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This issue...

[Editor's Desk ...](#)

[Events ...](#)

[Student Corner ...](#)

[Corporate Talk ...](#)

[Face to Face ...](#)

[Achievements ...](#)

[In Campus ...](#)

[Seminar ...](#)

SINCE
1995

From the Editor's Desk...

Over the last decade and a half, the pace of change has been very rapid. One main factor is how computer technology has become omnipresent over that period. In parallel, Internet access has become faster, more reliable, and more available. But much more than technology is different today. The way we meet, the way we greet, the way we eat, everything is changing in a big fashion, and that impacts the student, the teacher, the relationship between them, the educational system, and the job market as well.

The job market and industry expectations have evolved in parallel with the changes in the students' environment. In the past, employers looked for graduates to bring a body of knowledge and mastery of a domain. Now, however, employers understand that knowledge in any field evolves rapidly, so they now look for adaptable candidates who show the ability to learn. The future may be more unpredictable now than ever before, and companies want people who can pivot to changing circumstances.

The pace of change is still accelerating. The pandemic drove some sudden change, and the after-effects are still working themselves out. In education, where previously the

educator's goal was to cover the material in the syllabus, it is now to uncover that material, to reveal why we should study it and where it will be applied. That same kind of 180-degree phase shift is happening in employment.

Where students once put a priority on studying what would help them get a good job on graduation, now they are more likely to study what will help them do the kind of work they want to do. This trend followed the economy's growth, as rising prosperity gave people a greater sense of security.

It's essential for graduates to cultivate the habit of self-paced learning and have practical skills to rely on. It's not sufficient to be an "I-shaped" professional whose knowledge and skills are stacked in one area of specialization. Now it's essential to become "T-shaped" by developing a broad set of skills that complement one's core skills and knowledge.

In this regard, students are advised to cultivate dynamism, diversity of skills, and an orientation toward international cooperation. Whatever domain you have mastered, you need to broaden your skills to a more diverse set.

Prof. (Dr.) Ashish Mohanty

AWARD GIVING CEREMONY-2022



EVENTS ...

THE IMPACT OF VUCA ON ORGANIZATIONAL AND LEADERSHIP EFFECTIVENESS

VUCA is an acronym that emerged from the U.S. army (Whiteman, 1998). They described the environment as a VUCA world, meaning that it was Volatile, Uncertain, Complex, and Ambiguous. It describes the “fog of war”—the chaotic conditions that are encountered on a modern battlefield. Its relevance to leaders in business is clear, as these conditions are highly descriptive of the environment in which business is conducted every day.

The once identifiable boundaries of our marketplaces and industries have become permeable. Now they shift continuously, sometimes slowly, sometimes quickly, but always feeling slightly beyond our grasp. In this new business environment, leaders realize that a sustainable future is only possible if organizations can sense, adapt, and respond to change; if they can help their organizations evolve with an evolving world. Leading in the future has seen a common theme emerge—managing challenges in a business environment that is disrupted and predominantly digital.

Technological advancements in artificial intelligence, robotics, sharing platforms, and the Internet of Things are fundamentally altering business models and industries. These changes are often not only alien to businesses; they are taking place at an unprecedented speed. How do we equip and transform the next generation of leaders with the relevant skills and competencies to meet these challenges?

Today, a new set of digital business and working skills is needed. Companies should focus more heavily on career strategies, talent mobility, and organizational ecosystems and networks to facilitate both individual and organizational reinvention. The problem is not simply one of reskilling or planning new and better careers. Instead, organizations must look at leadership, structures, diversity, technology, and the overall employee experience in new and exciting ways.

The reality remains that VUCA world is not going to disappear anytime soon. In fact, it is going to be more intensified in the years to come. The chaotic new normal in business is real. This new normal VUCA environment is impacting organizations to the extent that their leaders' current set of skills and competencies may no longer be relevant to driving the organization to success. There is a need to continually reassess their readiness and develop the necessary set of competencies for them to lead in this volatile, unpredictable landscape. Leadership agility and adaptability along with cognitive readiness, which are crucial leadership skills, are now required if organizations are to succeed in this VUCA world.

