

The Murshidabad Potpourri



MDI MURSHIDBAD PRESENTS

INGENIUM



MDI gym inaugurated



Swachh Bharat Initiative by Students



CSR activities at a local school



Sports events at MDI-Murshidabad

vic'ar'ana

Upcoming Business Symposium

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Special points of interest:

- CORPORATE EXPECTATIONS FROM A EMPLOYEE
- KAILASH SATYARTI'S LIFE
- INTERESTING MANAGEMENT FUNDAS
- UPCOMING BUSINESS SYMPOSIUM (FOLLOW US AT FACEBOOK)

Management Funda

“A Persons Character Is More Important Than Qualification”

- AJAY KUMAR

I

Sir CV Raman Research Institute in Bangalore was founded in 1949. Many applications were received for the post of scientific assistant. Many interviewed. At the end of the process Raman saw a man still waiting outside the interview room. His interview was done and he was not found suitable for the post. Raman went to him. In a booming voice Raman said, "What are you doing here? We have said that you cannot join our team. Why are you wasting your time?"

The man replied, "Sir, I know that I cannot be selected. So I have been here to return travel expense given by your institute to me". Raman was pleasantly surprised. He kept his hand on the shoulder of the young man and took him to his office. Two minutes silence prevailed. Then Raman said to the young man, 'Your selection has been made'. He further said, "For me it does not matter whether your subject is weak. For me it is very important that you being a gentleman."



II

Pandit Govind Vallabh Pant was a pioneer leader in Uttarakhand. He was first Chief Minister of combined Uttar Pradesh in independent India. They are also home minister in the central government from 1961 to 1955. He had a very special habit. He always had different accounts of public and private spending. He take care that expense of other family members and himself were always from his own earnings. Once, he refused to sign the bill of tea and snacks served at a government meeting. Argued that the provision for it was not for the meeting. And what a bill? Six to 12 annas. He took the purse from his pocket and awarded bill money to staff. He Said, "Take this money and pay it. I can't allow to pay this bill from government treasury."



III

Chanakya was prime minister of Chandragupta. Once an from China came to meet them. He wanted to talk about "Philosophy and politics". He was used to royal lifestyle but cocky. He sought an appointment with Chanakya. He reached the hut of Chanakya. He noticed Chanakya was sitting on the ground in the light of a small lamp and was writing. He was shocked. Why Prime minister of the state is in this condition? Many questions were revolving in his mind. Chanakya, got up and greeted the messenger with great respect. Installed and burned a large lamp and offered him a seat. After some time, when it was over, he turned off big lamp. Instead a small lamp was burning now. The ambassador asked ambassador reason for that. Chanakya responded with great ease, "When you come, I was doing my own thing. So I had to burn my own lamp. But when you work associated with the negotiation, it was part of the government. So the big flame burned by the government. When the conversation is over now so I then had a smaller lamp burning."



FUNDA is ...

People often known by their ability. But merit is larger quality than character attributes.

We get recognition by our character.

CSR Activity in MDI Murshidabad



As we all know the business landscape has taken a tectonic shift from profit orientation to philanthropic orientation. Similarly, the business schools should inculcate the habit of social reengineering with students in order to make some micro effort for the upliftment of the underprivileged section apart from deliberation on workable strategies towards financial upliftment of the business. These small efforts can bring considerable change eventually in the society if all of us make a concerted effort to build up the nation. As a token gesture, MDI Murshidabad under the supervision of Chairperson, Student Welfare had taken a step forward to look into the upliftment of peripheral areas of MDI Murshidabad. It had chosen one of the schools of Chadni Chowk promoted by Chadnichakhat Association for Rural Social and Health Advancement area of Suti II block, Murshidabad. The 66th Republic day was chosen as a day for making commitment towards philanthropic activities. While the whole team of CSR committee reached the selected spot, to their astonishment they found that the celebration of the Republic Day was being organized through quiz contest and cultural programs with high decibel vigour and excitement. Team was greeted with utmost hospitality by school's principal and teachers. The team of CSR committee was quite amazed with incredible conviction the students had while performing on the elevated Dais. This primary school student's stage show performance was well coordinated by school teachers with diligence and extreme care. The entire school staff, teachers and students were quite thrilled to see CSR team members. As reported by school principal the major chunk of the students belonged to category of below poverty line for which the education becomes secondary. Therefore, the educational awareness campaigns were made as an integral part of CSR activities. A long inspirational speech was delivered by every CSR team member for bringing educational awareness among the crowd as requested by school principal. They even distributed notebook, pencil, and eraser to promote the interest and passion towards education. By hearing such inspirational speech the crowd outside the gate slowly thronged the CSR committee members with doodling eyes which showed a positive indication of being keen in pursuing education. The team had eventually made a remarkable crusade by making such educational awareness campaign and even winning the laurels of the neighbours located around the school for such good deeds. In the pursuit of such philanthropic activities the students are currently planning to make a considerable effort towards the peripheral development of MDI Murshidabad. Though this sort of sensitivity exercises need a lot more stakeholder support if one makes a rational understanding, now the question arises how one can strike a balance between objectifying one's effort to enrich the philanthropic activity and can subjectively carry on the task to reach the mass? The corporate world is picking up the momentum to make sustainability compliance through CSR activity; there are several questions which arise in the mind of analyst and observer. Has it turned out to be a fad? Are B-schools seriously inducing the social engineering skills through CSR subject so that students can initiate a start up with complete focus in the upliftment of society along with other stakeholder support?

