

TODAY A READER TOMORROW A LEADER

JIM
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E-Newsletter



Forming Responsible Leaders

Volume 2 Issue 2

ST. JOSEPH'S INSTITUTE OF MANAGEMENT
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Instinctive Thoughts

HR DIGITALIZATION PRACTICES

Human Resource (HR) digitalization is the most significant phenomenon impacting organizations and has since gained momentum over the years. HR across the globe is under the mandate of adapting to the new workplace trends due to the rapid modernization of the workforce. HR digitalization makes the operational process systematic, collaborative and improves communication with the help of access to data analytics. Therefore, efficiency and productivity are attained by saving time and cost. Moreover, research from Oxford University, found that 90% of HR administrative roles are likely to be automated by 2035.

Through the following ways, the companies are adopting digital practices :

- Daily use of emails & Microsoft Office for the day-to-day operation and keying in information from paper documents into excel sheets.
- The use of smart applications like employee self-service apps has simplified HR processes for transactional information.
- Social recruiting through Facebook and LinkedIn which helps the recruiters to understand one's background better and evaluate one's personality.
- Earning through practice with the adoption of virtual reality where real-life scenarios are simulated.
- Game dynamics to develop better employee engagement, reward employees, recognize their efforts, and for better productivity by motivating the employees.
- Real-time data analytics for accuracy which is related to employee information and HR processes.
- Cloud-based training where text, video & audio materials can be made available with a click of a button anywhere at any time.

Therefore HR started digitalizing the operational processes which indicates that companies have bred a new set of cultures relevant to the growing millennial and gen z population. Companies that do not digitalize may run the risk of losing relevance in an increasingly internet-heavy sphere.

Dr. D. Allen Rose shamini

*Assistant Professor,
Chair Campus Ministry*

Testimonial

வணக்கம்! எனது பெயர் டோனி கிறிஸ்டினா. கடந்த ஒன்பது மாதங்களுக்கு முன்பு, நான் பட்டப்படிப்பை முடித்தபின் என் வேலை வாய்ப்பிற்காக தூய வளனார் மேலாண்மை நிறுவனத்தை (JIM) அனுகினைன். நான் எனது முதல் நேர்காணலை எதிர்க்கொண்ட தருணம் என் வாழ்க்கையில் மறக்கமுடியாத அனுபவமாகும். மதிப்பிற்குரிய இயக்குநர் மற்றும் நிர்வாக அருட்தந்தையர்களின் ஊக்கமும், “கற்றுக்கொள்” என்ற சக்திவாய்ந்த வார்த்தையும் எனது தன்னம்பிக்கையை அதிகப்படுத்தியது. இவ்வளாகமானது மாணவர்களுக்கு மட்டுமல்ல இங்கு பணிபுரியும் அனைவருக்கும் அவர்களது இலட்சிய வாழ்க்கையை வாழ தூண்டும் ஒரு அறிவு கோயிலாக இருப்பதை நான் உணர்கிறேன். மகிழ்ச்சியான சூழலோடு அமைந்துள்ள இந்நிறுவனத்தில் பேராசிரியர்கள் மற்றும் அலுவலக பணியாளர்கள் அனைவரும் சகோதரத்துவ உணர்வுடன் பழகி பணிபுரிவது ஓர் இனிமையான அனுபவமாகும். தூய வளனார் மேலாண்மை நிறுவனமானது மாணவர்களுக்கு உயரிய சிந்தனைகளையும், ஒளிமயமான எதிர்காலத்தையும் வழங்குகிறது. இங்கு பணிபுரிவதை நான் பெருமையாக கருதுகிறேன். வாய்ப்பு அளித்த JIM நிறுவனத்திற்கு நன்றி!