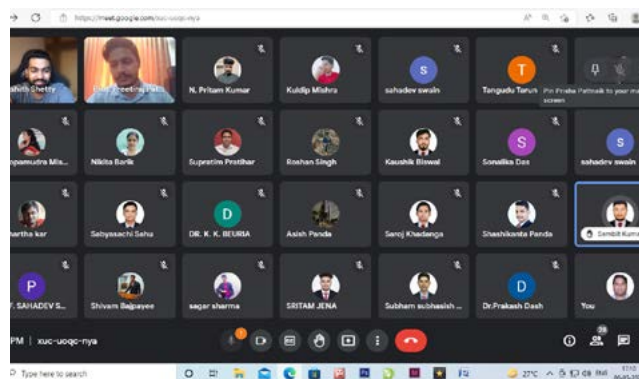
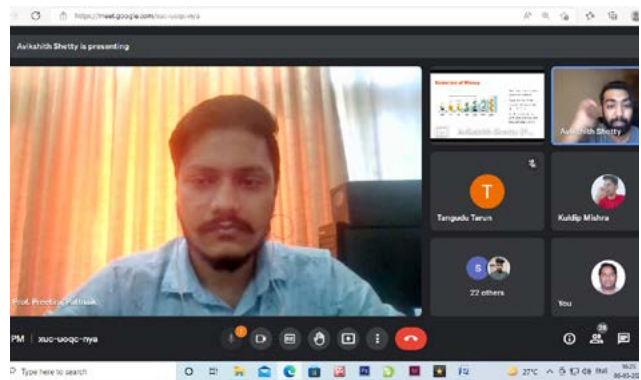
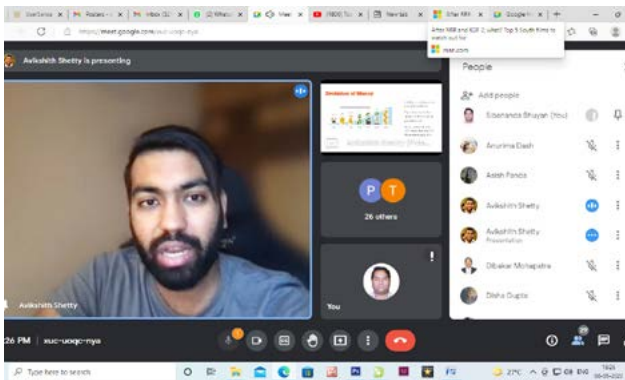
Siddhartha Kar
(21DM021)

A TALK ON GLOBAL CORPORATE READINESS



Mr. Ashim Parida, Co-Founder & Director-WeLearn, Principal Consultant-Align Staffing Solutions, Dubai delivered a Talk on “Global Corporate Readiness”

STRATEGIC IMPLICATIONS IN THE FUTURE OF PAYMENTS



Mr. Avikshith Shetty, Strategic Partner Manager, Google Pay delivered a Session on “Strategic Implications in the Future of Payments”



Mr. Somnath Mishra

Area Manager- East
H & B Stores Limited (A Dabur Enterprise)
Ghaziabad (UP)

PGDM (RETAIL)
(Batch : 2007-09)

1) TELL US ABOUT YOURSELF

I am an Area Manager of Eastern Region in Retail Sales, Operations and Business Development. I have spent 14 years in Store Operations in Service Industry and Modern Trade. I am handling a team of eastern region and planning for sales growth strategies, business expansion for revenue growth.

2) ABOUT YOUR SPOUSE (IF ANY) AND OTHER FAMILY MEMBERS

My wife, Monika is an MBA and she was working in Store Operations and Marketing till 2014 at Mumbai and Hyderabad. Now, she is enjoying home life with our little Saanvi. She always cooperates and motivates me to achieve highest goal of my career.

