

SSR IMR NEWS LETTER

APR TO JUN 2018 VOL. VIII

From Director's desk



SSR IMR presents to its readers the next version of its News Letter. We continue with our venture of spreading knowledge & insight. The current edition focuses on the essence of being Resilient and also spreads insight on NPAs. A Research oriented Institute ensures the participation of all its members into Research work and gains out of the initiatives. We are glad that the Faculties and students have been contributing to various Conferences and attending FDPs. We are reaching closure to 200 mark on the count of literary contributions and attendance at conferences & FDPs. We put forward the glimpses of all these literary achievements and also the insight on Extra Curricular & Academic Events at the Institute. We aspire to be an Institution of choice for students and promise to deliver the best towards our goal in our academic journey.

Happy Reading!!

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Director, SSR IMR

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Contents

Intellectual Corner
IMR Extracurricular
Results @ IMR
SIP @ IMR
Research @ IMR
Placements @ IMR



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MANAGEMENT & RESEARCH

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Intellectual Corner

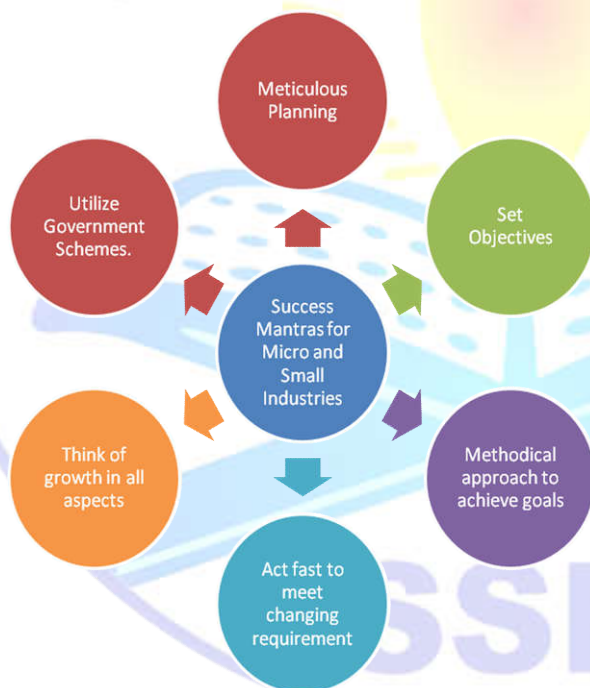
Small need to think BIG

India is a country of diversity in all aspects. In terms of Industrialization, the country boasts of being the fastest growing emerging market in the world. However, we are still a developing country. So, what stops us from climbing the ladder of development? The primary reason of underachievement is the presence of very large number of micro and small industries which are mainly unorganized. These industries act as feeder industries for the medium and large industries in terms of providing raw materials or components. However, for the majority of these micro and small industries, their size continues to remain micro and small.



There needs to be a change in the way the micro and small industries work, at it has to start with the vision of the entrepreneur. With passage of time, these industries need to start working towards growth in all aspects, i.e., market, number of customer, size of customer purchase, number of products, turnover etc. This cannot be achieved by mere imagination, but by proper planning and setting appropriate goals. There has

to be a methodical approach towards achievement of these goals. Moreover, these industries should also act fast to understand and meet the needs of the rapidly changing customer preferences.



The entrepreneur also need to take advantage of the various government schemes to foster the growth of MSMEs, such as Support in participation of Trade Fairs, Market Development Assistance Schemes, Information Technology Adoption, Duty Drawback schemes for importing Machine and tools etc.

If all the millions of Micro and small industries present in our country work towards their own development by thinking big, India would be on the brink of being the most developed nation.

