

TODAY A READER TOMORROW A LEADER

JIM
CONNECT
JIM

E-Newsletter



FORMING RESPONSIBLE LEADERS

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Instinctive Thoughts

Carve your Path

Management, as we are all aware, is referred to as the art of making others do what you want them to do. As management professionals, each one of us is invariably trained to act as a manager. But many a time, we do not resort to managerial technique of problem solving in our daily life, be it personal or professional. We forget the basic managerial training that we have been subjected to and kneel before our emotions. There are various managerial ways of dealing with problems and crisis.

Management by silence is one apt managerial way of tackling chaos. It is also an apt way of tackling aggressive people. Where arguments fail, silence rules. Silence speaks volumes where speech goes unheeded. Management by humour is an underestimated technique of managing situations. Where anger and aggression does not work, adding a pinch of humour lightens the situation and calms everyone. Management by appreciation has tremendous power to motivate a person to move mountains. It is a universal truth that each one of us likes to be appreciated for our hard work and efforts. Management by intimidation is yet another technique that may be resorted to keep the unruly people on their toes. Familiarity breeds contempt. This technique is utilized more in professional scenarios where strict abeyance to rules is expected. Zen management is also resorted widely to calm oneself. A tour, away from the madding crowd, has tremendous powers to engulf a person with peace and soothe the mind. It helps to manage oneself and bring out the best in you. Management by rumour, though unethical in nature, may sometimes be resorted while dealing with corrupt people.

Though we are familiar with these techniques, often emotions take over when we need to manage a person or a situation. Where silence can easily solve a problem, we tend to talk a lot. Where it is necessary to communicate, we keep silent out of sorrow or depression. When it is necessary to dominate, we tend to be submissive and where submission is required, we feel inclined to dominate.

Emotional intelligence is a much talked about topic in every sphere of life in recent days. I encourage each one of you to sharpen the skill of being intelligent emotionally. Along with your natural skills and talent and knowledge, being emotionally intelligent shall help you to jell easily in any environment. I would especially encourage the final year students to imbibe this skill as they step out into the industry as a professional. The shield of protection that you enjoyed within the campus as a student shall no longer exist the minute you join as an employee in a firm. Gone will be the days of warnings and apology letters and sitting in the kiosk and parents teachers meetings when you err, once you start your life as an employee. The days of harsh scolding, memo, politics, punishment transfer and termination may step in for each wrong step that you take. Being emotionally intelligent and applying various managerial strategies shall go a long way to make the job scenario easy and comfortable.

Life, as we know, is not a bed of roses. It is not a bed of thorns either. It is in our hands to create a path that fits us best. It is very important to analyse where to give in and where not to, when to be silent and when to talk, when to be firm and when to adjust. And most important of all, what is the emotional status of the person we are dealing with.

Dr Nisha Thundiyl

Assistant Professor

IAJU

Sowing in Thirsty Soil

A secular society generates relationships that permit the exercise of human freedom in different dimensions of life, opening spaces for human creation. All human beings experience in different ways the expansion of secular society as the space in which they live or will live. Some experience it as a threat, because processes of secularization have engendered bitter conflicts that have left deep wounds that are slow to heal and quick to reopen. Some, therefore, perceive secular society as ground that is parched and broken after a persistent drought. The mature secular society offers a new opportunity to live our identity and, from that identity, to make a significant contribution. Extending the image, we can water, sow, and cultivate in thirsty ground. The challenge for the discernment in common to which we are called at the present moment is to see clearly the signs of the opportunities that are opening to us in this new historical epoch. Therefore, we can characterize a mature secular society as “thirsty ground” as it has overcome ideological extremisms, religious and cultural sectarianisms.

Hence it is required of the Jesuit universities to encourage synthesis of knowledge and integrate the dimensions, constitutive of persons and societies, thus sowing the seed of a healthy relationship with the environment. Thereby inspire creation of knowledge through inter- and trans-disciplinary dialogue, inserted in a social context in which they are actively present with a universal vision. This process must be open and ongoing in order to create and preserve the mental and emotional cohesion that gives the educational institution its purpose. Additionally, the dissemination of information, which is a vital component of the university mandate, would aid in the development of socially conscious, devoted, and reconciliatory agents that fight for social justice.

Excerpts from IAJU

Dr A Pappurajan Dr J Michael Sammanasu

This thirsty ground is plural, with a wide range of different terrains and conditions suited to different and complementary crops. Secular society generates relationships that permit the exercise of human freedom in the different dimensions of life, opening spaces for human creation.