Ms. A. Doni Christina
Receptionist

Alumni

I have been in the Financial Industry 11 years. Quality is never an accident it is always the result of intelligent effort. I chose JIM for its quality. JIM gave me wings. My efforts were rewarded. I was an athlete and took interest in sports from my UG days. While studying in JIM I made use of every opportunity that came my way. I won many medals in track events. Thanks to JIM for allowing me to be 'Me' Then, I got selected in HDFC bank through campus interview, where I proved my skills and got appreciated for being the top performer in Insurance Sales Goals. Now I have climbed the ladder and am working in Zurich as a Financial Advisor. I thank God and JIM for making my career.



Mahalakshmi Baskaran
*Financial Advisor,
Zurich, UAE.*

Voice of JIM

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MBA after MA in English Literature

“Define Success on your Own Terms”..... History doesn't decide the future rather it records the path we travelled. Many of us would be coerced to pursue MBA degree. Perhaps, my mind thinks "Why shouldn't anyone who studied literature opt for MBA? Literature, then why MBA..?"

These obsolete questions couldn't ruin the future objectives like mine. I feel it is my inspiration to select this particular career. The Jesuit environment has inculcated in us, since the day I joined this institution 5 years ago, to follow its hardship rules and strict core principles to achieve a promising future. It is not so difficult when our objectives are construed and our weakening acts are directed in an appropriate manner to reach the set goal. Directing oneself is like calming off a rogue tusker which would retort a very prosperous future which we all believe.

It is very obvious forsaking the tedious challenges when we find with no Simeon. The thing that distinguishes us is the 'ascetic never gives up' attitude which lifts us up to the immeasurable altitude. This institution is an open pasture for ones who always needed an inducer, whereas a spontaneous perceiver often sees such an opportunity as a fertile future moulding treasure.

Writing one among those perceivers, my mind never felt discouraged to see arithmetic cum mathematical windows though those were never dealt in my recent career. The sole wall behind this door is the intuitive faith I confide in the almighty and not the least with me. In toto, career never depends only on the so-called travelled path whereas it acts on the way it is perceived, amenable to reach the planned objectives. The connotation of my words is not to exhibit myself so radical but to go with the flow even if it is slow. Confident as an ardent follower of one's own principles would never revoke one's victory. And so am I in the journey to pursue my dreams with MBA as an added feather in my cap.

J Thadeu Gnana Garrison
21PBA142

JIM Asks

PLATFORM OF CURRENT NEWS



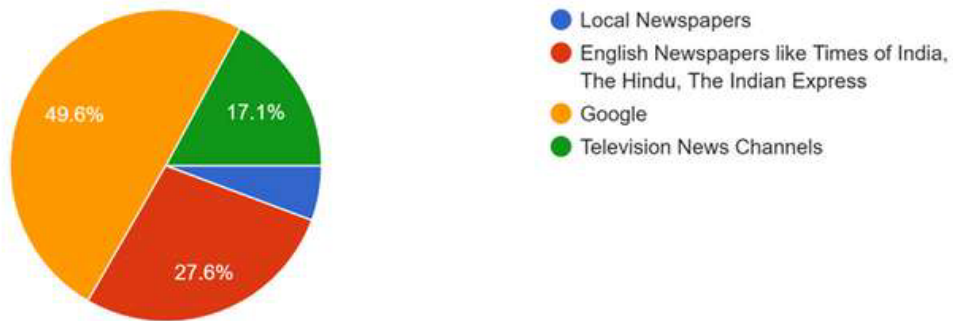
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This month, In JIM asks we have conducted a survey on, which is the most preferable platform for the people to keep them streamlined to the current world. Majority of the people’s choice was either newspaper or google to keep them streamlined to the current script around the world. Specifically, people choice was Google over other platforms to know the current news passing around the world directly once it has happened.

Google News is a web index that gathers and joins news from huge number of locales across the world and makes them accessible to possibly intrigued individuals, in view of the inclinations they communicated. This google service is easily accessible through a legitimate application, both on Android and IOS.

