People'

2007

VIKAS VANI Journal Publication started
Student Magazine "The Catalyst" launched
National Seminar on 'Ecotourism and Sustainable Development'

2008

- Post Graduate Diploma in Management (AICTE, New Delhi Approved)
- One Year Certificate Course in Development Management started
- National Seminar on Organic Farming and Sustainable Development
- Six Months Certificate Course in Community Organization launched
- National Seminar on 'Change Management'
- National Seminar on 'Corporate Social Responsibility - Fortune at the Bottom of the Pyramid'
- National Seminar on 'Global Competitive Education: The need for enlightened leadership'

2009

National Seminar on Management Education

2010

- Post Graduate Diploma in Telecom Management (AICTE, New Delhi) Approved
- National Seminar on 'Impact, Adaptation and Mitigation of Climate Change'

2011

- First Convocation of the Institute
- First Fr. Bogaert Memorial Lecture
- National Seminar on 'Eco-spirituality and Management'
- First National Student Seminar on 'Resource Allocation Syndrome, a Prime Challenge of Multi Project Management'

2012

- Second National Student Seminar on Emerging Trends in Management
- International Conference on 'Corporate Social Responsibility'

Genesis

2013

- First National Students' Meet: XIMFEST – XENITH 2013
- Inauguration of Fr. Bogaert Memorial at XIDAS
- Post Graduate Diploma in Rural Management (AICTE, New Delhi) Approved

2014

- National Human Resource Summit on 'Employment and Placement Scenario'
- International Conference on 'Sustainable Development'

2015

- Second Fr. Bogaert Memorial Lecture
- Second National Students' Meet : XIMFEST- HENOSIS 2015
- XIDAS Annual Report

2016

- International Conference on 'Rural Development'
- Alumni Meet

2017

X-expression 2017

2018

- Alumni Meet
- Workshop on Synergetic Approach to Legal Management Profession

2020

- 25 Years of Existence Silver Jubilee of the Institute
- Conference on “Environmental Challenges: the Wake-up Call for Sustainable Development of Resources & Earth for Future Generation”

2021

- XIDAS Bulletin launched
- Webinar on New Education Policy
- Webinar on Job Opportunities in Rural Development.
- Students - HR Workshop: Training & Development

2022

- National Webinar on Job Opportunities in Rural Development
- HR Webinar Series on Human Resource Opportunities and Challenges in Today's Context (Session I & II)
- International Webinar on Social Innovation & Entrepreneurship.
- Seminar - Staff Development Program: Strategic Reflection for Innovative Practices.
- MBA: XIMJ, (An Educational Unit of XIDAS) Post Graduate Management Program (Affiliated and Approved: RDVV/ DTE/ AICTE)
- Confluence: Organisational Sustainability & Development.

Genesis

2023

- BBA: XIMJ, (An Educational Unit of XIDAS) Under Graduate Management Program (Affiliated and Approved: RDVV/ DHE/ DTE/ AICTE)
- Workshop: Start-up and Business: Challenges and Opportunities
- Workshop: Student Summer Internship Project Workshop
- Workshop: Fr. Bogaert Memorial Lecture: An Educationist Leader“
- Conference “Strategic Management towards Organizational Sustainability”: Session I and II
- Confluence: HR Analytics: Opportunities and Challenges
- Book Release on Artificial Intelligence and Human Engineering: Opportunities and Challenges
- XIDFEST 2023

2024

- Conference: “Social and Emotional Learning”:
- Seminar: Rural Exposure and Its Impact, Session I and II
- Seminar: Project Proposal Writing
- MDP: Strategic Finance & Conflict Management
- MDP: Parenting in Today's Context



GENESIS OF DIRECTORS



Dr. Fr. Oscar S. Tirkey, SJ
Current Director since June 2024



Dr. Fr. Panka Toppo, SJ
1995-2002, June 2014-May 2015



Dr. Fr. Dharam K. Lakra, SJ
June 2019 - Sep 2019
June 2021 - June 2024



Dr. Fr. Sebastia L. Raj, SJ
Feb 2005 - May 2011



Lt. Dr. Fr. Michael Van den Bogaert, SJ
Founder, XIDAS



Dr. Fr. Alexius Ekka, SJ
Oct 2019 - June 2021



Dr. Fr. Ranjit Tigga, SJ
June 2011 - May 2014
Apr 2018 - March 2019



Dr. Fr. James Santhanam, SJ
Aug 2016 - Mar 2018



Dr. Fr. Alfred Toppo, SJ
June 2015 - July 2016

GENESIS OF DEAN (ACADEMICS)

Mr. F. B. Homji
(2000- June 2004)



Dr. Namrata V. Jasrotia
(July 2004 - June 2015)



Dr. Mehul Chouhan
(July 2015 - August 2016)



Dr. Uma Chatterjee Saha
(September 2016 – May 2023)



Asst. Prof. Cecil Anthony
(Current Dean, since June 2023)

GOVERNING & GENERAL BODY



Dr. Fr. Ranjit Tigga, SJ
President



Dr. Fr. Dharam K. Lakra, SJ
Member Secretary/Director



Dr. Fr. Fulchandra Kujur, SJ
Treasurer

MEMBERS



Rt. Rev. Bishop Gerald Almeida



Dr. Sunil K. Pahwa



Mr. John Peter Nelson



Dr. Namrata V. Jasrotia



Dr. Padmini Ram



Asst. Prof. Cecil Anthony



Dr. Jogendra Pathak
(General Body Member)

Management Development Program (MDP)

A Collaboration to Make a Difference



*Asst. Prof. Cecil Anthony,
Dean (Academic)
[Team Member]*



*Fr. Stanislaus Tirkey, (SJ)
Administrator and Superior
[Coordinator of MDP]*



*Asst. Prof. Kamna Michael,
HoD (XID Publication)
[Team Member]*



Adieu



Dr. Father Sanjay Kujur , SJ
Finance Controller, XIDAS
transfer on 19th June 2023



Mr. Simon Gregory
Support Staff of XIDAS
31st of May



Mrs. Bhagwati Bai
Support staff
30th June 2023

Obituary



Mr. Ashish Bhatia,

Employee, XIDAS

Served in the accounts department for more than 20 years.

I – Institute Actions

XIDAS Welcomes the New Dean, Administrator and HoD Research and Evaluation on 5th June 2023



Cecil Anthony
Dean, Academics,
Head, Human Resource



Fr. Stanislaus Tirkey, SJ
Administrator / Superior



Dr. Uma Saha,
HoD, Research & Evaluation



Eminent Personalities Visit in the Campus



Shree. Ashok Rohani Ji
M.L.A, Jabalpur (M.P.)



Dr. Fr. Ranjit Tigga, SJ
Provincial
M.P, Province



Dr. Sunil K. Pahwa
Principal
G.S. College, Jabalpur



Fr. Francis Xavier
Principal
Nirmala School, Jabalpur



Dr. Fr. Alexius Ekka, SJ
Former Director, XISS, XIDAS



Dr. Seraphinus Kispotta
Retd. Prof.



Shri Sudhir K. Shrivastava,
General Manager HR/Admin,
Narmada Gelatine Ltd.,



Dr. P. R. Chandra,
Principal
Nachiketa College, Jbp



Dr. Mrs. Veena Bajpai,
Principal
Ranjhi Women's College, Jbp



Mr. Soumen Day
Team Leader, Central India
Landscape, WWF,
Jabalpur, M.P



Sr. Ancy Joseph
Principal
St. Joseph's Convent
TFRI Jabalpur

Eminent Personalities Visit in the Campus

ASER Delegates



Md. Sohel
PGDM-RM
Batch 2015 - 17

Mr. Nitesh Kishore
PGDM
Batch 2015 - 17

Delegates from JNKVV



Online Connect



Mrs Rimjhim M Mohanty
XIDAS MBA-RM
Batch 2002-2004 Alumni
Online Connect



Dr. Padmini Ram
Governing Body
Member



Dr. Maurlin K,SJ
Director Hostel,
Xavier's Business School,
Kolkata



Dr. Hephzibah John
Associate Professor
Amity Business School,
Gwalior, M.P

JHEASA Workshop



On September 8-9, 2023, St. Xavier's College, Ranchi hosted the Jesuit Higher Education Association of South Asia (JHEASA) Central Zone Workshop on the theme of Students Centric Learning. Dr. Fr. Dharam Kishore Lakra SJ, Director, XIDAS Jabalpur, and Dr. Jogendra Pathak, HOD Rural Management, attended. The participants talked about a wide range of subjects, such as student support, pedagogy, assessment, and curriculum design.