Very Rev Fr Arturo Sosa SJ,
General of the Society of Jesus

Appreciation

Greetings

I write this to offer my words of sincere appreciation to all those engaged in the publication of JIM Connect. I've been receiving the copy since it was first issued, and I'm very glad to note the way it's been growing gradually. In particular, the write-ups about the Daily Examen at JIM & Mr Rajesh Kumar Sharma are to be greatly praised in this edition. I find that the articles in JIM Connect, in general, are short yet crispy, touching upon current and catchy themes. I wish that this e-magazine lives for many more years and reaches a larger audience for the creation of better humanity.

Fr V Sahayaraj SJ

Loyola College, Chennai

Alumni Testimonial

"I am currently a Doctoral candidate at the Department of Design, Production and Management, at University of Twente (UT), Enschede, Netherlands. I graduated as Electronics and Communication Engineering (B.E - ECE) from Anna University, India and then my master's in Management of Business Administration (MBA) from St. Joseph's Institute of Management, India. I also hold my Master of Philosophy (MPhil) from Bharathidasan University, India. In 2016, I entered the IT industry as a Business Analyst (at Vernalis - Orion Innovation, India) and then as a Marketing Analyst (at Zoho, India). Academia had been my inner call, which directed me to be a research Associate at JIM for a couple of years and from there my research interests drew me to be a part of an industrial research doctoral project for ASML at UT. It has been quite a journey before being where I wanted to be."

JIM always holds a special place in moulding me personally in both professional and personal ways. I am truly grateful for the fathers and inspiring teachers I got to learn from. JIM is a place where an individual chooses what he/she wants to be. Growing up in Jesuit values has imparted some good traits that I live upto. JIM has been an opportunity for life experiences!



Sherly Agnes Reni D

PhD Candidate at

University of Twente, Netherlands

Voice of JIM

DEXTERITY

“All of our dreams can come true if we have the courage to pursue them”

An MBA for many individuals seems like the next logical step to advance the career. It widens the spectrum in diverse fields and help in developing managerial skill and provide exposure to work in a highly competitive job market. Seeking employment soon after studies indeed help us in getting a head in life and provide us chance to determine what field will best suit our abilities and skill sets towards a bright future. St. Joseph’s Institute of Management (JIM) is the right place where we can find the right solution. It opens the door for unlimited opportunities to the students with the motive of creating socially responsible leaders.

The placement process of JIM lures many admissions, it begins with the faculty educating the students about the value of placements and how they can affect us and our families. We have the chance to become members of the placement team through an internal interview process, which acts as a liaison between the students and the placement department, and it is the placement team members who reach out to the companies and convince them to visit the college for campus placements.

JIM's initiative to provide training in a diversified field that a highly competitive job market requires makes us job ready. The requirements are covered through practices like mock interviews, aptitude tests, group discussions, and much more. These practices boost our intellectual capacity and give us moral confidence. The second major initiative JIM indulges and which I found very promising is where it aims to link students with companies through internships, which is crucial to the hiring process because it gives us real-world experience.

My wish became reality after I joined JIM. I am contained that I went through the placement process and got placed in a well-established firm. Every student is unique, so JIM management appoints each student with a mentor who can guide the students in times of need, such as deciding which career path will be suitable for them. The faculty mentor actually facilitates the entire placement process to help us become self-confident and ready.

I am overwhelmed with the blessings God has showered on me through JIM. It has given me and my fellow students a platform to identify and exert our skills and find a place for our future Development. I am proud that I am part of the JIM family and I hope JIM continues to create more socially responsible leaders through the process of placements.

Kishoreraj S
21PBA206

JIM Asks

Is Recession the only reason for recent layoffs?

This month, JIM conducted a survey to find whether Recession is the only reason for recent layoffs. Majority of people have said yes to the statement. Almost 55% of the people were agreed that it is recession that has left many job less at the moment.



Recession is slowdown in the economic activity. Labours are the key of economic. So, you might experience a layoff. You might have a pay cut. You might not receive a planned raise or promotion. Stakeholders, Clients and Business take an advantage of this recession period, tagging them as need for Pay cut, cost cutting, budget management.

Actually, recession do plays a vital role in layoffs but let us see in detail how. Stakeholders seem to get into budget management, but actually it is companies' strategy, the firms who struggle with over board employees as they hire a lot of people for specific projects, when there is a recession globally that particular client would be affected which obviously would collapse the whole project, as the company can't afford to pay the employee the only option is layoff or Pay-Cut. Also factories have not been working to full capacity due to the Covid pandemic. This has resulted in a lower level of production. When this happens in a large industry it has a cascading effect which also affects smaller industries that supply ancillaries/ components to these larger industries. These create additional layoffs. Other business houses are also forced to shut down due to Government restrictions on account of Covid. When thousands of workers lose their jobs the demand for even essentials (food, clothing etc) drops.