Platform that you choose to know what is happening in the world - Current News?
123 responses



It has gained popularity among the people, Since the offered service is focused on every single user, also the indexing and management of information has been designed to organize different types of news and articles to satisfy everyone’s needs. One person, for example, might be interested in more international, news-oriented stories, while another might be interested exclusively in more in-depth coverage of a specific, more niche topic. Google news present the various news subdivided into three major categories such as top news, custom news, news in depth with different perspective most of the article shown in the customized section are selected on the basis of queries used on the search engine.

“Technology by itself doesn’t make leaders, technology only amplifies true leadership” -Steve jobs

Social Cause

IN SEARCH OF DIGNITY & JUSTICE



Despite the court's strong opposition to manual scavenging [Prohibition of Employment as Manual Scavengers and their Rehabilitation Act, 2013 (PEMSR)], a complaint was filed to Madras High Court Chief Justice Munishwar Nath Bhandari on August 17 2022, about labourers being forced to clean waste water directly outside the high court grounds.

The history is erased and enrolled by some. The poor, marginalized and sanitary workers are erased from history. They are sacrificing their lives meaninglessly. The people of the Bhangi community are forced to clean the human wastes because they are considered to be the low caste and untouchables. We seek justice for the bulls and cows, but what about our fellow human beings? Are they not better than the animals?

They have to work amid unpleasant dirt, with no protective gear. Subsequently, they don't have access to water to clean themselves. Most of them are alcoholics and don't have proper shelter. They are perpetually in debt and when the husbands die at a younger age, the despised job passes to the widows. The pain continues.

The roots of the problem are illiteracy and poverty. The government should give them proper education and provide them with jobs to live a dignified life.

We live in the so-called modern world in the 21st century but still, inhuman practices are existing. In the technology world, we have reached 5.0 but why are we still using human beings to clean the human wastes, why isn't artificial intelligence used here? The government must take action and end manual scavenging. Let us voice out for the voiceless.

P Sharmila Rose
22PBA115

Stocks Radar

The value of any currency is determined by demand for the currency as well as its supply. When the supply of a currency increases its value drops.

India's inflation rate 2022 - WPI Inflation Rate in India (July 2022): India's wholesale inflation eased to 13.93 per cent in July, data released by the Ministry of Commerce Industry showed. The Indian rupee was trading lower against the dollar on August 12, 2022, tracking a Chinese yuan-led decline in Asian currencies. The rupee was trading at 79.6575 per U.S. dollar by 0524 GMT, down from 79.4450 in the August 18, 2022. The local currency opened at 79.60. The offshore Chinese yuan was down 0.3% at 6.8102 to the dollar, stirred by concerns over the country's economic outlook. China on Aug 17, 2022 reported weak economic activity and spending data, prompting the country's central bank to cut key lending rates.

Milk, curd, honey, hospitalization, hotel rooms, studying abroad – some common things that will get costlier and burn a hole in the common man's pocket. Why? because the government decided to levy GST on items that were exempt earlier July 2022.

China's central bank cut key lending rates in a surprise move on Monday, to revive demand as data showed the economy unexpectedly slowing in July.

Analysts believe that, over the long run, the rupee is likely to continue to depreciate against the dollar given the significant differences in long run inflation between India and the U.S.

Market HIGHLIGHTS: Sensex ends 515 pts up, above 59300, Nifty tops 17650 on F&O expiry; HDFC, ICICI Bank lead



Domestic equity market benchmarks BSE Sensex and NSE Nifty 50 ended nearly 1 per cent higher on Thursday, a day of weekly FO expiry. BSE Sensex jumped 515 points or 0.9 per cent to end at 59,333, while NSE Nifty 50 gained 124 points or 0.7 per cent to settle at 17,659. Stocks of Axis Bank, Bajaj Finance, HDFC, Tech Mahindra, Wipro, State Bank of India (SBI), ICICI Bank among others were top index gainers. On the flip side, ITC, NTPC, HUL, Maruti, Bharti Airtel stocks capped the gains in the index.



