

The IMIS NEWSLINE

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YEARS OF
BUSINESS EDUCATION

From the Editor's Desk...

Yesterday one of my students shared, he was unable to manage his time because many of his peers were visiting his hostel room and he was not able to say 'NO' to them. Earlier he used to enjoy their company and the accompanying 'Gossips'; didn't ever mind their late night visits too. Later, when he sensed the difficulty, he tried to be firm with them which led to dysfunctional relationship.

We often set ourselves up for the people problems we face. When we fail to set boundaries that keep out unwanted coworker behaviors, we pay a price. People problems generally sneak up on us. One day we realize we are caught in a cycle we don't like - one that's interfering with our work.

Sometimes a coworker or employee shares a personal problem, a bit of gossip, or a critical opinion. By listening and engaging in the conversation, we open a channel for more in the future that we really don't want. Another experience could be that we become friendly with a colleague who makes a great first impression. Later, we discover that he/she has a poor work history, a tendency to let us pull part of his/her weight, and is not well thought of. Definitely we need to create some distance.

The concept of the "open door" policy for us and willingness to "drop everything" to help a coworker sounds nice but is often

counterproductive. Once we allow anyone to interrupt us anytime, we reward poor planning and devalue our own time. We also encounter coworkers and bosses who have strong views about what should and shouldn't be taking place at work. Their perspectives have some logic on the surface but may be steeped in old resentments and personal interests. We are asked or expected to "get on board" with them and support the "cause." In time we discover that we don't support their views and need to decouple.

One of the best ways to work with unhealthy people is to set boundaries. Healthy boundaries keep frustration and confusion low. Boundaries remind people of what is acceptable to you and what is reasonable to expect from you. Boundaries prevent unhealthy people from taking up too much of your time, energy, or resources - all precious commodities in the workplace.

Experience is the best teacher to set up the boundaries. However, it is not that easy, but letting things go only make conditions worse. Remember, toxic people neither like boundaries nor will set boundaries for you..!

Wish you all a Happy and Prosperous New Year..!

19th Annual Convocation



Alumni Meet 2015



21st century Human Resource Management: A Paradigm Shift

The role of human resources within the corporate structure has changed thoroughly over the years. HR departments focused mainly on worker's functions like hiring, the total amount of wages paid by a company, and benefits until changes to corporate culture in 1980s. Here came the concept of planned Human resources and became involved in overall business policy like organizational development through training, leading corporate connections, and developing total payment systems. The HR departments continue to focus on calculated goals of the organization there has been a recent shift toward "talent management." Talent management introduces new planned goals to make more efficient hiring and leadership progression processes using the employee lifecycle model (a human resources model that identifies stages in employees' careers to help guide their management and make the best use of related processes). Using the employee lifecycle model, HR guides employees through each stage of their career with the company from capability-based employment to career growth, through various proactive interventions. During each phase, HR strives to determine and manage employee performance through training, feedback, and support.

As the organizations are going international, one of the major problems faced by them is managing the change in the organization and how to make people acquainted with the changes. During these process people who are not able to adjust with the change, they leave the organization. Most often changes leads to high attrition. Now, here is the opportunity for the HR Manager to play safe and introduce good retention strategies and to spread a highly positive feeling among employees. Furthermore, the business strategic decisions like acquisition and mergers

have also entrusted upon HR Manager to develop the work culture. In the times when we are getting more professional and narcissist, it is very important to have ethics and values to be intact which also in the long run decides the sustainability of the organization.

Long working hours, target pressures, high competition and the like factors that are required for maintaining an upper edge on the competitors have resulted in a stressful and complex environment in organizations. In order to address these issues, organisations have resorted to various employee development initiatives which provide an impetus to the overall personality of the employees. Also, some of the employee friendly initiatives like Paternity leave, Flexi work hours, Vacations, Work from home etc. have significantly helped the employees in maintaining work-life balance.

Global exposure of the companies has contributed to the increasing workforce diversity. It is a real challenge for the organization to manage people with such different culture, religion and moral background. Therefore, gradually the organizations are tending towards participative and democratic culture by creating scope for continuous dialogue, open communication and participative decision making.