Keynote speaker at Shaeed Mangal Pandey Govt.

Dr. Uma C. Saha as the Keynote speaker addressed a workshop at Shaeed Mangal Pandey Govt. Girls Post Graduate College Madhavpuram, Meerut, titled "Research Proposal and Dissertation Writing,"



Co-authoring the book

Kudos to Dr. Uma C. Saha for co-authoring the book "Insights of Human Resource Development."



Article in Hitvada Newspaper's

Dr. Fr. Dharam Kishore Lakra, SJ, authored an essay titled "Assembly Elections a Catalyst for Good Governance" in the Hitvada Newspaper's Jabalpur edition on November 6, 2023.

South Asian Social Justice and Ecology Annual Convention

Mr. Pushendra Tiwari attended a three-day South Asian Social Justice and Ecology Annual Convention with the topic "Celebrating Faith that Does Justice" in Ranchi, Jharkhand, from April 14-16, 2023.



AICTE, APH 2024-27 workshop

Dr. Namrata V. Jasrotia, Principal, XIMJ and **Prof. Cecil Anthony, Dean** attended the AICTE, APH 2024-27 workshop on January 09, 2024 at RGPVV Bhopal organized by AICTE Regional Office, Bhopal along with Principal XIMJ

Awareness Program on Vasudhaiva Kutumbakam! G-20

Asst. Prof. Cecil Anthony, Dr. Namrata V. Jasrotia and Asst. Prof. Kamna Michael Coordinated, Planned and organized an Awareness Program on G20 Event –A Slogan Writing and Painting Competitions was held in St. Aloysius S.S. School, Jabalpur on 3rd July 2023 and 5th July 2023 on St. Josephs Convent Sadar, Jabalpur. The event was very fruitful.



Workshop on “Designing and Implementing an Effective Curriculum

Cecil Anthony, Dean Academics and **Dr. Mrs. Namrata Vasudeo Jasrotia** attended online workshop on “Designing and Implementing an Effective Curriculum and Credit Framework for Undergraduate Programs in Higher Educational Institutions”, which was organized by Xavier Board of Higher Education in India on 02nd August 2023 at 3.00 pm (Virtual).

Fr. Mvd. Bogaert Memorial Lecture

Late. Fr. Mvd. Bogaert Memorial Lecture on the topic: “Illuminate to Enlighten the Xavierian's – Your Learning, Experiences and Take Away from Value Driven Leadership of Late Fr. Mvd. Bogaert in XIDAS” on 31, August Thursday 2023. The occasion was organized by Principal XIMJ, Dr. Namrata V. Jasrotia.

Mrs Rimjhim M Mohanty XIDAS MBA-RM Batch 2002-2004 Alumni was invited as the Chief Guest and Key Note Speaker for the session. Her insightful deliberation and experience of working in Japan enlightened and enriched XIDAS Faculty, Staff and Students. Dr. Namrata V. Jasrotia, Principal XIMJ, coordinated the event.



External Resource Persons and Evaluators

State Institute of Rural Development

Dr. Uma C Saha, Professor and HOD, Dept of Research and Development attended the training programme as Resource person at Mahatma Gandhi State Institute of Rural Development and Panchayati Raj, Jabalpur on 21st June 2023. The topic of her deliberation was “Sustainable Development Goal for Gender Equality and Healthy Child Life Cycle” held at SIRD.

St. Aloysius College Jabalpur

Dr. Namrata Vasudeo Jasrotia, Principal MBA XIMJ, was invited as an expert and external for the Personality Development Viva Voce for the BBA and B.Com Students at St. Aloysius College Jabalpur from March 29th to March 31st. Approximately 380 students were evaluated.

St. Aloysius School Jabalpur

Asst. Prof. Cecil Anthony, Dr. Namrata V. Jasrotia and Asst. Prof. Kamna Michael delivered a special input session on “Career Counseling: A Path towards Employability “in St. Aloysius School Jabalpur on 3rd July 2023.

Ch. Charan Singh University (CCSU), Meerut

- Dr. Uma C. Saha contributed 6 days of Academic input session for Pre-PhD course work for Dept. of Commerce & Business Administration in CCSU, Meerut.

Meetings

National Institute of Research in Tribal Health (NIRTH), Jabalpur

Dr. Uma C Saha participated in the Institutional Ethical Committee (IEC) meeting held on May 11th at the National Institute of Research in Tribal Health (NIRTH), Jabalpur, where 37 research projects were evaluated based on bioethics principles and approval was given by the Ethics committee chaired by Dr. Shashi Khare, Ex- Dean NSCB Medical College, Jabalpur, other eminent Doctors Dr. Sharad Jain, Dr. Riti Seth and Dr. R.K. Sharma Dean, College of Veterinary Science, Jabalpur were also present. These research programmes are supported by the Indian Council of Medical Research's intramural and extramural monies. Dr. Uma C Saha has been a member of the Drug Controller General of India (DCGI) since 2014.

Atal Bihari Vajpayee Institute of Good Governance and Policy (AIGPPA, Bhopal)

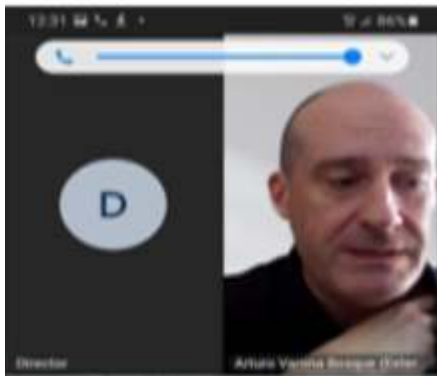
Dr. Namrata Vasudeo Jasrotia, Principal was invited as expert academicians in a meeting organized in Jabalpur Circuit House - 1 by the delegates of AIGPPA to invite suggestions of building up the Development Model for Jabalpur. Experts from different walks of life participated in the meeting on April 9, 2023.

Sustainable Development Initiatives Association, Madhya Pradesh (SDIA-MP)

The Sustainable Development Initiatives Association, Madhya Pradesh (SDIA-MP) organized a two-day General Body (GB) meeting at the Samdariya Hotel in Jabalpur, in an effort to encourage sustainable development practices and cultivate cooperation among non-governmental organizations (NGOs) in Madhya Pradesh. The summit was held on July 17 and 18, 2023, and 17 notable NGOs from the area were present. Dr. Jogendra Pathak and Mr. Pushpendra Tiwari from the Rural Management Department participated for the same.

Network and Collaboration

International Initiations



Comillas Pontifical University, Spain,

Dr. Namrata Vasudeo Jasrotia and Dr. Paloma attended the Comillas Pontifical University, Spain, Online Meeting on May 4th 2023.



International Fund for Agricultural Development (IFAD),

Dr. Uma C. Saha contacted Ms. Antonella Cordone, who is working in International Fund for Agricultural Development (IFAD), a specialized focus area of the World Bank, Rome, Italy for funding.