Rakesh Jhunjhunwala's stock holdings worth nearly \$4 billion in focus after death :

He entered the equity markets with just Rs 5,000 in 1985. The death of Indian billionaire Rakesh Jhunjhunwala puts a spotlight on the nearly \$4 billion, roughly Rs 43,800 crore worth of stocks made him the 36th richest person in India. The man known as India's Warren Buffett died of a reported cardiac arrest Sunday at the age of 62. Jhunjhunwala was among the most influential market voices in Asia's third-biggest economy, with an intense following among the nation's growing horde of retail investors.

The man also known as "Big Bull" was a fierce backer of the India growth story. The top holdings by market value include Star Health Allied Insurance Co., footwear maker Metro Brands Ltd. and automaker Tata Motors Ltd. NSE -2.85 %. Jhunjhunwala held stakes of more than 10% in Star Health, IT firm Aptechn Ltd NSE -1.14 %. and videogame maker Nazara Technologies NSE -1.47 % Ltd. Titan-\$1.4 billion, Star Health-\$884 million, Metro Brands-\$281 million, Tata Motors-\$262 million, Crisil-\$164 million, Fortis Healthcare-\$113 million.

Business Trends

OLA'S MISSION ELECTRIC 2022

CEO Bhavish Aggarwal says its first EV car to arrive in 2024 :

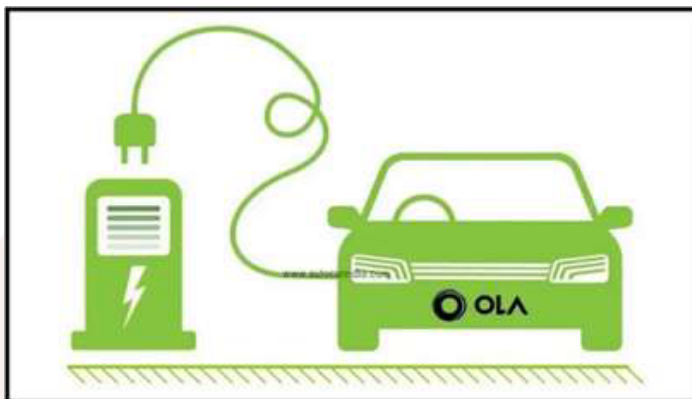
Bhavish Aggarwal, founder and CEO of homegrown electric powered automobile (EV) producer Ola electric, on August 15, on the business enterprise's annual event introduced the release of its new Ola S1 scooter along with the brand new indigenously developed lithium-ion battery and shared Ola's vision for making India a global EV hub. He also shared some new details of its upcoming electric powered vehicle.

Aggarwal said, over the last year EVs had been on the center of remodelling personal mobility. At Ola, we were at the epicenter of this variation, using adoption, growing get right of entry to and affordability. There is a lot to be executed yet. Currently, less than 15 per cent Indians own a 2wheelers or a 4wheelers and with India poised for robust financial increase, the Indian automobile enterprise will witness call for 20 million 4wheelers and 50 million 2wheelers each year. We accept as true with that India desires to emerge as the worldwide epicenter of the EV revolution and command 25 percent of the world's car marketplace. As we build for India.

New EV automobile:

Ola, which already has EV scooters within the Indian market, claims that it is working on an electric vehicle, which in keeping with Aggarwal, could be a few of the fastest and sportiest car in India. Aggarwal quoted that Ola's upcoming electric automobile can have the pleasant performance, pleasant design and the first-class generation ever built in a automobile in India. He claimed that the upcoming EV might be able to sprint from 0 to 100 kmph within four seconds and feature a driving range of over 500km on a single charge.

He also said that the new car will feature an all-glass roof, will have a drag co-efficient of less than 0.21, company's proprietary Move OS and assisted driving capabilities. The car is set to arrive in 2024, said Agrawal.



New Battery tech:

Aggarwal also showed a battery module on screen and said that it is made from cells developed indigenously by Ola Electric; a first for any Indian vehicle OEM. Aggarwal also talked about bringing an EV revolution to India and claimed that the Ola Future factory would be able to produce one million EV cars, 10 million two-wheelers and 100 GWh battery cells every year.