As the trend is changing, so the organization structure. Redefining the process and HR system might be a necessity, it can't be done over-night though. Every change will create more friction than results initially. Every change will create more resistance than results initially. Dash boards (a graphical summary of various pieces of important information, typically used to give an impression of a business), data-analytic (the science of examining raw data with the purpose of drawing conclusions about

that information) and industry research are used as tools to sell an idea, owning a solution stands different from that.

Employee-satisfaction survey will reflect your worst fears. The organization must be prepared to accept and resolve it, before asking for it. Payment evaluation will not deal with the best employees leaving the company. It's a well known fact that, payment can't be made as per the employee's expectation. Here lies the real challenge to facilitate the best within the limited budget.

Performance administration is not an event to run down an employee. Addressing an employee's growth and grooming them for the next level role, is an everyday job, a daily process and not a one-time event. Constant counselling, mentoring and coaching are required for the career growth and development of the employees.

Office politics will be there till eternity. Iron hand to suppress grapevine will not yield results. Fuelling it with result-oriented stories is a twin edged sword. Transparency is the only way out! There is no secondary to integrity.

To conclude it can be said that HR practices becoming more challenging day by day. They have to face lot of problem like retention of employee, dealing with different culture, managing work force variety, technological and informational changes etc. Following the challenges posed by globalization it is hoped that the organizations will be thinking above the stereotyped routine method of interventions and would bring new innovation in HR practices which will positively contribute to employee's wellbeing and organization building.

- Suvradeep Sengupta
PGDM 2015-17

Management Odyssey 2015



UMANG - The 7th Annual Grameen Mela





Adeeb Hussain

Area Manager
ITC Limited, Patna

IMIS Alumnus - PGDM (2009-2011)

1) TELL US ABOUT YOURSELF:

I belong to Bhubaneswar. After doing my schooling from Kendriya Vidyalaya, I did my graduation with Physics Hons. from P. N. College, Khurda. And then I landed in this great institution which actually brought this sea change in my life and gave it a different direction altogether. At present I am working as an Area Manager in ITC Ltd., posted in Patna.

As a person, I am a fun loving guy who believes in working hard & partying even harder. I have an intense passion for circuit racing (bikes).

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

My father worked with Indian Railways & my mother is a homemaker. I have got an elder brother who is married both to his wife & to Vedanta Resources. As far as I am concerned, I have got this lovely lady in my life who is also a management graduate and we are going to tie knot by next year In Sha Allah.

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

I joined ITC Ltd. as a Sales Trainee on 4th July 2011. A year later I was an Area Executive. And within three years, I was promoted as an Area Manager!! Being the youngest Area Manager was in itself a proud moment and the fact that I was the only one to be promoted in ITC Orissa in the last four years, instilled a sense of accomplishment in me.

4) YOUR VIEWS ON CAREER GROWTH IN YOUR PARTICULAR SECTOR:

I believe anyone can grow professionally once they have learnt how to brush aside the negativity and demotivation that come their way in a professional set up, and have learnt how to manage to keep that hunger to grow, alive!

Coming to FMCG sector, there is this vast opportunity to prosper with this plethora of companies existing and new entrants, which they constantly trying to push in.

5) YOUR COMPANY'S RECRUITMENT PROCESS AND YOUR REMARKS ON IT:

ITC Ltd. is a great organization to work with. It provides you with an ocean of experience. With its' presence in almost everything, working for ITC Ltd. is like working for so many companies simultaneously.

ITC Ltd. recruits both directly from campus for fresher & through walk-ins for those having some work experience.

6) YOUR SUGGESTIONS FOR JUNIORS:

Consider the two years in IMIS to be like the two wheels of a Bike on which the rest of your life is going to roll. How smoothly you want your ride of life to roll, largely depends on the quality of wheels you have built in these two years.

It may actually sound like 'Gyaan', but extract as much knowledge & competitive advantage as you can. Because, afterwards you will not be left with either zeal or time or both.

7) FOR YOUR ALMA MATER:

IMIS & the faculty members has been the sculptor in my life who together have chiseled this valueless piece of stone for two long years, making amendments now & then, and finally giving it a shape of this statue which has a certain value in the professional world. No matter how much I thank this institution and its esteemed faculty, it will never suffice what they have done for me.