Things happen in a cycle:

Pandemic Restrictions -> Shut downs/ Scaling down of production -> less business and less revenue -> layoffs -> lower purchasing power -> less demand for goods -> more layoffs -> even greater reduction of purchasing power -> ...

If we are talking about layoffs in India, then we have to also face the fact that compared to China, South Korea and some other countries, the level of per worker productivity in our country is considered to be low. The quality is also not on par with some of these countries. The result is that we are not able to compete in the international market. Exports suffer and as revenues drop there are layoffs.

Shanmuganathan G

22PBA135

Social Cause

CLEAN CITY



The Ecological Solid Waste Management Act of 2000, provides the necessary policy framework, institutional mechanisms, and mandate to the local government units (LGUs) to achieve 25% waste reduction through establishing an integrated solid waste management plan. Based on this act, Trichy City Corporation brought forward the QR Code-based pilot project for monitoring waste collection dated on Dec 12, 2022.

At the outset we must appreciate all city corporation officials, special appreciation also to all the sanitary workers who work hard and put their efforts to make the city clean. We the residents in the city are bound to co-operate in this project of making our city neat and tidy.

“Cleaning and organizing is a practice, not a project”, therefore we should co-operate with the city administration and the commissioner of the city who have come with the idea in which QR code has been given to all the houses, apartments, hospitals, hotels and educational institutes. All these institutes must segregate the waste according to degradable waste, non-degradable waste and also food waste. Segregated wastes put in to different boxes would be picked up accordingly. Our cooperation to our corporation in this QR code project is required.

There are other initiatives provided from various sources to make the city clean, like the sanitary worker who excel in their duty would be awarded once in a year, similarly the educational institute, hospital, hotel and street which keeps their area and the environment very neat and tidy, will be awarded with best clean hospital, educational institute, street and so on. Some more promising initiatives that can be followed are - Every city must build a small reserved forest in order to strengthen our ecosystem; each house must have at least one tree for pure oxygen and many more similar ideas could be implemented. These could be done to motivate the people to work together to make our surrounding a better place for us and others. People must have this social responsibility and civic sense to keep their city green and clean.

Sneha B
22PBA109

Stocks Radar

Stock markets are responsive towards major macroeconomic factors and news about event. The year was filled with events which occurred throughout like the Fed rate hikes, War between Russia & Ukraine, inflation and recessionary projections. The investors of COVID batch have gained few experiences over time and have understood the nuances of investing.

The year marked with winner being the power industries and the loser being IT. The winner of the year is Mazagon Dock Shipbuilders and the worst loser is Zansar technologies During the final week, Indian equity benchmark bounced back to snap a 3 week losing streak. The BSE Sensex advanced 995.45 which close to 60,840 and Nifty gained 298.5 to close at 18,105. Both the indices as a whole lost 3.5 each for the month.

The smallcaps gained 10 to 41% over the final week of December. The ICICI bank share is recommended strongly as the price seems to increase in the upcoming days. The total income as of now is 42,834 which is greater than the previous quarter. ICICI Bank being one of the top leading banks in India.

When the economy hits its peak of activity, recession begins, and it ends when it reaches its low. In accordance with this description, the Committee concentrates on a broad range of indicators, including GDP as well as employment, income, sales, and industrial production. Businesses typically see a decline in demand for their goods or services during a recession. They might therefore curtail production, which results in layoffs and decreased consumer expenditure. This is a result of falling stock prices and elevated volatility in the stock market. Midcaps and smallcaps in particular will fall far more in this situation.

Investors often sell all of their stocks—even the profitable ones—when fear takes over their thoughts. Due to their widespread ownership by regular investors who become alarmed after a significant market downturn, smallcaps are the most affected by this. These stocks are also being liquidated since the market is aware that they have less liquidity than largecaps. No one wants to be forced to hold them, therefore. Smallcaps' decline is only exacerbated by this. All smallcaps typically receive the same treatment during a bad market, regardless of their fundamentals. Everyone is sold without distinction. As a result, smallcaps with solid fundamentals are now available at enticing prices. With the upcoming recession it is safe to just keep a track of the following stocks and invest accordingly. TCS, HUL, Asian Paints, Tata Motors and smallcap stocks of higher quality.

Business Trends

Who said the retail industry lost its charm?

It is not the giant Reliance Retail Limited but one of the Tamil Nadu's biggest retailer SUPER SARAVANA STORES is what I admire in this regard.