Contributed by Mr. Nainesh Mutha, Asst. Professor, SSR IMR, Silvassa

Labour Laws Reforms: Need of the Hour

Labour was the first price, the original purchase – money that was paid for all things. It was not by gold or by silver, but by labour, that all wealth of the world was originally purchased. – Adam Smith

Labour laws which is now a days knows as employment laws has been created to safeguard the interest of employee as well as employer. With passage of time modification and up gradation has been made in these compliances to meet the demands of past and present generations. Following are the changes made in recent years:



Law	Modification Year	Modification
Employee Provident Fund And Miscellaneous Provisions Act 1952	2014	Wage ceiling has increased from Rs 6500/- to Rs 15,000/-
Payment of Gratuity Act 1972	2018	Maximum limit has extended to 20Lakhs for Private employees
Payment of Wages Act 1936	2017	Wage ceiling enhanced from 18,000/- to 24,000/-
Payment of Bonus Act 1965	2015	Eligibility has extended up to Rs 21,000/-
Maternity Benefit Act 1961	2017	Leave has enhanced from 12 weeks to 26 weeks

Digital Reforms:

- ✓ **PENCIL: Online portal for Child Labour Prohibition & Regulation Act launched in 2017.**
- ✓ **Digital Jeevan Praman Patra for Pensioner**
- ✓ **EPFO: online contribution payment by employer and creation of Universal Account Number (UAN).**

Labour laws in India is little complicated as we have too many compliances at state and central level. At time employers finds it difficult to comply all the provision so flexibility was needed which addressed by Government and changes has been brought in various aspects. The above changes highlight the coverage of more employees and better benefits to women and children. This is a step towards better society and better economy but still a long way to go.

Contributed by Mrs. Diksha Swaroop, Asst. Professor, SSR IMR, Silvassa

Role of Self Help Groups (SHGs)

Self Helps Groups (SHGs) has a significant role performed in the development of the needy section of the society. The group consists of 10-20 members usually from a similar socio-economic background. The members of the group contribute towards the savings and assist the members to borrow credit through the group. SHGs have been linked to Banks for the purpose of availing credit. Through this system the members who are not eligible to borrow credit from the bank, becomes eligible to borrow through the Group. NGOs are also helping the SHGs to borrow credit from the banking system.



SHGs have been assisting the poor specially the women in the society to be self sufficient and independent. This has helped the members by increasing their assets and employment opportunities. The borrowers through SHGs are able to reduce their dependence on informal sources of finance. These groups also works towards the social upliftment of the families associated to the group. It has also led to reduce child mortality, improved nutrition and health among the women and children. SHGs have also assisted in developing the decision making skills of the members which helps them in their contribution towards the financial decisions of the family.

In India the total No. of SHGs registered till 2016-2017 was 85.77 lakhs. Out of this 73.22 lakh consist of Women SHGs. The total amount of deposits was approximate Rs 16,000 crore by these SHGs. The amount of loan outstanding for the year 2016-17 is nearly Rs. 61,000 crore. The loans provided to these groups have been increasing with a growth rate of 37%. For the year 2018-19 the Finance Minister has estimated that the loan provided to these groups would reach the mark of Rs. 75000 Crore by the end of March 2019.

There are various program in India to reduce Poverty among rural areas and SHG has been one such successful initiatives. The existence of such groups among the society has led to considerable contribution to the socio-economic development.

Contributed by Mrs. Natasha Nunes, Asst. Professor, SSR IMR, Silvassa

“Many small ants can vanquish the large snake.”

– Promoted by UNICEF towards self -help encouragement

Skills for Profession in Finance Field

Skills possess the great importance along with the knowledge of an individual, because *'skill is the ability to use one's knowledge effectively and readily in execution or performance.* Any profession one ceases to take-up, skills pave the way to success. The drive on skills development and skills enhancement has got rooted in the ecosystem. Our country governs skills training by different bodies and regulations such as the National Council for Vocational Training (NCVT), set up in 1956, the Apprenticeship Act, 1961 and the National Skills Development Authority (NSDA) set up in 2013. A news column in Economic Times by Yogima Sharma on June 25, 2018, titled "Government plans to set up regulator for skills training" revealed that; 12 million youth joins the country's workforce every year and a considerable amount of them are unemployable because of poor skill sets. Thus the government plans to set up an independent regulator for skills training in India. This article outlines the key skill sets those can be imbibed by an individuals willing/have chosen the profession in finance field.