PROF. LAXMIPRADA PATTNAIK

- Participated and presented a paper titled “**Employee Engagement and Job Satisfaction: The role of P-O fit in Indian Manufacturing Organizations**”, at 3rd PAN-IIM World Management conference held at IIM, Indore on December 16-18, 2015.
- Attended Faculty Development Programme on “**Theory and Practice of Industrial Relations Law**” at Department of Personnel Management and Industrial Relations, Utkal University, Bhubaneswar on 14th November, 2015.

PROF. ABHIJIT PANDA AND PROF. LAXMIPRADA PATTNAIK

- Conducted two Training Programmes for the Grade-IV employees of OMC on “**Paarasparika Kaushala O Kaarjyaalaya Shistaachaara**” on 21st- 22nd and 23rd - 24th December, 2015 at IMIS.
- Conducted a 2-Days Non-Residential Training Programme for the Non-Executives of OMC on “**Interpersonal skills and Office Etiquette**” on 27th-28th November, 2015 at IMIS.

DR. MANAS KUMAR PAL

- Published a paper titled “**Stochastic Programming with Cauchy Distribution**” in Pakistan Journal of Operations Research, ISSN: 2220-5810, Vol. XI, No 4, 2015, pp.543-552.

DR. DIVYA GUPTA

- Presented a paper titled “**Credit Risk Management: A Case of Indian Financial Sector**”, in 5th India Finance Conference at IIM Calcutta, 17-19 December 2015.

PROF. ASHOK KUMAR MISHRA

- Conducted a **Financial Literacy Workshop** for the staff members of SAMBAD, on 26th December 2015 at SAMBAD office, Bhubaneswar.



I have great pleasure visiting IMIS on the occasion of 19th Convocation 2015.

All my best wishes to management, faculty & students of IMIS in their endeavors for excellence !!

Shri H. R. Khan
Hon'ble Deputy Governor
Reserve Bank of India
Mumbai



I am quite happy to interact with the students of IMIS.

Mr. Sanjay Ku. Das Burma
Minister of State (Independent Charge),
Food Supplies & Consumer Welfare,
Employment and Technical Education &
Training, Govt. of Odisha



'Excellent'. I wish the Institute every success.

Mr. Tapan Ku. Chand
CMD, NALCO



It was an enriching experience of sharing the overview of paint industry with the students of IMIS. Hope interaction have instilled a motivation and interest in the students to be part of this fascinating industry.

Mr. Subhashish Das
Vice President
(Corp. HR & Personnel)
Berger Paints India Ltd.
Kolkata



Dr. Sachidananda Mohanty
The Vice Chancellor,
Central University of Odisha,
Koraput



Mr. K. Lakshaman Rao
VP, Aakash Educational Services,
Bhubaneswar



Mr. M. Chandrasekhar
State Head (Operations),
SBI Life, Bhubaneswar



Mr. Nirmal Bhattacharya
Chief Underwriter,
Universal Sampo,
Mumbai



Mr. Ravi M. K.
Sr Manager-HR,
Kotak Mahindra Bank,
Kolkata



Ms. Arpita Sahu
Talent Management &
Development (Odisha-
West Bengal), Bharti Airtel,
Bhubaneswar



Mr. Vinay Pandey
VP-HR, Spandana Sphoorty
Financial Services,
Hyderabad



Ms. Suman Arpita
Dy Manager, People Office Zonal,
Future Retail,
Bhubaneswar



Mr. Mahesh Satapathy
Business Analyst, Indus Software,
Bhubaneswar
(IMIS Alumnus)



Mr. Pritam Purkayastha
Marketing Manager,
Perned Ricard India,
(IMIS Alumnus)



Mr. Arun Johnson and Mr. Sudhansu Sekhar Dash (Batch 2014-16) won the Runners up Trophy in Astha Inter Bschoo Open Door Badminton Championship (Men's Double) organised by ASTHA School of Management, Bhubaneswar



New Year Celebration 2016



Out Bound Training



Dear Reader,

Please enrich **IMIS Newslines** with your constructive suggestions to **Prof. Abhijit Panda**, Editor
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