By this Ola believe that they will be bringing a whole new revolution in automobile industries with their new electric car. If they launch their automobile as planned by 2024, they will also join the race along the leading companies.



Know Your Domain

Let's see key funding options available for Startup business

Bootstrapped funding is a combination of your own money, savings and credit, mixed with money from friends and family, which is used by about 95% of entrepreneurs to start their business.

Crowdfunding is the practice of funding a project or venture by raising money from a large number of people, typically via the internet.

Business Angels are generally wealthy individuals or retired company executives who invest directly in small firms owned by others. They are often leaders in their own field who not only contribute their experience and network of contacts but also their technical and/or management knowledge. Angels tend to finance the early stages of the business.

Seed Capital is the type of financing used in the formation of a startup. Funding is provided by private investors, usually in exchange for an equity stake in the company or for a share in the profits of a product. Much of the seed capital a company raises may come from sources close to its founders including family, friends, and other acquaintances.

Venture Capital is a form of private equity and a type of financing that investors provide to startup companies and small businesses that are believed to have long-term growth potential. Venture capital generally comes from well-off investors, investment banks, and any other financial institutions.

Microloans are small loans that businesses who can't access traditional loans or other finance options. It could be because their businesses aren't very established yet or their locked out of the traditional financing options for a variety of reasons. They're usually short term loans, with low interest rates.

Family Offices are emerging funding for Indian startups. India has a history of family businesses that pass on their wealth to the next generation. Family offices are more patient than angel investors and give startups more time, money, and resources to grow their businesses. But the trick is to approach the right family office.

Dr Y Arul Sulochana
*Assistant Professor ,
Chair Consultancy & Training*

The students of I MBA (Class of 2022-2024) were given a series of special lectures on Communication and Mathematical ability on August 1st 2022. Prof. G. Ravindran, Professor of English (Rtd), St. Joseph's College (Autonomous) and Dr V. Veeramani, Professor, University of Technology and Applied Sciences, Sultanate of Oman were the resource persons.



I MBA students who are getting introduced to the case-based pedagogy were provided a hands on experience on Case based Learning by Professor, Suresh Paul Antony, Indian Institute of Management, Tiruchirappalli through the case "The Parable of the Sadhu" to disseminate the concept of decision making, teamwork and interpersonal skills.



Students learn strategies for coping with stress, anger, and other negative emotions in an intensive personality development training program 'Personal Growth Lab' - a multi-faceted approach to personal development combining theory, personal experience, and self-reflection was presented by the Capuchin Priests.



A one-day Faculty Development Programme on Academic Writing for Quality Publications Funded Projects was conducted exclusively for the JIM faculty. The resource person for the entire session was Dr. P. Shanmugavadivu, Professor Dean, School of Computer Science Technologies, Gandhigram Rural Institute Deemed University, Dindigul.



On 12 th August 2022, Mr Prasath Ganiraj, TalentMetrix Human Capital Management Solutions LLP, delivered an interactive practical session on "Linkedin Mastery" to the MBA batch 2021-2023. Students received hands on experience in creating their Linkedin profile and they also learnt how to make their profiles gain visibility by recruiters.



Sri. Hariharan, a Management consultant and an alumnus of St. Joseph's College (Autonomous), delivered the course Design Thinking virtually on 13th August 2022. The students learned how to think in order to come out with creative solutions to problems in business. The interactive session enabled the I MBA students to alter their approach to problems.



39 teachers from National College Hr. Sec. School, Trichy attended a MDP program conducted by JIM on 30th July and 13th August 2022. The session focused on the theme Classroom Management and Communicative Competence. The teachers were trained on work life balance, and student teacher relationship.