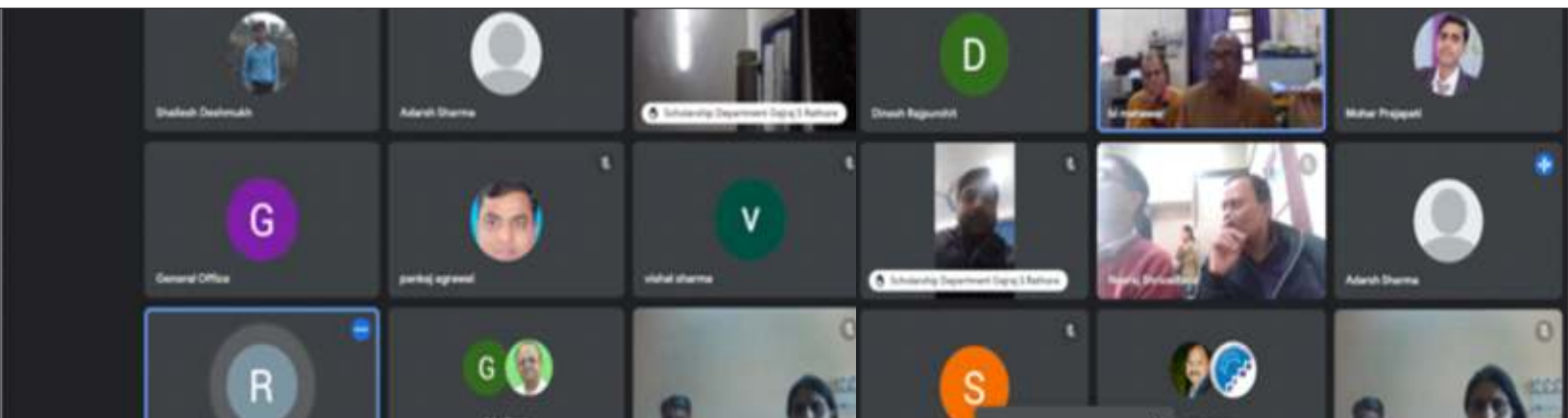
National Initiations:

Deloitte

Together with the Deloitte team, Dr. Namrata Vasudeo Jasrotia, Uma C. Saha, Jogendra Pathak, and Namrata Williams submitted a project proposal titled "Evaluation of Capacity Building and Human Resource Development Scheme of CSIR." On August 19, 2023, both teams convened virtually to discuss project details. On August 21, 2023, the proposal was ultimately presented online to NITI AYOOG.

MPTAAS

Dr. Mrs. Namrata Vasudeo Jasrotia and Mr. Puspendra Tiwari attended an online meeting for Samagra based e-KYC process for Nodal & Private Institutes in MPTAAS on December 22, 2023 on Google meet @ 3p.m.



All India Council of Technical Education (AICTE)

- Dr. Mrs. Namrata Vasudeo Jasrotia, Asst. Prof. Cecil Anthony, Dean, many other staff members attended online meeting and live interaction session on November 17, 2023 from AICTE on Stakeholders suggestion for APH 2024-25 to 2026-27. The meeting was very informative and enriching.
- Dr. Mrs. Namrata Vasudeo Jasrotia, Asst. Prof. Cecil Anthony, Dean and many other staff members attended Online Live Interaction and Discussion, Doubts Clearing and Feedback session on AICTE's Approval Process Handbook: 2024-27 on 9th Dec 12.00 noon by Dr. Abhay Jere, Vice Chairman AICTE. The meeting was very enlightening.

NGOs, Organizations, and Industries (Jabalpur)

Asst. Prof. Cecil Anthony, Dr. Jogendra Pathak and Asst. Prof. Kamna Michael collaborated for Live Study, Exposures, Practical learning and experiential learning by visiting NGOs, Organizations, and Industries for enhancing live learning skill for the students.

XIDAS-TFRI MOU

An MOU was signed on August 1, 2023, between the Madhya Pradesh-based Xavier Institute of Development Action and Studies. Tropical Forest Research Institute (TFRI) and XIDAS, Jabalpur, Madhya Pradesh. The Memorandum of Understanding was signed by the directors of the two institutes, Dr. Dharam Kishore Lakra of XIDAS and Dr. Nitin Kulkarni of TFRI. To the faculty, scientists, and researchers, Dr. Mrs. Namrata Vasudeo Jasrotia presented the XIDAS profile and Mrs. Neelu Singh the TFRI profile.



Resource Person for BBA students of St. Aloysius College, Sadar

On 24 February, 2024 the students of St. Aloysius College, Sadar attended a workshop on Orientation of Rural Immersion at XIDAS campus.

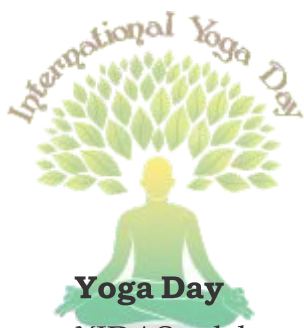
Introductory and Objectives of Social Sensitivity and Responsiveness was delivered by Asst. Prof Kamna Michael, Participatory Rural Appraisal was shared by Dr. Jogendra Pathak and Mr. Puspendra Tiwari, thereafter Application of Research Methodology was discussed by Dr. Uma Saha and the significance of Report writing and its Presentation which reveals the outcome of the rural immersion of the study was delivered by Prof. Cecil Anthony.



Events and Celebrations

World Environment Day, 5th June 2023





International Yoga Day 21st June 2023

Yoga Day

XIDAS celebrated Yoga Day on June 21, 2023, The yoga instructor led an ensemble of staff members, faculty, support staff, and management in performing the asanas. After the breathing exercise, everyone felt incredibly energized and renewed, and they all pledged to continue doing it on a daily basis at home.



Live Broadcast of Chandrayaan-3 Mission

Staff and Students participated in the Live Broadcast of Chandrayaan-3 Mission Landing on the Moon dated August 23, 2023 at XIDAS campus.



15th August Celebration



Onam Celebration



Teachers' Day



Fresher's Party



Republic Day Celebrations 26th January 2024



Diwali



Christmas



Holi



XIDAS – Development Initiations

Department of Research and Development

Dr. Uma. C. Saha

HOD, Research and Development

About ASER

It is the largest citizen-led household survey of children's education in rural India. ASER focuses on a different aspect of children and youths' activities and abilities. In 2017, ASER 'Beyond Basics' threw light on the enrollment/work status and abilities of youth in the age group of 14-18 years.

XIDAS AND ASER

ASER survey team comprised of **Fr. Stanislus Tirkey, Dr. Namrata Vasudeo Jasrotia, Dr. Jogendra Pathak, Dr. Namrata Williams, Mr. Pushendra and Dr. Uma Saha** who escorted the students for the field work and provided quality inputs and administrative support to the ASER survey.

The Team conducted the training for all students' volunteers from PGDM and PGDM-RM of both first year and second year for 4 days (18th Sept - 21th Sept 2023) at XIDAS. After training the students went for the main survey from 22nd September including 3 days in two consecutive weekends. The survey covered seven blocks of Jabalpur district. ASER survey 2023 provided valuable data on some dimensions of the preparedness of youth in rural India with respect to their ability to lead productive lives as adults.



Participated on the release of the Annual Status of Education Report (ASER) 2023 - on January 17, 2024, I represented XIDAS on the release of the Annual Status of Education Report (ASER) 2023 at New Delhi which was represented by eminent dignitaries, academician and representative from 18 states where ASER - Beyond Basics 2023 was conducted. This was a wonderful opportunity to both learn about the survey results as well as to meet representatives of partner institutions from other parts of the country.



ASER 2023 data dissemination workshop and certificate distribution

ASER 2023 data dissemination workshop and certificate distribution

Dr. Uma Saha organized ASER 2023 data dissemination and certificate distribution workshop at Bulcke Hall from on March 18th, 2024.