As stated earlier every profession demands the set of skills that can be bifurcated into two; (a) Basic Skills, and (b) Expertise Skills. Basic Skills or the Soft Skills are Communication (both written & verbal), Team-work, Adaptability, Problem-Solving, Critical observation, Conflict resolution, Leadership etc.

The expertise skills shall vary from profession to profession. Mentioned below are the skill sets required for the profession in finance.

- i. **Numeracy:** It demands the basic mathematical ability.
- ii. **Analytics:** Collection and management of financial and related data, interpretation and communication of the meaningful data.
- iii. **ICT Skill:** This skill is required to work and communicated your work using "Information & Communication Technology (ICT)". It ranges from using the computer at workplace to emailing to using smartphones and tablets form work perspective.
- iv. **Financial Modelling Skill:** It the applicability of financial, accounting and economics knowledge in the form of model resulting into appropriate decision making.
- v. **Usage of Software Packages:** There are various software packages all cannot be learnt but some of the common and easily available are Microsoft Excel, Open Source Spreadsheet, Document & Powerpoint softwares. Those looking forward the career in Accounts/Finance & Taxation can take up the certification/s in various available ERP systems.

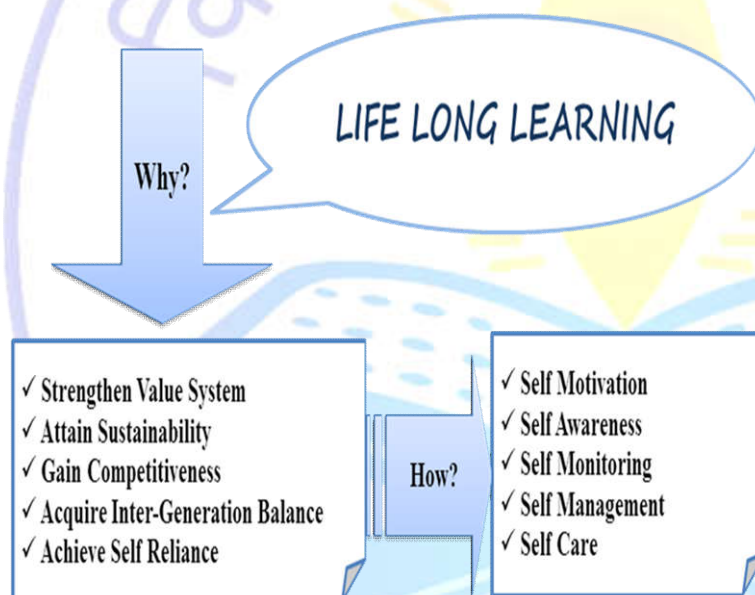
These are the key skills an individual should possess if he/she, is choosing/have chosen the profession in finance field.

(Meaning as given in Webster's New Explorer Encyclopedic Dictionary.)

Contributed by Mr. Amar Vangad, Asst. Professor, SSR IMR, Silvassa

Life Long Learning:

Knowledge economies believe in sourcing information & facts. This perhaps differentiates a developing economy from a developed one. A developed economy reaches to a position which others aspire to reach and hence keep imbibing the contemporary learning. Learning is about reaching your full potential and can help you achieve self-actualization. Learning to learn is an art. Learning certainly is impactful as it influences the life and it is very significant as it is valuable asset. Learning enumerates the sense of Life and enhances Personality. Learning significantly establishes societal recognition and builds career. At one end Learned people are torch bearer for society to the other end learning helps in grabbing employment opportunities. Learning supports development of will power and increases confidence. Learning is essential throughout the life. It is impactful and significant for the society at large.