Dr. Niharika Gaan
Chairperson Student Welfare,
&
Ajay Kumar
PGP Batch-2014-2016

What MNC'S want from you ?

By Aman Wadhwa

This is your new employer. We are an Indian company, a bank, a consulting firm, a multinational corporation, a public sector utility and everything in between. We are the givers of your paycheck, of the brand name you covet, of the references you will rely on for years to come and of the training that will shape your professional path.

Millions of you have recently graduated or will graduate over the next few weeks. Many of you are probably feeling quite proud - you've landed your first job, discussions around salaries and job titles are over, and you're ready to contribute.

Life is good - except that it's not. Not for us, your employers, at least. Most of your contributions will be substandard and lack ambition, frustrating and of limited productivity. We are gearing ourselves up for broken promises and unmet expectations. Sorry to be the messenger of bad news.

Today, we regret to inform you that you are spoiled. You are spoiled by the "India growth story"; by an illusion that the Indian education system is capable of producing the talent that we, your companies, most crave; by the imbalance of demand and supply for real talent; by the deceleration of economic growth in the mature West; and by the law of large numbers in India, which creates pockets of highly skilled people who are justly feted but ultimately make up less than 10 percent of all of you.

So why this letter, and why should you read on? Well, because based on collective experience of hiring and developing young people like you over the years, some truths have become apparent. This is a guide for you and the 15- to 20-year-olds following in your footsteps - the next productive generation of our country. Read on to understand what your employers really want and how your ability to match these wants can enrich you professionally.

There are five key attributes employers typically seek and, in fact, will value more and more in the future. Unfortunately, these are often lacking in you and your colleagues.

1. You speak and write English fluently: We know this is rarely the case. Even graduates from better-known institutions can be hard to understand.

Exhibit No. 1: Below is an actual excerpt from a resume we received from a "highly qualified and educated" person. This is the applicant's "objective statement:"

"To be a part of an organization wherein I could cherish my erudite dexterity to learn the nitigrities of consulting"

Huh? Anyone know what that means? We certainly don't.

And in spoken English, the outcomes are no better. Whether it is a strong mother tongue influence, or a belief (mistakenly) that the faster one speaks the more mastery one has, there is much room for improvement. Well over half of the pre-screened résumés lack the English ability to effectively communicate in business.

So the onus, dear reader, is on you - to develop comprehensive English skills, both written and oral.

2. You are good at problem solving, thinking outside the box, seeking new ways of doing things: Hard to find. Too often, there is a tendency to simply wait for detailed instructions and then execute the tasks - not come up with creative suggestions or alternatives.

Exhibit No. 2: I was speaking with a colleague of mine who is a chartered accountant from Britain and a senior professional. I asked him why the pass percentage in the Indian chartered accountant exam was so low and why it was perceived as such a difficult exam.

Interestingly (and he hires dozens of Indian chartered accountants each year), his take is as follows: the Indian exam is no harder than the British exam. Both focus on the application of concepts, but since the Indian education system is so rote-memorization oriented, Indian students have a much more difficult time passing it than their British counterparts.

Problem-solving abilities, which are rarely taught in our schooling system, are understandably weak among India's graduates, even though India is the home of the famous "jugadu," the inveterate problem solver who uses what's on hand to find a solution. Let's translate this intrinsic ability to the workforce.

3. You ask questions, engage deeply and question hierarchy: How we wish!

Exhibit No. 3: Consistently, managers say that newly graduated hires are too passive, that they are order-takers and that they are too hesitant to ask questions. "Why can't they pick up the phone and call when they do not understand something?" is a commonly asked question.

You are also unduly impressed by titles and perceived hierarchy. While there is a strong cultural bias of deference and subservience to titles in India, it is as much your responsibility as it is ours to challenge this view.

4. You take responsibility for your career and for your learning and invest in new skills: Many of you feel that once you have got the requisite degree, you can go into cruise control. The desire to learn new tools and techniques and new sector knowledge disappears. And we are talking about you 25- to 30-year-olds - typically the age when inquisitiveness and hunger for knowledge in the workplace is at its peak.