- Dr Uma C. Saha is actively involved in preparation of research proposal on HDI and HPI calculation of PVTGs of Madhya Pradesh

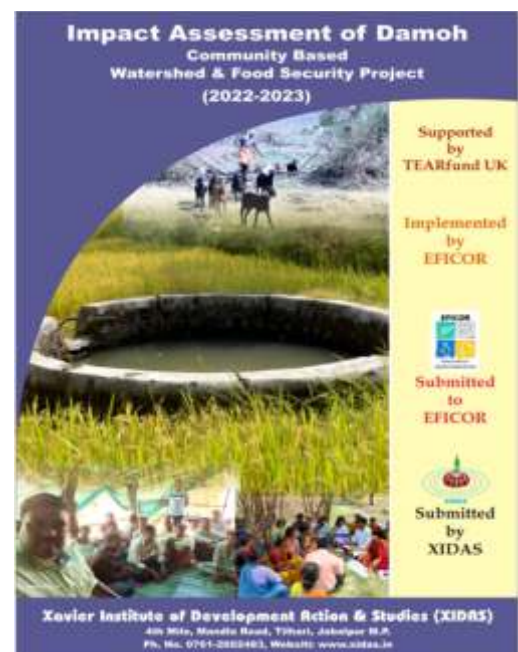
Impact Assessment of Damoh Community Based Watershed & Food Security Project funded by EFICOR, Madhya Pradesh

EFICOR has been implementing a community development project in Tendukheda since 2013 in 15 villages. The technical and financial proposal was accepted by EFICOR and a team of two faculty member namely **Dr. Uma Saha** and **Dr. Fr. Fulchand Kujur** made the preliminary preparation for field work of Tendukheda Project from 3 - 6 October 2023. Then-after the data was analysed and report was prepared and submitted to EFICOR

Impact Assessment of Damoh Community Based Watershed & Food Security Project funded by EFICOR, Madhya Pradesh

- January 2023 - Receipt comments and feedback from the research team, EFICOR

- February 2023 - Submission of final draft



Submission of Research Proposal at Indian Council of Medical Research (ICMR)

Dr. Uma Saha has prepared and submitted a research proposal entitled, "Transforming Lives: the Impact of the Health Initiatives of XIDAS on Jabalpur's Slum Children" at Indian Council of Medical Research (ICMR) - Investigator-Initiated Research Proposals for Intermediate Extramural Grants.

Training and Workshop

Resource Person for training of VDC member of CMI Narshingpur

Dr. Uma Saha had taken session on "Community Based Development" for animators and Village Development Committee (VDC) members during three-day training program for CMI Narshingpur from 5/3/2024 to 7/3/2024.

Resource Person for Survey Training of NFHS - 6 (2023-24)

Dr. Uma Saha was invited by Development and Research Service (DRS) Jabalpur the NFHS-6 as Resource person in the training session of National Family Health Survey (NFHS) - 6 for MP-East on Family Planning Programme and HIV -AIDS situation in India.

Published 5 reports in the Research Highlights 2021-22 of National Institute of Rural Development and Panchayati Raj as research consultant and co-author namely –

1. Difficulties Experienced in the Online Entries being made in Panchayat Darpan Portal in District Jabalpur (M.P.)
2. Impact of Complete Digitization of MNREGA with reference to Jabalpur (Bargi -Rural) Kundam Block of Jabalpur District
3. The Study the Role of MGNREGA in Curbing Migration of Labours from Rural Areas of Seoni Mandla (M.P.)
4. A Study on 'Socio-economic Status of the Beneficiaries under Pradhan Mantri Awaas Yojana – Gramin in Kunduam Block, Jabalpur District, Madhya Pradesh
5. Assessment of Institutionalisation and Functioning of Gram Sabha and Participation of Women in Gram Sabhas

Department of CSR

Dr. Namrata Williams, HoD, CSR

Ongoing Project:

- "Reducing vulnerability of forest dependent communities by strengthening community governance over natural resources towards discrimination free climate justice approach."
- Baseline Study for – KHOJ AVAM JAN JAGRITI for the states of JHK and CG covering 75 villages.

Training

The training was organized for the staff of CG from 11th September to 16th September and that of JHK on 18th and 19th September 2023 on tools to use for data collection in kobo.

Proposed Project

Coordinating with the CSR Consultant for Project on Health Awareness in Jabalpur.

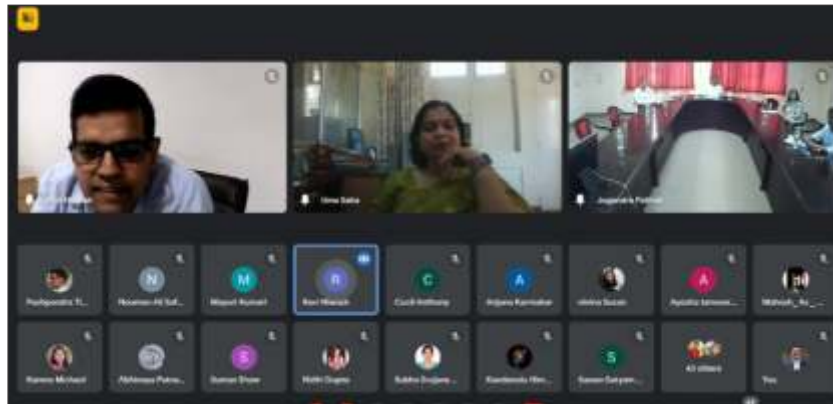
Department of Rural Management

Dr. Jogendra Pathak
HoD Rural Management

Mr. Pushpendra Tiwari

National Webinar on “Job Opportunities in Rural Management-CSR”

The Department of Rural Management at XIDAS Jabalpur hosted a one-day national webinar on "Job Opportunities in Rural Management-CSR" on 29.4.2023. The Webinar drew 143 students and researchers from various disciplines from across the country. Mr. Ravi Niwash, AGM-CSR, Jindal Steel & Power Limited, Patratu, and an XIDAS, Jabalpur alumni, was the event's keynote speaker and principal guest. Congratulations on a successful webinar, RM Department.



SDIA Annual Governing Body Meeting Attendance (7th-8th December 2023)

Pushpendra Tiwari, a member of our department, attended the SDIA (Social Development in Action) Annual Governing Body meeting held in Bhopal. SDIA is a consortium organization comprising 32 NGOs in Madhya Pradesh, including XIDAS. This participation signifies our commitment to collaborative efforts in social development initiatives within the state.

PGDM RM Vith Trimester Live Study Visit to Singrauli, Madhya Pradesh (29th-31st January 2024)

As part of their course curriculum, PGDM RM Vith trimester students undertook a 3-day visit to Singrauli, Madhya Pradesh, to conduct a live study at Sansan Power Limited. This subsidiary of Reliance Power Limited hosts the Sasan Ultra Mega Power Project and Sasan Coal Mine. The students focused on studying the implementation of Corporate Social Responsibility (CSR) programs at both units, gaining valuable insights into corporate-community engagements and sustainable development practices.

Rural Immersion Visit to 7 Villages of Jabalpur Block (26th-28th February 2024)

As part of their course curriculum, PGDM RM IIIrd trimester students were engaged in a 3-day Rural Immersion visit to seven villages within the Jabalpur block. The visit aimed at providing students with a comprehensive understanding of rural life and its intricacies. Activities included Participatory Rural Appraisal (PRA) and household surveys, enabling students to delve into the socio-economic fabric of these communities and identify potential areas for intervention and development.

Training on "Rural Leadership" for Community Leaders (5th-7th March 2024)

The Department of Rural Management conducted a training program on "Rural Leadership" for 25 community leaders from seven villages in the Narsinghpur district of Madhya Pradesh. These leaders, associated with the Sanjeevni Organisation of Narsinghpur, underwent a rigorous training session aimed at enhancing their leadership skills and empowering them to drive positive change within their respective communities.

Conclusion Remark

The period from December 2023 to March 2024 witnessed significant engagements and activities by the Department of Rural Management at XIDAS Jabalpur. From collaborative meetings to immersive field visits and capacity-building workshops, our department remains committed to fostering holistic development in rural areas through education, research, and community engagement initiatives.



XIDAS –Academic Actions

PGDM and PGDM-RM

Asst.Prof.Cecil Anthony
Dean & Head -HR

Mr. Lawrence Sequeira
Registrar

Ms. Mitchelle Dais
Sr. Secretary

Planning and Implementing Academic Activities

Academic Inauguration

On August 21, the Chief Guest, Shri Sudhir K. Shrivastava, General Manager HR/Admin of Narmada Gelatine Ltd., and the Guest of Honour , Dr. P. R. Chandra, Principal of Nachiketa College, Jabalpur, Inaugurated the Academic Session for the Batch 2023-25.



Students Orientation Program

The program for the induction of new students for Batch 2023–25 was held from August 22–September 1, 2023. The topics and discussions that were covered at the orientation.