The investiture ceremony of the Student Advisory Council (SAC) was held on 20 August 2022, at 5.15 pm in Loyola Auditorium. Dr. Inigo S. Irudayaraj, Member of Legislative Assembly, Tiruchirappalli East Constituency was the Chief Guest. Rev. Dr. P. Paulraj SJ, Director, JIM administered the Oath of Office.



34 teachers from Santa Maria Public School, Trichy participated in the Management Development program on Communicative Competence and Classroom Management conducted in JIM premises by the JIM Faculty. The sessions included Classroom Conversations, Work Life Balance, Multiple Intelligence, Developing Positive Student Teacher Relationship, Teacher as Learners and Team Building.

JIMNESIA



The in-house event ‘JIMNESIA’– Talent Hunt, an annual management and cultural fest to provide a platform for JIM students to uncover their talent and explore it in common in JIM campus was organized on 26th & 27th August 2022. Students were divided into 6 houses named after the companions of St. Ignatius namely Faber, Salmeron, Jean, Claude, Rodrigo, and Laynez. 10 Management events and 10 Cultural Events were conducted this year. Resourceful professors and faculty members from various schools and colleges were invited as judges to evaluate the work of the students.



Student Advisory Council (SAC) - 2022



President
A Ashwin Romero

Vice-President
J Vinodhini

Secretary
T S Guruprasath

Joint Secretary
J Sherlin Dona

Treasurer
W Jasmine



Campus Ministry
A Santhosh

Campus Ministry
J John Magdalene

Co-curricular
B Maria Russell Boniface

Co-curricular
L Judy

Sports & Games
B Karthick



Sports & Games
A Planson Wright

Alumni
L Arockia Aishwarya

Alumni
A R Subramani

Food
S Leve Billgates

Food
M A Anishala



Technical
L Rahul Antony Navis

Technical
V Chandhu Prakash

Technical
J Kevin Sampras

Technical
Arthanari Rajesh

Media
Alldon Riche



Media
J Alam Jerophel

E-Newsletter
A Faizal

E-Newsletter
J M Mahima Therese

E-Newsletter
M K S Mirithun Jayan

E-Newsletter
M Kokilavarshini



**Class REP
II MBA-A**
A Luman Daniel

**Class REP
II MBA-A**
R Kensaga

**Class REP
II MBA-B**
S Kameshwar

**Class REP
II MBA-B**
A Shalini Christy

**Class REP
I MBA-A**
T Praveen Raj

**Class REP
I MBA-A**
V Iswariya

**Class REP
I MBA-B**
S B Gowtham Neithes

**Class REP
I MBA-B**
M Infant Suganthi

TRIBUTE

Rakesh Jhunjhunwala

India has certainly lost its crown jewel of Dalal Street the big bull the folk hero the poster boy of the Indian stock market is now more India will certainly miss him but we will never forget him and more than a legendary investor Rakesh Jhunjhunwala was an extraordinary human being his word was his bond his big heart attitude he always maintained that it is not the goal which is important it is the means and the path on which you will reach the goal they are important.

Rakesh Jhunjhunwala the biggest and the bossiest fairest believer in India’s potential both economics and social. The trade return investors leave behind a legacy of taking the cult of equity to the masses in his inimitable style popularly know as the big bull. He had a portfolio worth nearly 32,000 crore rupees this legend too had humble beginnings ever so often rakesh reminded himself of how small a space he started from and what it took to get the ball rolling in the first place one of his chartered accountant brothers clients became the first person to offer him the capital he needed he was given 7 lakhs rupees to manage and invest and that too without security from the time he put in his first 5,000 rupees in the stock market when the sensx was at a mere 150 points to now when he rolled in the billions even as the sensx soared above 55,000 levels a phenomenal rise but not random sparked off in his formative years with a certain sense of inquisitiveness. Jhunjhunwala spent the initial part of his career on the Lal Street as a trader mostly as a short seller during the exponential growth phase triggered by the original big bull of Indian equity market Harshad Mehta in the late 1980s and early 1990s he pumped in his trading profits into investment bets and become increasingly famous as the Warren Buffett of India because of some of the greatest investments made by a singular individual on these shores be it the 90s the 2000s or the last decade his portfolio generated extraordinary returns like Apollo Hospital that went up more than 100x from 1998 to 2015. Bata which is also up 100x from 1996 to 2019. Investments in Crisil paid off with a 200x increase in its stock price between 2001 to 2016 and his belief in pharma as a sector is evident in the way Lupin has rewarded his faith the stock has risen 160x from 2003 to 2015. Jhunjhunwala’s investment in Titan are arguably the most well known and celebrated for the kind of rise and value they’ve seen and the particular affinity he has with the Tata group of stocks as a whole the Titan stock showed an incline of 80x between 2005 to 2020 and they also ended up being one of the largest contributors to Rakesh’s wealth the ace investor has passed away at the age of 62 as the country moans the investment guru. I would like to end with the quote the ace investor said “My worst investment has been my health. I would encourage everybody to invest the most in that”