Exhibit No. 4: Recently, our new hires were clamoring for training. Much effort went into creating a learning path, outlining specific courses (online, self-study) for each team. With much fanfare, an e-mail was sent to the entire team outlining the courses.

How many took the trainings? Less than 15 percent. How many actually read the e-mail? Less than 20 percent.

The desire to be spoon-fed, to be directed down a straight and narrow path with each career step neatly laid out, is leading you toward extinction, just like the dinosaurs. Your career starts and ends with you. Our role, as your employer, is to ensure you have the tools, resources and opportunities you need to be successful. The rest is up to you.

5. You are professional and ethical: Everyone loves to be considered a professional. But when you exhibit behavior like job hopping every year, demanding double-digit pay increases for no increase in ability, accepting job offers and not appearing on the first day, taking one company's offer letter to shop around to another company for more money - well, don't expect to be treated like a professional.

Similarly, stretching yourself to work longer hours when needed, feeling vested in the success of your employer, being ethical about expense claims and leaves and vacation time are all part of being a consummate professional. Such behavior is not ingrained in new graduates, we have found, and has to be developed.

So what can we conclude, young graduates?

My message is a call to action: Be aware of these five attributes, don't expect the gravy train to run forever, and don't assume your education will take care of you. Rather, invest in yourself - in language skills, in thirst for knowledge, in true professionalism and, finally, in thinking creatively and non-hierarchically. This will hold you in good stead in our knowledge economy and help lay a strong foundation for the next productive generation that follows you.

Together, I hope we, your employer, and you, the employee, can forge an enduring relationship.

By Sakshi Gandhi

KAILASH SATYARTHI --He is a leading social entrepreneur, better to call him a leader who is committed to the

good of all. The **Nobel Peace Prize award** recognizes that his personal courage and continued expansion of his work over the years has impacted the lives of thousands of children.

Effortlessly charming an audience that comprised of students, founders, academia & investors from all across the globe at **Development Dialogue 2015**, Hubli, Mr. **Satyarthi** started the dialogue by explaining the importance of education and idealism for the world. His clarity of thought on issues & simplicity even after winning a Nobel prize won the audience over.

Education is the cause Mr. Satyarthi always cared for:

After giving up my career in 1980, once in Africa sitting with some children (rescued with child trafficking), I asked a boy what is your dream. "I have no Dream"- he said.

"Death of dream is biggest curse than death of human beings", he said.

On being asked where our nation is lacking, he said with the era of globalization, the question of priority & lack of compassion is there. Each one of us has compassion.

We just need to turn our **personal compassion into social compassion**.

"Intolerance is the biggest disaster", he said.

With so many temples, constitution, laws & religions, what kind of world we have made for our children- The World of Trafficking, child labour & slavery.

All great religions tell us to care for our children, but we have utterly failed.

He said that on various occasions on issue of child trafficking, slavery etc, many people get offended or get angry.

Of course I too get angry. I don't want this reaction of things getting out of hand, rather I want this transformation into compassion. **Let us come together & transform our anger into compassion**- Mr Satyarthi remarked.

Bachpan Bachao Andolan

In 1983, Kailash Satyarthi founded the grassroots movement Bachpan Bachao Andolan - Save the Childhood Movement.

Not many people are aware about the man behind the verdict & formation of **"RIGHT TO EDUCATION ACT"**

Assuring quality education, it is the largest grassroots movement for the protection of children - Children rescued from bonded labor and slavery since 1980 till today: **83775**

source:<http://www.bba.org.in>

In 1998, after Bachpan Bachao Andolan's countrywide movement to make Right to education a constitutional right, Government formed the **Right of Children to Free and Compulsory Education Act in 2009**.

Carpets production area in South Asia : Remembering about spending days with boys, he observed that one boy was immune. Interacting & gathering information about him, he came to know that the boy was kidnapped with other children. Everyone mentioned that this boy never showed any emotion-he never cried, laughed or complained.

Mr Satyarthi told him that he will find his family members. The boy remembered nothing except his village & mother's name. Enquiring about his mother, Mr. Satyarthi accompanied him. Villagers directed them to meet boy's mother. They said she everyday comes in the morning at that place from where the boy was kidnapped, hoping that his son would come one day. She lost her eyesight during this time. The moment the two met, Mr. Satyarthi remembers the boy hugging her & started crying like anything. Tears rolled down their eyes.

There is no bigger happiness than seeing the child & mother re-unite.

"There is nothing more powerful than a mother-child love", he said.

Rugmark which is a social certification for child labour free carpets in South Asia was established in 1994, now known as Good Weave.

All in all, Mr. Satyarthi's speech was an enriching and worth cherishing. I always had an image of leaders in my mind, for in real I could see no difference between Gandhiji & Nobel laureate Kailash Satyarthi.