3) SOME OF YOUR BEST ACHIEVEMENTS IN THE YEARS AFTER YOU PASSED OUT FROM IMIS

I started my career as Store Manager and within couple of years reach in bigger role to handle entire eastern region.

4) YOUR VIEWS ON CAREER GROWTH IN YOUR PARTICULAR SECTOR

After serving 10+ years in Service Industry now moved into Retail Sector. As the retail sector is growing and expanding very fast as a result there is huge growth in modern trade as well. In the coming years, there is a huge potential in this specialized sector where I can achieve top position in Sales Management, Operations Management and Business Development.

5) YOUR SUGGESTIONS FOR JUNIORS

As a fresher, I suggest complete focus on books and take experience/ observe, how market trend is changing in this modern world. Also post Covid 19, a lot of innovative way of businesses emerge and market returning on track with innovative ways of working. So it's very important to focus on institutional education with current trends of Consumer Behavior. Success mantra in real word is 3Cs-Confidence, Creative and Craving for success.

6) FOR YOUR ALMA MATER

I still cherish memories of classes taken by our respected Professors. I miss Prof. Rabi Narayan sir classes and also miss my hostel days memories.



Prof. (Dr.) Surya Dev
Dean, CAD



Prof. (Dr.) Surya Dev awarded for Best Research Paper Award for his paper presentation titled "Testing CAPM on the National Stock Exchange using Two Pass Cross-Sectional Regression Methodology."



Dr. Rabinarayan Patnaik
Professor, Marketing



Prof. (Dr.) Rabinarayan Patnaik successfully completed the "Online Workshop on Data Analysis using Jamovi"



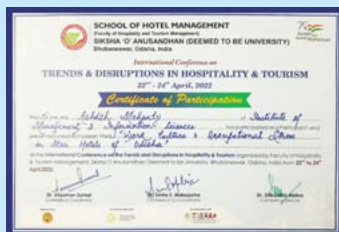
Prof. (Dr.) Rabinarayan Patnaik won Second Prize for the presentation entitled "Sustainability and Nature of Ownership: A Study on Product Positioning of Electric Vehicle (EVs) in India at 2nd International Conference on Education, Management and Social Science.



Dr. Ashish Mohanty
Asso. Professor
(BC & Soft Skills)

ARTICLE PUBLISHED - Titled - "Application of Confirmatory Factor Analysis and Structural Modelling to Measure Experience Economy of Tourists' in NMIMS Management Review, Vol 30, Issue-2, April 2022., listed in ESC (Web of Science), I2OR, ULRICHSWEB, CABELS Index, Index Copernicus, Crossref, Research BIB, UGC Care, Publons, Google Scholar, Citefactor and ISI (International Scientific Indexing) with an ISI Impact factor of 1.96.

PAPER PRESENTED - "A Study on Work Culture and Occupational Stress in Star Hotels of Odisha" in International Conference on Trends & Disruptions in Hospitality & Tourism organised by Faculty of Hospitality & Tourism Management, SOA Deemed to be University, Odisha on 22.01.2022.



Dr. Ashish Mohanty successfully participated and presented a Research Paper titled "Work Culture & Occupational Stress in Star Hotels of Odisha"



Dr. Ashish Mohanty successfully participated in "One Week Online National Faculty Development Program on Bibliometrics & Quantitative Data Analysis"



Dr. Ashish Mohanty joined as a member of "International Association of Academic Plus Corporate" at IAAC.

BRAIN FREEZER QUIZ COMPETITION



THE STOCK TRADING GAME





A Seminar on “Life Insurance Claim Settlement “ by Mr. Prakash Ku. Acharya, DGM, LIC India Ltd.



International Yoga Day celebrated at IMIS, Bhubaneswar

Dear Reader,

Please enrich **IMIS Newslite** with your constructive suggestions to **Prof. (Dr.) Ashish Mohanty**, Editor (Asso. Professor)
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