Clearly, the man who is worth more than 32,000 crore isn’t happy about his health. He has all the riches in the world, but he advises others to invest the most in health.

TOP HOLDINGS OF RAKESH JHUNJHUNWALA

Company Name	No of Shares	% stake	Total Value (Rs Crore)
Titan Co Ltd	3,53,30,395	4.0	8728.55
Star Health & Allied Insurance Co Ltd	8,28,82,958	14.4	5772.80
Tata Motors Ltd Ordinary Shares	3,62,50,000	1.1	1731.12
Fortis Healthcare Ltd	3,19,50,000	4.2	898.91
CRISIL Ltd	21,29,250	2.9	693.00
Federal Bank Ltd	5,47,21,060	2.6	606.31
Indian Hotels Co Ltd	1,57,29,200	1.1	427.76
Nazara Technologies Ltd	65,88,620	10.0	423.55
Tata Motors Ltd A Shares	1,50,00,000	3.0	347.85
Rallis India Ltd	1,38,85,570	7.1	312.29
Escorts Kubota Ltd	18,30,388	1.4	307.76
Karur Vysya Bank Ltd/The Ordinary	3,59,83,516	4.5	229.93

Jubilant Pharmova Ltd	57,50,000	3.6	201.39
National Aluminium Co Ltd	2,50,00,000	1.4	199.50
Jubilant Ingrevia Ltd	25,00,000	1.6	119.24
Aptech Ltd	50,94,300	12.3	118.54
Agro Tech Foods Ltd	11,53,700	4.7	90.12
Edelweiss Financial Services Ltd	1,51,25,000	1.6	86.36
Geojit Financial Services Ltd	1,80,37,500	7.5	84.78
Wockhardt Ltd	30,00,005	2.1	70.98
Indiabulls Housing Finance Ltd	55,00,000	1.2	68.61
Anant Raj Ltd	1,00,00,000	3.4	67.55
Man Infraconstruction Ltd	45,00,000	1.2	40.01
Dishman Carbogen Amcis Ltd	25,00,000	1.6	28.64
Orient Cement Ltd	25,00,000	1.2	28.53
NCC Ltd/India	38,47,666	0.6	24.82
Autoline Industries Ltd	27,71,233	7.3	20.69
Bilcare Ltd	17,35,425	74	13.12
Heads UP Ventures Ltd	5,30,500	2.4	0.72



Rakesh Jhunjhunwala

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Management Concepts in Thirukkural

குறள் 841

அறிவின்மை இன்மையுள் இன்மை பிறிதின்மை
இன்மையா வையா துலகு.

இல்லாமை பலவற்றுள்ளும் இல்லாமை, அறிவு
இல்லாமல் இருத்தலே, பிற இல்லாமையைப் பெரியோர்
இல்லாமையாகக் கருதமாட்டார்.

Translation:

Want of knowledge, 'mid all wants the sorest want we deem;
Want of other things the world will not as want esteem.

Explanation:

The want of wisdom is the greatest of all wants; but that of
wealth the world will not regard as such.

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