Origin of Technology and Management

— MYTHOLOGICAL PREVIEW BY YOGESH GUPTA

Nature has its own secrets and there are lots of things which are mystery to us. We don't know the cause and origin of these things, we only know their effects. Science is a tool through which we make a logic or fundamentals and then we check the logic for its existence, whether it is applicable universally or not. If it is universally applicable then we declare it as a basic (fundamentals) otherwise we call it as an exception. In ancient era, chain of thoughts were different, they made their logic according to their observation and effects. Consecutively these logics were checked, rechecked, modified and when it applicable universally we call it as fundamentals and all these fundamentals in a single packet defined as science and their applications becomes technology.

Now one thing is same in ancient and modern era. They also question their selves, why they exist? Why other things exist? What are they? How are they? The mistakes they had done became lessons for us and after correction it becomes technique and after modification it becomes tool. We also evolve around the same questions, what? Why? How?

Lessons that transfer generation to generation, storage of their research and findings, their control methods and allocation of resources, we name it as management. In ancient era there was no jargon, only actions and moral behind the actions were only matter. As time passes, the management tools and tactics emerged while objective and goal remain unturned.

Example- We all know about "Ramayana", "Mahabharata". In Ramayana only Ravana had aircraft they called it as a "pushpak viman". He was the most talented person and considered as a master of all Vedas. He was the only one who manages his whole empire in a way people known it as a "sone ki lank" (empire of gold). It is believed that Ravana build his own aircraft. At the same time Lord Ram is so efficient that he built a bridge with stone above the river which is unbelievable and left lessons for us.

Again if we recall Mahabharata (Shremad Bhagvadgeeta) I would say it is the bible for Management. The biggest lesson of ethics comes from it. Strategy comes from the same. How to live for the society, how to work for everyone's happiness has been already described in Bhagvadgeeta

The **theory of Self-transcendence or Self-realization** propounded in the Gita. Self-transcendence is overcoming insuperable obstacles in one's path. It involves renouncing egoism, putting others before oneself, team work, dignity, sharing, co-operation, harmony, trust, sacrificing lower needs for higher goals, seeing others in you and yourself in others etc. The portrait of a self-realizing person is that he is a man who aims at his own position and underrates everything else. On the other hand the Self-transcenders are the visionaries and innovators. Their resolute efforts enable them to achieve the apparently impossible. They overcome all barriers to reach their goal.

'The work must be done with detachment.' This is because it is the Ego which spoils the work. If this is not the backbone of the Theory of Motivation which the modern scholars talk about what else is it?

Things We Say

SIDDHARTHA ARORA

So many ways of looking
At a blackbird tossed
In the autumn sky.
From the dry shadows
Of the bed from which
The sun cannot step,
Your whisper flits above:

I am free to leave.
First, a living will,
Power of attorney,
No machines or tubes,
We first discussed this
When our hearts beat quick
In the raven's glimmer,
A clatter of wings burst
At red clay and live oak—
Free to go. But I have
No southern stomach.

I wipe feces from crevices
My tongue once explored,
I scrape uneaten meals
From cracked plates,
I dig arms under whatever
Is left to dig under—

So many ways of looking
At a blackbird thrown
In an autumn sky, life alit

In the few uncollapsed rivers
Of your hands, and I consider
The offer, freedom, mine from
You or yours from me not clear.
Stand with me, survey the distance:

Blanched earth, seedless,
Scab stubble frozen pools,
Creek frozen in its sheets,

The only proof of life its absence:
The bank gives way beneath our feet,
I grip the crest of your waist,
And one wing between us,
We take flight.

POLITICS:

1. P.M Narendra Modi left for Seychelles today on the first leg of his five-day visit to three key Indian Ocean countries that also includes Mauritius and Sri Lanka, asserting that strong relations with them was "vital" for India's security and progress
2. **The contentious Linc bill on Tuesday passed the Lok Sabha test after Indian government carried out nine amendments to it .**

TECHNOLOGY:

1. Apple Inc launches its long-awaited watch including yellow or rose gold models with sapphire faces costing up to \$17,000 .
2. Microsoft has rolled out a new cloud adoption program for small and medium businesses (SMBs) in India

BUSINESS

1. Reliance Industries-backed venture capital firm, GenNext Innovation Hub, and Microsoft Ventures will launch 11 start-ups this week.
2. Drugmaker Dr Reddy's Laboratories Ltd is in talks to acquire the Indian operations of Belgian pharmaceutical company UCB SA for about \$135 million,

SPORTS:

1. Indian women's team thrashed Thailand 6-0 to top Pool A and enter the quarterfinals of Women's Hockey World League Round 2 at the Major Dhyan Chand Stadium on Tuesday.
2. England were eliminated from the Cricket World Cup after hatrick defeats

Management Anecdotes:

Even the Right Decision is useless if made too late