Workshop on Summer Internship Program

From August 22 to September 1, 2023, the Dean's Office organized and presented a well-organized and structured SIP learning session, which was led by the Summer Interns.



XID – FEST

The Student Fest, a full-day event involving both senior and junior students, took place on September 1st to wrap up the nine-day induction programme. Games, like treasure hunt, an advertisement slogan, risk management, and spontaneous reaction were organized. All of the young learners performed in front of the staff members with enthusiasm.



Release of Academic Calendar

The Academic Calendar was released via e-mail for the Academic Session 2023-2024 for PGDM & PGDM-RM batch 2022-24 and 2023-2025 on August 25th 2023

Anti Ragging Week

According to the AICTE circular, Anti-Ragging Week was held from August 12 to August 18, 2023. On Saturday, August 12, the AICTE Anti-Ragging Committee and Squad held orientation. On Monday, August 14, there was an orientation for PGDM and PGDM-RM students. Competition for creating slogans, posters, essays, and advertisements held on August 16, 2023. On August 18, 2023, a movie presentation about anti-ragging activities was shown to PGDM and PGDM-RM students.

Special Input Session

- **Beginner's Excel Function for Management Professional**

Conducted: "Beginner's Excel Function for Management Professional," dated Saturday, August 5, 2023. The keynote speaker was Mr. Stephen Philip, the head of DTS at XIDAS, Jabalpur.



- **Specialization Induction Programme PGDM-Rural Management**

Specialization Induction Programme PGDM-Rural Management Trimester IV (Batch 2022-24): August 31, 2023 was conducted by Dr. Jogendra Pathak

- **Specialization Orientation Programme for Live Study**

Specialization Orientation Programme for Live Study (Pratham): PGDM-Rural Management Trimester IV (Batch 2022-24) was organized and conducted by the specialization heads.

- **Rural Immersion Orientation Programme**

Dr. Jogendra Pathak, HoD, Rural Management took a session for PGDM & PGDM-Rural Management Trimester I (Batch 2023-25) for Rural Immersion Orientation Programme.

- **Input Session on Competency Mapping**

Asst. Prof. Cecil Anthony organized and conducted special input session on Competency Mapping” for PGDM PGDM-RM Trimester V (Batch 2022- 24) dated October 26, 2023



Live Study for PGDM & PGDM-Rural Management Trimester V

Coordinated the Industrial Live Study Learning and Industrial Visit Programme, the organizations visited (Coca-Cola, Gelatin Factory, Money Tree, WWF, Reliance Power Grid)Coco-Cola, and Parle G Others) for PGDM & PGDM-Rural Management Trimester V (Batch 2022–2024) from [January 29, 2024 to February 01, 2024]



Rural Immersion Programme

For PGDM-Rural Management Trimester II (Batch 2023–25), the Rural Immersion Programme was implemented from February 26, to February 29, 2024, with report writing continuing until March 01, 2024. Dr. Jogendra Pathak and Mr. Pushendra Tiwari (Department of Rural Management) organized the event.

Individual Social Responsiveness Study (ISR)

Individual Social Responsiveness Study (ISR) for PGDM (Batch 2022–24) was organized from [February 26, 2024 to February 29 followed by Report Writing till March 01, 2024] .The report writing project, coordinated by Asst. Prof. Kamna Michael, was effectively completed with the help of the Mother Teresa Home for the Children in Ghamapur and the Navjyoti Handicapped School in Rimjha.



Workshop

• Start-up and Business: Challenges and Opportunities

Workshop on, “Start-up and Business: Challenges and Opportunities: As a part of Institution's Innovation Council (IIC), XIDAS organized, the Workshop on, “Start-up and Business: Challenges and Opportunities: Experience Sharing” by our Alumni Mr. Nitesh Kishore & Md. Sohel (PGDM & PGDM-RM Batch 2015 - 17)” dated August 19, 2023.



• Anti-Ragging

A seminar on anti-ragging was held. On August 17, 2023, the assembly was graced by Dr. Jogendra Pathak, the HoD of Rural Management.

• Start-up Initiatives

Coordinated for Agri-Start-up Organized by Jawahar R-Abi RKVY-Raftaar Agri-Business Incubator Encouraging a culture of Agri Startups among the faculty, staff, and students as well as introducing young people to innovation, entrepreneurship, and business.

Student Evaluations

Faculty Student Evaluations process conducted for PGDM & PGDM-RM (Batch 2022-24) and (Batch 2023-25) for Trimester I, II, III, IV, V & VI

**PGDM & PGDM-RM Course Commencement for AY 2024-25
(Batch 2022-24 & Batch 2023-25)**

Trimester	Course	Trimester Commencement Date
Trimester I	PGDM & PGDM-RM (Batch 2023-25)	August 21, 2023
Trimester II	PGDM & PGDM-RM (Batch 2023-25)	April 18, 2024
Trimester III	PGDM & PGDM-RM (Batch 2023-25)	February 26, 2024
Trimester IV	PGDM & PGDM-RM (Batch 2022-24)	August 21, 2023
Trimester V	PGDM & PGDM-RM (Batch 2022-24)	January 29, 2024
Trimester VI	PGDM & PGDM-RM (Batch 2022-24)	August 21, 2023

Visiting Faculty: PGDM & PGDM-RM (Batch 2023-25) & (Batch 2022-24)

Course	Faculty Name	Specializations Subject
PGDM & PGDM-RM for AY 2023-24 (Trimester I – Trimester VI) as	Dr. Ashish Mishra	Finance
	Mr. Rishi Tripathi	Finance
	Ms. Garima Chaturvedi	HR & RM
	Dr. Chabi Dubey	HR & RM
	Dr. Shivani Dwivedi	Finance
	Dr. Kavleen Kaur Khanooja	Finance
	Mr. Ajay Kongari	HR & Mgt.
	Dr. Jai Anand Shukl	Finance & RM
	Dr. Ekta Mukar	Finance
	Dr. Nand Lal Idnani	RM
	Mr. Ritesh V Singh	RM

Report Writing: [PGDM & PGDM-RM (Batch 2022-24 & 2023-25)]

1. SIP
2. Dissertation
3. Live Study
4. Rural Immersion
5. Rural Exposure
6. Individual Social Responsiveness

Academic Handbook: Policies and Procedures (MOP): PGDM & PGDM-RM

Academic Handbook of Policies and Procedures: PGDM & PGDM-RM (AY 2023-24); completed and released on August 21, 2023. (As Approved by Fr. Director, Academic Head and Academic Faculty for PGDM & PGDM-RM Trimester I to VI (Batch 2023-25) & (Batch 2022-24).



Farewell 2022-2024 batch

XIDAS bid farewell for the batch 2022 -2024 on 16th March 2024. The junior students planed the event with enthusiasm and joy to make the outgoing batch remember their memorable moments spend with the Alma mater.



Placement Department

Dr. Namrata Williams

Coordinator, Placements

The companies contacted between April - June 2023 were:

WENacademy	NJ Group	Amazon	Bajaj Finserv	
Fundsroom	MPSRLM	Recruit Kings	Axis Bank	Artech

Interview:

- MPSRLM conducted second round of interviews on 27th April 2023 for the openings of YPs in the non –farm sector.
- Mr. Naveen Shukla, alumnus of XIDAS conducted interviews of PGDM- RM students for openings in Dalmia CSR.

Joining:

- Ms. Anjali Kumari , Mr. Joy Amla and Ms. Sharon Panna joined Drishtee Foundation on 12th June 2023.
- Mr. Laxmikant Singh, Mr. Abhishek Beck and Ms. Archana Lakra joined Care India as Interns on 11th April 2023.

Summer Internship

Internships are educational and career development opportunities, providing practical experience in a field or discipline. An internship may be compensated, non-compensated or some time may be paid. The internship has to be meaningful and mutually beneficial to the intern and the organization.

- The Placement Dept organized an orientation class for the students of PGDM and PGDM RM 2023-25 batch and MBA 2023-25 batch.
- The Committee finalized the members of the student placement committee PGDM and PGDM –RM 2022-2024.
- The training of the students for corporate readiness will start from October 2023.