I am sure you must be looking for and amazed if Ikea or Reliance Retail did something humungous. To put things in proper perspective, the largest IKEA store in India is in Bengaluru. It's a 4.6 Lakh Sq Ft store. Our media always blows it up probably because it is an international retail brand. Here we are actually looking at Madurai Super Saravana Stores (6.5 Lakh Sq Ft Store) - Now, Madurai's Mattuthavani has an all-new super shopping destination with ten floors and tremendous offers.

Madurai has always been a grand city. It is the home to Meenakshi Amman temple, one of the vast and magnificent temples, with the finest Pandyan architecture, thousand pillar halls, and high-rise towers with high detailing of several thousand statues. Now even more India's largest store finds its home in Madurai.

Textile Manufacturing Industry in India – A Complete Market Overview

India is the 2nd largest producer of silk globally, and 95% of the world's hand-woven fabric comes from the country.

Market Composition and Size

The textile and apparel industry has a market size of USD 150 billion as of 2020. It is also well-known as the second-largest employer after agriculture in the country. Hence, skilled labour is available for textile manufacturing. The sector-wise composition of Indian textiles until January 2020 is as follows:

Ready-made garments (37.6%)

Cotton Yarn / Fabrics / Made-ups / Handloom Products (37.6%)

Manmade Yarn / Fabrics / Made-ups (14.0%)

Handicrafts excluding Handmade Carpet (5.0%)

Carpet (4.7%)

Jute manufacturing including Floor Covering (1.2%)

India is the second-largest manufacturer of PPE in the world. The global market worth of PPEs is expected to grow to USD 92.5 billion in 2025 from USD 52.7 billion in 2019. (Source: <https://www.tecnovaglobal.com/>)

Know Your Domain

People Terms

Gamification

Gamification refers to a process of making systems, processes or other employment related activities more enjoyable and motivating through game design elements. Gamification has been applied to recruiting, learning and development, employee surveys and many more areas of talent management. .

Gig Economy

Gig economy is a working model wherein people usually work for the time and the tasks that they intend to work for. This model allows people to work on their own terms. Within this model, people work and get paid for the tasks or the gigs that they attempt, and not for the hours that they put in. Ex : Ola chauffeurs and Swiggy delivery personnel.

Offshoring

Offshoring is the process of relocating a business or business process to another country in order to benefit from reduced labour costs or a more beneficial regulatory environment. A range of processes are commonly offshored, including manufacturing, IT, customer service and research & development.

OKRs (Objectives and Key Results)

It is a performance management framework designed to encourage companies to set, communicate and monitor broad organizational goals and results. The framework is meant to be transparent and to align business, team and individual objectives in a hierarchal, measurable way.

Reverse Mentoring

It is an initiative in the workplace where older employees are mentored by younger employees. For example, younger employees with a deep understanding of analytics and technology can mentor the senior employees, to equip them to increase their productivity.

Succession Planning

Succession planning is a process of developing talent to replace executive, leadership or other key employees when they transition to another role, leave the company, are fired, retire or die. It is relevant to all companies, from the largest to the smallest, in both the for- profit and not-for-profit sectors.

Dr R Murali
Assistant Professor

@ JIM



St. Joseph’s Institute of Management (JIM) in order to shape the young professionals to become agents of social change and to give them an experience of the realities of the rural people and their problems conducted the Shepherd Programme between 15th and 17th December 2022. 120 students of the I MBA were divided into 12 groups of 10 each. They visited the Killukkottai Village in Pudukkottai District. The program also included events like medical camps, sports meets, cultural, and a social mapping process. The program concluded with the reflection shared by the students who presented the vision for the village and the possible measures that could be taken for the betterment of the living in the village.



Christmas Celebration in JIM was a caring by sharing gesture where students and faculty contributed towards the gifts for the mentally retarded old women from St. Anne’s Home, Trichy. On 23rd December 2022 Christmas Mass was solemnised by Fr. Henry, Cap. There was also a class wise competition. Cash prizes and gifts were distributed.

MANAGEMENT CONCEPTS IN THIRUKKURAL

குறள் 605

நெடுநீர் மறவி மடி துயில் நான்கும்
கெடுநீரார் காமக் கலன்.

காலம் தாழ்த்தி செய்வது மறதி, சோம்பல் ஓயாத்
துாக்கம் இவை நான்கும் அழிவை நாடுவார் விரும்பி
ஏறும் சிறு படகாகும்.

TRANSLATION

DELAY, OBLIVION, SLOTH, AND SLEEP: THESE FOUR
ARE PLEASURE-BOATS TO BEAR THE DOOMED TO RUIN'S
SHORE.

EXPLANATION

PROCRASTINATION, FORGETFULNESS, IDLENESS, AND
SLEEP, THESE FOUR THINGS, FORM THE VESSEL
WHICH IS DESIRED BY THOSE DESTINED TO
DESTRUCTION

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