The concept of lifelong learning was developed in the 1970's, and exists today in the context of a cultural and societal shift to a knowledge-based and rapidly-changing economy. Lifelong learning has four main characteristics i.e., *Occurs throughout a person's life across a learning continuum, involves both learning and education, occurs across a spectrum of formal and informal setting and involves civic engagement and community involvement with the goal of building stronger communities* (OCF, 2007). Lifelong Learning not

only enhances social inclusion, active citizenship, and personal development, but also self-sustainability, as well as competitiveness and employability.

Contributed by Dr. Rajesh K. Pandey, Associate Professor, SSR IMR, Silvassa

**“Anyone who stops learning is old, whether at twenty or eighty.
Anyone who keeps learning stays young.”**

— Henry Ford

IMR's Extracurriculars

Bon Voyage - Farewell function Batch 2016-18:



MBA 1st Year students organized the Farewell function – Bon Voyage on 13th May 2018. The cultural mood, the sentimental speeches, the wonderful memories shared through video show and the twinkling eyes saying good bye to each other – all these & many moments made the function and the entire event to be cherished forever.



Awards presented during Farewell of Batch 2016-18

Sr. No.	Name of the Category	Name of the Winner
1	Photography Award	Mr. Jenish Patel
2	Technocrat Award	Mr. Akhil Nair
3	Entrepreneurial Instinct Award	Mr. Virensinh Thakor
4	Artistic Calibre Award	Miss. Urvi Radadiya Miss. Monaz Narona
5	Best Attendance Award	Miss. Purva Naik
6	Reader Award	Mr. Sumit Dixit
7	Most Popular Student	Mr. Pintu Kumar
8	Best Outgoing Student	Miss. Himani Mahendra



Mr. Pintu Kumar
Most Popular Student



Miss. Himani Mahendra
Best outgoing student



Batch 2016-18 with IMR Director and all Teaching & Non Teaching Staff

Best Manager Contest:

SSR IMR hosted the finale of its maiden effort “**Best Manager Contest**” on 13th May 2018 at IMR Auditorium amidst the presence of **Dr. R. B. Shelke**, CSR Head, Jai Corp Ltd., Silvassa. The PRO of SSR Memorial Trust **Dr. Pankaj Sharma** and **Dr. Praveena S. Muley**, Director IMR graced the occasion. The dignitaries appreciated & showered their blessings on students. **Mr. Mustafa Kapasi** was adjudged as the winner of the contest. The self-nominated students from the batch went through a series of competitive rounds including essay writing, presentations, case studies, quiz etc. as part of the contest and eventually the winner was declared considering the scores of all these rounds.



IMR Students at ICSI workshop at Vapi:



The workshop on Company Law & Financial statements was coordinated by ICSI Surat Chapter and IMR Alumni Mr. Neelabh Kaushik who is a practicing Company Secretary coordinated the nominations of the IMR students. The speakers list included **Shri. Praveen Soni**, Treasurer, ICSI Western Region, **CS Shri. Surendra Kanstia** and CA **Mr. Ashish Bakliwal**.

Academic Performance: Results

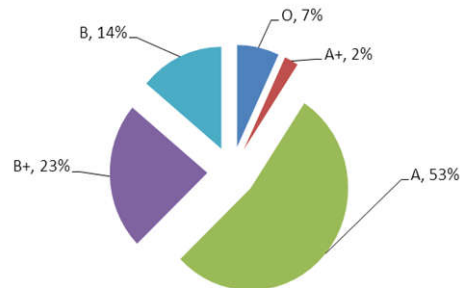
100% results for Batch 2016-18

Miss. Rajvi Desai with 9.31 CGPA is the **TOPPER** of the Batch

Miss. Himani Mahendra with 9.06 CGPA stood 2nd

Miss. Raksha Naik with 9.01 CGPA stood 3rd

Gradewise Result of Batch 2016-18



Miss. Rajvi V. Desai
Topper of Batch 2016-18 (9.31 CGPA)



Miss. Aaradhana Gupta
Stood 1st in MBA –I Sem II Results (9.08 SGPA)

Corporate Connect: SIP Batch 2017-19

The Batch 2017-19 witnessed the learning from Summer Internship Projects (SIP) post their Sem-II examinations. Around 45 companies permitted the SIP for IMR students and Institute extends heartfelt thanks to the Industry for the support & guidance to students.