The interviews scheduled for the month of October are:

- Ascendion
- BFIL (IndusInd Bank)
- Drishtee Foundation

Student Placement Coordinator	-	Anjali Tirkey, Anish Xalxo
Social Media In charge	-	Sawan Satyam, Manoranjan Pathak

MBA 2022-2024

Student Placement Coordinator	-	Poonam Kaur
Social Media In charge	-	Stephen Philip

Placement Training of the Students:

- XIDAS signed MoU, of Placement Training for the Students with TIME.

Mr. Abhishek Agarwal and Mr. Tapas trained the students for campus placement and to make them corporate ready.

- Classes and Mock Interviews Conducted:

Ms. Elvina Clayburn delivered sessions for the students' campus placement.

- Alumni Associations for Campus Placements:

Prof. Anchal Mishra coordinated along with the Placement Office to Alumni Associations for Campus Placements like: Cap Gemini, Deliotte, Annapurna Finance and other.

Mr. Rahul Xavier, Alumnus: Duru Corporation.

Ms. Soumya Priya, Mr. Omkar Shukla, Mr. Hari Darshan, Mr. Abijit EJ, Mr. Gaurav Verma, Alumnis and others during the Placement Drives.



Human Resource Management

HR Team Members:

Asst. Prof. Kamna Michael
HoD, XID Publication

Asst. Prof. Cecil Anthony
Dean, Academics

Network, Collaboration XIDAS/ PGDM & PGDM-RM and MBA:

- **Coco Cola, Parle G., WWF India-CIL, JDSSS, Jabalpur and Narmada Gelatin Factory Jabalpur**
 - o Students Internship and Live Study
 - o Industrial visits, Research Projects and
 - o Training
- **Non-Academic Activities (Student Fest, etc); St. Aloysius College, SAIT. OFK College, Ranjhi Govt. College, SIRD, Nachiketa College and Mata Gujri College**
 - o Research Paper Presentation(HR),
 - o Competition like Painting, Singing etc.

HR- Conference on Strategic Management towards Organizational Sustainability



Session –I

A Conference on Strategic Management towards Organizational Sustainability was put together by XIDAS's HR department on the theme -Let's Envision for a difference. On October 28 the conference was open, Sr. Ancy Joseph, the principal of St. Joseph's Convent, TFRI Jabalpur, was the chief guest for the day. Dr. Hephzibah B. John, an associate professor at Amity University Gwalior, was the guest of honour. They discussed their experiences



and abilities to be successful academicians during their discussions. Suraj Satapathy, Chanchal Soren, Shishir Toppo, Abhishek Kumar, Preeti Soren, Naman Kumar, Abhijeet Chowdhary, and Nikhil Kushwaha presented their ideas on the issue during the intellectual sessions. The event was an enormous accomplishment to get the training they need to become prosperous businesspeople in the future. Congratulations to all of the students, Assistant Professors Kamna Michael and Cecil Anthony for the successful workshop.

Session-II

On November 4th, the HR Department conducted an HR Confluence. "Strategic Management towards Organizational Sustainability" was the conference's theme. Fr. Francis Xavier, the Principal of Nirmala English Medium School, Jabalpur, MP, served as the day's chief guest. Dr. Mourlin K, XIDAS alumni from the 2006–08 batch and SJ director of the hostel and assistant professor at Xavier Business School in Kolkata, was the guest of honor. The Students Presenters were Aline T., Hrithik Kumar, Anni Kumari, Rohit Kumar, Aniket, Shubham, Isha, Daya, and Abhishek. Student Nikhil Kushwaha suggested a vote of gratitude to conclude the confluence. Mr. Naman Kumar and student Chanchal Soren were the masters of ceremonies. The faculty coordinators were Assistant Professors Kamna Michael and Cecil Anthony.



HR 2023- Series -III

Confluence on "HR Analytics: Opportunities and Challenges."

Session-II on November 7, 2023

On November 7, 2023 the senior students of PGDM- HR 2022-2024 batch came up with "HR Analytics: Opportunities and Challenges." Mr. Soumen Dey, Team Leader, Central India Landscape, WWF, Jabalpur (MP), was the day's Chief Guest. He gave insightful remarks on the conference theme, HR Analytics: Opportunities and Challenges, emphasizing the critical components and fundamental roles and responsibilities of an HR department and the significance of HR departments for the efficient and well-organized operation of all organisations.

Mr. Stephen Philip, Head of DTS at XIDAS, was the in-house faculty speaker. During his discussion, he covered the Team Leader Models and HR Analytics Framework. Anjali T. and Ritika, who were the two in-house student speakers for the intellectual sessions, also gave lectures on the issue. The master of ceremonies was PGDM Finance student Mr. Sawan Satyam.



MBA- XIMJ Educational Unit of XIDAS

Dr. Namrata Vasudev Jasrotia
Principal

From the Principal's Office

Summer Internship Program

- Exams for MBA Semester II students ended on September 18, 2023. The Rani Durgavati Vishwavidyalaya Course Curriculum states that the MBA Batch 2022–2024 Mandatory Onsite Training Report (Internship) would run for 45 days, starting on October 3, 2023, and ending on November 19, 2023. The faculty members then gave the students advice on how to write reports for their projects for a week. Classes for MBA semester III started on December 1, 2023.
- The summer internship programme for students in Batch 2022–2024 will last for four to six weeks, after which the sessions for that batch will begin on November 20, 2023.

Inauguration for the MBA batch 2023-25

On September 25, 2023, Dr. Mrs. Veena Bajpai, Principal of Ranjhi Women's College in Jabalpur, integrated the MBA batch 2023–25. Ms. Bansidhara James, Training Officer - SEAB & Ministries at Cambridge University Press & Assessment and an XIDAS PGDM –RM, Alumni from batch 2013-2015, was the Guest of Honor and the keynote speaker. A faculty meeting was held for the Subject Allotment for Semester II and for discussing the Marking Pattern for Internal Exams to make it comprehensive and Inclusive.

The Semester II classes began from March 17, 2023 and placement training was also initiated for the students.



The classes were held till July 10, 2023 and then the RDVV Examinations forms for MBA Semester II were filled Till July 20, 2023.

The MBA Semester II Exams will begin from August 16, 2023 till September 2, 2023.

Orientation Classes

Following the conclusion of Orientation Classes, which featured lectures on leadership and personality development by Dr. Fr. Dharam Kishore Lakra, Member Secretary, MBA Semester I regular classes started on October 3, 2023. The principal, Dr. Mrs. Namrata Vasudeo Jasrotia, Dr. Fr. Fulchand Kujur, and Prof. Samson Francis all gave lectures on stress management and other pertinent subjects. The pupils are eager to attend class and are highly motivated to do so.



"Anti-Ragging Week" from August 12 - 18 August 2023

As per AICTE Circular dated 13th July 2023 the Staff and Students of Institutes were advised to conduct activities in the "Anti-Ragging Week" from August 12 - 18 August 2023 for increasing awareness against Anti-Ragging. The XIMJ Anti ragging committee members had a meeting on August 12, 2023 and the following activities were planned. The activities for the same are as follows,



Rani Durgavati Vishwavidyalaya

College Code 28 Interview

- The College Code 28 Interview for the Post of Principal was conducted on January 24, 2023 in the RDVV Campus.
- On May 4, 2023 Selection for the post of Assistant Professors for the MBA program under the for College Code 28 was conducted by the RDVV Team. It was headed by Professor. Bharat Tiwari, Philosophy Department, RDVV (Co-ordinator) and other member was Prof. Atul Dubey, Sriram College of Technology, Jabalpur. In total two Assistant Professors were selected for XIMJ.

Governing Body Meeting

- Governing Body Meeting of MBA program for XIMJ was conducted in the RDVV Campus on February 9, 2023.
- On May 11, 2023 the Governing Body of XIMJ was held at UIM, RDVV Campus. It was

attended by Dr. Ashish Sharma, UIM, RDVV, Mrs. Nirmala Nayak, Social Worker & Advocate, RDVV Representative, Dr. Dharam Kishore Lakra, Dr. Sanjay Kujur SJ, Fr. Fulchand Kujur, Dr. Namrata Vasudeo Jasrotia and Mr. Arun Tripathi. The Principal briefed the house with the progress report of the XIMJ from February 9, 2023 onwards till May 10, 2023. The committee approved the selection of Mr. Samson Francis and Fr. Ashok Lakra as Assistant Professor was selected by RDVV Selection Committee under college code 28 on May 4, 2023 at RDVV

All India Council of Technical Education (AICTE)

Online Special Appellate Committee Meeting

- The Principal, Dr. Namrata Vasudeo Jasrotia of Xavier Institute of Management, Jabalpur (MP), (An Educational Unit of XIDAS), attended the Online Special Appellate Committee Meeting on April 3, 2023. The meeting ended with a successful note.

Extension of Approval for the Academic Year 2023-24

- The Extension of Approval for the Academic Year 2023-24 was received on May 15, 2023 after fulfilling all the requirements from AICTE meticulously.
- XIMJ has applied for Extension of Approval of the MBA Course 2024-25 and also for starting the BBA Course 2024-25 in AICTE Web portal on February 7, 2024. The attachments for Essential and the Desirable requirements are being prepared and updated on the portal.

Workshop with Stakeholders

- In accordance with the AICTE Approval Process 2024-25, Dr. Mrs. Namrata Vasudeo Jasrotia attended a one-day workshop with stakeholders on January 9, 2024, in Bhopal, Madhya Pradesh – 462033. The session was held at Rajiv Gandhi Proudhyogiki Vishwavidyalaya, Airport Rd, Abbas Nagar, Gandhi Nagar, Bhopal, Madhya Pradesh. Approximately one thousand people from Gujarat and M.P. attended the conference. The primary arguments made were that AICTE requirements now apply to undergraduate programs like BBA and BCA. Approval for Well-Performing Institutes meeting AICTE standards will be granted for a maximum of three years. It was also noted that the Online Grievance Resolution Mechanism will be available at all times to assist colleges and institutes in resolving issues. The meeting was incredibly enlightening and beneficial.

Admission and Fee Regulatory Committee, (AFRC) Madhya Pradesh

The Institute submitted the AFRC form and proposal of fees for the coming academic year on April 30, 2023. AFRC conducted an online meeting on May 17, 2023 which was attended by Dr. Namrata Vasudeo Jasrotia, Principal, XIMJ. The Institute received fee approval letter for next two academic sessions i.e. 2023-24 & 2024-25 from Admission and Fee Regulatory Committee, (AFRC) Madhya Pradesh on May 29, 2023.

National Innovation Policy

The Faculty and Staff of XIMJ were educated about the National Innovation Policy and the Objectives of the Institute Innovation Cell by Mr. Abhishek Ranjan Kumar, the Innovation Officer and IIC Zonal Coordinator from the AICTE, Ministry of Education Innovation Cell, Government of India, during his visit on September 8, 2023. He informed the participants that the purpose of the Institution's Innovation Council (IIC) programme is to systematically promote the innovation culture and start-up ecosystem in educational institutions. This initiative is being carried out by the Ministry of Education (MoE) through its Innovation Cell (MIC) in partnership with AICTE for Higher Educational Institutions (HEIs).

During the discussion were Dr. Mrs. Namrata Vasudeo Jasrotia, Principal of the MBA Department, Dr. Fr. Fulchand Kujur, Fr. Stany Tirkey, Mr. Samson Amit Francis, Mrs. Jyoti Ali, Mrs. Swati Mania, Mr. Radhemohan, and Ms. Vandana Sen. The delegation was greeted by Assistant Director Dr. Fr. Fulchand Kujur and the vote of gratitude was proposed by Administrator Fr. Stany Tirkey.

Directorate of Technical Education (DTE)

The name of Xavier Institute of Management, Jabalpur (XIMJ) was added on the Online Portal **of Directorate of Technical Education (DTE) on July 4, 2023 for Online Counseling.** The first round of admission process started on June 30, 2023 and continued till September 15, 2023. Several rounds of counseling have been conducted and the admissions have progressed.

All India Survey on Higher Education (AISHE)

The Institute's Registration on the AISHE portal is complete. The Online data filling for the Institute was successful completed on March 7, by our AISHE Nodal Office Prof. Samson Francis for the year 2022-2023

Network, Collaboration

Ranjhi Women's College, Jabalpur

Dr. Mrs. Namrata Vasudeo Jasrotia and Mrs. Jyoti Ali visited Ranjhi Women's College on December 22, 2023 to address the Faculty and students on Vikasit Bharat@2047. Dr. Mrs. Namrata Vasudeo Jasrotia addressed the house emphasising that Women Empowerment in 2047 can only happen when once the women are educated and employed. Hence we all women should make sincere efforts for the same. Mrs. Jyoti Ali congratulated all the women folk for believing in education and coming for the deliberation.

Nachiketa College, Jabalpur

Dr. Mrs. Namrata Vasudeo Jasrotia and Mrs. Jyoti Ali visited Dr. Chandra from Nachiketa College for collaboration and networking between both the Institutes.

Campion School, Bhopal

Dr. Mrs. Namrata Vasudeo Jasrotia visited Campion School Bhopal on January 9, 2024 and met Fr. Casmir RS.J., at Campion School, Bhourri, Bhopal and Dr. Fr. Panka Toppo from Campion Learning Center, Area Colony for networking and collaboration.

Tiny bits

- MBA Semester I students were allocated Faculty Guides to mentor and guide them throughout the year to become better and value creating students.
- MBA Class Representative MBA Semester I
Priyanka Mishra Semester I
- MBA Class Representative MBA Semester I and III
Poonam Kaur Semester III
- The MBA Semester I classes completed on January 15, 2024. The Final MBA Semester I exams began on February 13, 2024 and completed on March 5, 2024. The MBA Semester II classes began from March 11, 2024.
- MBA Semester III classes began on December 1, 2023 and the final examination will begin from February 27, 2024 and will be completed on April 1, 2024.
- MBA Semester I Internal Exams were conducted from Dec 13-21, 2023.



Service Activities

DEPARTMENT OF ADMINISTRATION

Fr. Stanilaus Tirkey, SJ
Administrator

Ms. Swati Maina
Administrative Officer

Mr. Lawrence Ward
Member

Introduction:

The department and its staff receive consolidated administrative support from the Department of Administrative Services. The division's goal is to maintain efficient operations in line with administrative and statutory obligations while also promoting efficiency in the following areas:

- Services, amenities, and safety initiatives.
- Grant administration, budgeting, and strategic planning.
- Procurement, postal delivery, property management, and contract administration.
- Administration of human resources.
- Administrative oversight
- Reorganizing the administrative and academic building to accommodate the suggested new course.
- Planting trees and ongoing efforts to make the institute environmentally friendly
- Maintenance and repair work.
- The institute offers hospitality arrangements for both its academic and extracurricular events.

JEMAI, (SCEJ) & (CSEJ)

On August 1, 2023, Provincial of South Asia (POSA) appointed Fr. Stanislaus Tirkey, S.J., as Coordinator for Jesuit Ministry Among Indigenous Peoples (JEMAI) in South Asia. He will collaborate closely with the Secretary of the South Asian Conference Secretariat for Ecology and Justice (SCEJ). His main focus will be on the promotion and preservation of the cultures and identities of Adivasi, tribal, and Indigenous Peoples through publications, seminars, workshops, and research. He will also actively participate in these groups' fights for political and socioeconomic empowerment. The Conference Secretariat for Ecology and Justice (CSEJ) includes this ministry.)

Training Programme

From October 5–10, 2023, Fr. Stanislaus Tirkey, S.J. participated in a training program for new superiors at Atmadarshan, Patna..

Asha Deep, Pathalgaon

On November 6 and 7, 2023, in Asha Deep, Pathalgaon, the Administrator and Superior provided orientation to the Vice-Superiors of the Madhya Pradesh Province. The main topics discussed were POCSO, Land and Properties, Roles and Relationships, Discernment, Collaboration and Networking, Community Life, Superior and Director of Work, Financial Governance, Community Life, and Care for the Elderly and the Sick.