Conference/ Seminars/ Research Papers / FDP

Sr. No.	Name of the Faculty / Student	Title of the Research Paper / FDP	Place of Presentation / Publication
1	Dr. Rajesh Kumar Pandey & Miss. Disha Prajapati	Social Entrepreneurship	Bengaluru
2	Miss. Himani Mahendra	A Study on Women Entrepreneurship Development with special reference to Daman and Vapi	Bengaluru
3	Mr. Sumit Dixit	A study on prospects and challenges experienced by marble industry in the UT of Dadra & Nagar Haveli Region	Bengaluru
4	Mr. Mustafa Kapasi	D-MART: INDIA'S WALMART A Case Analysis of an Unbeatable Retailer	Ghaziabad

Research is creating new knowledge.

-Neil Armstrong

SSR INSTITUTE OF MANAGEMENT & RESEARCH, SILVASSA
Placement Updates as on 30.06.2018 [Batch: 2016-18]

 Amit Ishwar • Raj Petro Specialities	 Pintu Kumar • Rudraksh Group
 Monaz Naron • Hindustan Unilever	 Pooja Sarda • Rudraksh Group
 Raksha Naik • Pioneer Group	 Bharti Chaudhary • Hindustan Unilever
 Urvi Radadiya • Huhtamaki PPL	 Jenish Patel • Meril Life Science
 Akhil Udayan • A S Engineering Works	 Cajetan Dsouza • Meril Life Science
 Priyanka Mishra • Comfort Securities	 Anjali Bhalerao • Bayer CropScience
 Savan Chaudhary • Mangalsai Tradewings	 Diksha Thakur • IndusInd Bank
 Mustafa Kapasi • Raj Petro Specialities	 Rajvi Desai • IndusInd Bank
 Babloo Yadav • Rudraksh Group	 Kuldeep Rajpurohit • Gold Seal Avon Polymers
 Himani Mahendra • Gold Seal Avon Polymers	 Ravi Pandey • IndusInd Bank
 Nikunj Parmar • IndusInd Bank	 Swetha Reddy • LEVRAM Life Science
 Atul Singh • YES Bank	 Nayan Varkar • Raj Petro Specialities
 Sumit Dixit • Kotak Mahindra Bank	 Richa Singh • Sushila Enterprise
 Purva Naik • Total HR	 Ashish Dalvi • Mccallum Pvt Ltd
 Sanket Punase • Bayer CropScience	 Ashwini Patel • LEVRAM Life Science

Other Areas	No. of Students
In Pipeline for Corporate Recruitment (Confirmation Pending)	6
Entrepreneurship & Higher Studies	8

SSR Memorial Trust, a self financed charitable Trust started with a mission to promote education towards excellence and education for all. **The Institute of Management & Research (IMR)** is the latest feather in the SSR Memorial Trust's cap, operational since 2008-09. The Institute is affiliated to **SAVITRIBAI PHULE PUNE UNIVERSITY** and approved by AICTE, presently running the Two years' Post Graduate Programme '**Masters in Business Administration**' (MBA). The Institute enjoys the uniqueness of being affiliated to a University of repute and it is privileged to find its existence amidst a huge Industrial belt at Dadra & Nagar Haveli. The University Results, Teaching quality, overall personality development of students and great assistance with placement makes the Institute stand tall in this ever increasing competitive professional world. The Institute is working with a vision for its academic excellence, research contribution, creative ability and innovation.



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