Quarterly Evaluation

In October 2023, the Administrator carried out the Department of Administration's Quarterly Evaluation. Data was gathered by the Administrator and Mr. Pushpendra Tiwari for the Madhya Pradesh Province's Preference Communities assessment. Data

was gathered between March 13 and 21, 2024, for the Gond Mission in Chhattisgarh, the Kodaku Mission in Dhanwar, the Ganda Mission in Mauhapali, and the Barela Mission (Bhopal), Madhya Pradesh, between April 11 and April 13, 2024.

Province Apostolic Plans

On July 26, 2023, the Jesuits employed in the Jabalpur diocese received an orientation and reflection on the Universal Apostolic Preferences (UAP) of the Society and on Province Apostolic Plans (PAP) from the Coordinator Fr. Stanislaus Tirkey, SJ, PAP 2020–2025.

XIDAS Perspective Planning

Fr. Stanislaus Tirkey, SJ Participated in the process of XIDAS Perspective Planning 2023-2028 along with the Faculty members and sent it to Dr. Seraphinus Kispotta, the external evaluator of XIDAS on 25.07.2023.

Department of Library

Mr. Arun K. Tripathi
Sr. Librarian

Ms. Jyoti Ali
Librarian

Courses	Documents Details		Journals/ Magazines		Non Books Documents
	Titles	Volumes	National	Internationals	
PGDM (Management)	1261	5667	12	14	CDs=350 VCDs=119 Audios= 42 Total Books =5667
PGDM(Rural Management)					
MBA/ BBA	1252	5950	09	09	Total Books of MBACourse is new books 255+6585=6840
	e-Books				
360 Titles of e -Books (Himalaya Publishing House Pvt.Ltd. Nagpur) only MBA Library					
Online database:					
J- Gate online database (Social & Management Science) & Online-e- Journals Springer online journals and e-books for PGDM Library					



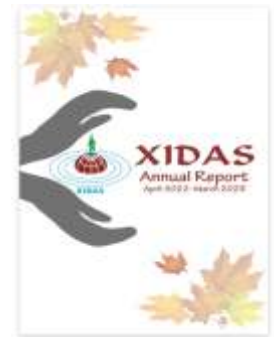
Department of XID Publications

*Kamna Michael,
HoD*

Annual Report

Release of Annual Report April 2022- March 2023

On August 21, 2023, Shri. S.K. Shrivastava, General Manager HR, Narmada Gelatin Pvt. Ltd., and Dr. P.C. Chandra, Principal, Nachiketa College, Jabalpur, released the Annual Report for April 2022 to March 2023 by the Editorial Team, which included Dr. Fr. Dharam Kishore Lakra, SJ, Asst. Prof. Cecil Anthony, and Asst. Prof. Kamna Michael.



XIDAS Bulletin

The editorial team: Assistant Professors Cecil Anthony and Kamna Michael

XIDAS Bulletin Vol- III, Issue -1, E -Magazine

The XIDAS Bulletin -Vol-III, Issue -1, April – June, 2023 (E-News Report for Private Circulation) was released via email.

XIDAS Bulletin Vol- III, Issue -2, E -Magazine

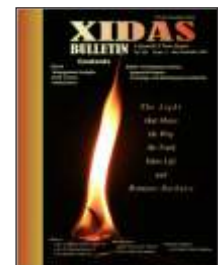
The XIDAS Bulletin -Vol-III, Issue -2, July- September, 2023 (E-News Report for Private Circulation) was released via email.

XIDAS Bulletin Vol- III, Issue -3, E -Magazine

The XIDAS Bulletin -Vol-III, Issue -3, October- December, 2023 (E-News Report for Private Circulation) was released via email.

XIDAS Bulletin Vol- III, Issue -4, E -Magazine

The XIDAS Bulletin -Vol-III, Issue -4, January – March 2024 (E-News Report for Private Circulation) was released via email.



Department of Finance

Dr. Fr. Fulchandra Kujur, SJ
Treasurer

Mr. Samson Francis
Finance Officer

The XIDAS financial department typically handles financial activities of the Institution and is responsible for various functions that as under:

- 1. Financial Planning and Analysis:** Creates budgets, forecasts financial performance, and analyzes financial data to make strategic decisions.
- 2. Treasury Management:** Manages cash flow, investments, and liquidity to ensure the Institutions financial stability.
- 3. Financial Reporting:** Prepares and presents financial statements, reports, and disclosures to stakeholders, including investors, regulators, and management.
- 4. Risk Management:** Identifies and mitigates financial risks through strategies like insurance, derivatives, and risk management.
- 5. Capital Budgeting:** Evaluates and prioritizes investment opportunities and fund raising activities, such as with new projects, Training and research based on their potential returns as well as Introduce New course Bachelor of Business Administration (BBA)-2024-2027 under the previous years forecasting outcome.
- 6. Debt Management:** Manages the Institutional debt portfolio.
- 7. Audit and Compliance:** Ensures compliance with financial regulations and conducted internal and external audits Financial Year 2023-2024 under completion/Progress way to maintain transparency and accuracy with C.A.K.P.K. & Associates, Chartered accountants, Jabalpur.
- 8. Tax Planning:** Develops strategies to optimize the Institution's tax liabilities while staying with legal boundaries, such as TDS and ITR is duly filled monthly and quarterly basis, and PF and ESIC return is done before 15th of every month regularly and Professional Tax (PT) return filed as well dually at time.
- 9. Legal:** FCRA renewal of the Institute has been obtained from Home Ministry, India, effects from October 1, 2023. Land and property tax has been filed for the year of 2024 to 2025.
- 10. Financial software and Systems:** Implements and manages financial software systems for accounting, reporting, and analysis through Tally ERP -9.

XIDAS Hostel

Dr. Fr. Fulchandra Kujur, SJ
Treasurer & Hostel Incharge

Ms. Vandana Sen
Hostel Warden

XIDAS hostel plays a crucial role in providing a comfortable and safe living environment for students and other residents. The key aspects of XIDAS hostel management includes – objectives, functions, challenges, and benefits are as under:

- 1. Accommodation:** Hostel management aims to provide suitable and well maintained accommodations for students and other residents.
- 2. Safety and Security:** Ensures the safety and security of the students and other residents is paramount, including measures like security personnel 24 hrs, surveillance systems and access and record control.
- 3. Facilities:** Maintains facilities such as dining and mess areas, common rooms, bathrooms, and recreation spaces to enhance the overall living experience.
- 4. Administrative Efficiency:** Efficiently managing booking, check-ins and check-outs and resident records.
- 5. Community Building:** Promotes a sense of community among the residents through various events, activities and engagements.
- 6. Room Allocation:** Assigning rooms to the students based on preferences and availability.
- 7. Maintenance and repair:** regular upkeep, repairs and improvement of hostel infrastructure.
- 8. Conflict resolution:** resolving disputes among residents and ensuring a harmonious living environment.
- 9. Regulatory compliance:** adhering to local laws and regulations related to hostel operations.
- 10. Convenience:** Students have easy access to campus facilities and academic resources.
- 11. Life skills:** Living in a hostel teaches students independence, responsibility and adaptability.





Management Courses Offered

Post Graduate Diploma in Management - PGDM

Estd. 2008

(Specialisation HR, Marketing, Finance Management)

Post Graduate Diploma in Rural Management - PGDM-RM

Estd. 2013

XIMJ - Estd. 2022

(An Educational Unit - XIDAS)

Master of Business Administration - MBA

(Specialisation HR, Marketing, Finance & IT)

Bachelor of Business Administration - BBA

Estd. 2024

Contact: **Asst. Prof. Kamna Michael**
Head of the Department (HoD)
XID Publications



Xavier Institute of Development Action & Studies - XIDAS

4th Mile, Mandla Road, Tilhari, Jabalpur-482021, (MP) India

Email - xavierinstitute@ximj.ac.in | Ph: +91-761-2601091

